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GENDER EQUALITY PLAN

FOR WROCLAW UNIVERSITY
OF ENVIRONMENTAL AND LIFE SCIENCES

WROCLAW 2022



Introduction

The Wrocław University of Environmental and Life Sciences' Gender Equality Plan (GEP) for 2022-2024 is a strategic document created for the academic community to provide a safe and friendly place to learn and work, free from discrimination, enabling everyone to develop freely within their academic, professional and personal spheres.

The plan was signed by Prof. Jarosław Bosy, Rector of the Wrocław University of Environmental and Life Sciences, and implemented by an ordinance published in the Public Information Bulletin (BIP).

The most important task of the Gender Equality Plan (hereafter referred to as the Gender Equality Plan for UPWr) is to promote,

implement and monitor positive measures regarding gender equality and diversity and the reduction of discrimination at the university.

In accordance with its mission and statutes, the Wrocław University of Environmental and Life Sciences is a university that follows the principles of non-discrimination and equal opportunities for men and women. The University respects the existing human rights regulations protecting against discrimination and violence and strives to implement the highest standards to ensure equal opportunities and treatment of its employees.

The university has been actively pursuing an equality policy for several years, as exemplified by its award of 'HR Excellence in Research' in 2017. The University has introduced, among other things, a number of internal regulations, incorporating the principles of the European Charter for Researchers and the Code of Conduct with regard to the recruitment of academic research staff.

The Gender Equality Plan for UPWr is based on five goals, which will be implemented through specified actions and their effectiveness will be monitored through specific indicators. The objectives are presented in relation to five key areas:

Specification	Area				
	Balance between private/family and professional life, and corporate culture	Gender balance in management and decision-making bodies	Gender equality in the recruitment process and career development	Including gender issues in research and teaching material	Measures against violence on gender-based grounds, including sexual harassment
Objective	1	2	3	4	5
Promoting balanced representation of women and men in decision-making processes		✓			
Raising awareness of the principles of equality and non-discrimination	✓			✓	✓
Support for women in their career development		✓	✓	✓	
Strengthening the balance between family and professional life	✓				
Preventing harassment and discrimination					✓

The Gender Equality Plan for UPWr covers:

- **DIAGNOSIS** - this is the analysis and main conclusions of the survey conducted among the academic community academic community survey and data on human resources and the student population,
- **FIVE OBJECTIVES**, identifying activities and indicators as well as discussing the key to achieving gender equality in research and innovation, as required by the European Commission contained in the in five thematic areas.

Diagnosis

Content scope of the GEP diagnosis for UPWr



The diagnosis carried out for the needs of the Gender Equality Plan for Wrocław University of Environmental and Life Sciences was based on the share of women and men in the human resources (divided into academic teachers and non-academic university employees) and taking into account data on persons who take up studies at UPWr.

Timeline of the GEP diagnosis for UPWr

The diagnosis of the state of human resources at UPWr covers the years 2019-2021 within the managing positions in the group of academic

teachers, 2012-2024). For people studying in specific UPWr study fields, the analysis includes data from 2017-2020.

Results of the Gender Equality Plan survey for UPWr among students, doctoral students and employees of UPWr

At the end of 2021, the Wrocław University of Environmental and Life Sciences conducted a survey on issues related to the Gender Equality Plan, with the aim of identifying and formulating problems and needs regarding work-life balance, discrimination and harassment.

The questions were addressed to the entire academic community.

The survey was conducted on more than 600 employees and more than 1 100 students and doctoral students. Approximately 70% of the respondents were women. Among the staff, almost 60% of the responses were given by teaching academics.

UPWr employees

UPWr employees responded to the proposed work-life balance tools by indicating to what extent the solution was motivating for them. For the vast majority of university employees taking part in the survey, the most important are:

- the possibility of partial work outside the university premises,
- the possibility to leave to run an important errand,
- access to parking spaces,
- the possibility of reducing the work day to provide care for a child or dependent person.

Needs were also recognised for: adjusting the holiday schedules of employees with school- and preschool-age children to the dates of school holidays, holidays and Christmas breaks or providing subsidies for nurseries, pre-schools and children's clubs and care offered by a day-care provider. More than 90% of the respondents admitted that solutions related to health and medical care, such as taking care of ergonomic and comfortable (above-standard) working conditions or providing discounts for additional medical care/insurance, are of average or high motivation for them.

UPWr employees participating in the survey admitted that they had experienced undesirable situations and behaviours, such as comments or jokes referring to beliefs and stereotypes, with sexual connotations, being judged better or worse or being treated differently because of their gender.



Students and doctoral students

The survey results showed that more than half of the students had experienced comments or jokes referring to beliefs and stereotypes and with sexual overtones, while 40% of this group felt they had been treated better or worse because of their gender.



Opinions on the treatment of gender

Among almost 30% of the UPWr academic community, there is an opinion that men are somewhat or definitely more likely to be treated as experts by their superiors.

Based on the diagnosis, it can be concluded that at the Wrocław University of Environmental and Life Sciences:



- there are some disparities in the participation of women and men in management and decision-making processes
- the career development of female researchers decelerates at the level of assistant professor (before habilitation) - which may be related to career breaks (e.g. parenthood),
- combining work and family life, childcare responsibilities, caring for elderly people in the family is perceived as a difficulty and assistance in this area is motivating for employees,
- discrimination and violation of equality in the treatment of women and men was observed, hence the need to raise awareness of the principles of equality and non-discrimination.

Gender Equality Plan for UPWr including objectives, actions and indicators

The structure of the Gender Equality Plan for UPWr was created on the basis of the five key areas identified by the European Commission and includes the objectives identified on the basis of the diagnosis and the planned activities through which these objectives will be implemented.



Objective 1. Promoting balanced participation of women and men in decision-making processes

– the implementation of this objective is expected to result in an increase in the percentage of women in management.

Objective 2. Raising awareness of the principles of equality and non-discrimination

– its implementation is intended to contribute to raising awareness and knowledge of issues of equality and inequality and to develop the competence of the whole academic community in the area of preventing and combating discrimination.

Objective 3. Supporting women in their career development

– the implementation of this objective is intended to contribute to the creation of optimal conditions in which women have equal opportunities for development in the research, professional and personal fields.

Objective 4. Strengthening the balance between family and working life

– aiming to achieve an optimal level of combining work and family life for those studying and working at UPWr.

Objective 5. Preventing harassment and discrimination

– the implementation of this objective is expected to contribute to eliminating prejudices, customs and traditions based on stereotypical gender roles and to reduce discrimination and gender-based violence, including sexual harassment in the long term.



Area 1. Work-life balance and corporate culture

ACTIONS	INDICATORS	RECIPIENT	UNITS RESPONSIBLE	OBJECTIVE
Developing the "Compendium of gender equality of UPWr", containing the most important information on information concerning, among other things, legal aspects related to discrimination, description of procedures and guidelines, facilitating the handling of formal matters during pregnancy, maternity and paternity leave	To be published on the UPWr website by the end of 2023	Academic community	The Ombudsman for Anti-Discrimination and Corrective Action Implementation, the Human Resources and Payroll Department (HR), in cooperation with the Public Relations Department, the Anti-Discrimination Committee and the team for the development and implementation of the Gender Equality Plan	Raising awareness of the principles of equality and non-discrimination
Identifying the needs of parents and carers for support from the university in the area of <i>work-life balance</i>	Forming recommendations on the range of activities and solutions that the university can provide in this area by the end of 2024 in order to include them in the next Gender Equality Plan	Academic community	University authorities, the Ombudsman for Anti-Discrimination and Corrective Action Implementation, the Human Resources and Payroll Department (HR), in cooperation with the Public Relations Department, the Anti-Discrimination Committee and the team for the development and implementation of the Gender Equality Plan	Strengthening the balance between family life and professional life; Supporting women in their career development
Supporting employees during long absences (including those due to parenthood) to maintain contact with work life and facilitate their return to work through training and mentoring activities between colleagues	Development and implementation of the contact form by the end of 2022	UPWr employees	Human Resources and Payroll Department (HR), heads of organizational units	
Promoting flexible working time by allowing individual work schedules, task-based working time, remote working and other flexible forms		UPWr employees	Human Resources and Payroll Department (HR), heads of organizational units	



Area 2.

Gender balance in management and decision-making groups

ACTIONS	INDICATORS	RECIPIENT	UNITS RESPONSIBLE	OBJECTIVE
Monitoring and control of the percentage of women and men in decision-making teams and committees	Annual report on the percentage of men and women submitted to the team for the development and implementation of the Gender Equality Plan	UPWr employees	University authorities, the Organizational Office in cooperation with the Ombudsman for Anti-Discrimination and Corrective Action Implementation, the Anti-Discrimination Committee and the team for the development and implementation of the Gender Equality Plan	Promoting balanced participation of men and women in decision-making processes
Developing principles on balanced participation of men and women in management, teams/committees expertise committees in the faculties/universities	Implementation of the rules by the end of 2023	Academic community	University authorities, the Ombudsman for Anti-Discrimination and Corrective Action Implementation, the Human Resources and Payroll Department (HR) in cooperation with the Anti-Discrimination Committee and the team for the development and implementation of the Gender Equality Plan	Support for women in their career development
Promoting female scientists in leadership positions, female leaders, representatives of minorities, educators, students and graduates of UPWr, who have significantly contributed to the development of science, education and university organization	Cyclical articles/interviews on the UPWr website	Academic community	The Public Relations Department, in cooperation with the organizational units	
Building management capacity through developing of managing competencies	Proposals for training courses in management	UPWr employees	Human Resources and Payroll Department (HR)	



Area 3.

Gender equality in recruitment processes and career development

ACTIONS	INDICATORS	ADDRESS	UNITS RESPONSIBLE	OBJECTIVE
Monitoring and control of the percentage of women and men in the recruitment process and competitions for academic staff positions	Annual report on the percentage of men and women to be submitted to the team developing and implementing the Gender Equality Plan	UPWr employees	Human Resources and Payroll Department (HR)	Support for women in their career development
Implementing an open, effective recruitment procedure that takes gender equality into account	Implementation by the end of 2022	Academic community	The Human Resources and Payroll Department (HR), in cooperation with the with the Ombudsman for Anti-Discrimination and Corrective Action Implementation, Human Resources and Payroll Department (HR) in cooperation with the Anti-Discrimination Committee and the team developing and implementing of the Gender Equality Plan	
Developing rules on gender balance in competition committees	Implementation of the rules by the end of 2022	UPWr employees		
Identifying training course needs in order to develop individual career paths	Report with recommendations on training areas by the end of 2022	UPWr employees	Human Resources and Payroll Department (HR)	



Area 4.

Integration of gender into research and teaching materials

ACTIONS	INDICATORS	ADDRESS	UNITS RESPONSIBLE	OBJECTIVE
Distributing the "Gender Equality Plan for UPWr"	To be published on the UPWr website by the end of 2023	Academic community	The Public Relations Department, in cooperation with the team developing and implementing of the Gender Equality Plan	Support for women in their career development; Raising awareness of principles of equality and non-discrimination principles
Information/promotion, training courses/workshops on raising awareness and providing guidance on how to integrate gender in research	Minimum of 1 training course per year	UPWr employees	University authorities, Human Resources and Payroll Department (HR) in cooperation with the Public Relations Department	
Monitoring and control of the percentage of women and men in research and teaching teams	Annual report on percentage of men and women to be submitted to the team developing and implementing the Gender Equality Plan	UPWr employees	Science Administration Department, Student Affairs Centre in cooperation with the team developing and implementing of the Gender Equality Plan	Raising awareness of the principles of equality and non-discrimination



Area 5.

Measures against gender-based violence, including sexual harassment

ACTIONS	INDICATORS	ADDRESS	UNITS RESPONSIBLE	OBJECTIVE
Analysis of needs in the context of violence based on gender, including sexual harassment	Report on the results of the survey conducted in 2022	Academic community	The Ombudsman for Anti-Discrimination and Corrective Action Implementation, Human Resources and Payroll Department (HR), university authorities	Raising awareness on the principles of equality and non-discrimination; Preventing harassment and discrimination
Informing/promoting training courses/workshops on anti-discrimination, harassment, prejudice and stereotypes	At least 1 training course per year for: staff, doctoral students and students		University authorities, Human Resources and Payroll Department (HR) in cooperation with the Public Relations Department	
Updating the "Guide for Newly Hired Employees" with content related to anti-discrimination issues	Publication by the end of 2022	UPWr employees	Human Resources and Payroll Department (HR), Public Relations Department	
Collaborating with other universities/organizations to promote gender equality/anti-discrimination policies		Academic community	The Ombudsman for Anti-Discrimination and Corrective Action Implementation, the team for the development and implementation of the Gender Equality Plan	

Summary

The Gender Equality Plan for UPWr takes into account the five areas defined by the European Commission as a key to achieving gender equality in research and innovation:

- 1.** Work-life balance and corporate culture.
- 2.** Gender balance in management and decision-making bodies.
- 3.** Gender equality in recruitment processes and career development.
- 4.** Integrating gender issues into research and teaching materials.
- 5.** Measures against gender-based violence, including sexual harassment.



The Wrocław University of Environmental and Life Sciences, through creating The Gender Equality Plan, has committed itself to using this document and the actions it contains as one of the key instruments shaping institutional change at the university in the long term. Successful implementation of The Gender Equality Plan for UPWr and the introduction of visible and measurable changes in the area of equality - and not only gender equality - is substantially dependent on the support and commitment of the university authorities, in particular the Rector, management, both senior and middle level, as well as other members of the academic community - staff, students and doctoral students. The Rector of the Wrocław University of Environmental and Life Sciences, Prof. Jarosław Bosy, declared his support for the Gender Equality Plan for UPWr, which he affirmed by signing this document.

Selected sources

- [General for Research and Innovation \(European Commission\), She Figures 2021, The path towards gender equality in research and innovation \(R&I\)](#)
- [University of Warsaw equality website](#)
- [Gender Equality Strategy 2020–2025](#)
- [European Institute for Gender Equality \(2016\), Gender Equality in Academia and Research](#)
- [European Charter for Researchers](#)
- [Statutes of Wrocław University of Environmental and Life Sciences](#)
- [Gender equality plan - how to do it? Office of Science Promotion of PolSCA PAN in Brussels](#)