



GENDER EQUALITY PLAN: UMB AS A GOOD PLACE FOR WORK

**5 key areas, 10 goals and 15 activities for gender
equality policy and strategy at UMB**

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Introduction

The Gender Equality Plan at Matej Bel University in Banská Bystrica (hereinafter “UMB”) is the first internal institutional strategy in this area. The plan is based on the Action Plan under the Human Resources Strategy for Researchers (HRS4R) and the HR Excellence in Research label. UMB was the first educational and research institution in the Slovak Republic to receive the label in December 2018. In the HR Excellence in Research Action Plan, the University committed to the creation of its first Gender Equality Plan (GEP). In the course of its preparation, the European Commission's requirement that all institutions applying for research funding under Horizon Europe (HEU) are required to demonstrate the existence of a Gender Equality Plan from 1 January 2022 came into force. UMB, through the Gender Equality Working Group, has prepared a draft Gender Equality Plan 2022-2023 as a flexible tool with recommendations to stimulate a gender-conscious organisational culture. After this period, the plan will be evaluated and the plan for the following years will be proposed. The Gender Equality Plan was created in accordance with the mission of the UMB, as expressed in the UMB's Long-Term Strategy for 2021-2026: to create and disseminate knowledge that protects, strengthens and develops democratic and humanistic values and contributes to solving societal challenges in the 21st century. In fulfilling this mission, the University aims to be an open and dynamic institution that provides education and develops science, research, innovation, culture and the arts, respecting the fundamental values of democracy, the rule of law, respect for human rights and sustainable development, and reinforcing the principles of diversity, equality, inclusion, non-discrimination, respect, transparency and open communication.

Working Group for
Gender Equality at
UMB

2022 – 2023

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5 key areas:

1. Academic self-government bodies (key bodies).
2. Human resources: Gender equality in UMB bodies and committees, recruitment and career advancement.
3. Reconciliation of work and personal life, and institutional culture.
4. Integration of gender dimension into research and education.
5. Raising awareness of gender-based violence, including sexual harassment.

10 goals:

1. Establishment of committees: Committee for Gender Equality (representing all faculties and departments) and the position of a coordinator for gender equality.
2. Creation of a website (within umb.sk) with the aim of raising awareness of the issue.
3. Annual collection of gender-sensitive statistical data for annual reports.
4. Raising awareness of gender equality in science and research for different segments of the academic community.
5. Monitoring gender balance in UMB government bodies and committees.
6. Introduction of peer mentoring for young scientists and support of role models.
7. Introduction of tools for reconciling work and personal life and an inclusive work environment.
8. Raising awareness of integration of gender dimension in research, including the need for gender balance of research teams.
9. Raising awareness of integration of gender dimension in the educational process and curricula.
10. Raising awareness of gender-based violence, including sexual harassment, and putting in place resolution tools.

15 activities:

1. Nomination and selection of faculty coordinators from academic staff for the UMB Gender Equality Committee.
 - a. Deadline: June 2022
 - b. Responsible: deans and vice-deans for science and research
 - c. Indicators: completed selection of faculty coordinators
2. Establishment of the Gender Equality Committee, where all faculties and UMB units will be represented.
 - a. Deadline: June 2022
 - b. Responsible: Vice-Rector for Science and Research
 - c. Indicators: Gender Equality Committee, approved by UMB management
3. Establishment of the position of a gender equality coordinator (or Human Resources Strategy for Researchers - HRS4R and gender equality coordinator) at UMB Rectorate.
 - a. Deadline: June 2022
 - b. Responsible: Rector of UMB
 - c. Indicators: Establishment and filling of the position within the structure of UMB Rectorate
4. Creation of a website (within umb.sk) in order to bring information on gender equality in science, research and education; recommendations on gender mainstreaming in science, research and education; promotion of successful female scientists and university teachers; gender equality training, etc.
 - a. Deadline: June 2022
 - b. Responsible: Vice-Rector for Science and Research, UCMP (IT Department)
 - c. Indicators: website establishment and minimum 10 posts per year
5. Creation of a Handbook on Gender Equality in Science, Research and Education.
 - a. Deadline: December 2022
 - b. Responsible: Vice-Rector for Science and Research, Gender Equality Coordinator
 - c. Indicators: information brochure on gender equality in science, research and education

6. Elaboration of guidelines for the collection of gender-sensitive statistical data for the purpose of the UMB annual reports (taking into account the specifics of faculties and other UMB components).
 - a. Deadline: December 2022
 - b. Responsible: Vice-Rector for Science and Research, Vice-Deans for Science and Research / Vice-Deans for Education, Gender Equality Coordinator
 - c. Indicators: Guidelines for the collection of gender-sensitive data
7. Elaboration of a regular annual report on the state of gender equality in science, research and education at UMB.
 - a. Date: January - February 2023
 - b. Responsible: Vice-Rector for Science and Research, Gender Equality Coordinator
 - c. Indicators: Annual report on gender equality
8. Organisation of training for HR departments of the Rector's Office and faculties of the UMB regarding selection procedures.
 - a. Deadline: October-November annually
 - b. Responsible: Vice-Rector for Science and Research, Gender Equality Coordinator
 - c. Indicators: 1 training per year
9. Establishment of a peer mentoring mechanism for young scientists and support for role models.
 - a. Deadline: December 2023
 - b. Responsible: Vice-Rector for Science and Research, Gender Equality Coordinator
 - c. Indicators: at least 1 mentoring per year
10. Creating a supportive environment for reconciling work and personal life and an inclusive work environment (support for flexible working hours, plan to establish a university nursery, support for new forms of work to increase the quality of employment for women and men that allow them to combine professional, family and private life).
 - a. Deadline: continuously
 - b. Responsible: Rector of UMB
 - c. Indicators: Collective agreement; university directive / regulation declaring the possibility of flexible working hours

11. Supporting employees in their duty of care for children and other relatives.
 - a. Deadline: December 2023
 - b. Responsible: Rector of UMB, Gender Equality Coordinator, Head of the UMB Trade Unions
 - c. Indicators: Collective agreement; university kindergarten for children

12. Raising awareness of integration of gender dimension in research, including the need for gender balance of research teams.
 - a. Deadline: December 2022
 - b. Responsible: Rector of UMB, Vice-Rector for Science and Research
 - c. Indicators: Information brochure published on the gender equality website; webinars for academic staff of UMB as well as doctoral students of UMB (min. 1 webinar per year)

13. Raising awareness of integration of gender dimension in the educational process and curricula.
 - a. Deadline: December 2022
 - b. Responsible: Rector of UMB, Vice-Rector for Science and Research, Vice-Rector for Education
 - c. Indicators: Information brochure published on the gender equality website; webinars for academic staff of UMB as well as doctoral students of UMB (min. 1 webinar per year)

14. Raising awareness of gender-based violence, including sexual harassment.
 - a. Deadline: continuously
 - b. Responsible: Rector of UMB, Gender Equality Coordinator; UMB Ethics Committee and faculty ethics committees
 - c. Indicators: information material on gender-based violence, including sexual harassment, published on the website; webinars on the given topic (min. 1 webinar per year)

15. Establishing mechanisms for dealing with gender-based violence, including sexual harassment: establishment of the UMB University Counselling and Support Centre (UCSC).
 - a. Deadline: June 2022
 - b. Responsible: Rector of UMB, coordinator of UCSC
 - c. Indicators: UCSC fully established