

MATEJ BEL UNIVERSITY IN BANSKÁ BYSTRICA



GENDER EQUALITY PLAN 2024-2026 AT MATEJ BEL UNIVERSITY

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The MBU Gender Equality Plan 2024-2026 is a natural continuation of the activities that resulted from the first internal institutional strategy in this area in the period 2021-2023. The activities¹ carried out in the previous period were aimed at stimulating a gender-conscious institutional culture and deepening synergies with the mission of MBU, which is defined in *the MBU Long-Term Development Plan² for the years 2021-2026: to create and disseminate knowledge that protects, strengthens and develops democratic and humanistic values and contributes to solving challenges in the 21st century*. The University has the ambition to be an open and dynamic institution that provides education, develops science, research, innovation, culture and arts, respecting fundamental values of democracy, the rule of law, respect for human rights and sustainable development, strengthening principles of diversity, equality, inclusion, non-discrimination, respect, transparency and open communication.

The deepening of this strategy is also in compliance with the setting up of processes related to the brand HRS4R - *Human Resources Strategy for Researchers³*, which has become an important milestone and stepping stone of this policy at MBU.

Matej Bel University is committed to the development and promotion of gender equality policies and to deepening an inclusive and respectful working environment through the MBU Gender Equality Plan 2024-2026, which is published on the University website, signed and fully supported by the management of the University.

Funds are allocated for the creation and implementation of the MBU Gender Equality Plan in the form of establishing the position of Gender Equality Coordinator and, in a broader sense, the use of the working time of other experts/specialists in this field, as well as of the management of the institution.

MBU regularly collects and publishes gender-disaggregated data in its Annual Reports⁴, which are available at the University website. In order to facilitate access to the data and to improve transparency, an active communication campaign is planned in the framework of the MBU Gender Equality Plan 2024-2026, which presupposes the presentation of the institution's gender audit on an annual basis through the University's communication channels, both externally and internally to the institution.

An inseparable part of this positive change in various subject areas includes preparing and realising trainings focused on building capacities at several institutional levels of the University, as well as carrying out an active communication campaign targeting both staff, students and the wider public.

In terms of defining key subject areas covered by the MBU Gender Equality Plan 2024-2026, the focus remains on promoting reconciliation of professional and personal life, emphasis on gender balance of academic self-government bodies, perception of the gender equality dimension in MBU bodies and committees/commissions, in the recruitment processes of new human resources and career advancement, integration of the gender dimension into research and education, as well as raising awareness of gender-based violence, including sexual harassment.

Similarly, the MBU Gender Equality Plan 2024 - 2026 sets out deepening of networking and building active alliances, which should lead to building capacities by linking individual contact points at Slovak universities that are responsible for the preparation of gender equality plans at their respective institutions.

¹ Establishing the Commission for Gender Equality, establishing of the Gender Equality Coordinator, creation of relevant section on the website, trainings, etc.

² <https://www.umb.sk/app/cmsFile.php?disposition=i&ID=6525>

³ <https://www.umb.sk/veda-a-vyskum/projekty/hrs4r/>

⁴ <https://www.umb.sk/univerzita/univerzita/o-univerzite/vyroczne-spravy-umb.html>

Objectives and Measures of the MBU Gender Equality Plan 2024-2026

Objective 1: Introduce tools to reconcile professional and personal life and create an inclusive working environment at MBU.

Measure:

1.1 The support of implementation, use and awareness of already existing policies that harmonize professional and personal life through an active communication campaign by means of already existing communication channels at MBU and its components.

(ongoing, the University Management, Gender Equality Coordinator, Marketing Department)

1.2 The survey of problem areas and barriers regarding reconciling professional and personal life through questionnaire data collection among staff and students, their analysis and subsequent elaborating a set of recommendations for the University management, with the emphasis on current trends and recommended practices.

(on an annual basis, Gender Equality Coordinator, the University Management)

Objective 2: Increase the proportion of women in management and decision-making positions, in the bodies of academic self-government and in other bodies of the University.

Measure:

2.1. Monitoring of gender balance through regular institutional gender audit published on the website and communicated internally within the institution.

(on annual basis, Gender Equality Coordinator, Marketing Department, the University Management)

2.2 Promoting career development by creating an inclusive working environment through training sessions for senior staff members of the MBU components, focused on capacity building and on training the how to become an inclusive manager and/or how to build gender aware institutional culture.

(ongoing, the University Management, Management of the Faculties and their departments)

Objective 3: Perceive and accentuate gender dimension in the recruitment processes and career advancement.

Measure:

3.1 Annual collection of gender-sensitive statistical data for annual reports and internal audit of the institution, monitoring of gender balance in MBU bodies and committees/commissions.

(on an annual basis, Gender Equality Coordinator, Vice-Rector' Departments)

3.2 Communication of gender audit outputs internally and externally - part of the communication campaign of gender equality policies at MBU.

(ongoing, Gender Equality Coordinator, Marketing Department)

Objective 4: Raise awareness of the integration of gender and sex aspects in the educational process and curricula, in science and research, and to raise awareness of gender equality for different segments of the academic community.

Measure:

4.1 Promote and actively present courses and lectures on topics linked to gender equality, diversity and inclusion. Assignment of topics of final theses related to gender equality aspects.

(ongoing, the University Management, lecturers and final theses supervisors in selected research areas, Marketing Department)

4.2 Training sessions for Horizon Europe project investigators and other international projects set to deepen awareness of the integration of gender and sex aspects in science and research.

(on a one-time basis or according to current demand, the University Centre for International Projects)

4.3 An active website to educate and raise awareness of the issue, aggregating all related activities and documents. Continuously set up communication campaign on MBU social networks, reflecting current developments and/or creating content aimed at communicating gender equality topics and sensitising awareness on equal opportunities, diversity and inclusion. Involving students through open challenges and competitions in a communication campaign on the topics of gender equality, diversity and inclusion.

(ongoing, Gender Equality Coordinator, Marketing Department)

Objective 5: Raise awareness of gender-based violence, including sexual harassment, and implement measures focused on their prevention and solution.

Measure:

5.1 Elaborate an internal directive on gender-based violence, including sexual harassment.

(2025, Department of the Vice-Rector for Strategy, Internationalisation and International Cooperation)

5.2 Establish Counselling Centre for the University employees.

(2026, Department of the Vice-Rector for Education, Accreditation and Internal Quality System)

5.3 Creation of the position of student ambassadors and gender equality ambassadors.

(ongoing, starting in AY 2024/2025, Department of the Vice-Rector for Strategy, Internationalisation and International Cooperation)

Objective 6: Build capacities for the support of gender equality policies.

Measure:

6.1 Continue the work of the Commission for Gender Equality, with emphasis on a steady periodicity and active mobilization of Faculty ambassadors for gender equality policies - members of the Commission for Gender Equality.

(ongoing, Vice-rector for Science and Research)

6.2 Position of gender equality expert, maintaining the position of gender equality coordinator at MBU, allocated funds for salary, agenda set on long-term basis.

(ongoing, department of the Vice-Rector for Strategy, Internationalisation and International Cooperation)

6.3 Capacity building trainings on topics linked to gender equality, inclusion and diversity policies for the University management, Faculties, departments, senate and trade union representatives.

(ongoing, Department of the Vice-Rector for Strategy, Internationalisation and International Cooperation)

Objective 7: Elaborate a manual of recommendations for the implementation of effective gender equality plan for Slovak universities.

Measure:

7.1 Networking of contact persons responsible for the creation of gender equality plans in Slovak universities through the Gender Action+ Project and subsequent sharing of recommended practices on the issue.

(2026, The University Centre for International Projects)