Internal regulation
of the University of Ss. Cyril and Methodius in Trnava
8/2022

Implementation plan for gender equality at the University of Ss. Cyril and Methodius in Trnava

UNIVERSITY OF SS. CYRIL AND METHOD IN TRNAVA - BRIEF HISTORY AND PRESENT

The main mission of the University of Ss. Cyril and Methodius in Trnava is to protect and spread knowledge and develop education based on scientific knowledge and creative scientific and artistic activity in the spirit of national and universal humanistic and democratic traditions. Through its activities, it contributes to the development of education as a part of the culture of the entire society and at the same time contributes to the increase of the scientific, technical and economic level of the region.

The University of Ss. Cyril and Methodius (UCM) was established by Law no. 201/1997 Coll. on August 1, 1997 and reflected on society's need to develop higher education in the 1990s. In 2022, the University celebrates its 25th anniversary.

For the Slovak academic community and especially for the Trnava region, the establishment of the university was of immense importance. In addition to facilitating access to higher education for hundreds of male and female students, and the related increase in education and culture in the region, the academic institution from its inception supported and assisted the development of science and education in the region and in Slovakia through the implementation of fields of study that had not been developed until then, and at the same time, opened space for the creation of new, modern study programs. As the only university in Slovakia at that time, it allowed students to study mass media and marketing communication programs, thus gaining a stamp of uniqueness.

Currently, the University of Ss. Cyril and Methodius in Trnava has five faculties and one institute, where more than 5,500 students complete their studies:

- Faculty of Mass Media Communication (FMMC)
- Faculty of Natural Sciences (FNS)
- Faculty of Social Sciences (FSS)
- Faculty of Arts (FA)
- Faculty of Health Sciences (FHS)
- Institute of Management (IM)

UCM has the accredited rights to conduct study programs at all three degrees of study, as well as the right to carry out habilitation procedures and the right to appoint professors in six fields of study. It provides students with enough space, whether in the philosophical, art, social, mass media or marketing spheres, as well as in the field of the latest knowledge of natural science and mathematics disciplines or in the field of biotechnology and medical rehabilitation. To date, it has educated more than 28,000 graduates in all three degrees of education.

The scientific and research activity of the university is financially supported mainly by the solution of grant projects of VEGA, APVV and national programs of science and research. Staff and research teams are involved in European scientific and technical cooperation programs and receive additional financial resources from EU programs, for example, the EU framework programs for research and innovation - Horizon. Science and research within the UCM is developed in the University Scientific and Creative Park, which is established for the purpose of integrating the scientific and creative infrastructure of the university.

GENDER EQUALITY IN THE CONTEXT OF POLICIES OF THE EU AND THE SLOVAK REPUBLIC

Gender equality is one of the key values of the European Union. Equality of opportunities was presented by the European Commission in 2012 as a priority of the European Research Area. Gender equality is a fundamental EU value, a fundamental right and a key principle of the European Pillar of Social Rights. At the same time, the European Commission defined three goals of cooperation between the countries of the European Union and the support of institutional changes: equality of opportunities in a scientific career, gender balance in decision-making, and integration of the gender dimension into the content of research and innovation.

The document Equality Union - the European Commission's strategy for gender equality for 2020-2025 (https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_sk) sets out the vision, policy goals and measures to make real progress on gender equality in Europe in order to achieve sustainable development. The main goals include ending gender-based violence, challenging gender stereotypes, eliminating gender gaps in the labour market, achieving equal participation in various sectors of the economy, addressing the pay and pension gap between women and men, eliminating gender gaps in the provision of care and achieving gender balance in decision-making process and politics. The strategy applies a double approach consisting of the application of the perspective of gender equality in connection with targeted measures, and in its implementation cross-sectionality is applied as a horizontal principle. Although the strategy focuses on activities within the EU, it is in line with the EU's external policy on gender equality and women's empowerment.

The principle of equal treatment is also legally enshrined in the national legislation of the Slovak Republic. The basic legal regulation in this area is the Constitution of the Slovak Republic. The Slovak Republic, as an EU member country, is also obliged to take on legal obligations, such as anti-discrimination directives. Law no. 365/2004 Coll. on equal treatment in certain areas and on protection against discrimination and on the amendment of certain laws (anti-discrimination law) is a transposition of the directives into national legislation. As part of the elimination of discrimination, in addition to its prohibition, the law also determines an important obligation to take preventive measures that will prevent discrimination. The principles of gender equality and non-discrimination are also enshrined in other national regulations, e.g., in the Labour Code and also in international conventions and strategic documents.

The starting point for the gender equality policy at the university is the document approved by the Government of the Slovak Republic in 2021, which is the National Strategy for Equality between Women and Men and Equal Opportunities and the accompanying Action Plan, developed by the Ministry of Labour, Social Affairs and Family of the Slovak Republic: https://epale.ec.europa.eu/sk/resource-centre/content/celostatna-strategia-rovnosti-zien-muzov-rovnosti-prilezitosti-v-slovenskej. Among other things, the said strategy states that equality between women and men is a value from which the whole society prospers. In addition to the moral and social dimension, the equality of women and men also has significant economic justification. Equality between women and men is an economic investment in the future, which also contributes to the economic growth of society in several ways. The aim of the national strategy is to achieve a just society - a society where material equality of women and men is achieved, without all forms of discrimination, violence and any harmful practices against women and girls. The strategy, therefore, creates a framework for the activities of state and public administration bodies, as well as other cooperating entities in the field of equality

between women and men, and sets key political goals and measures to achieve equality between women and men. The action plan for equality between women and men and equal opportunities for the years 2021-2027 is an implementation document of the strategy.

The national strategy covers eight strategic areas and priorities:

- dignity and bodily integrity,
- reconciling family and work life,
- education, science and research,
- equal opportunities and access to the labour market, economic dependence and poverty of women,
- political and economic participation and participation in decision-making,
- provision of a participatory mechanism for the promotion of equality between women and men and institutional provision of equality between women and men,
- inclusion of vulnerable groups and multiple discrimination against women and minor children/girls,
- international development cooperation and humanitarian aid.

In accordance with the mentioned document, a Gender Equality Implementation Plan and an Action Plan have been developed at the UCM, which will be the implementation document of the university's strategy.

GENDER EQUALITY AND UCM

The University of Ss. Cyril and Methodius considers the equal value of all people and the equality of opportunities for individuals as a fundamental principle for the development of modern education and scientific knowledge. In the interests of the full use of the creative potential of women and men as well as the development of their personal ambitions, interests and talents, it advocates the provision of equal opportunities for education, working conditions and appreciation of work.

By applying gender equality in its daily life and development strategies, the UCM strives to create trust, which is essential for maintaining the university as a community of free, critically thinking and creative human beings. In this sense, it creates a space that respects the personal development of individuals without gender discrimination for the sake of mobilizing the university's human potential, sustainable development of its innovative capacity and ultimately its overall prosperity.

Framework objectives of the gender equality policy at the UCM:

1) Creating an ethical and fair environment at the university, based on respect for fundamental rights and meeting the needs of every individual studying/working at the university, as well as respect for diversity.
2) Identification and elimination of any form of discrimination in all university activities in accordance with internationally recognized standards.
3) Supporting the creative potential and ambitions of male and female students, male and female employees, regardless of differences based on any discriminatory reason, in order to prevent wasting their talent, and increase their motivation and loyalty.

4) Utilizing all the human resources capabilities of the university, provided by both sexes, in order to increase the potential for quality and excellence in research and education.

The quality policy at the university includes documents of internal legislation, which are the basis and basis for the processing of the comprehensive UCM document dealing with the field of gender equality and the application of the principles of equal treatment. Such documents include:

- Code of Ethics of the University of Ss. Cyril and Methodius in Trnava (Internal regulation of UCM in Trnava No. 2/2018)
    - binding for all members of the academic community, teaching and non-teaching staff of UCM,
    - https://www.ucm.sk/sk/zamestnanci/.
- Code of ethics of UCM students (Internal regulation of UCM in Trnava No. 7/2021)
    - binding for UCM students,
    - https://www.ucm.sk/sk/studenti/.
- Directive on equal treatment and protection against discrimination - gender equality 2021 (Internal regulation of UCM in Trnava, 25/2021)
    - https://www.ucm.sk/sk/politika-rodovej-rovnosti/.
- The updated Long-term plan for the development of UCM in Trnava for the period 2021-2026,
    - key area 5: Management, marketing and human resources,
    - https://www.ucm.sk/sk/rozvoj-univerzity/.

In addition, the university supports the participation of women in academic self-governance bodies, advisory boards, university management and faculty management. Women are in diverse positions and at all levels of management (heads of departments/institutes, heads of research projects) across academic, administrative and support workplaces.

The UCM in Trnava has statistics on the share of women employed at the university, and female students in individual study programs - statistics are also available in the published annual reports on the activities of the UCM in Trnava (https://www.ucm.sk/sk/vyrocne-spravy-o-cinnosti-ucm/) and in reports on scientific research activity at the UCM for the relevant year (https://www.ucm.sk/sk/spravy-o-vedecko-vyskumnej-cinnosti-ucm-01/). The Collective Agreement concluded annually between the UCM in Trnava and the UCM employees' trade union (OZPŠaV), which directly creates favourable conditions, such as flexible working hours for female and male employees, also serves as effective support for the functioning of women at work and help in reconciling work and private life. taking care of dependent children, unpaid leave during school holidays, one day of paid leave every three months, etc.

BASIC STATISTICS

Abbreviations of organizational units as they are used in the following statistics: UCM – *University of Ss. Cyril and Methodius in Trnava*; FMK – *Faculty of Mass Media Communication*; FPV – *Faculty of Natural Sciences*; FSV – *Faculty of Social Sciences*; FF – *Faculty of Arts*; FZV – *Faculty of Health Sciences*; IM – *Institute of Management*

Staff structure at UCM

Gender representation in the organizational structures of UCM is variable and it is not possible to clearly attribute it to any factor (e.g., the professional focus of the faculty, the size of the organizational unit). At the same time, the significance of the differences is apparently influenced by the size of the evaluated group. Of the total number of UCM employees, women make up 61%. Their representation remains above 50% in all organizational units of the UCM: FSV 52%, FF 58%, FMK 57%, FZV 58%, FPV 56% and IM 77%. While only one woman (12%) is represented in the top management of UCM, the representation of women among senior employees at the university level is 53%.

Figure 1 presents the gender representation at the level of individual organizational components of UCM. At the faculty level, women represent more than half the number of vice-deans and deans at IM, FMK and FF. On the contrary, they are significantly less represented on FZV (20%), FSV (25%) and FPV (29%).

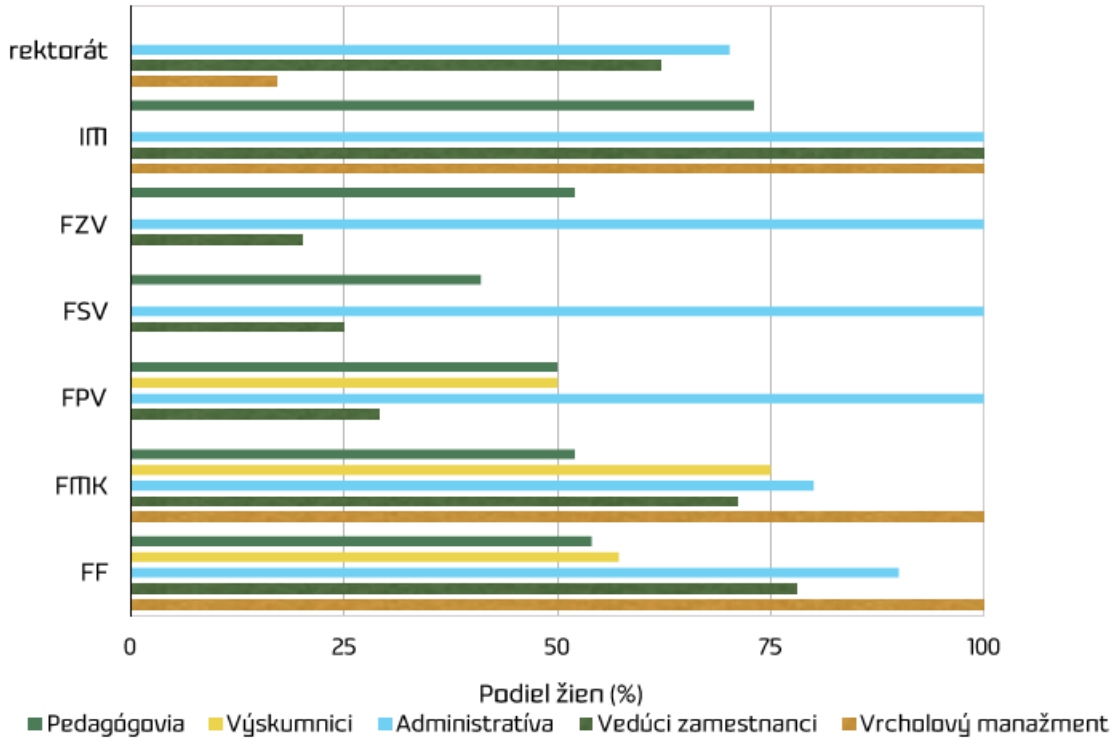


Figure 1. Share of women in individual organizational components in 2021 (in order: teachers, researchers, administrative staff, top management)

Students at UCM in the academic year 2021/2022

UCM provides education in a wide range of diverse fields and study programs, which may affect the representation of female students studying at individual faculties/institutes.

At the bachelor's degree, at least - 34% of female students study at FPV (Figure 2), at other faculties/institutes, the interest of female students in studying is higher than the interest of male students. At FMK, the proportion of female students is 58%, FSV 65% and IM 66%. The largest share of female students is at FF (80%). At the master's degree, the situation is comparable to the bachelor's degree; while at FPV the representation of female students is 54% (the smallest share and comparable to the number of students), at other faculties and institutes

the representation of female students is as follows: FMK 60%, FSV 61%, FZV 72% and FF 77%. At the third level of higher education at UCM, female applicants are enrolled to a greater extent than male applicants, in all faculties that provide doctoral studies: FMK 51%, FSV 56%, FF 62% and FPV 67%.

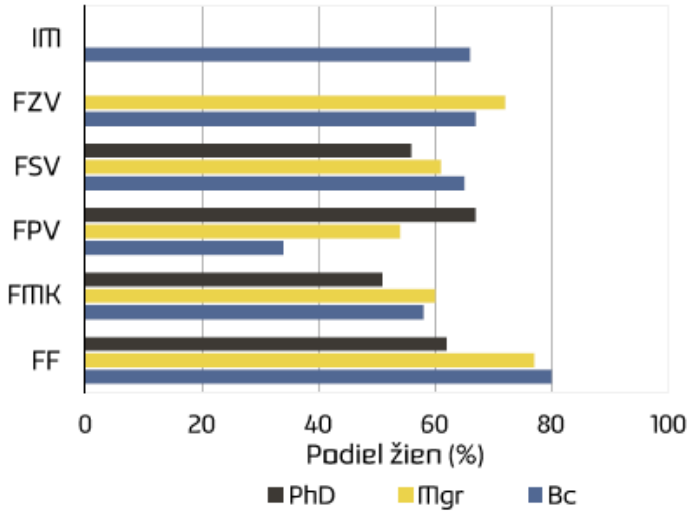


Figure 2. Share of the number of female students enrolled for studies at individual UCM faculties/institute in the academic year 2021/2022

Qualification structure of female and male employees at UCM

A total of 918 employees worked at UCM as of 30/12/2021, with 56% of women working in the position of professional assistant, 50% in the position of associate professor, and 39% in the position of professor.

In the position of senior assistant, there is a greater representation of women than men in the individual organizational components of the UCM (Figure 3); the exception is FSV (40%).

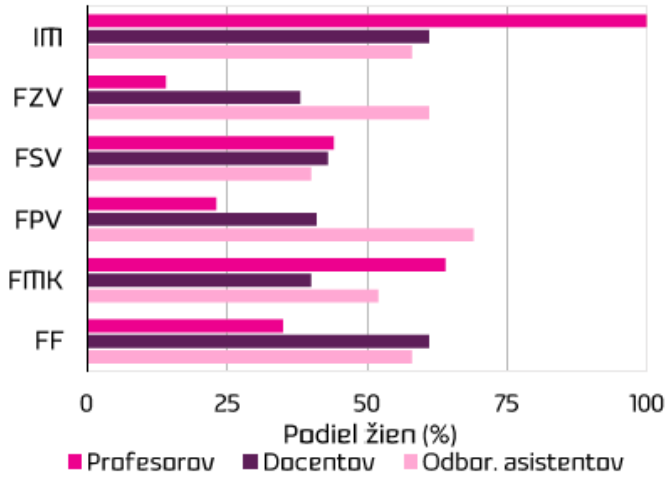


Figure 3. Share of women within the qualification structure of employees at individual UCM faculties/institutes in the 2021/2022 academic year (in order: professors, associate professors, senior assistants)

However, the qualification level of associate professor is achieved by a higher number of men compared to women (around 40%) at FMK, FPV, FSV and FZV. The representation of associate professors at FF (61%) and IM (75%) is relatively higher. However, the gender balance in the position of professor is significantly skewed and variable between individual faculties/institutes (Figure 3). The fewest female professors work at FZV (14%). Most, namely 64% of women in this position work at FMK.

Bodies of the academic self-government and advisory bodies of the UCM

UCM also analyses the gender balance at the level of various bodies (academic senate, scientific council, disciplinary commission, management, collegium, etc.). Based on the October 2021 audit, more women than men are represented in the UCM Academic Senate (65% women) and the UCM Disciplinary Commission (67% women). On the other hand, there are more men in the other Boards, especially in the UCM Administrative Board (86% men) and in the UCM management (83% men) - Table 1.

Table 1. Share of women in individual committees of the UCM (in percentage) (*From top to bottom: Rector's board, Administrative Board, Management, Rector's/Dean's College, Scientific Council, Academic Senate, Disciplinary Commission*)

	UCM	FF	FMK	FPV	FSV	FZV
Grémium rektora	43					
Správna rada	14					
Vedenie	17	80	57	80	50	60
Kolégium rektora/dekana(ky)	29	71	67	36		73
Vedecká rada	33	32	52	26	45	47
Akademický senát	65	64	45	69	42	73
Disciplinárna komisia	67	67	50	100	50	83

During the 25 years of UCM's existence, the position of rector was not occupied by a woman.

In the past, women also held the positions of vice-rectors. Currently, one woman and three men work in this position.

Overall, the share of women in management positions at UCM is satisfactory, because at individual faculties/institutes it reaches min. 50% or dominates in some organizational components. For example, 80% of women work in the management of FF and FPV at the level of the dean and vice dean.

Conversely, the proportion of women in scientific councils (university scientific council and faculty scientific councils) is unbalanced, in which women are significantly less represented. For example, at FPV there are 26% and at FF there are 32% of women members of the scientific council.

Projects and research

The imbalance of gender representation is also evident when reviewing submitted projects for the UCM, where, with the exception of institutional grants (FPPV), the proportion of female applicants for all types of projects is significantly lower, namely 20-42% (Figure 4).

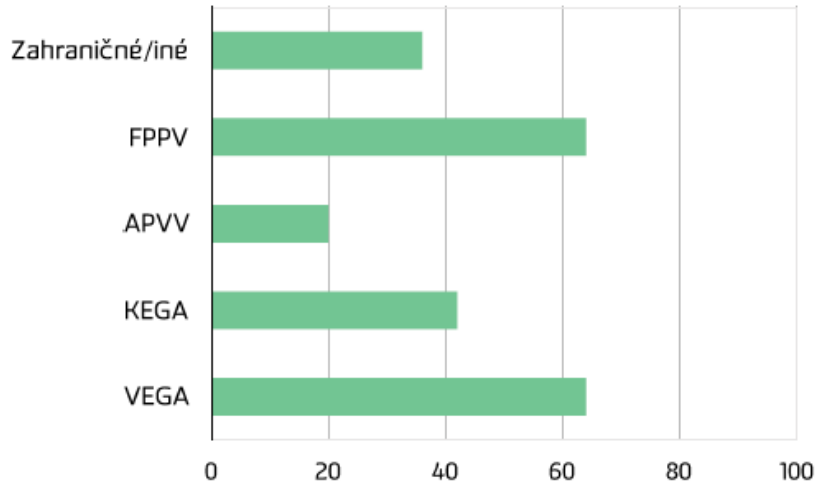


Figure 4. Share of women (%) among applicants of various types of grants at UCM for projects running in 2021 */from top: foreign and other*, (FPPV) *Fund for the support of research*, (APVV) *Slovak Research and Development Agency*, (KEGA) *Cultural and educational grant agency of the Slovak Ministry of Education*, (VEGA), *Scientific Grant Agency of the Slovak Ministry of Education and Slovak Academy of Sciences/*

Because the total numbers of people in individual categories are significantly different at the level of the organizational components of the UCM, gender representation may be over- or under-estimated and it is not possible to draw universal conclusions from it. However, the data clearly point to specific areas of gender imbalance in individual areas, for which it is necessary to seek targeted solutions and measures.

FRAMEWORK GOALS AND PLANNED ACTIVITIES

The planned activities of the Plan for the implementation of gender equality at UCM and their concretization in the action plan will cover eight framework goals and areas. Framework objectives of the strategy:

1. Creation of personnel commitment to human resources and implementation of gender expertise at the university (including revision of existing documents of internal university legislation);
2. Ensuring support for creating a balance between work and private life and optimizing the organizational culture of the institution in the context of gender balance;
3. Gender balance in leadership and decision-making;
4. Guaranteeing gender equality in recruitment, career and qualification progression;
5. Integration of the gender dimension into the content of research and teaching;

6. Raising awareness of gender equality for various target groups of employees, students;
7. Introduction of measures against gender-based violence, including sexual harassment;
8. Monitoring and control of the implementation of the gender equality plan.

WITHIN THE INDIVIDUAL OBJECTIVES, WE ARE PLANNING THE FOLLOWING ACTIVITIES:

To goal no. 1

Creating a personnel commitment to human resources and carrying out gender expertise at the university (including revision of existing documents of internal university legislation)

- Creation of a working group/advisory committee of the rector of the university, the aim of which will be to guarantee and create space for the implementation of the policy of equal opportunities for all employees as well as students at UCM in the interest of long-term and sustainable development of the university.
- Carrying out control and revision of internal documents such as the rector's directive, the rector's measure, the rector's order and all others, and at the same time identifying regulations and documents that need to be corrected and revised in the context of gender balance (including gender-sensitive language). Anchoring "zero tolerance" to gender-based violence, including sexual harassment.
- Carrying out gender expertise and monitoring the representation of women in management and advisory structures and committees of the UCM.

To goal no. 2

Ensuring support for creating a balance between work and private life and optimizing the organizational culture of the institution in the context of gender balance

- Firmly establish and supplement the special conditions for the performance of work by women and men with dependent school-age children in important documents of the university.
- Forming an internal university family policy with an effort to support families with dependent children (male/female students, employees) constructed on the basis of identified needs.
- Evaluating the success and satisfaction with the university's internal family policy and creating new tools. Creating family-oriented conditions on the university grounds.

To goal no. 3

Gender balance in leadership and decision-making

- Monitoring the representation of women in decision-making positions and identifying potential threats to the gender balance of the representation of women in decision-making bodies.
- Support of the organization or participation of female employees with decision-making powers in educational activities focused on the issue and area of gender equality.

To goal no. 4

Guaranteeing gender equality in recruitment, career and qualification progression

- Elaboration of a comprehensive human resources policy at the university, including the area of recruitment, selection and career advancement of male and female employees (with the inclusion and guarantee of gender balance).
- Monitoring of existing internal regulations and alignment with the university's comprehensive human resources policy.

To goal no. 5

Integration of the gender dimension into the content of research and teaching

- Support of invited professional lectures by prominent female researchers and experts at the university, and cooperation in events with a strong gender accent.
- Stronger involvement in activities and events/competitions focused on women and their role in research, support for the visibility of women in research.
- Active search for opportunities to present successful models in science and research and targeted support of projects and participation in projects led by women.
- Support of specialized promotional events for potential applicants for studies.

To goal no. 6

Raising awareness of gender equality for various target groups of female and male employees, students

- Organization of training, seminars or workshops on the issue of gender equality in the environment of an academic institution for various target groups.
- Involvement of employees and students in activities organized at the university, support for participation in non-university activities with the potential to expand knowledge and experience on the subject.

To goal no. 7

Introduction of measures against gender-based violence, including sexual harassment

- Organization of activities aimed at raising awareness and preventing inappropriate behaviour at the university and behaviour with signs of discrimination, unequal treatment and harassment, or gender-based violence.
- Organization of activities (e.g., presentations, training, lectures, broadcast of cyclical programs on university radio or university TV) serving to inform and prevent discrimination and gender-motivated violence in university facilities (student dormitories, clubs, etc.).

To goal no. 8

Monitoring and control of the implementation of the gender equality plan

- Monitoring and evaluation of the fulfilment of planned goals and indicators of individual measures on a periodic basis.

– Drawing conclusions, corrective measures, binding regulations, etc.

FINAL PROVISIONS

Gender equality implementation plan of the University of Ss. Cyril and Methodius in Trnava was approved by the Scientific Council of the University of Ss. Cyril and Methodius in Trnava on April 26, 2022. This plan enters into force on the day it is signed by the UCM rector and becomes effective on May 1, 2022.

In the university town of Trnava, on April 26, 2022

prof. Ing. Roman Boča, DrSc.
rector of UCM

Implementation plan for gender equality at the University of Ss. Cyril and Methodius in Trnava, including amendments and supplements, is published in the Slovak language and in other languages in which the UCM conducts its programmes, with the Slovak language text being considered the authentic text.