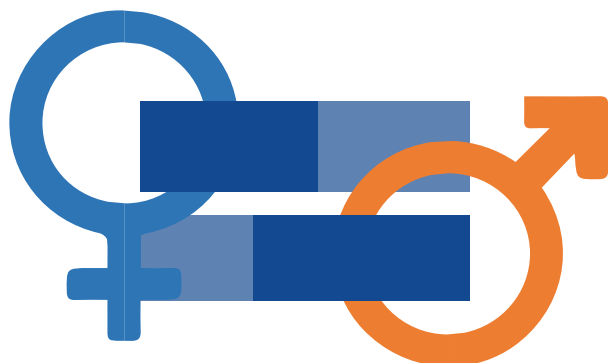


# **GENDER EQUALITY PLAN**

**FOR THE UNIVERSITY OF ECONOMICS IN BRATISLAVA**

2021



# **GENDER EQUALITY PLAN**

**FOR THE UNIVERSITY OF ECONOMICS IN BRATISLAVA**

FOR THE PERIOD OF 2021-2024, WITH FORECASTS UP TO 2027

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This Gender Equality Plan for the University of Economics in Bratislava was negotiated by the Rector's Advisory Board on 15 December 2021.



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# INTRODUCTION

*Gender Equality Plan for the University of Economics in Bratislava for the period of 2021-2024, with forecasts up to 2027* reflects the values of the *Long-term Plan of Development of the University of Economics in Bratislava for the period of 2019-2027*, particularly the value of "respect and application the principle of equal opportunities". Its main goal is to ensure that the University of Economics in Bratislava (hereinafter "EUBA") shall fulfil its commitment to continually enhance the culture of the workplace, the place of study and the place for community meeting to which it has committed through the *HR Excellence in Research Award* certification process and by signing the *Magna Charta Universitatum* and *Diversity Charter*.

In 2012, the European Commission announced gender equality as a priority for the European Research Area. At the same time, the European Commission defined three goals of the cooperation between the European Union countries and support for institutional changes: equal opportunities in scientific careers, gender equality in decision-making, integration of the gender in research and innovation. The European Commission's *2020-2025 Gender Equality Strategy* lays out a vision, political goals and measures to achieve substantial progress in gender equality in Europe with an aim to attain sustainable development through fulfilling the *SDG 5* and cross-cutting priority of the United Nation's *2030 Agenda for Sustainable Development*.

Gender equality and equal opportunities are among the fundamental values in the Slovak Republic, too. In May 2021, the Slovak Government approved the *National Strategy for Gender Equality and Equal Opportunities in the Slovak Republic for Years 2021-2027* and the *Gender Equality and Equal Opportunities Action Plan for Years 2021-2027*; both documents prepared by the Ministry of Labour, Social Affairs and Family of the Slovak Republic. The National Strategy covers 8 strategic areas and priorities: Dignity and bodily integrity; Reconciling family and professional 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; Ensuring a participatory mechanism for the promotion of equality between women and men and the 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.

*Gender Equality Plan for the University of Economics in Bratislava* **is a result of a combination of an analysis of collected statistical data and interviews conducted with a number of key respondents.** It is based on the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and integrates the activities aimed at promotion of equal opportunities that have been implemented by EUBA so far with new initiatives.

# DIAGNOSIS

An analysis of the existing environment is a prerequisite for the preparation of a responsible and effective gender equality and equal opportunities plan.

EUBA collects information on the proportion of men and women in the organization regularly and publishes it in the following documents: "Annual Activity Report", "Report on Scientific Research Activities" and "Report on Educational Activities at the University of Economics in Bratislava". These statistics mainly refer to the gender distribution of employees and students on bachelor's, master's and PhD level.

In 2021, in the context of the *HR Excellence in Research Award* certification process and preparation for the European Commission's new programme period (Horizon Europe), EUBA started to collect more comprehensive statistics on gender structure of its employees with regard to their project activities and level of competence within the European Research Career Framework: R1 (First Stage Researcher corresponding to a PhD. candidate at EUBA), R2 (Recognised Researcher roughly corresponding to an Assistant Professor at EUBA), R3 (Established Researcher roughly corresponding to an Associate Professor at EUBA), R4 (Leading Researcher roughly corresponding to a Full Professor at EUBA).

In selecting the extended indicators for this gender equality plan, EUBA followed a number of indicators used in the *She Figures*<sup>1</sup> statistics. This section presents only indicators revealing structural limits of the gender equality system, thus providing key information for setting up an equal opportunities plan for both genders.

Significant gender differences in the structure of PhD. candidates were not observed. **The proportion of women studying at the PhD. level between 2016 and 2021 was even higher than that of men** (Chart 1 in the Annex), although **the number of men enrolling to part-time PhD. programmes was significantly higher** (Chart 1 in the Annex). Qualitative data analysis suggests that this phenomenon might be related to the fact that after leaving academia for industry or to take care of their families, the majority of women abandon the idea to further invest in their education, since the part-time programmes at the EUBA are paid. Interestingly enough, **men have greater proclivity towards dropping out of the PhD. programme**. As shown in the Chart 3 (in the Annex), the proportion of PhD. graduates (both full-time and part-time) is balanced over the last 3 years, with exactly 50% of female graduates. Female graduates outnumbered male ones last time in 2016.

Looking at the structure of lecturers employed by the University (Chart 13 in the Annex) it becomes clear that last 5 years were marked by **the outflow of men from EUBA**. Among the reasons given by the respondents most frequently is a growing gap between salaries of university lecturers and those in public or private sector, which is in stark contrast with the traditional role of a man as a breadwinner responsible for ensuring a sufficient household income in case of partner's loss of income.

The phenomenon of women's careers slow-down in favour of childcare is also evident from the data on the professional growth of men and women. We do not find significant differences between the genders in the statistics of the number of appointed associate professors; in the years 2016 to 2021, EUBA appointed 18 female and 20 male associate professors and submitted to the Ministry of Education, Science, Research and Sport a proposal for the appointment of 5 male and 5 female full professors. However, if we focus on the candidates' age in time of their habilitation, we find that **female associate professors are appointed on average up to 7.5 years later** than men (Chart 4a in the Annex). This slow-down subsequently translates into a delayed inauguration procedure: according to Chart 4b (in the Annex), the average age of appointed male full professors is 45 years, while that of female full professors is 51.8 years. It is important to note, however, that on average, men are inaugurated 9.1 years after obtaining the associate professorship, while in case of female associate professors it is a little less—namely 8.5 years. The data, therefore, suggest that women, after obtaining the associate professorship, are trying

<sup>1</sup> <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>

to catch up and accelerate their careers. It turns out that even though men obtain the associate professorship two years earlier than women, there are also men who start the habilitation process significantly later in their careers, at the point when women no longer do so (Chart 5 in the Annex).

Interviews with key respondents among the EUBA staff showed that the postponement of the habilitation was in most cases caused by pregnancy and childcare. It is clear that many respondents **were not informed about a number of options EUBA already provides to support the reconciliation of work and family life**, such as flexible employment within the meaning of the Collective Agreement *Part VIII: Care for Employees, Women, Children and Retirees*, priority when staying in EUBA's recreational facilities given by the Collective Agreement *Part X: Recreational Care*, social assistance allowance or financial contribution for children's camp or children's university provided by the Collective Agreement *Part XIII: Social Fund and Supplementary Pension Savings*, or legal possibilities of receiving parental allowance or pregnancy allowance in parallel with the employment.

Looking at the Current Contents database publishing activity in 2020, the gender differences in performance do not appear obvious at the first sight: women co-authored approximately 51% of all publications registered at EUBA in 2020. What is, however, interesting is that purely male research teams produced more than 4 times more articles in international journals and 3 times more articles in national journals (Chart 14 in the Annex) registered in the Current Contents database than purely female research teams. In comparison, purely female teams published more in journals registered in the Web of Science or SCOPUS database (Chart 15 in the Annex). If we consider the Current Contents database a higher quality database, it is clear that men publish higher quality articles. This may be thanks to the greater continuity of male researchers' careers, as opposed to female researchers' returning after maternity or parental leave and consequent focus on lower quality journals that promise a faster publishing process; also, it may be related to the lower level of female researchers' scientific confidence reflecting in hesitation to submit articles to a higher quality journal.

Programme Boards play a key role in university accreditation. It is a group of five guarantors of the quality of the study programme, who establish their credibility in accordance with the standards of the Slovak Accreditation Agency for Higher Education and the EUBA *Rules for the Internal Higher Education Quality Assurance System* by twenty-five outputs. The level of international quality of the outputs (internationally significant, internationally recognized or nationally recognized) then allows the university to implement teaching in a given study programme at a given level of study. The members of the programme boards are appointed by the deans of EUBA faculties. Membership in the programme board thus reflects the quality of the teacher's outputs and, in part, the political decision of the dean of the faculty. From the gender composition of the programme boards at bachelor's, master's and PhD. level of higher education at EUBA (Charts 6-8 in the Annex) it is clear that there are no significant differences in the representation of men and women. However, the gender composition of the programme boards reflects the traditional patterns of choice of topics and/or study programmes to which men and women apply. For example, while men prevail in the programme boards of the Faculty of Business Informatics, women predominate in the Faculty of Applied Languages. Certain difference can be observed in the comparison of the programme boards composition across the levels of higher education. We find more men than women in the programme boards at the doctoral level compared to the bachelor's or master's level, which may be related to the higher publishing rate of men in the Current Contents database as a reference database of the highest quality.

Regarding the international project management at EUBA, women predominate among the Principal Investigators (H2020 EDGE, H2020 FINTECH, H2020 MAGYC). Similarly, in case of national projects funded by the VEGA grant scheme, every year we find more women in the position of a Principal Investigator (Chart 9 in the Annex). However, projects funded by the Slovak Research and Development Agency (SRDA/APVV)—with financial support about 10 times larger than that provided by the VEGA—are overwhelmingly managed by men. It is, therefore, clear that men are able to compete for better funded projects, while women tend to resort to low-budget projects. This phenomenon may be related to female researchers' lower scientific confidence, as well as weaker publishing performance in the Current Contents database.

In line with the statistics of other European Union countries published in She Figures 2020, Slovakia has long been characterized by low participation of women in the decision-making process at universities. However, this phenomenon depends on the level of management. While in the lowest management positions, *i.e.* heads of departments (Chart 10 in the Annex), we find only gender differences based on the scientific focus of the faculty (informatics has a traditionally strong representation of men, applied languages of women), in the higher-level management—among deans of faculties—we find only one woman (Table 1 in the Annex). Also, it is interesting to note that the Faculty of Applied Languages, traditionally staffed by women, is run by a man. Similarly, the position of rector has never been filled by a woman. The insufficient participation of women in the management at EUBA has traditionally been related to the lower self-confidence of women to run for a higher management post.

Chart 12 (in the Annex) makes it clear that at the level of vice-deans or vice-rectors, the gender distribution is more or less even, leaning towards greater representation of women. Thematically, women are mainly responsible for education (100% of women), while men prevail in the areas of science and research, and partly development (Table 1 in the Annex).

#### **SUMMA SUMMARUM, STATISTICAL ANALYSIS HAS SHOWN THAT:**

- men are more successful in national projects with significantly higher budgets (SRDA/APVV projects with a budget of up to 250,000 EUR), while women are prevail as Principal Investigators of VEGA-funded projects (approximately 5-10% of the SRDA/APVV budget);
- men dominate in top management positions at the University (there is only one woman in the position of dean, there has not yet been a female rector in the history of EUBA);
- the critical phase of women's careers is the period from the successful dissertation defense to obtaining the associate professorship, during this period the careers of female researchers generally slows down.

#### **QUALITATIVE ANALYSIS CONFIRMED THE RESULTS OF THE DATA ANALYSIS AND IDENTIFIED THE FOLLOWING SHORTCOMINGS:**

- lack of time for women with school children to participate in the social life of the faculty or University and professional networking;
- barriers preventing the parents of school children to take part in an international mobility;
- lack of scientific and managerial self-confidence among women in general;
- lack of awareness of the institutional support to the work and family life reconciliation;
- lack of awareness about the rights of victims of sexual harassment.

# FROM THE DIAGNOSES TO GOALS

## Gender Equality Plan for EUBA proposes:

- to support women at all career stages, especially in the post-doctoral phase;
- to support reconciliation of the work and family life with particular emphasis on childcare and flexible employment;
- raise awareness about equality of women and reporting unethical or violent behaviour (such as sexual harassment) in the workplace.

## Gender Equality Plan for EUBA Goals:

- GOAL 1** Establishment of structures responsible for the implementation and monitoring of the Gender Equality Plan
- GOAL 2** Improving monitoring and data analysis for the development of gender equality plans
- GOAL 3** Revision of the existing legal environment in order to eliminate possible systemic barriers to gender equality
- GOAL 4** Easier reconciliation of work and family life
- GOAL 5** Raising awareness of gender equality issues and empowering women in science

The goals identified in the Gender Equality Plan for EUBA are twofold, concerning both institutional and awareness-building activities. Their implementation is expected to bring about changes at the institutional level, modify the existing practices at the University, introduce new procedures, and support the establishment of study and work conditions (including administrative, teaching, and scientific work) that will allow for better implementation of the principle of equal treatment based on gender. The synergies among the goals enable to mutually reinforce themselves. The goals refer to the values and principles to which EUBA adheres in its *Long-Term Plan*, in the *Magna Charta Universitatum*, *HRS4R* and the *Diversity Charter*.





# GOAL 1

## Establishment of structures responsible for the implementation and monitoring of the Gender Equality Plan

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### ACTIVITY 1

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#### Appointment of an EUBA Gender Equality Ambassador responsible for:

- initiating data collection and implementation of surveys on gender equality
  - present evaluation reports on gender equality issues
  - design legal measures and gender equality plans for EUBA
  - publish the results of gender equality surveys and analyses on EUBA's HRS4R website
  - provide data for statistics at national and European level
- 

#### RESPONSIBLE PERSON

EUBA rector

#### KPI

1 new position

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### ACTIVITY 2

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#### Implementation of the Gender Equality Plan within the HRS4R structures

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#### RESPONSIBLE PERSONS

Chair HRS4R Monitoring Committee

Chair HRS4R Steering Committee

EUBA Gender Equality Ambassador

#### KPI:

annual meeting

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## GOAL 2

### Improving monitoring and data analysis for the development of gender equality plans

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#### ACTIVITY 1

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**Conduct regular surveys** on equal opportunities at EUBA focused on access to research funding, barriers to returning to work after parental leave, prepare detailed analyses of the needs of young female PhD. candidates and employees with regard to their career development

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#### RESPONSIBLE PERSONS

Centre of Communication and Public Relations  
Vice-rector for research and doctoral studies  
EUBA Gender Equality Ambassador

#### KPI:

annual survey

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#### ACTIVITY 2

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**Integrate the results of gender equality surveys into regularly published evaluation reports** such as "Annual Activity Report", "Report on Scientific Research Activities", etc. and promote them online

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#### RESPONSIBLE PERSONS

EUBA Board  
Centre of Communication and Public Relations

#### KPI

twice a year revision of the Evaluation Report

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# GOAL 3

## Revision of the existing legal environment in order to eliminate possible systemic barriers to gender equality

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### ACTIVITY 1

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**Initiate an amendment to Internal Directive No. 6/2014 on the use of funds from the Science Development Fund**, which currently does not allow remuneration of persons producing high quality publications indexed in the Web of Science or SCOPUS who are on parental leave at the time of payment of said remuneration

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### RESPONSIBLE PERSONS

Head of Department of Economy Work and Wage Department  
Vice-rector for research and doctoral studies  
EUBA Board

### KPI

amended directive

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### ACTIVITY 2

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**Create a bulletin (website)** on working arrangements during maternity or parental leave and support for young female researchers at EUBA

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### RESPONSIBLE PERSONS

Head of Department for Personnel and Social Questions  
EUBA Board  
Centre of Communication and Public Relations

### KPI:

new bulletin (website)

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# GOAL 4

## Easier reconciliation of work and family life

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### ACTIVITY 1

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#### Securing resources for the establishment of a university kindergarten

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#### RESPONSIBLE PERSONS

EUBA Board

Project Centre

EUBA Gender Equality Ambassador

#### KPI

submitted application to incorporate the kindergarten into the kindergarten network

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### ACTIVITY 2

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**Set special working conditions for men and women with school children** (e.g. home office, flexible working hours, part-time work, teaching outside working hours of kindergartens and schools)

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#### RESPONSIBLE PERSON

immediate superiors within the organizational unit

#### KPI:

50% increase in the number of employees with special working conditions

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# GOAL 5

## Raising awareness of gender equality issues and empowering women in science

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### ACTIVITY 1

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**Trainings and lectures led by female leaders in science and management** (e.g. keynote lecture at the EDAMBA young researchers conference), popularization activities on examples of good practice in supporting women's career development

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### RESPONSIBLE PERSONS

Centre of Communication and Public Relations  
EUBA Gender Equality Ambassador

### KPI

annual invited lecture

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### ACTIVITY 2

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**Networking of women in science**, especially aimed at female doctoral students, including contacts to female researchers at other universities and to trainers of gender equality (e.g. grant managers in the Slovak Republic and abroad)

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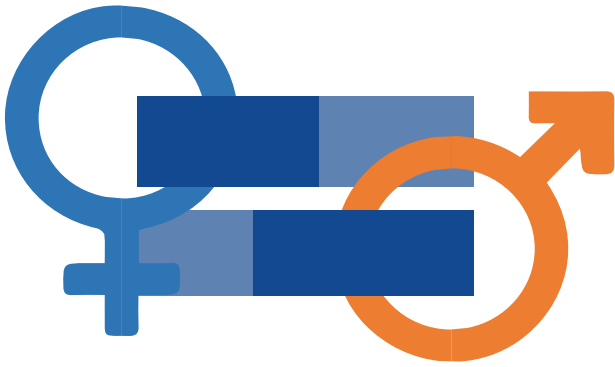
### RESPONSIBLE PERSON

EUBA Gender Equality Ambassador

### KPI

annual *scientific café*

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Bratislava, 2021

# GENDER EQUALITY PLAN

for the University of Economics  
2021-2027

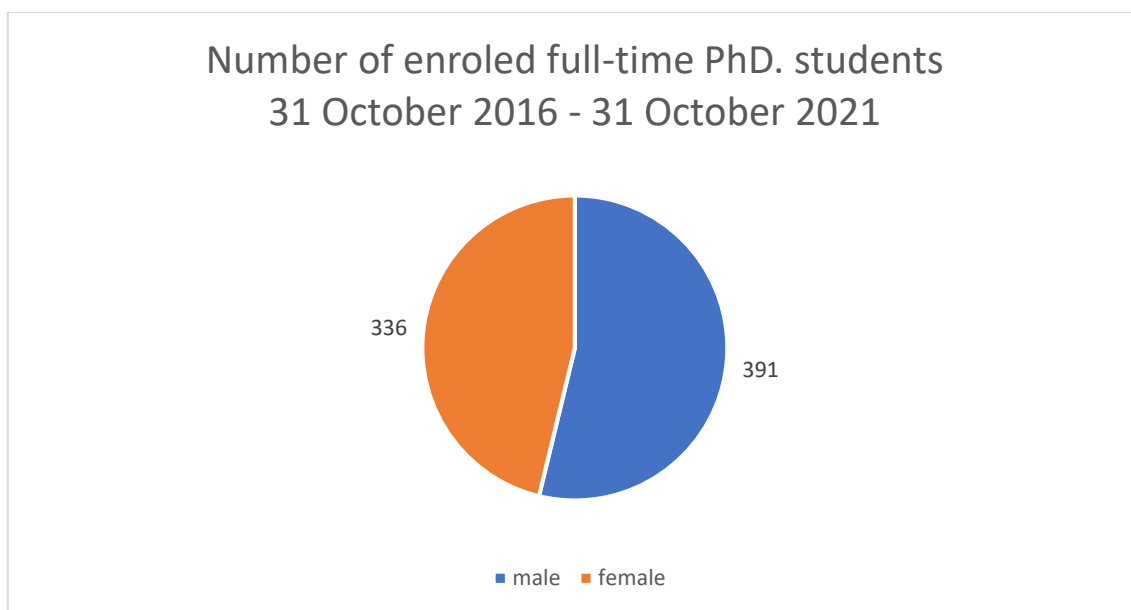


## Annex

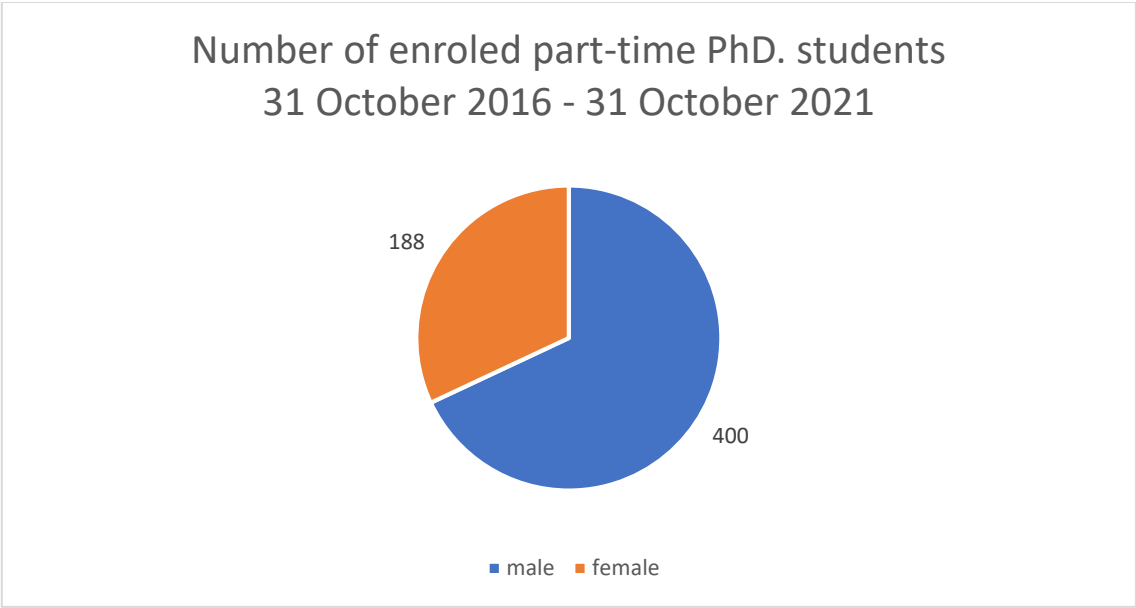
### List of abbreviations

NHF	Faculty of National Economy
OF	Faculty of Commerce
FHI	Faculty of Economic Informatics
FPM	Faculty of Business Management
FMV	Faculty of International Relations
FAJ	Faculty of Applied Languages
PHF	Faculty of Business Economy with the seat in Košice

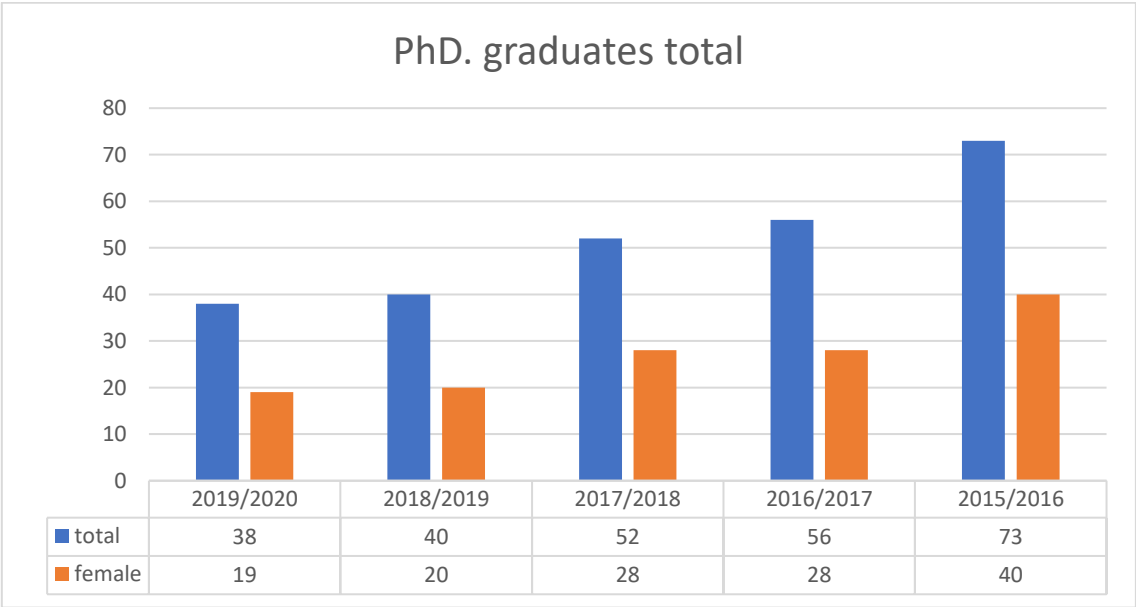
**Chart 1** *Number of enrolled full-time doctoral students at the EU in Bratislava in the period of 2016-2021 by gender*



**Chart 2** *Number of enrolled part-time doctoral students at the EUBA in the period of 2016-2021 by gender*

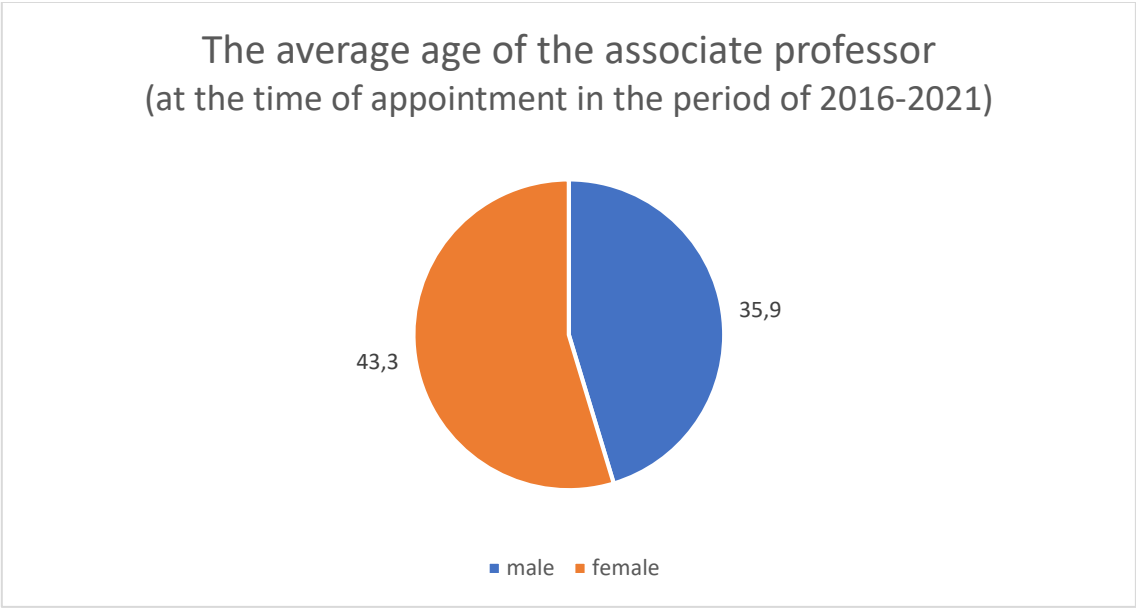


**Chart 3** *Number of full-time and part-time PhD. graduates at the EUBA by academic year and gender*

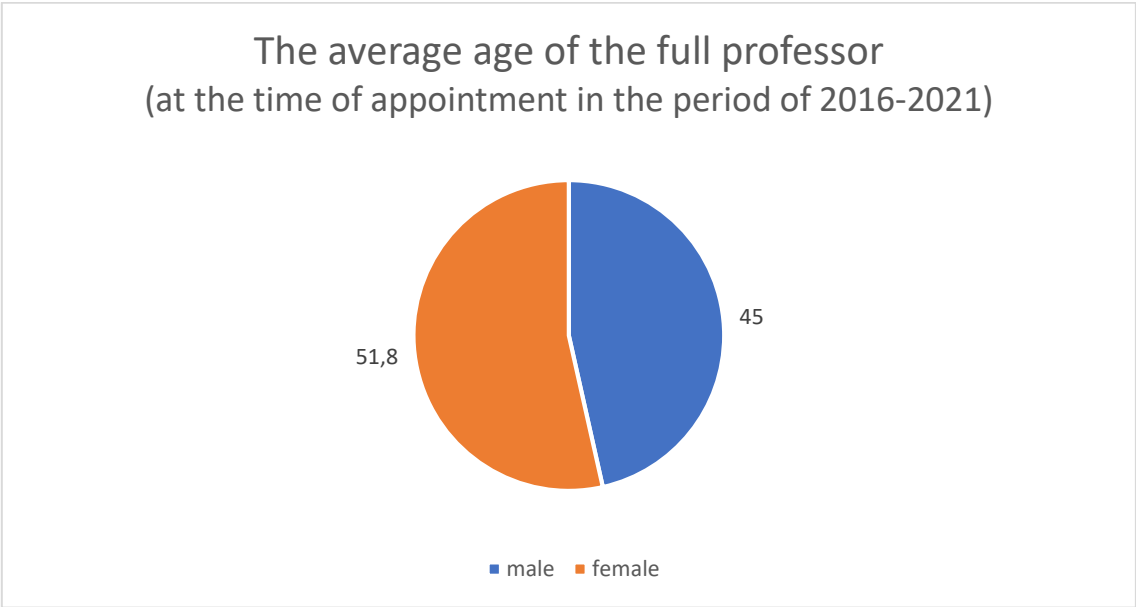




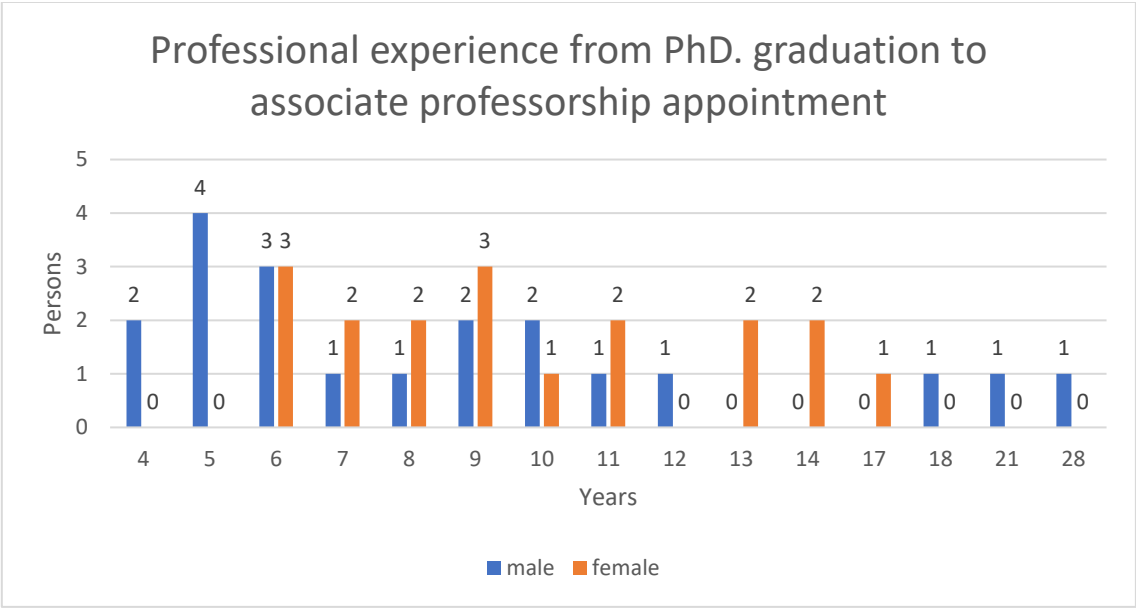
**Chart 4a** *The average age of the associate professor at the time of appointment at the EUBA in the period of 2016-2021 by gender*



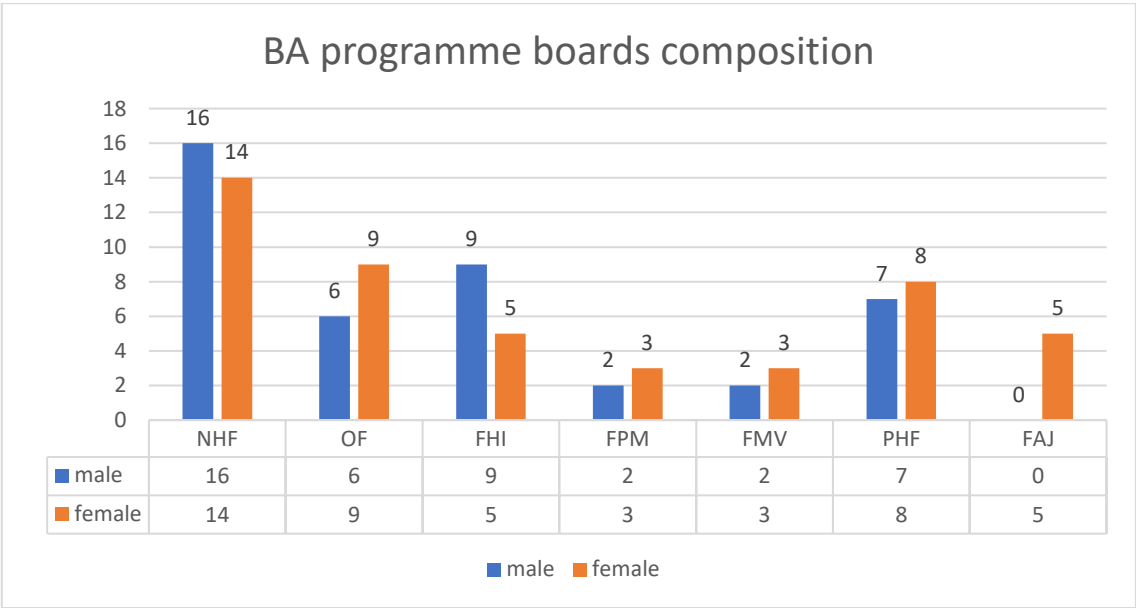
**Chart 4b** *The average age of the full professor at the time of appointment at the EUBA in the period of 2015-2021 by gender*



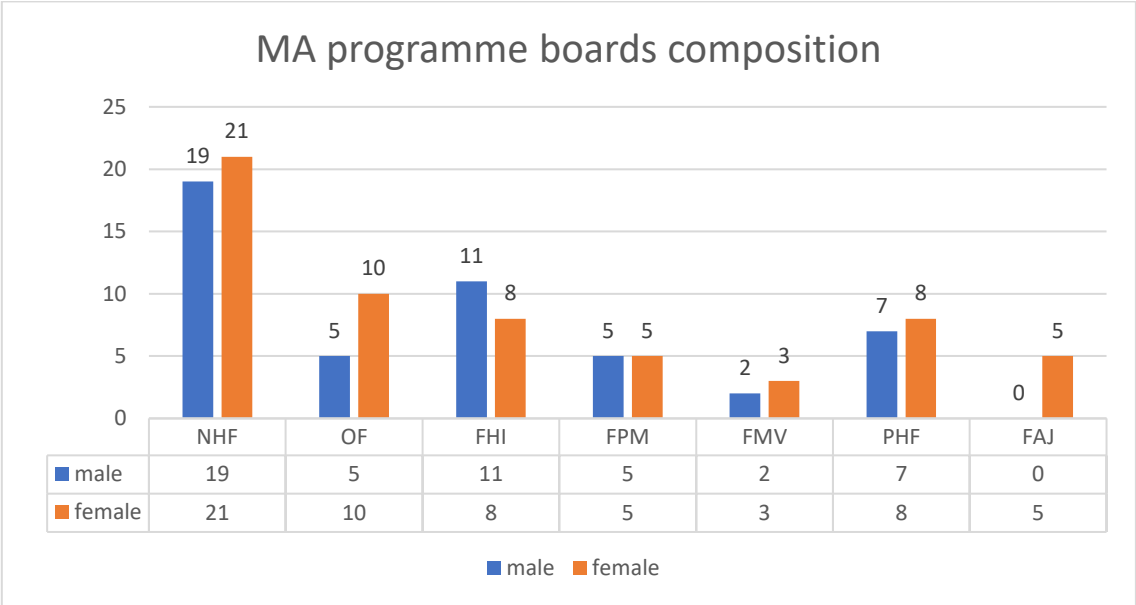
**Chart 5** Professional experience from PhD. graduation to associate professorship appointment in the period of 2016-2021 by gender



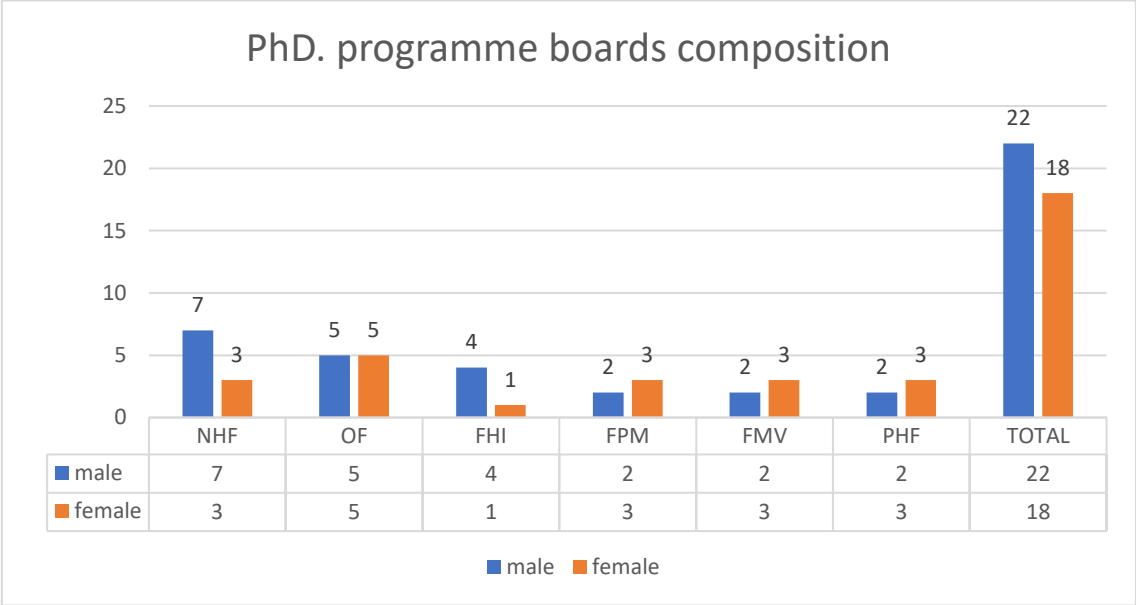
**Chart 6** BA programme boards composition in 2020 by faculty and gender



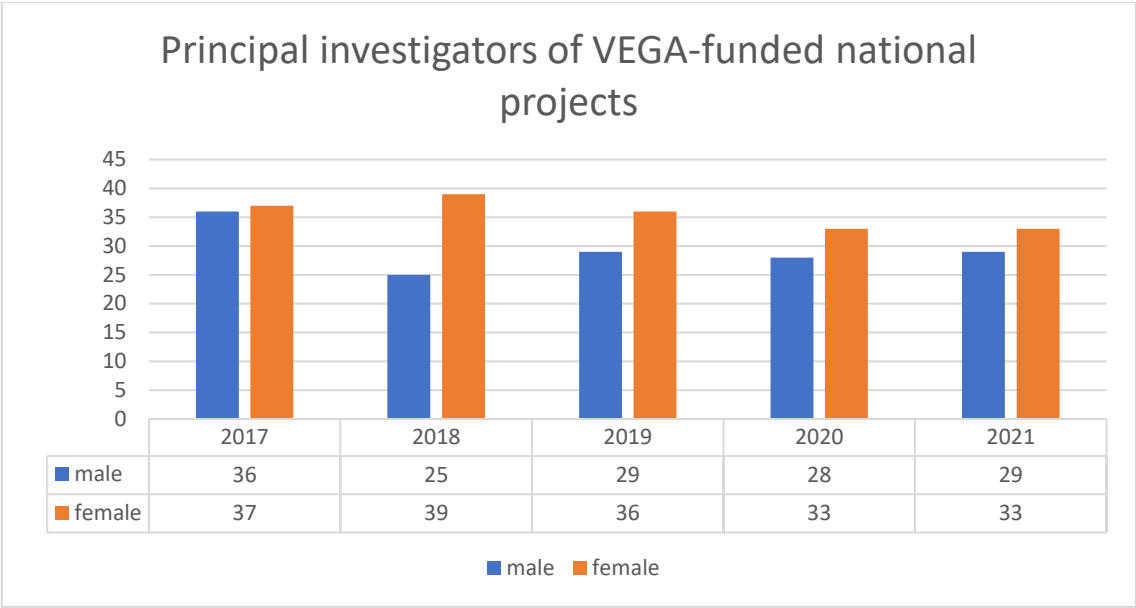
**Chart 7** MA programme boards composition in 2020 by faculty and gender



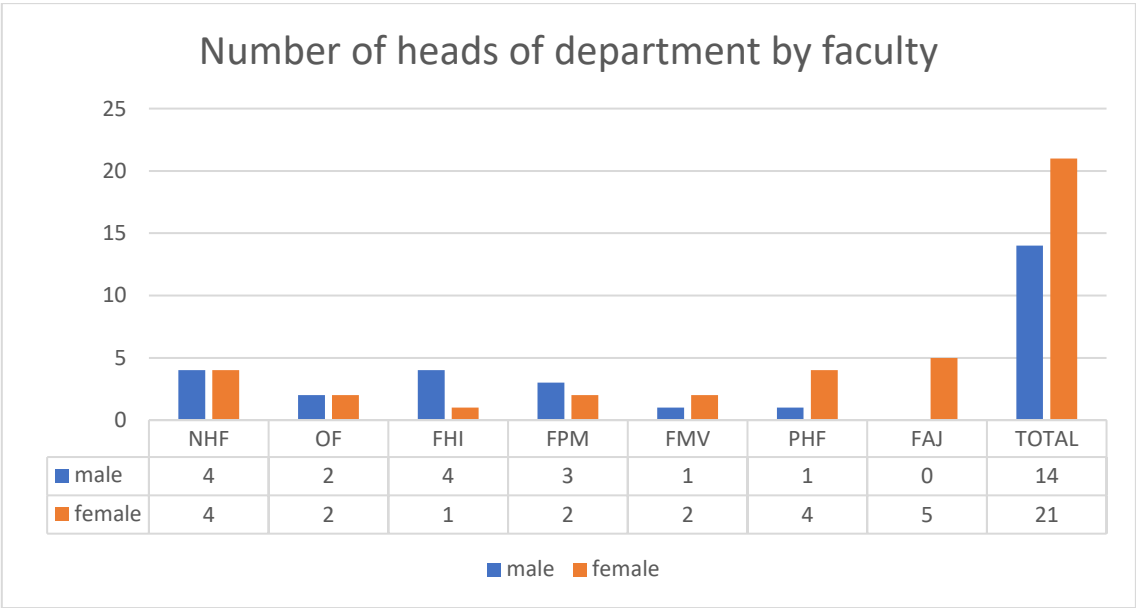
**Chart 8** PhD. programme boards composition in 2020 by faculty and gender



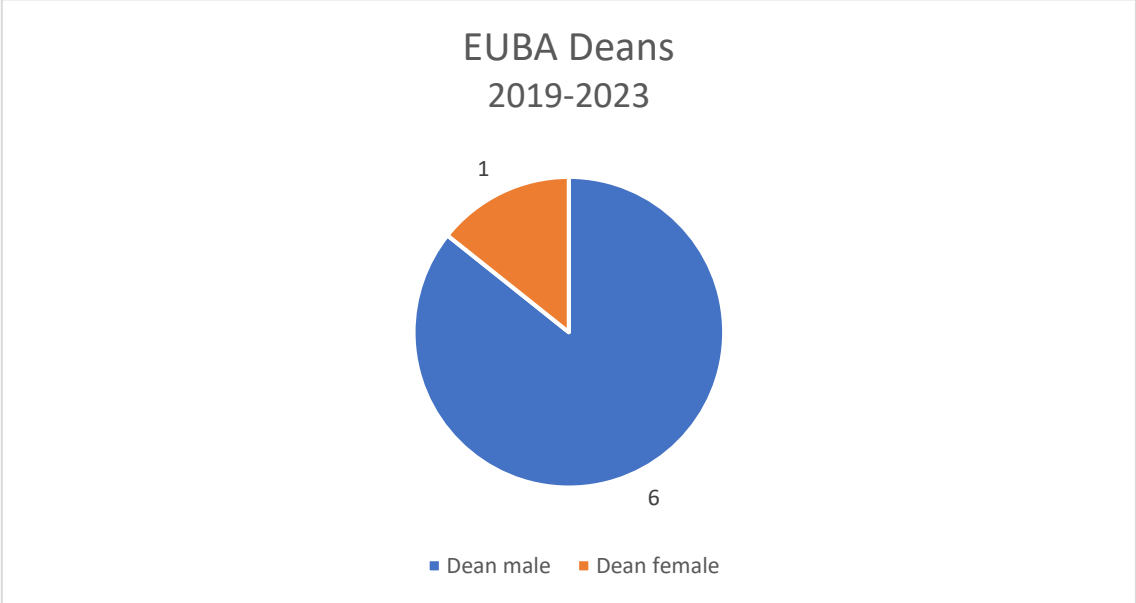
**Chart 9** *Number of principal investigators of VEGA-funded national projects by year and gender*



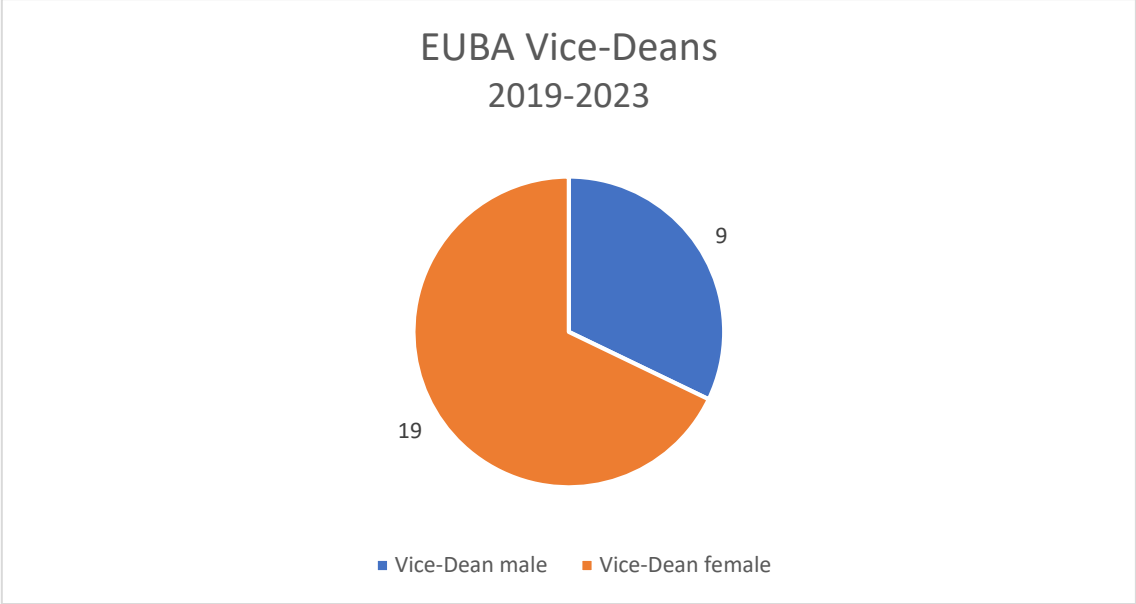
**Chart 10** *Number of heads of department in 2021 by faculty and gender*



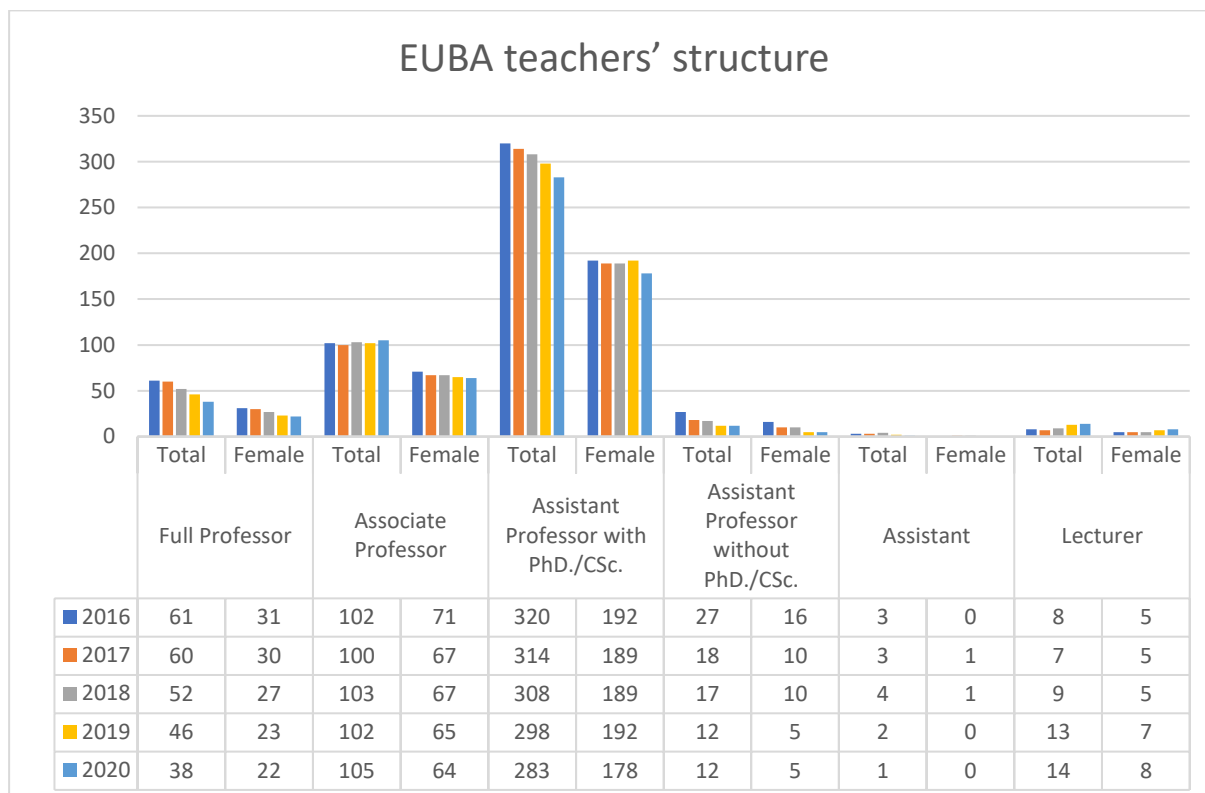
**Chart 11** *Management of EUBA faculties in the period of 2019-2023 by gender*



**Chart 12** *Executive management of EUBA faculties in the period of 2019-2023 by gender*



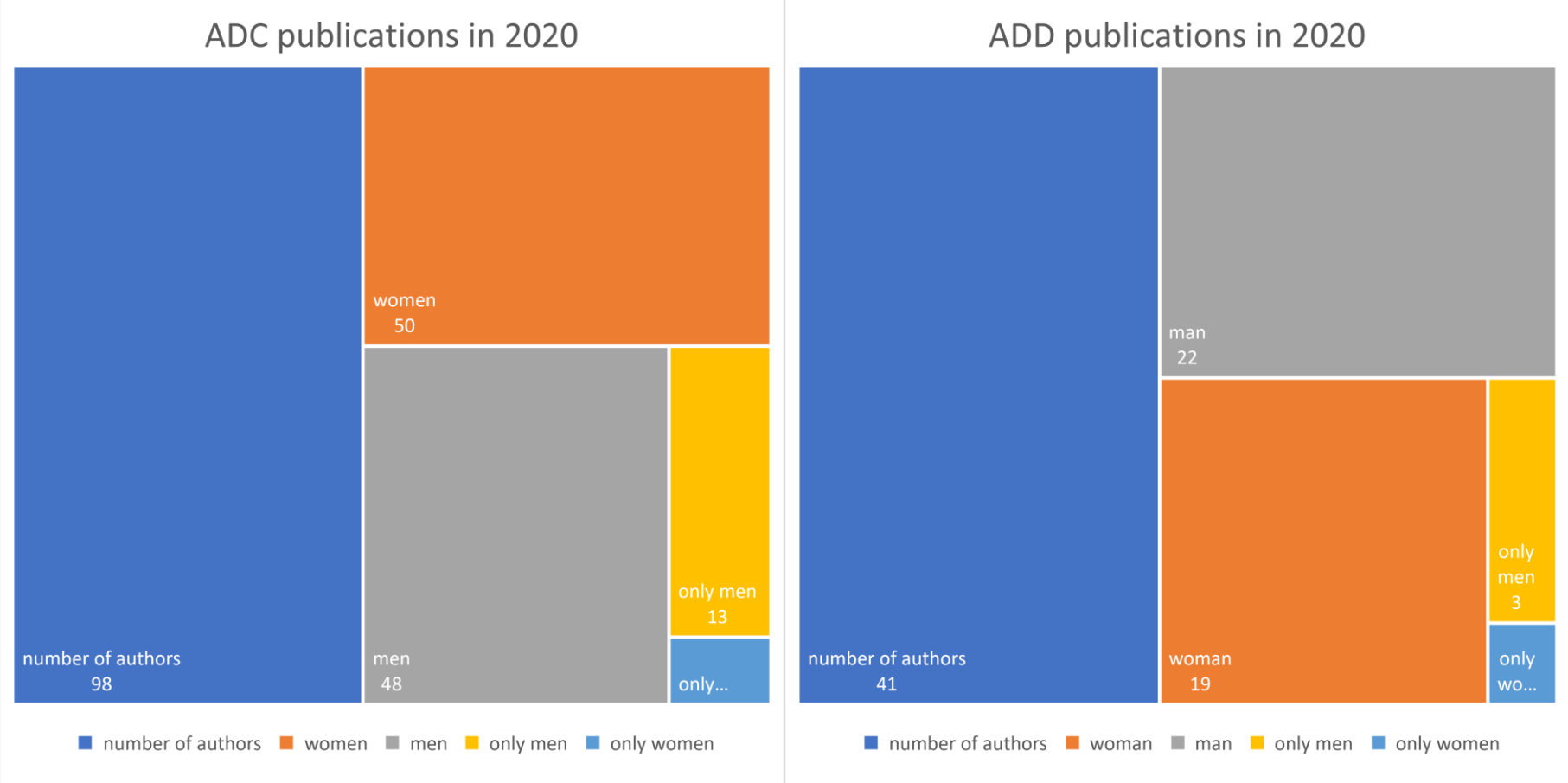
**Chart 13** *Structure of EUBA university teachers by gender, year and role*



**Table 1** Overview of the management of EUBA faculties

FACULTY	DEAN	VICE-DEAN					VICE-DEAN									TOTAL GENDER DISTRIBUTION	
		for Research and Doctoral Studies	for Education	for Development and Social Affairs	for International and Public Relations		for Development and Quality Assurance	for Development, International Relations and Public Relations	for Social Affairs and Informatization	for International Relations	for International Accreditation and Public Relations	for Development	for Science and Research	for International Relations	for International Relations and Informatization		
Faculty of National Economy	F	M	F	F	M											2M	2F
Faculty of Commerce	M	M	F		F		M									2M	2F
Faculty of Economic Informatics	M	M	F					F	F							1M	3F
Faculty of Business Economics	M	M	F	F						F	M					2M	3F
Faculty of International Relations	M	F	F							F		M				1M	3F
Faculty of Business Economy with seat in Košice	M	F	F												M	1M	2F
Faculty of Applied Languages	M		F									F	F	F			4F

**Chart 14** *International (ADC) and national (ADD) scientific articles published in the Current Contents database published by EUBA researchers in 2020 by the team members' gender homogeneity*





**Chart 15** *International (ADM) and national (ADN) scientific articles published in the Web of Science and SCOPUS database other than Current Contents database published by EUBA researchers in 2020 by the team members' gender homogeneity*

