



**POLITECHNIKA
GDAŃSKA**



**Regulation
of the Rector of Gdańsk University of Technology
No. 80/2021 of 21 December 2021**

on establishing the Gender Equality Plan of Gdańsk University of Technology.

Pursuant to Art. 23(2) of the Act of 20 July 2018, Law on Higher Education and Science (consolidated text: Journal of Laws of 2021, item 478, as amended) and §24(3) of the Statute of Gdańsk University of Technology, the Rector has adopted this regulation:

§1 The Gender Equality Plan of Gdańsk University of Technology is adopted, as set out in the Annex to this regulation.

§2 This Regulation enters into force on the day of its adoption.

Rector

Prof. Krzysztof Wilde, corresponding member of PAS

GENDER EQUALITY PLAN GDAŃSK UNIVERSITY OF TECHNOLOGY

Gdańsk 2021



"In all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women."

(Article 8 of the Treaty on the Functioning of the European Union)

Overcoming of all forms of discrimination and unequal treatment is one of the priorities set out in the treaties on which the European Union is founded. Gender equality is viewed as a core value of the EU, a fundamental right and a key principle of social rights.¹

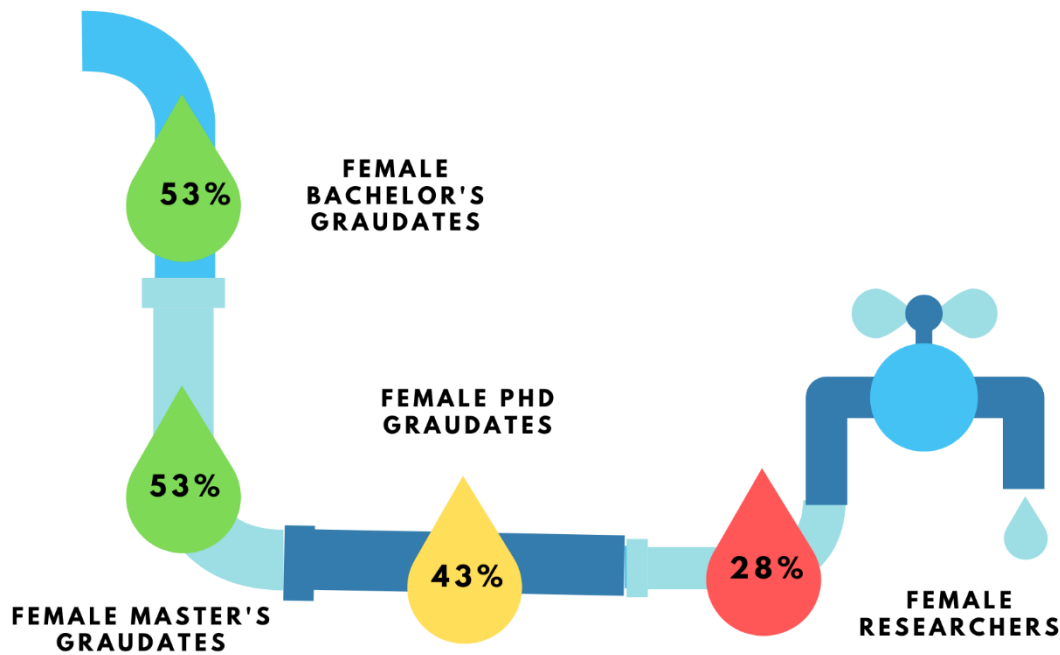
Part of the European Commission's broader strategy is the promotion of gender equality in research and innovation, as reflected in the legal basis of the Horizon Europe framework program for the period 2021-2027. Accordingly, the program supports the Commission's work for the sake of gender equality in research and innovation *inter alia* by making gender equality a cross-cutting priority. Currently, the preparation, implementation, and monitoring of action plans for gender equality constitute a challenge to many public research institutions in Europe.

The Global Environment Facility (GEF), in its document entitled Gender Equality Action Plan, recognizes gender equality as an important social goal in itself having significant implications for the projects that receive GEF support. Therefore, the GEF seeks to achieve global environmental benefits and sustainable development goals by laying stress on the promotion of gender equality and empowerment of women. Various studies show that "mainstreaming gender in development projects increases their effectiveness".²

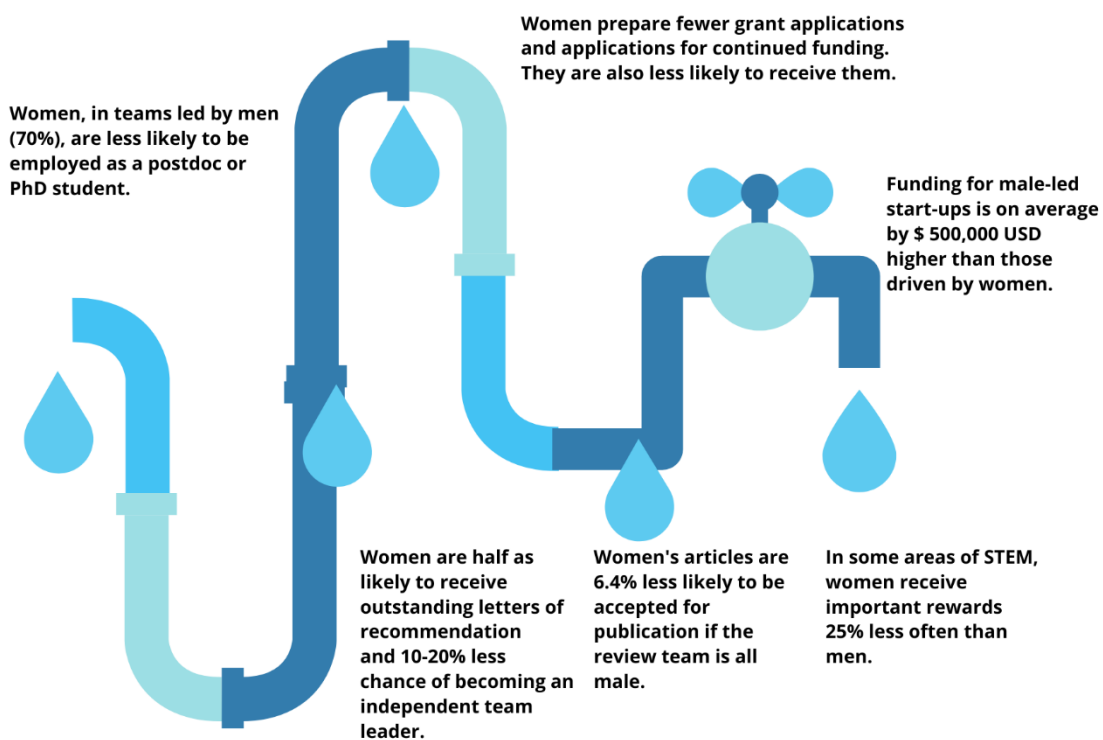
The gender equality literature uses the term *leaky gender pipeline* to convey the fact that women tend to be underrepresented minorities in many specialized professions, notably in the STEM (Science, Technology, Engineering, Mathematics) group, where inequality begins even before graduation. The graphs below present the results of research on the prospects of women in science.

¹ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: *A Union of Equality: Gender Equality Strategy 2020-2025*, Brussels, 5.3.2020, COM(2020) 152 final.

² *Gender Equality Action Plan*, GEF Council Meeting October 28–30, 2014, Washington, D.C., https://www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_.01_Gender_Equality_Action_Plan.pdf



Source: Project Women in Global Science and Technology - WISAT based on: UNESCO Institute of Statistics July 2015



Source: Nature Ecology & Evolution 3, 3–6 (2019)

In response to global trends and regulations, Gdańsk University of Technology (Gdańsk Tech) introduces this Gender Equality Plan—a document describing activities aimed at ensuring equal opportunities in the workplace, education, and learning environments where everyone, irrespective of gender, should be able to develop their talents. This document also stipulates better integration of the gender issues in research projects in order to improve the quality of research as well as its relevance to the University community.

Over the years, Gdańsk Tech has developed and introduced solutions aimed at improving HR management procedures and practices and recruitment processes.

In 2017, Gdańsk Tech obtained the HR Excellence in Research Award from the European Commission. This places the university among the European institutions that create the best possible working and career development conditions for researchers. The award is a quality mark indicating the highest standards in conducting research and employment of researchers.³

Gdańsk University Tech joined the activities aimed at promotion of technology and engineering among women and encouraging them to choose the related fields of study. These activities resulted in an increasing percentage of female students and doctoral students. In order for them to choose and pursue their work as researchers, developing their scientific careers on a par with male researchers, it is necessary to eliminate the barriers in recruitment and development of female research careers, as well as support women in applying for executive positions. It is particularly important to support women in balancing their personal life with study and work, so that they can pursue their research careers. Simultaneously, men are under-represented *inter alia* in administration or building maintenance, which deepens the gender stereotypes and hinders equal access to these positions.

The European Commission lists the following objectives of the gender equality strategy in research and innovation (2012): supporting equality in research careers, ensuring gender equality in decision-making bodies and including gender aspects in research and innovation. Exchange of thought, whether in education or research, requires sense of inclusion and community. Balanced contribution of representatives of different genders is key to developing new solutions in the areas of research and technology. Due to the past marginalization of women, it is crucial to pay attention to the gender issues, both in education and research. Innovative research requires creativity and constructive discussion, which is hardly possible to achieve without the atmosphere of equality. These issues are particularly important for Gdańsk Tech—one of the ten national universities officially recognized as *research universities* and part of the planned Fahrenheit University (a federation of Gdańsk Tech, the Medical University of Gdańsk, and the University of Gdańsk). Cooperation and development in the context of a knowledge-based economy and advancing the international standing of the University are not possible without equal treatment and freedom from discrimination.

In order for Gdańsk Tech to become open to everyone and have a strong position in the highly competitive research environment and for its campus to be a safe and friendly place for the female and male members of the academic community, it is necessary to cooperate and respect equality and diversity. At the same time, it is a chance to create a better work environment,

³ https://pg.edu.pl/wyd_kultura/-/asset_publisher/5vMF7OyHlwkm/content/europejskie-logo-hr-excellence-in-research-dla-pg

2. CURRENT STATUS ANALYSIS

which attracts and keeping talented individuals that gain the possibility of free growth of their research potential, irrespective of gender and other differences.

The "Gender Equality Plan of Gdańsk University of Technology" proposes new or develops and integrates the existing activities of the University promoting equal treatment of academic staff, students and doctoral students, technical and administrative staff and people recruiting to studies, regardless of their type and level and recruiting to doctoral schools. The overall objective of the Plan is to prevent discrimination against the above-mentioned groups of employees, doctoral students, students of the University, based on gender and all factors related to it, in particular marital and family status as well as upbringing and childcare, as well as guaranteeing the same conditions for development for all genders, giving the opportunity to choose different career paths without evaluating them.

In order to develop the "Gender Equality Plan for Gdańsk University of Technology", gender distribution among the entire academic community was diagnosed. Particular attention was paid to gender equality in (1) decision-making bodies; (2) recruitment process; (3) development of research career; (4) reconciling private and professional life.

Gdańsk Tech employs approximately 2,950 people⁴, which comprise 52% of men and 48% women. Taking into account the division into academic staff and administrative and technical staff, these proportions are different: 66% of academic teachers are men (34% women), while 39% of men and 61% of women work in administration and technical sections.

Decision-making bodies and management of Gdańsk Tech

The table below lists selected organs, positions and functions held at the University and its units, divided into gender.⁵

	MALE	FEMALE	% FEMALE	% MALE
Rector	1	0	0	100
Vice-Rector	4	0	0	100
Head of the University Council	1	0	0	100
University Council Members	4	2	33	67
Dean	4	4	50	50
Vice-Dean	19	13	41	59
Discipline Councils – Chairperson	8	4	33	67
Discipline Councils – Members	139	61	31	69
Head of Education Centers	1	2	67	33
Student Government – Chairperson	0	1	100	0
Student Government – Deputy Chairperson	5	4	44	56
Doctoral Student Government – Chairperson	1	0	0	100
Doctoral Student Council	14	8	36	64

Based on the data collected in September 2021, there was a significant gender imbalance among the authorities of Gdańsk Tech: the positions of rector and vice-rectors were all held by men. Moreover, the female representation in the university council constituted only one-third, and the chairperson of the council was male. The gender imbalance was much lower in the case of faculty

⁴ As of 31.05.2021

⁵ As of September 2021

authorities: out of eight Gdańsk Tech dean positions four were held by women, while other functions in the dean teams were performed more often by men than women (59% compared to 41%). Moreover, the chairpersons of scientific discipline boards are more often men (67%) and female members of the boards constitute a clear minority (31%). In teaching centers, on the other hand, two out of three director positions were occupied by women. Concerning the students' bodies, the chairperson of the student government was a woman (and the share of women among the deputies is 44.4%), while the chairperson of doctoral student government is a man. In the doctoral student board women constituted 36.4%.

Recruitment

In the last three years (i.e. 2019-2021), approximately 3.6 thousand to approximately 4.2 thousand students were accepted into first-cycle studies at Gdańsk Tech. Women constituted from 36% to 38% of the recruited people. The number reached approximately 1.7 thousand in the case of second-cycle studies. The percentage of women in this group was 42.8%. In the academic year 2021/2022, among the students newly admitted to the doctoral school women constituted 32% to 43%, in industrial doctoral school the percentage ranged from 9% to 32%. Therefore, a growing interest in undertaking studies by women can be observed, especially among doctoral schools.

Research career

In the years 2019–2020, women submitted approximately 40% of all applications for research and teaching projects. The success rate for women was around 23% and for men 27%. In the case of IDUB projects (the Excellence Initiative - Research University⁶), women applied in approximately 37% of cases, and they received funding in 33% of submitted applications at Gdańsk University of Technology (men in 48%). As part of the National Research Programs, women submitted applications in 43% of cases and obtained funds in 18% of applications (20% for men). The percentage of women applying for International Research Projects was approximately 34%, and the success rate in their case oscillated around 13% (25% for men). Disproportions by gender were visible in the frequency of business trips of female and male research employees:

in the case of business trips up to 31 days, men traveled more often (62% compared to 38%, data from 2019). Similarly, women much less often went abroad for research purposes: in the case of trips of up to 7 days, they constituted 27% of the total number of people leaving, and for trips from 8 to 30 days: 38%. These differences faded in the case of longer trips lasting more than a month: in 2019, 8 men and 10 women traveled for business purposes. However, longer business trips were much less popular, both among men and women.

⁶ In 2019, Gdańsk Tech came second in the country and was classified the highest among technical universities in the „Excellence Initiative – Research University”. The aim of the Ministry of Science and Higher Education was to select 10 best universities that would become research centers and effectively compete with the best international universities (based on <https://pg.edu.pl/badawcza>).

Women and men defend their doctorate in a similar period from the beginning of doctoral studies (approximately 5 years and 5 months). Women with a doctorate and no habilitation are employed on average for 11 years and 10 months. For men, this period is on average 12 years and 8 months.

Work-life balance

Another important aspect is "work-life balance", i.e. combining work with personal life. This is an issue concerning every employee, regardless of gender, although the GEAM⁷ Report showed it was more difficult to achieve work-life balance for women due to a statistically higher load of family / home responsibilities. The results from the GEAM Report show that 47% of respondents were parents or the legal guardian of a child up to the age of 17, in the case of women this share was slightly higher (25%) compared to men (22%). Greater disproportions can be noticed in the case of parents / guardians who raise children on their own (13% of respondents): women (9% of respondents), men (4%).

Guardianship of a dependent person does not only concern taking care of children. The results of the GEAM Report indicated that 10% of respondents are a guardian of an adult person, where this obligation is more often borne by women (6%) as compared to men (4%).

More importantly, due to the specificity of research work, combining work with family life seems to be a big challenge for academic teachers. Atypical working time within this group respondents presents a disturbing picture of work-life balance. The results of the GEAM Report show that 25% of academic teachers work at night, compared to 1% for other employees. Similar proportions can be observed for work on weekends: approximately 44% of researchers declared working at weekends frequently, while among the remaining employees it was only 1%. Academic teachers reported difficulties in fulfilling their obligations in their personal life due to the amount of time spent at work much more often (about six times more often) than other employees⁸. The results of the survey indicate that this is a phenomenon that is common for academic staff of both genders.

Among the employees of Gdańsk Tech, both academic teachers and non-academic staff, there is a significant disproportion between the two genders in taking parental and childcare leaves. Based on data from 2019, no male took parental leave, compared to 65 women (academic, non-academic). In the case of childcare leave, there is also a significant predominance of women: 21 women and only 1 man took the leave. It is worth emphasizing that women in academic non-academic staff groups take parental leave equally frequently. On the other hand, female academic teachers take parental leave much less frequently: in 2019, 1 female academic teacher was on parental leave, compared to 20 women from the non-academic staff group.

The above-mentioned factors influence the development of women's research careers. Admittedly, time for professional promotion is similar for women and men: approximately 5 years to obtain a doctoral degree and approximately 12 years to obtain habilitation, however, the employment

⁷ GEAM Report: monitoring employment conditions, safety and equal treatment at Gdańsk Tech.

⁸ Difficulties emerging few Times a month and more often.

structure at Gdańsk Tech showed there were as many as 75% male professors and associate professors. This indicates that a disproportionately smaller group of women than men reached the next steps in the research career.

Taking into consideration remuneration⁹, the average salary for women employed at Gdańsk Tech is only slightly higher than the national average, while for men it is much higher. On average, women earn about 13% less than men. The average salary of female academic teachers is approximately 10% lower than that of male academic teachers.

It seems crucial to organize promotional campaigns in order to increase the awareness of the academic community about the problems related to gender equality and manifestations of discrimination. The results of the GEAM Report showed that some employees are not informed about the available solutions for organization of work that may facilitate the work-life balance: 75% of respondents declare lack of knowledge about the possibility of sharing a job, 13% about the leave on demand, 9% about flexible working hours and 5% about remote work. As far as remote work is concerned, only 26% of women declared that they had used such a solution (38% of men), while for 8% of women this solution was unavailable (5% of men).

Additionally, mobbing is a problem of great concern. The results of the GEAM Report indicated that 13% of respondents experienced harassment or mobbing in the past year. The percentage is higher among women and amounts to 15%. In 51% of cases, the perpetrators were superiors, in 31% - people in executive positions and colleagues (29%).

⁹ As of 31.12.2020.

3. GDAŃSK TECH EQUALITY PLAN PROGRESS INDICATORS

OBJECTIVE 1: INCREASE GENDER BALANCE IN MANAGEMENT POSITIONS, IN DECISION-MAKING BODIES AND IN GDAŃSK TECH MANAGEMENT STRUCTURES

DETAILED OBJECTIVE	ADDRESSEE	ACTIONS PLANNED	INDICATORS	RESPONSIBLE UNITS
1.1. Support of female career development and participation in managing the University. Description: balanced gender representation and presiding in: <ul style="list-style-type: none"> – expert committees and review teams – university / faculty committees – managing staff – scientific discipline boards – internal university projects – student and doctoral student governments 	The entire University community, particularly research employees, research and didactic, didactic, female and male doctoral students, female and male students	Co-finance activities related to gender balance within the university by establishing the Equal Treatment Office	Opening Equal Treatment Office (I quarter of 2022)	Rector
		Define specific guidelines for gender balance in managerial positions, in decision-making bodies and governing structures of Gdańsk Tech, along with the transfer of these guidelines to the entire university community	Define guidelines (2022) [introduction 2023–2024]	Equal Treatment Office
		Define and implement guidelines for the percentage of female and male representation in teams, expert, review and examination committees, including passing these guidelines to the entire university community	Reaching the level of at least 25% of women by 2023 or a minimum gender balance in a given teams/committee	Equal Treatment Office
		Define and implement the chairmanship guidelines in decision-making bodies for both women and men, including passing these guidelines to the entire university community	Reaching the level of at least 25% of women by 2023 or a minimum gender balance in a given teams/committee	Equal Treatment Office
		Actions intended to encourage women to stand for elective positions (Faculty Council, Discipline Council, Student Government and the University Council of Doctoral Students): - campaign in social media, - campaign in "Gdańsk Tech Journal" and "Gdańsk Tech Bulletin"	Number of publications, campaigns, promotional actions (at least once a year)	Promotion Office in cooperation with Equal Treatment Office
	Newly employed Staff and current employees of Gdańsk Tech holding the following positions: professor, associate professor, assistant	Development and implementation of compulsory online training for Gdańsk Tech employees to increase awareness of the importance of gender equality issues: participation of women and men in university management	Number of people trained: target groups of employees, in the test phase, 100 people, 50 of each gender	Equal Treatment Office, possible employment of third party

	professor, administrative unit managers, specialists/main specialists			
1.2. Increase competences and awareness of the university management on gender equality	Rector, vice-rector, deans, directors of didactic centers	Trainings and workshops for senior management (rectors, vice-rectors, deans, directors of institutes and teaching centers) in the field of gender equality and equal treatment	Conduct training by the end of 2022	Equal Treatment Office
1.3. Increase transparency in the field of appointments to managerial positions / functions that are not eligible for elections	Rector, vice-rector, deans, vice-deans, directors of institutes and didactic centers	Define and implement guidelines on recommended competences for performing a management function at the level of vice-rectors, deans, vice-deans, institute and teaching centers directors	Publish guidelines recommended competences for performing a management function by 2022	Equal Treatment Office
		Raising awareness among managers about access to informal circles of influence by preparing and making recommendations within this scope	Information campaign 2023	Equal Treatment Office in cooperation with Promotion Office

OBJECTIVE 2. INCREASE EQUAL GENDER OPPORTUNITIES IN RECRUITMENT OF EMPLOYEES, PARTICIPANTS OF DOCTORAL SCHOOLS, STUDENTS AND SUPPORTING CAREER DEVELOPMENT AT THE UNIVERSITY

DETAILED OBJECTIVE	ADDRESSEE	ACTIONS PLANNED	INDICATORS	RESPONSIBLE UNITS
2.1. Gender-balanced recruitment of employees, including doctoral schools	Candidates for work at Gdańsk Tech, including doctoral schools	Use non-discrimination practices, use incentives in the case of underrepresented gender: promotional campaign	Campaign start (2022–2024)	Promotion Department in cooperation with the Personnel Department
		Develop a non-discrimination hiring procedure (e.g. use of inclusive language)	Employee recruitment procedure	Chancellor in cooperation with the appropriate vice-rector for science
		Review and possible update of regulations regarding recruitment to doctoral schools	Report on the analysis of remuneration by the end of 2022	Director of the Doctoral School / Director of the Industrial Doctoral School
2.2. Gender-balanced employee remuneration policy	Gdańsk Tech employees	Monitor remuneration and other employee benefits, taking into account gender criterion and employment criterion, based on flexible forms of employment and / or flexible work time	Monitoring report (2022 and another every 3 years)	Equal Treatment Office
		Taking into account the results of the report in preparation of regulations on remuneration	Update of the remuneration regulations (2023) - based on the results of the monitoring.	Chancellor in cooperation with the appropriate vice-rector for science

OBJECTIVE 3. FACILITATING THE WORK-LIFE BALANCE

DETAILED OBJECTIVE	ADDRESSEE	ACTIONS PLANNED	INDICATORS	RESPONSIBLE UNITS
3.1. Facilitate return to work / study for returnees after a childcare leave or other family member care leave	People working and studying at Gdańsk Tech	Develop infrastructure supporting childcare: establishing a kindergarten at the University	Establish a kindergarten at Gdańsk University of Technology by 2023.	Chancellor
		Develop infrastructure supporting childcare: establishing a nursery at the University	Develop a concept for the creation and study the possibility of building a nursery by the end of 2024.	
		Develop infrastructure supporting childcare: equipping buildings with changing tables for babies	Changing tables in at least one place in each faculty, didactic center and the Main Building of the University (2022-2023)	
		Develop infrastructure to support childcare: a feeding room	At least 3 rooms for feeding children by the end of 2023.	
	academic teachers	Update periodic employee evaluation forms, taking into account the temporary absence of employees due to childcare leave or other family member care leave	Updated rules for the interim evaluation until mid-2022.	Vice-rector for Organization and Development
	people working and studying at Gdańsk Tech	Diagnosis of the needs of the academic community in the scope of support after a leave related to childcare leave or other family member care leave	Conduct consultations and research, publishing the results by 2023.	Equal Treatment Office
	people working and studying at Gdańsk Tech	Develop a dedicated website for people returning after childcare leave or other family member care leave, and care of dependent persons	Create a website	Chancellor
3.2. Establishing recommendations for flexible work forms and work time for all employee groups	Gdańsk Tech employees	Make employees aware of the existing possibilities for flexible forms of work and working hours	Promotional campaign	Equal Treatment Office and Chancellor
		Diagnosis of needs regarding: flexible forms and hours of work time, individual work schedule, task-based work time, home office, allowing you to combine work with family life	Survey on the diagnosis of employee needs in 2022	Equal Treatment Office

		Establish clear rules for individual work form plan and working hours	Develop guidelines by end 2023	Equal Treatment Office and Chancellor
3.3. Promoting the hobbies / interests of University employees	people working and studying at the Gdańsk Tech	Create a tab on Gdańsk Tech website moving to related information with non-university activities of employees - information about their achievements, successes and events related to this activity	Information about the non-university successes of Gdańsk Tech employees available on the university's website from 2023.	Promotion Department
	people working and studying at the Gdańsk Tech	Promoting non-university activities of employees through financial or patronage support of this activity by Gdańsk Tech	Guidelines and application form for financial support for a related event with non-university activities, during which the University will be promoted among the national and international community will be available on the university's website from 2023.	Promotion Department

OBJECTIVE 4: INCLUDING GENDER DIVERSITY ISSUES IN RESEARCH AND TEACHING

DETAILED OBJECTIVE	ADDRESSEE	ACTIONS PLANNED	INDICATORS	RESPONSIBLE UNITS
4.1. Raise awareness of treating gender as a variable, determining the analysis and results of the research conducted	people involved in research	Training devoted to the need to provide a balanced sample in research and to take into account psychophysical differences between the genders	Provide training by the end of 2023	Equal Treatment Office
		Supplement the forms for the introducing projects and research works available in “MojaPG” portal with information on including gender in research	Updated form by the end of the second quarter 2022	IT Services Center with Equal Treatment Office
		Promotion of good practices by use of inclusive language in research	Information campaign	Promotion Department with Equal Treatment Office
4.2. Including gender diversity in the teaching process	Including gender diversity in the teaching process	Workshop meetings for academic teachers devoted to counteracting discrimination in teaching	Provide workshops by the end of 2023	Equal Treatment Office
		Promotion of good practices by use of inclusive language in research	Information campaign	Promotion Department with Equal Treatment Office
		Add a gender consideration question to the class evaluation survey in the didactic process	Updated form of student questionnaires regarding the evaluation of classes	University Committee for Education Quality Assurance
		Organization of training for academic teachers on maintaining gender diversity in projects of an industrial nature	Organization of training for teaching staff	Equal Treatment Office

4. RESOURCES AND TOOLS DEDICATED TO INTRODUCE THE GENDER EQUALITY PLAN

Gdańsk Tech allocates its own financial resources necessary to conduct actions planned and working time of the employees involved, in particular:

1) human:

- establishing Equal Treatment Office and employing an equal treatment specialist there;
- appointing teams for:
 - developing guidelines for balanced gender representation in Gdańsk Tech
 - developing guidelines on recommended competences for a managerial function,
 - developing a non-discriminatory recruitment procedure and updating the regulations on recruitment to doctoral schools,
 - preparation of a report on the analysis of remuneration and other employee benefits, taking into account the gender and employment criteria based on flexible forms of employment and / or flexible working hours,
 - updating the regulations on remuneration taking into account the results of the report,
 - updating employee periodic evaluation forms, taking into account the temporary absence of employees due to childcare or other family member care leave, and developing the results of the study of the academic community needs in terms of support for people returning after leave related to parenthood or care for another family member,
 - development of guidelines on flexible forms of work and working time for all employee groups,
 - developing guidelines and a form for financial or patronage support of employees' non-university activities by Gdańsk Tech;

2) IT:

- creating websites (subpages):
 - Equal Treatment Office,
 - facilitating the return to work and study for people returning from a leave related to childcare or other family member care and caring for dependent persons,
 - on information related to the non-university activities of employees - information on their achievements, successes, and events related to this activity;
- conducting information campaigns in social media, "Gdańsk Tech newspaper" and in the "Gdańsk Tech Bulletin":
 - a campaign encouraging women to apply for elective positions,
 - a campaign encouraging the under-represented sex to apply in recruitment processes,
 - campaign to educate employees about flexible forms and working hours,
 - campaign promoting good practices of using inclusive language in scientific research and in the teaching process;
- creating a survey form:
 - on consultations and research on the needs of the academic community of support for people returning after childcare leave or other family member care leave,
 - on the diagnosis of needs concerning: flexible forms and hours of working time, individual work schedule, task-based working time, the possibility of home office that allows you to combine work with family life;
- updating the forms:
 - periodic evaluation in accordance with the guidelines developed by the team for employee periodic evaluation forms,

- concerning the introduction of projects and available scientific and research works in “MojaPG” portal with information on gender consideration in research,
- student surveys by adding a question about including gender equality in the teaching process;

3) financial

- incurring the costs related to the establishment of the Equal Treatment Office and employing an equal treatment specialist there - ensuring remuneration, equipment and funds for the functioning of the office;
- costs related to the renovation:
 - of rooms adapted to the needs of the kindergarten,
 - of rooms adapted to the needs of the nursery;
- costs related to the purchase of changing tables;
- costs related to the adaptation and equipment for the feeding rooms;
- costs related to the organization of:
 - certified trainings related to increasing the competences and awareness of university management in the field of gender equality and equal treatment,
 - trainings related to increasing awareness of the need to treat gender as a variable determining the analysis and results of the conducted research,
 - workshop meetings for academic teachers devoted to counteracting discrimination in teaching and training on maintaining gender diversity in industrial projects;

4) space - providing premises and equipment for purposes:

- work of the Equal Treatment Office,
- establishing and running a kindergarten,
- establishing and running a nursery,
- child feeding in Gdańsk Tech buildings,
- conducting workshops and trainings.

5. CONCLUSIONS

Equal and decent treatment, irrespective of gender, age, material status, health condition, degree of fitness, race, nationality, religion, origin, ethnicity, political beliefs, etc., equalizing opportunities, respecting diversity, as well as preventing all kinds of discrimination and exclusion are basic human rights. In this context, gender equality in our *Alma Mater* is the goal we are striving for. Achieving this goal requires preparation and implementation of an appropriate plan, included in this document. The first gender equality plan at Gdańsk Tech is a roadmap that shows how the University will ensure gender equality in subsequent years, starting from 2022. The document contains the genesis of the plan, an analysis of the current state of affairs on the basis of collected statistical data and previously conducted research among members of our community, four main and ten specific goals and a list of resources and tools that will be used to achieve them. The goals were developed on the basis of the diagnosis of the university figures and the GEAM Report. The diagnosis included cross-sectional data on many aspects of life and work at the University.

General objectives include the following:

1. increasing gender balance in leadership positions, in decision-making bodies and in management structures;
2. increasing equal opportunities, regardless of gender, in recruitment of employees, participants of doctoral schools, students; supporting career development at the university;
3. making it easier for employees to connect professional and private life;
4. Including gender diversity in research and education.

For each specific objective, a target group was assigned, a list of planned activities was provided, measurable indicators of achieving a given objective were determined, and a unit responsible for its implementation was established. The plan is supplemented by a list of human, financial and premises resources as well as IT tools that will be used for its implementation.

By the end of 2024, effective and reliable implementation of the plan presented in this document shall make Gdańsk Tech a research and teaching center meeting both the requirements and recommendations of the European Union for equality, and more friendly to people studying and working in it, which is crucial for the development of the University, in order for it to properly fulfill its scientific, educational and social role.



**GDAŃSK UNIVERSITY
OF TECHNOLOGY**

**HISTORY IS WISDOM
FUTURE IS CHALLENGE**

DEVELOP A PLAN

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