

### Report on the implementation of the Gender Equality Plan 2022-2025 for the calendar year 2023

By the Rector's Order No. 80/2022 of November 4th, 2022, the Gender Equality Plan for 2022-2025 was adopted at the University of Information Technology and Management in Rzeszów. This document includes an interim report on its implementation in 2023.

Strategic goal:		
SCIENCE AND EDUCATION: Integrating gender equality into research and teaching		
SCIENCE		
Action	Description	Status/degree of completion of indicator
1.1.	Conducting online training for employees on: 25/05/2023 and 14/06/2023 entitled <b>"Counteracting mobbing, discrimination and violence in the workplace – legal aspects"</b> . During the training, issues related to gender equality, the effects of gender discrimination and legal protection measures in such situations were discussed. 84 employees participated. <a href="https://wsiz.edu.pl/aktualnosci/szkolenie-antymobbingowe/">https://wsiz.edu.pl/aktualnosci/szkolenie-antymobbingowe/</a>	Partially completed
	Conducting online training for first-semester students of all study programs in Polish and English: -summer semester of the 2022/2023 academic year– 2 training courses - winter semester of the 2023/2024 academic year– 8 training courses. In total, 10 training sessions were conducted in 2023. During them, the goals of the university's anti- discrimination and violence policy and the Gender Equality Plan were discussed, as well as the forms of assistance and support offered by the University as part of the Academic Center for Personal Development and Psychotherapy operating within the structure of the University.	Additional action



2.2.	Providing employees, including newly hired employees, with recordings from the online training entitled " <b>Counteracting mobbing, discrimination and violence in the workplace - legal aspects</b> ".	Partially completed
3.3.	Gender equality was the subject of employees' scientific articles, which included 2 research projects, 1 doctoral thesis, and 8 scientific articles.	Completed
4.4.	Additional points in the evaluation of internal grants for addressing gender issues.	Completed
EDUCATION		
1.1.	<p>In 2023, the Intro.media student editorial team prepared a total of 4 articles on the topic of gender equality. The texts were published mainly in the first and last quarter of 2023.</p> <p>Links to articles:  <a href="https://www.intro.media/artykuly/wspolczesne-oblicza-przemocy-wobec-kobiet-i-rocznica-gep">https://www.intro.media/artykuly/wspolczesne-oblicza-przemocy-wobec-kobiet-i-rocznica-gep</a>  <a href="https://www.intro.media/artykuly/wsiiz-gospodarzem-debaty-kazda-plec-jest-rowna">https://www.intro.media/artykuly/wsiiz-gospodarzem-debaty-kazda-plec-jest-rowna</a>  <a href="https://wsiz.edu.pl/aktualnosci/nowy-numer-intro-magazynu-zielona-rewolucja-na-wsiiz/">https://wsiz.edu.pl/aktualnosci/nowy-numer-intro-magazynu-zielona-rewolucja-na-wsiiz/</a>  <a href="https://www.intro.media/intrografika/wazne-kobiety-ze-swiata-nauki-intrografika">https://www.intro.media/intrografika/wazne-kobiety-ze-swiata-nauki-intrografika</a> </p>	Completed
	<p>On December 12, 2023, a student debate was held in English entitled "<b>Every gender is equal</b>" organized by the Intercultural Research Club "<b>The Globe</b>" with the support of: the Rector's Representative for Combating Mobbing, Discrimination and Violence, EUROPE DIRECT Rzeszów operating within the information network of the European Commission, the Council of Science Clubs at UITM, the IT Project Development and Coordination Department and the IQ Club.</p> <p><a href="https://wsiz.edu.pl/aktualnosci/studenci-wsiiz-nie-maja-watpliwosci-ze-kazda-plec-jest-rowna-relacja-z-debaty/">https://wsiz.edu.pl/aktualnosci/studenci-wsiiz-nie-maja-watpliwosci-ze-kazda-plec-jest-rowna-relacja-z-debaty/</a>  <a href="https://en.uitm.edu.eu/news/uitm-students-have-no-doubt-each-gender-is-equal-report-from-the-debate/">https://en.uitm.edu.eu/news/uitm-students-have-no-doubt-each-gender-is-equal-report-from-the-debate/</a> </p>	Additional action



	<p>The debate was accompanied by an exhibition of posters entitled <b>“ALL PEOPLE HAVE RIGHTS REGARDLESS OF GENDER”</b>, which was conceived and organized by the Council of Scientific Clubs of UITM in cooperation with the Scientific Club of the Intercultural Research Club The Globe. The exhibition included 16 projects made by students of Computer Graphics and Multimedia Production at UITM.</p>	Additional action
1.2.	<p>Addition of topics from the 2023/2024 academic year regarding:</p> <ul style="list-style-type: none"> <li>- gender equality in education content carried out within the following subjects: <ul style="list-style-type: none"> <li>• Law (English language tracks),</li> <li>• Intercultural communication (Polish and English language tracks),</li> <li>• Ethics in International Relations (English tracks)</li> </ul> </li> </ul> <p>and the issue of equality before the law in education content within the following subject:</p> <ul style="list-style-type: none"> <li>• the Fundamentals of Law (Polish- language tracks).</li> </ul>	Completed
1.3.	An examination of the study progress and careers of female students compared to the careers of male students.	Implementation of actions in 2024 and 2025
1.4.	Encouraging candidates to undertake studies in fields where one of the genders is under-represented – promotion focused on women.	Implementation of actions in 2024 and 2025



Strategic goal:		
Ensuring balanced gender representation in university management and other decision-making teams and groups		
DECISION-MAKING AND ADVISORY PROCESSES		
1.1.	Creating a system for cyclical analysis of the presence of women and men in advisory teams and the roles they play in them.	Implementation of actions in 2024
1.2.	<p>The study of inequalities in decision-making teams and groups (in terms of the composition and scope of responsibilities of people employed in identical positions in the gender context) began in 2024.</p> <p><i>The gender distribution in the rector's, dean's and vice-dean's departments is presented in Chart No. 7 (Annex No. 1 to this report, as at 31 December 2023).</i></p>	Continued operation in 2024
RECRUITMENT AND CAREER DEVELOPMENT		
1.1.	A total of 14 job advertisements published in 2023 were verified, including: 3 for assistant professors, 4 for assistants, 4 for specialists, 2 for administrative workers, 1 for a training coordinator, without finding any discriminatory language on the basis of gender, age or appearance in their content.	Completed
1.2.	<p>In 2023, 17 people were admitted to the positions of academic teachers, of whom women constituted 71%.</p> <p><i>Data on newly recruited employees for academic teaching positions in 2022-2023, broken down by gender, are presented in Chart 10 (Annex 1 to this report, as at 31 December 2023).</i></p>	Completed
1.3.	Each recruitment project requires a separate selection committee. The permanent unit is the HR Consulting Office at UITM. From the substantive and decision-making side, the following participate in the selection of candidates: heads of units (deans/vice-deans), university	Completed



	authorities. Moreover, due to the most important functions at the university being performed by both women and men who participate in recruitment projects, the committees are sufficiently balanced in terms of gender.	
1.4.	In April 2023, the University implemented a system supporting employee recruitment. One of the system's functions is collecting data on candidates who expressed their willingness to establish cooperation with UITM. Thanks to this, the University has full access to information on candidates applying for specific positions.	Completed
1.5.	In 2023, mentoring was provided to 3 female scientists at the initial stage of their career (PhD).	Completed
<p><b>Strategic goal:</b></p> <p><b>Making it easier to balance work and family life</b></p>		
<p><b>ORGANIZATIONAL CULTURE</b></p>		
1.1.	Organization of a popular science seminar presenting the results of the COVID GAP Polska project.	Implementation of actions in 2024
1.2.	In the employee assessments conducted in 2023, the factor regarding care for dependent persons was considered for six individuals at various stages of their professional careers.	Completed
1.3.	Inclusive language training.	Implementation of actions in 2024 and 2025



1.4.	Introduction of feminine forms in university documents and communication (business cards, signatures, door signs, etc.) – increase in the number of messages using feminine forms by 20%.	Partially completed Continuation of activities in 2024 and 2025
1.5.	It is possible to set flexible working hours during the week (possibility of shifting working hours within the day/week), especially in the case of parents of small children.	Implemented
1.6.	It is possible to arrange remote work after consultation with your supervisor.	Implemented
<p><b>Strategic goal:</b></p> <p><b>Preventing and combating gender discrimination</b></p>		
1.1.	An anonymous survey of students and workers about their perceptions and experiences of discriminatory situations.	Implementation of actions in 2024
1.2.	<p>Implementation of procedures for reporting cases of gender discrimination in accordance with Orders No. 72/2020 and 73/2020 of the Rector – 6 cases reported and processed in 2023.</p> <p>Membership of the Rector's Representative for Combating Mobbing, Discrimination and Violence in the Academic Network for Security and Equality, an association connecting people performing functions at Polish universities related to the protection of academic rights and values, as well as security, equality and diversity.</p> <p><a href="https://asbir.pl/czlonkostwo/">https://asbir.pl/czlonkostwo/</a></p>	<p>Completed</p> <p>Additional action</p>



	<p>Participation of the Rector's Representative for Combating Mobbing, Discrimination and Violence in trainings/lectures:</p> <ul style="list-style-type: none"> <li>• 16/05/2023 <b>"Changing the university for the better"</b> – meeting with Agnieszka Zatyka-Szlachcic, AGH UST Student Ombudsman, and Artur Lesner, AGH UST Equality Ombudsman; organizer: University of Rzeszów,</li> <li>• 24/10/2023 <b>"Mediation and conflict resolution in the academic community"</b> – lecture by Dr. Hab. Ewa Gmurzyńska from the Faculty of Law and Administration of the University of Warsaw, organizer: University of Rzeszów,</li> <li>• 9/11/2023 <b>"Institutionalized equality. Gender Equality Plans and experiences of universities in Poland"</b> online meeting, organized by the Gender Sociology Section of the Polish Sociological Association.</li> </ul>	Additional action
1.3.	Development and promotion of a catalogue of good non-discriminatory practices in contacts between university staff, students and staff and students.	Implementation of actions in 2024 and 2025

Rector's Representative for Combating Mobbing, Discrimination and Violence

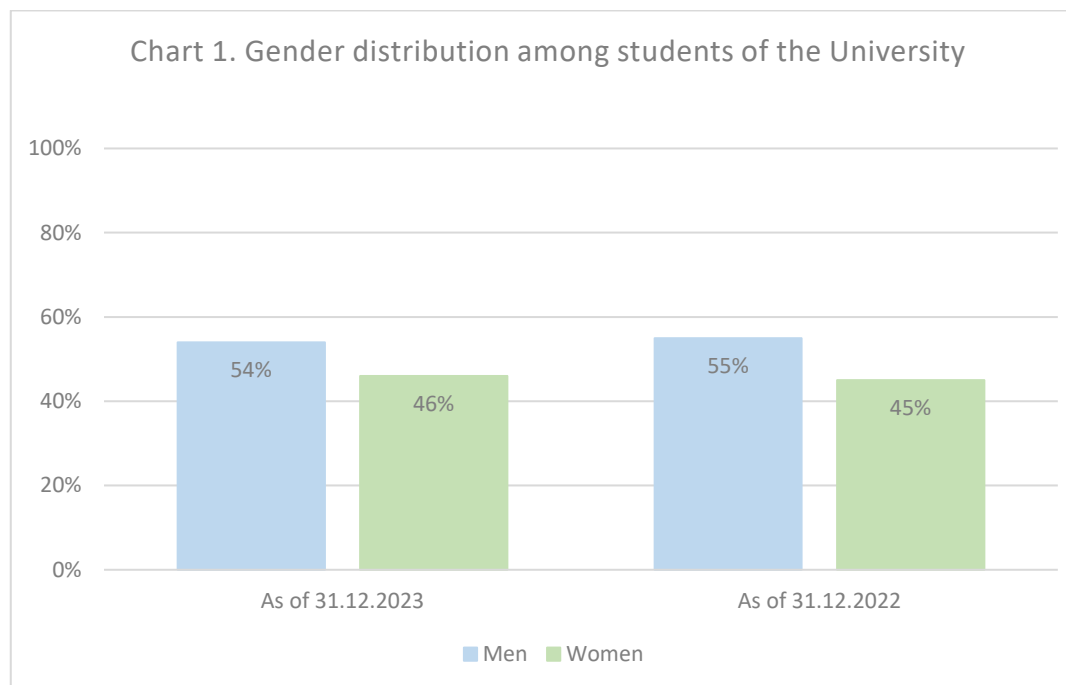
#### Annex No. 1 to the report on the implementation of the Gender Equality Plan in 2023

Annex 1 presents data broken down by gender regarding:

- number of students, in 2022-2023, (graph no. 1),
- number of graduates in 2022-2023, (graph no. 2),
- the number of employees of the University with the Academic Secondary School, as of 31/12/2023, (chart no. 3),
- the number of research and teaching staff in colleges, as of 31/12/2023, (graph no. 4),
- groups of research and teaching staff, as of 31/12/2023, (graph no. 5),
- number of research workers, as of 31/12/2023, (graph no. 6),
- the rector's, dean's and vice-dean's departments, as of 31/12/2023, (chart no. 7),
- heads of departments, as of 31/12/2023, (chart no. 8),
- heads of administrative units, as of 31/12/2023, (chart no. 9),
- newly recruited employees in 2022-2023 for the positions of academic teachers (chart no. 10).



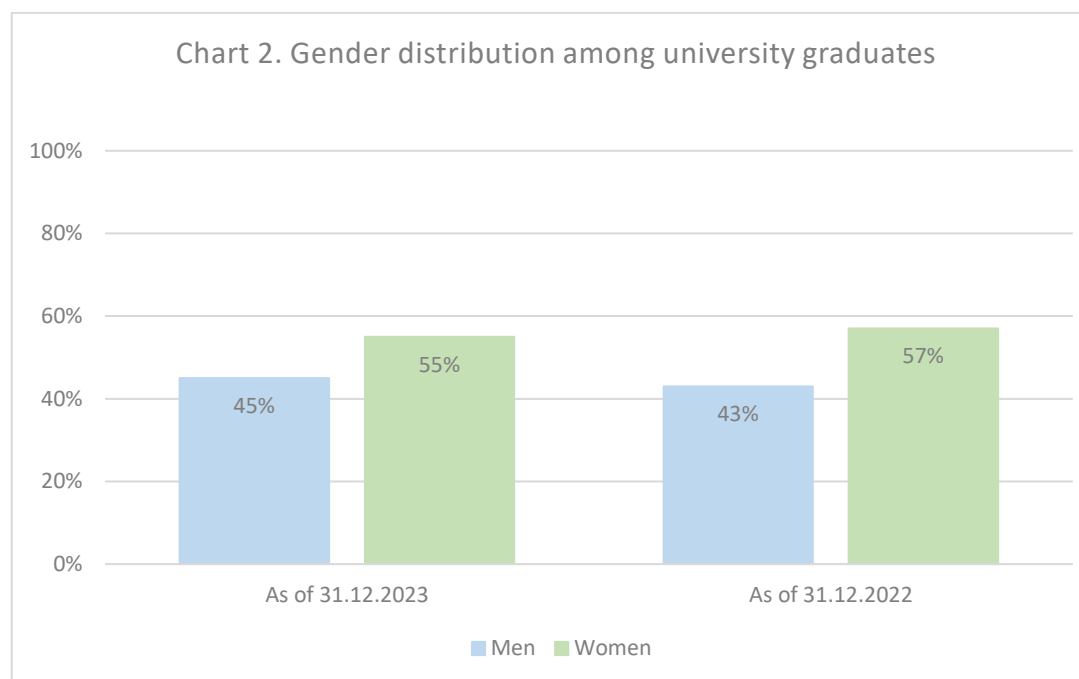
**Chart No. 1** Presents the percentage in distribution of gender among students of the University.





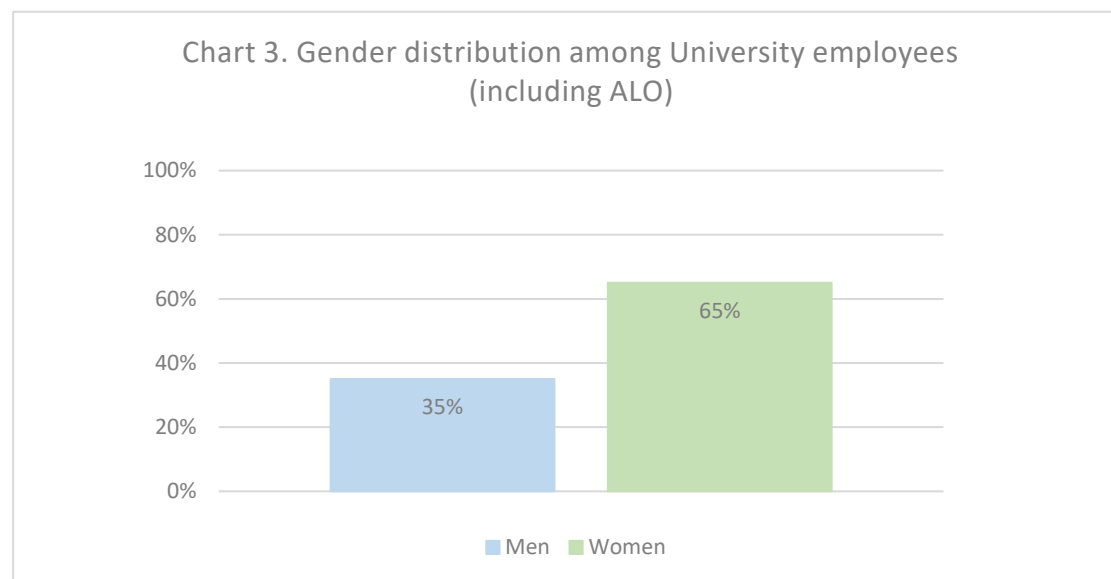


**Chart No. 2** Presents the percentage in distribution of gender among the University graduates.



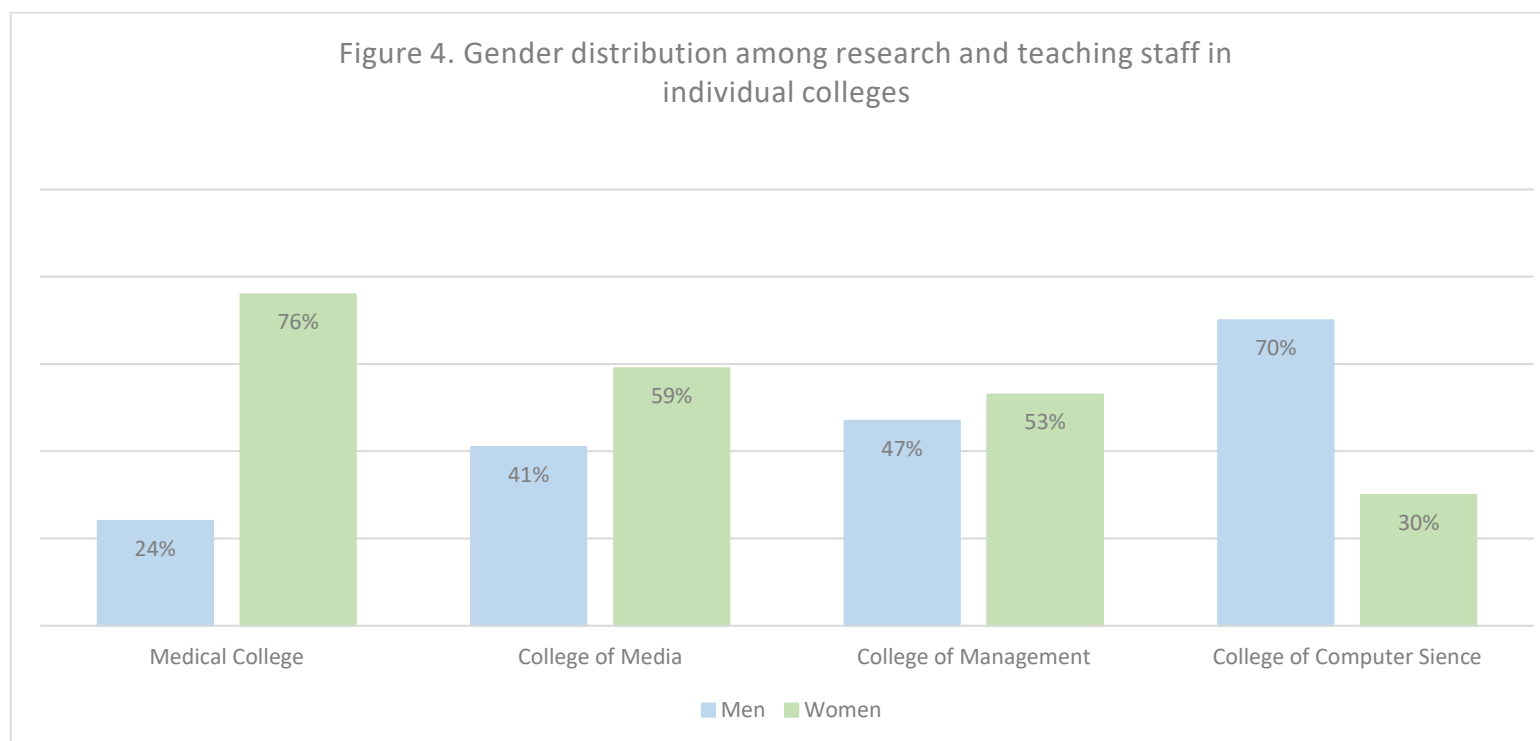


**Chart No. 3** Presents the percentage in distribution of gender among the University employees, including the employees of the Academic Secondary School, as of 31/12/2023.



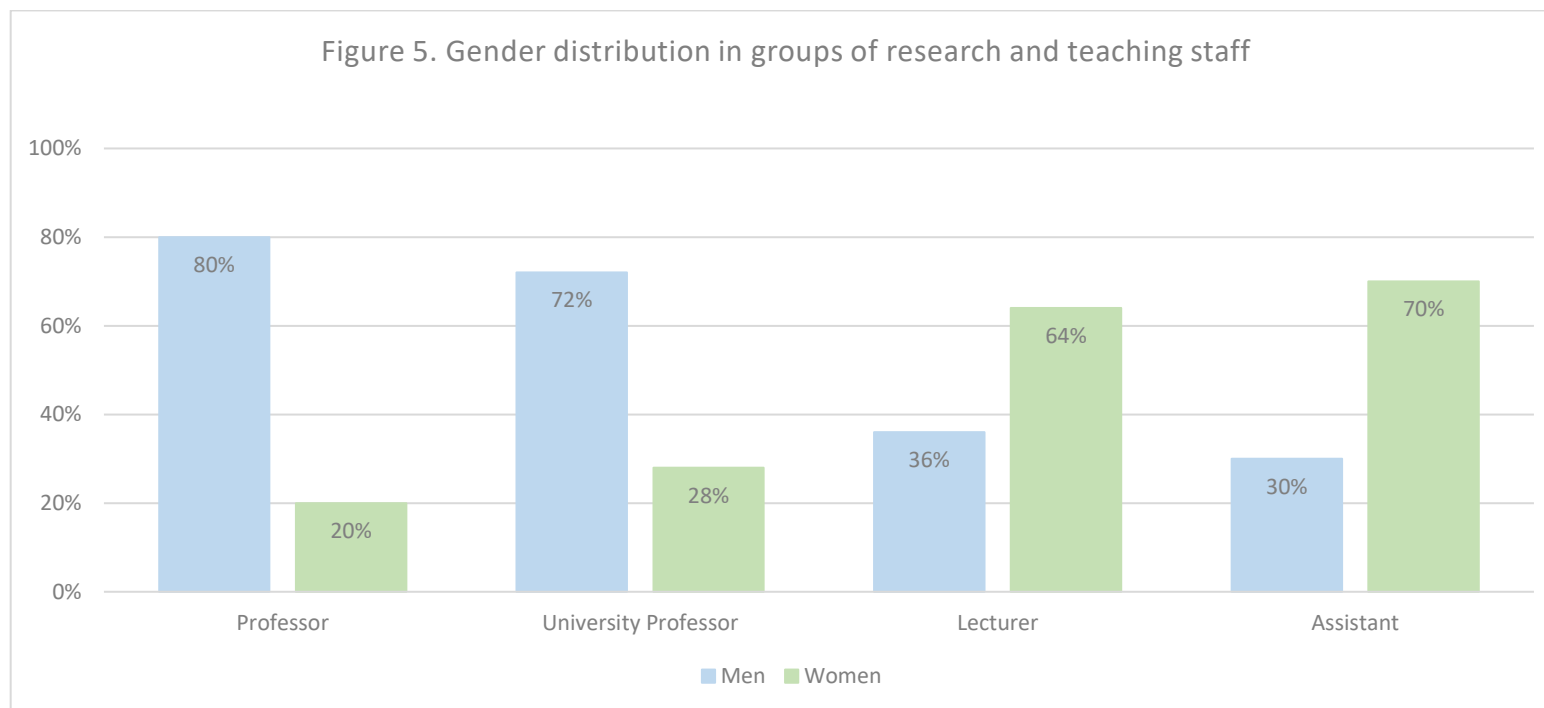


**Chart No. 4** Presents the percentage in distribution of gender among the University's research and teaching staff, divided into Colleges: Medical, Media and Social Communication, Management and Computer Science, as of 31/12/2023.



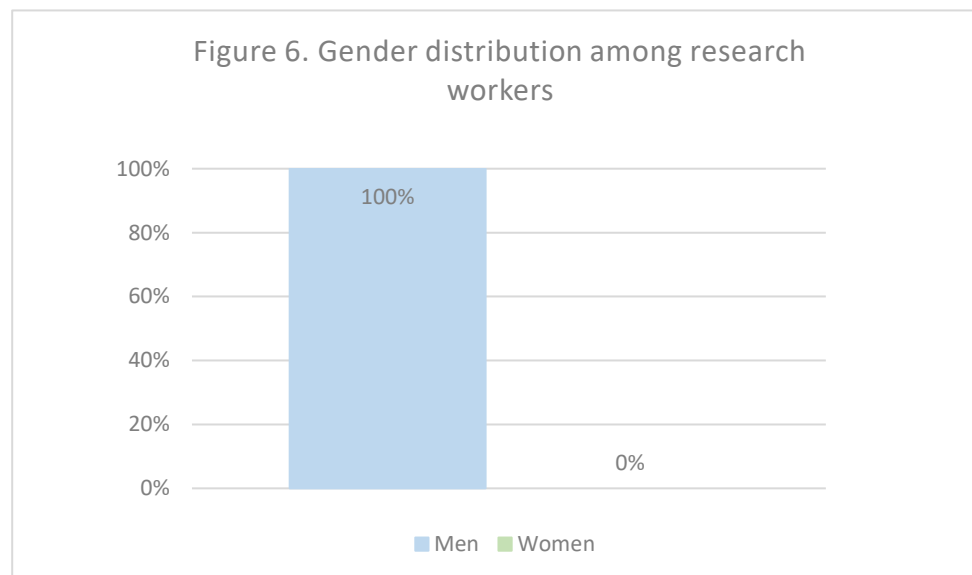


**Chart No. 5** Presents the percentage in distribution of gender among the groups of research and teaching staff of the University, as of 31/12/2023.



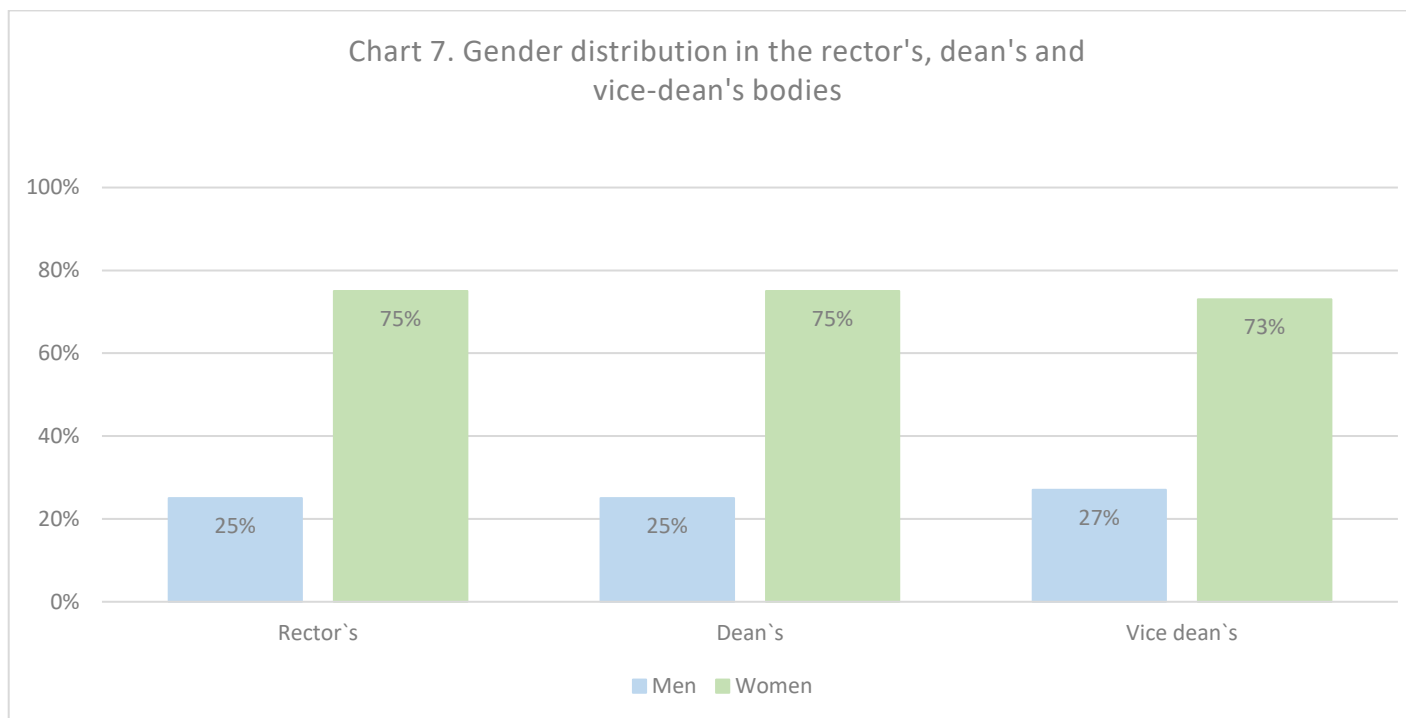


**Chart No. 6** Presents the percentage in distribution of gender among the University's research staff, as of 31/12/2023.



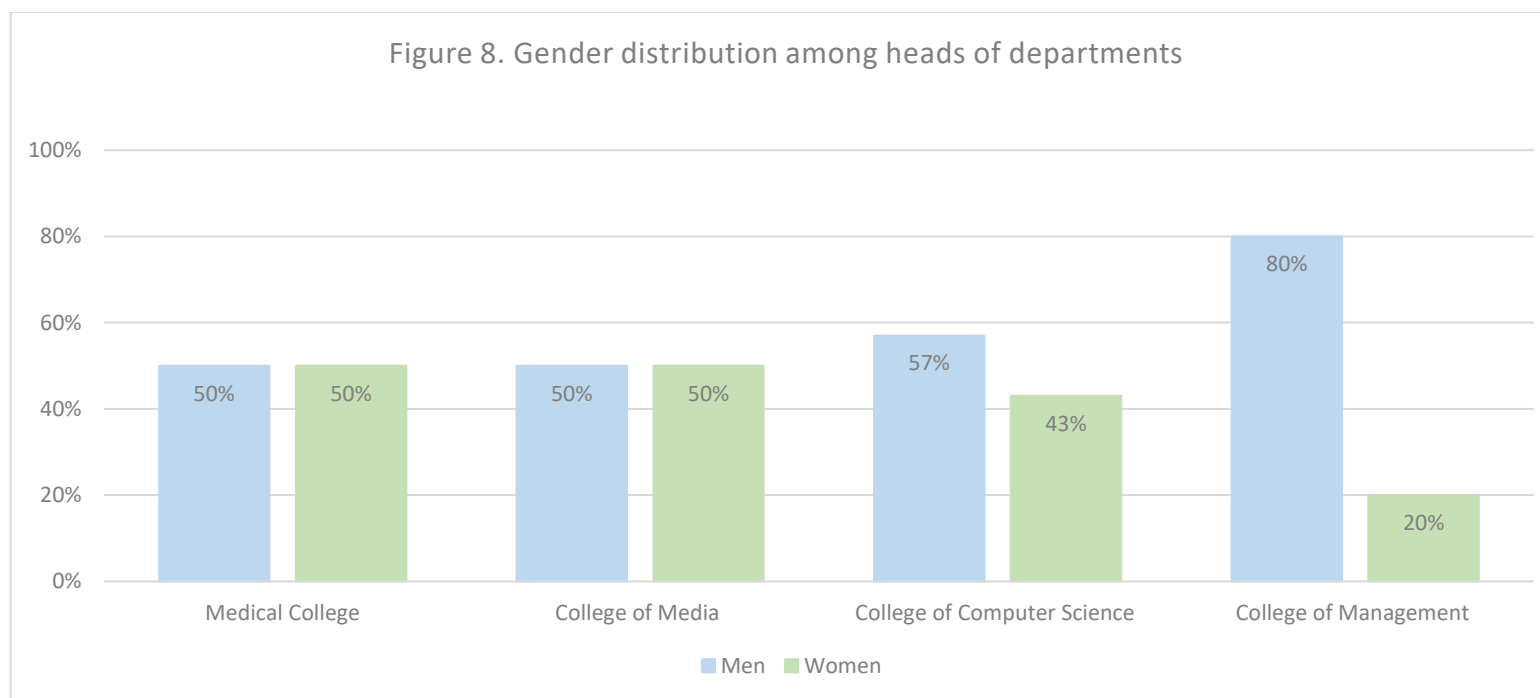


**Chart No. 7** Presents the percentage in distribution of gender in the bodies of the rector, dean and vice-dean, as of 31/12/2023.



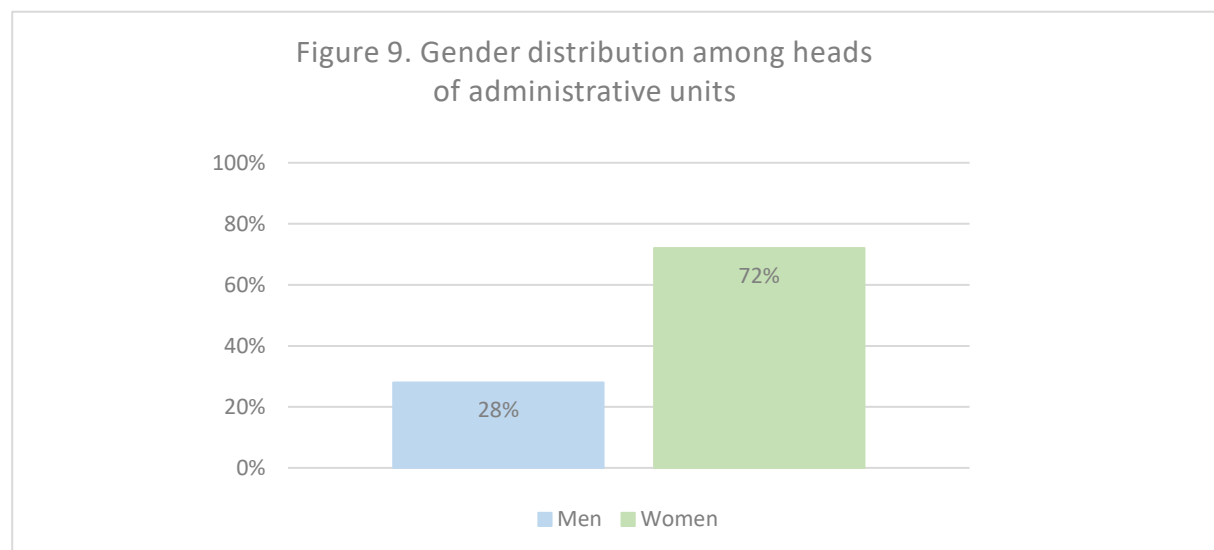


**Chart No. 8** Presents the percentage in distribution of gender among heads of departments divided into Colleges: Medical, Media and Social Communication Computer Science and Management, as of 31/12/2023.





**Chart No. 9** Presents the percentage in distribution of gender among the heads of the administrative units of the University, as of 31/12/2023.







**Chart No. 10** Presents the percentage in distribution of gender among academic teachers admitted to the University in 2022-2023.

