

Report on the implementation of the *Gender Equality Plan* for the years 2022-2025, for the calendar year 2024

With the Rector's Resolution No. 80/2022 of November 4, 2022, the Gender Equality Plan for the years 2022-2025 was adopted for implementation at the University of Information Technology and Management in Rzeszów. This document includes a partial report on its implementation in 2024.

Strategic objective:		
SCIENCE AND EDUCATION: Incorporating gender equality issues into research and teaching		
SCIENCE		
Activity	Description of activity	Status/degree of indicator achievement
1.1.	Conducting online training for employees on 14.06.2024 and 17.06.2024 entitled " <i>Inclusive academic community: anti-discrimination workshop for gender equality in the academy</i> ". The training was conducted by I. Leonowicz-Bukała, Ph.D., and was attended by a total of 49 female and male research, teaching and administrative staff. The aim of the training was to raise awareness of discrimination problems in the academic environment, mainly in the context of gender equality, but also discrimination based on race, ethnicity, nationality, religion, age and health. Aimed to strengthen the soft skills in the subject area, the training was also a continuation of last year's training on the legal aspects of counteracting mobbing, discrimination and violence.	Implemented
	Conducting online training for first semester students of all fields of study in Polish and English: - spring semester of 2023/2024 – 2 trainings, - fall semester of 2024/2025 – 8 trainings. In 2024, the Rector's Representative Against Mobbing, Discrimination and Violence conducted a total of 10 training sessions. During the training sessions, the University's policy on combating discrimination and violence and the Gender Equality Plan were	Additional activity



	discussed, as well as the forms of assistance and support offered by the University as part of the Academic Centre for Personal Development and Psychotherapy operating within the University's structure.	
1.1.	<p>Conducting training sessions entitled "Stand Up. Oppose harassment in public places" on 10.10, 26.11, 27.11.2024 for students studying in English and in Polish. The Feminoteka Foundation trainers who conducted the training discussed "(...) <i>the 5D method, through which we teach how to effectively respond to sexual harassment in public space. During the training, Feminoteka trainers teach how to react when we experience harassment, but also how not to remain a helpless witness to such a situation and take care of your own safety and the safety of the person experiencing harassment. 5D is a set of simple tools: Direct, Distract, Delay, Delegate, Document, which are available to virtually everyone. Thanks to this method, we emphasize that there is no consent to harassment, and we show training participants that they have easily available options to make their community safer.</i>"</p> <p>Participation of students of English Philology (16 people) and lecturers (2 people) in anti-discrimination workshops organized on 13.05.2024 by the Ukrainian House in cooperation with the Podkarpackie Association for Active Families (PSAR) at the TUTU Centre. https://wsiz.edu.pl/aktualnosci/warsztaty-antydiskryminacyjne-pozna%D0%B9my_sie/</p> <p>Debate entitled "Exclusion of women and gender inequality in the light of technology and climate change" (5.11.2024), during which the issues of exclusion and discrimination were raised, not only of women, but also of the disabled and the elderly. https://wsiz.edu.pl/aktualnosci/debata-wykluczenie-kobiet-i-nierownosc-plci-w-swietle-technologie-i-zmian-klimatycznych-na-wsiiz/</p>	Additional activities
2.2.	Providing employees, including new hires, with recordings from the online training " Counteracting mobbing, discrimination and violence in the workplace - legal aspects " and materials from the training " Inclusive academic community: anti-discrimination workshop for gender equality in the academy ".	Completed in part
	The topic of gender equality in 2024 was the subject of scientific activity within 3 research projects and 15 scientific articles.	Completed
	The topic of equality, including gender equality, was discussed in the report " The Union of Equality. Between assumptions and reality ", co-authored by Marcin Szewczyk, Ph.D., Assoc. Prof.	Additional activities



3.3.	https://wsiz.edu.pl/aktualnosci/dr-hab-marcin-szewczyk-wspolautorem-raportu-o-dzialaniach-na-rzecz-budowy-unii-rownosci/	
	The feminist thought perspective in reflection on space and space missions was discussed in the book by Konrad Szocik, Ph.D., Assoc. Prof. " Feminist Bioethics in Space: Gender Inequality in Space Exploration ". https://wsiz.edu.pl/aktualnosci/feminist-bioethics-in-space-gender-inequality-in-space-exploration-nowa-ksiazka-dra-hab-konrada-szocika/	
4.4.	Additional points in the assessment of internal grants for taking up the subject of gender equality.	Implemented
EDUCATION		
1.1.	Publication of the Intro.media student media group in 2024 on the subject of gender equality: https://www.intro.media/artykuly/stereotypy-i-uprzedzenia-tolerowac-znaczy-rozumiec	Completed
	The March newsletter of the UITM Sustainable Development Office (No. 3/2024) was devoted to the issue of gender equality. https://zielonyblog.wsiz.edu.pl/wp-content/uploads/2024/05/Newsletter-MARZEC-2024.pdf	Additional activities
	On the occasion of the International Women in Science Day, an interview was conducted with UITM female scientists entitled " We need to believe in ourselves more " about scientific work from a female point of view. https://wsiz.edu.pl/aktualnosci/musimy-bardziej-uwierzyc-w-siebie-mowia-naukowczynie-wsiiz-w-miedzynarodowym-dniu-kobiet-w-nauce/	
	Discussion panel entitled " What do Polish women need today and why are feminatives important? " organized by the University of Information Technology and Management in Rzeszów in cooperation with "Tygodnik Powszechny" as part of the series entitled "In the labyrinth of the world" (25.04.2024). https://wsiz.edu.pl/aktualnosci/czego-potrzebuj-dzis-polki-i-dlaczego-wazne-sa-feminatywy-relacja-ze-spotkania-polek-portret-wlasny/	



	<p>Participation of a representative of the UITM Student Council in the seminar entitled "Your commitment matters" (17/10/2024, University of Rzeszów) organized as part of the Academic Network of Security and Equality project financed by the Ministry of Science and Higher Education. The seminar concerned e.g. the participation of academic governments and organizations (including student organizations) in shaping gender equality plans, anti-discrimination procedures and other strategic documents.</p> <p>https://www.ur.edu.pl/pl/universytet/rowne-traktowanie/aktualnosci/biuro-ds-rownego-traktowania-ur-wspolorganizatorem-seminarium-oraz-szkolenia-twoje-zaangazowanie-ma-znaczenie?_gl=1*1ado2tq*_up*MQ..*_ga*Mjg00TAyNjExLjE3NDI4MjI5Njg.*_ga_1Y1DGE3Z6N*MTc0MjgyMjk2OC4xLjAuMTc0MjgyMjk2OC4wLjAuMA..</p>	
1.2.	<p>Starting in the academic year 2024/2025, addition of topics concerning:</p> <ul style="list-style-type: none"> • basic issues considered within the framework of feminist ethics to the course content for: <ul style="list-style-type: none"> - Ethics (studies in Polish); • the economic significance of gender equality to the course content for: <ul style="list-style-type: none"> - Fundamentals of Economics (studies in Polish and IT studies in English). 	Completed
1.3.	Research of the course of studies and careers of female students compared to the careers of male students.	Implemented
1.4.	<p>Encouraging candidates to undertake studies in fields where one of the sexes is underrepresented – promotion focused on women in recruitment campaigns in 2024 and 2025.</p> <p>https://wsiz.edu.pl/blog/dziewczyny-na-informatyce-a-chlopcy-na-kosmetologii-tak-bo-kazdy-i-kazda-z-nas-moze-robic-to-co-lubi/</p>	Completed
<p>Strategic goal:</p> <p>Ensuring balanced gender representation in the university management staff and other decision-making and working teams and groups</p>		
<p>DECISION-MAKING AND ADVISORY PROCESSES</p>		
1.1.	Creating a system for cyclical analysis of the presence of women and men in advisory teams and the roles they play.	Implemented



1.2.	Research on inequalities in decision-making teams and groups (in terms of the composition and scope of responsibilities of people employed in identical positions in gender context) began in 2024.	Implemented
RECRUITMENT AND CAREER DEVELOPMENT		
1.1.	A total of 42 job advertisements published in 2024 for administrative as well as research and teaching positions were verified, and no discriminatory language based on gender, age or appearance was found in their content. The criteria for selecting job applicants were their qualifications and competences.	Implemented
1.2.	<p>In 2024, there were no recruitments for administrative or research and teaching positions in which affirmative action could be used.</p> <p>In 2024, 71% of newly employed people were women, of whom 71% were in administrative positions and 89% in research and teaching positions.</p> <p><i>Data on new hires in 2024, broken down by gender, are presented in graphs no. 15 and 11, respectively (attachment no. 1 to this report, as of 31.12.2024).</i></p>	Completed
1.3.	Each recruitment for administrative and research-teaching positions requires the establishment of a separate body to decide on employment. The permanent organizational unit coordinating this process is the UITM Personnel Consulting Office. From the substantive and decision-making side, the selection of candidates is done by: heads of organizational units interested in recruiting and the UITM authorities. Due to the fact that both women and men who participate in recruitment procedures hold managerial positions at UITM, the bodies deciding on employment are sufficiently balanced in terms of gender.	Completed
1.4.	In April 2023, the University implemented a system supporting the recruitment of employees. One of the functionalities of the system is collecting data on candidates who expressed their willingness to establish cooperation with UITM. This allows the University full access to information on candidates applying for specific positions.	Completed
1.5.	In 2024, mentoring covered 3 female scientists at the initial stage of their careers (doctorate), which constitutes 66% of all people included in the mentoring.	Completed



Strategic goal:		
Facilitating the reconciliation of professional duties with family life		
ORGANIZATIONAL CULTURE		
1.1.	<p>Popular science seminar presenting the results of the COVID G.A.P. Polska project (16.12.2024). The project included qualitative research related to the scientific work of researchers during the pandemic crisis and the possibilities of its long-term impact on scientific development in the context of gender differences. The main research problem concerned the determinants of academic productivity in the pandemic crisis, including variables such as social roles, family situation, or the stage of development of a scientific career. The seminar was attended by 15 people.</p> <p>Speakers: Iwona Leonowicz-Bukała, Ph.D., Olga Kurek-Ochmańska, Ph.D., Monika Struck-Peregończyk, Ph.D.</p> <p>https://wsiz.edu.pl/aktualnosci/zapraszamy-na-seminarium-pt-nauka-roznych-predkosci-produktywnosc-naukowa-w-czasie-pandemii-doswiadczenia-polskich-badaczek-i-badaczy/</p>	Completed
1.2.	In the employee assessments conducted in 2024, in the case of 7 people, the personal factor was taken into account at various stages of their professional careers (care for dependents).	Completed
1.3.	Conducting training in " Inclusive language in Polish universities " (3.12.2024), led by Jan Gałkowski, Ph.D. The training covered the following thematic areas: inclusive language in the practice of higher education institutions in Poland, inclusive language in business contacts with people studying and working at the university, specific issues (including taking into account the needs of people with disabilities, LGBT+ people, neurodiverse people, etc.), planning changes at the university as concerns inclusive language. Number of training participants: 45.	Completed
1.4.	Introduction of feminatives in university documents and communication (business cards, signatures, door signs, etc.) - increase in the number of messages using feminatives by 30%.	Partially completed, continued in 2025
	The Sustainable Development Policy of UITM introduced by the Rector's Resolution No. 98/2024 of September 26, 2024 in the part devoted to work organization, processes and procedures regulates the issue of using feminatives (feminine forms of job titles and functions) in addition to masculine ones in internal and external correspondence.	Additional action



1.5.	It is possible to set flexible working hours during the week (the possibility of shifting working hours within the day/week), especially for parents of small children.	Implemented
1.6.	It is possible to work remotely on consent from the supervisor.	Implemented
<p>Strategic objective:</p> <p>Preventing and combating gender discrimination</p>		
1.1.	Anonymous survey of students and employees on their perception and experiences of discriminatory situations.	Action planned for implementation in 2025
1.2.	Implementation of procedures in situations where discrimination cases are reported in accordance with Rector's Resolutions No. 72/2020 and 73/2020. In 2024, there were 5 cases reported and considered in accordance with the above procedures.	Completed
	Participation of the Representative against mobbing, discrimination and violence in seminars/conferences: <ul style="list-style-type: none"> 25.03.2024 "Universities free from gender violence" seminar at the University of Rzeszów, speakers: Prof. Janina Czapska, Katarzyna Struzińska, MA. The seminar was organized under the patronage of the Academic Network of Security and Equality; 21-22.11.2024 "Improving European Universities. International Conference on Gender (In)equality in Academia", international conference, University of Rzeszów. 	Additional activities
1.3.	Development and promotion of a catalogue of good non-discriminatory practices as concerns contacts between university employees, between students and between employees and students.	Action planned for implementation in 2025

Attachment 1 to the report on the implementation of the Gender Equality Plan in 2024

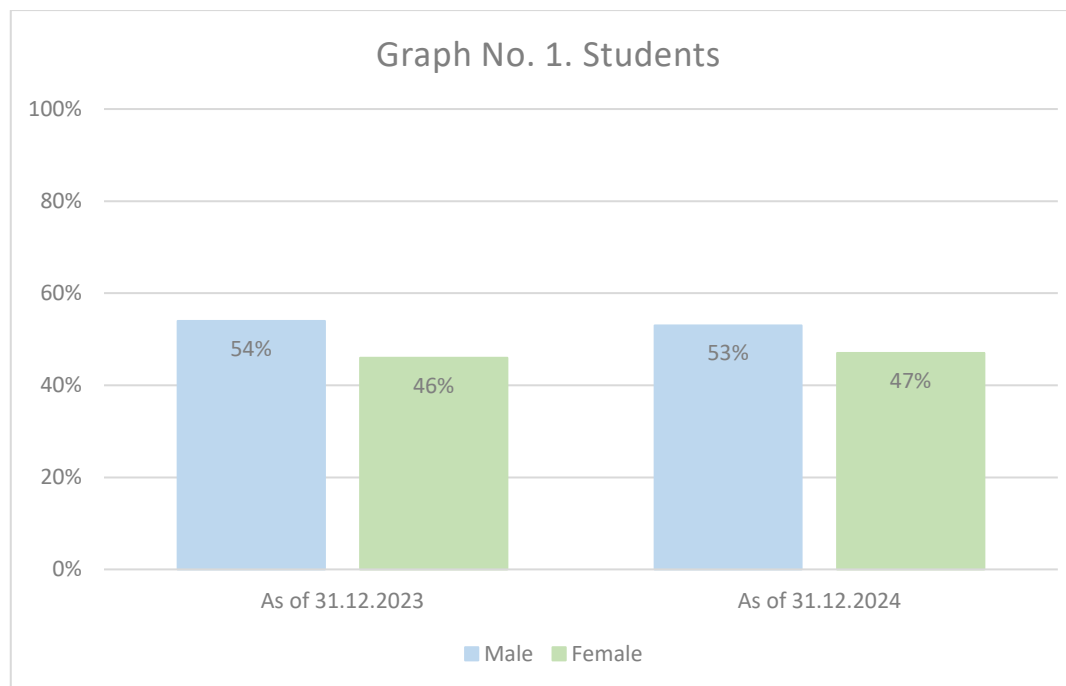
Attachment No. 1 presents data for 2024 regarding:

- percentage of people in the group of UITM students in 2023-2024 by gender (graph No. 1),
- percentage of people in the group of UITM graduates in 2023-2024 by gender (graph No. 2),
- percentage of people in the group of UITM doctoral students in 2023-2024 by gender (graph No. 3),
- percentage of doctoral defences at UITM in 2023-2024 by gender (graph No. 4),
- percentage of people in the group of UITM employees (including Academic High School (ALO) employees) in 2023-2024 by gender (graph No. 5),
- percentage of people in the group of UITM research and teaching staff divided into Faculties: Medicine, Media and Social Communication, Management, and Applied IT by gender, as of 31.12.2024 (graph No. 6),
- percentage of people in the groups of UITM research and teaching staff by gender, as of 31.12.2024 (graph No. 7),
- percentage of people in the group of UITM research staff by gender, as of 31.12.2024 (graph No. 8),
- percentage of people in university authorities: rectors, deans, and vice-deans by gender, as of 31.12.2024 (graph No. 9),
- percentage of people in the group of Faculty heads divided into Faculties: Medicine, Media and Social Communication, Applied IT, and Management by gender, as of 31.12.2024 (graph No. 10),
- percentage of people in the group of new UITM research and teaching employees (including Academic High School (ALO) employees) in 2023-2024 by gender (graph No. 11),
- percentage of administrative employees in the group of UITM employees (including Academic High School (ALO) employees), as of 31.12.2024 (graph No. 12),
- percentage of people in the group of administrative employees at UITM (including Academic High School (ALO) employees) by gender, as of 31.12.2024 (graph No. 13),
- percentage of people in the group of UITM administrative unit heads by gender, as of 31.12.2024 (graph No. 14),
- percentage of people in the group of new administrative employees in 2023-2024 in UITM by gender (graph No. 15).

As of 31.12.2024

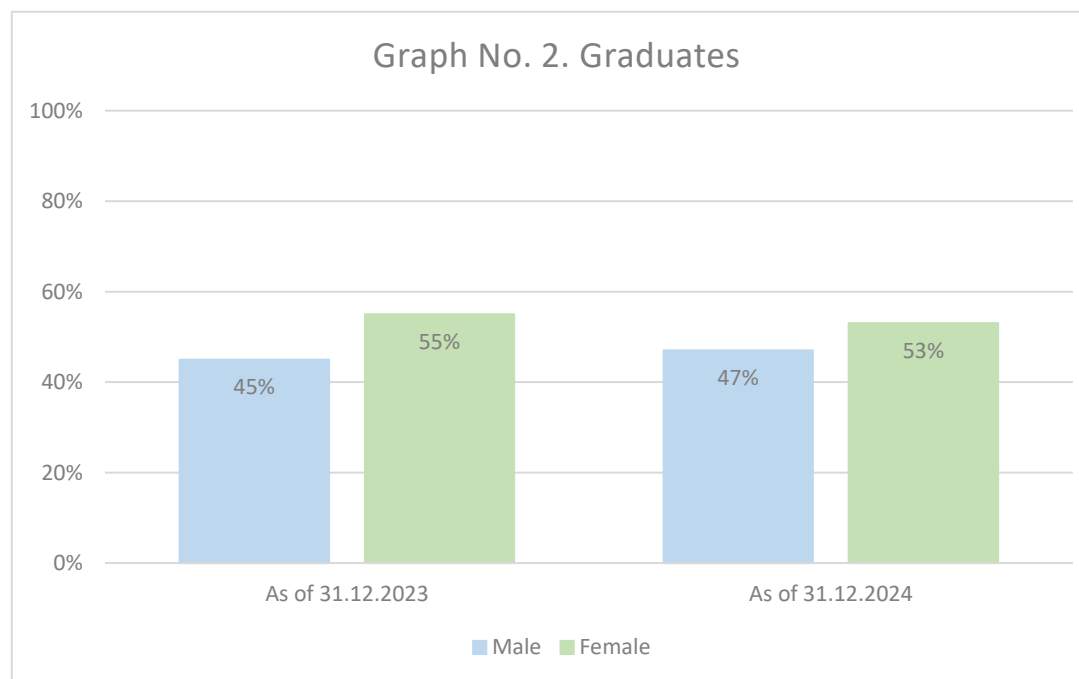


Graph No. 1 Data on the percentage of people in the group of UITM students in 2023-2024 by gender



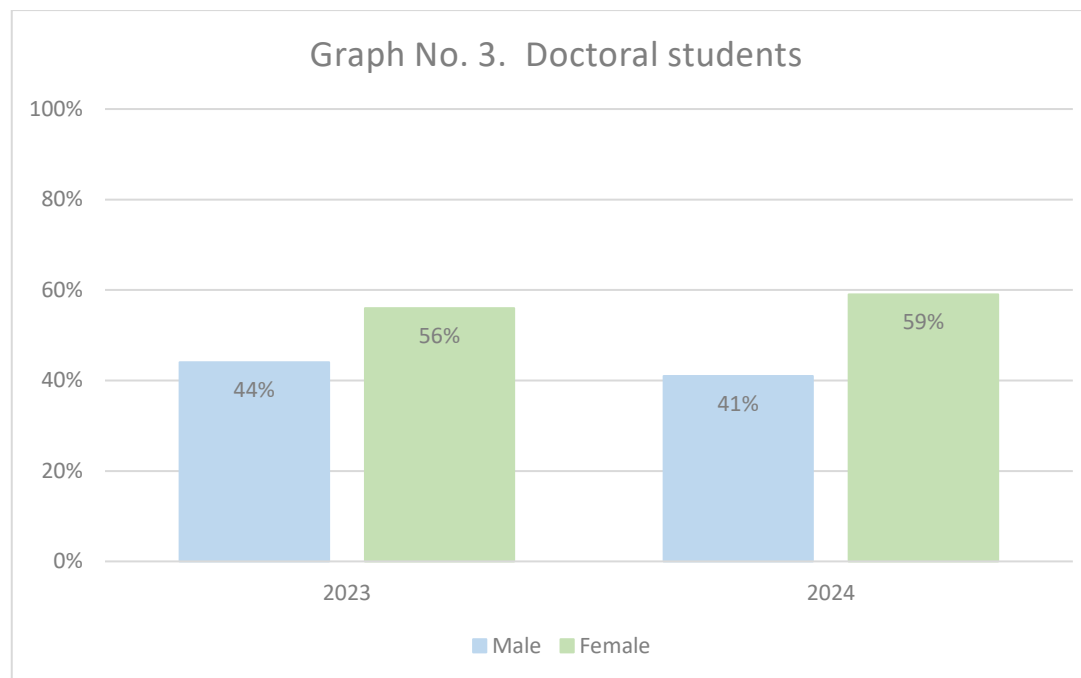


Graph No. 2 Data on the percentage of people in the group of UITM graduates in 2023-2024 by gender



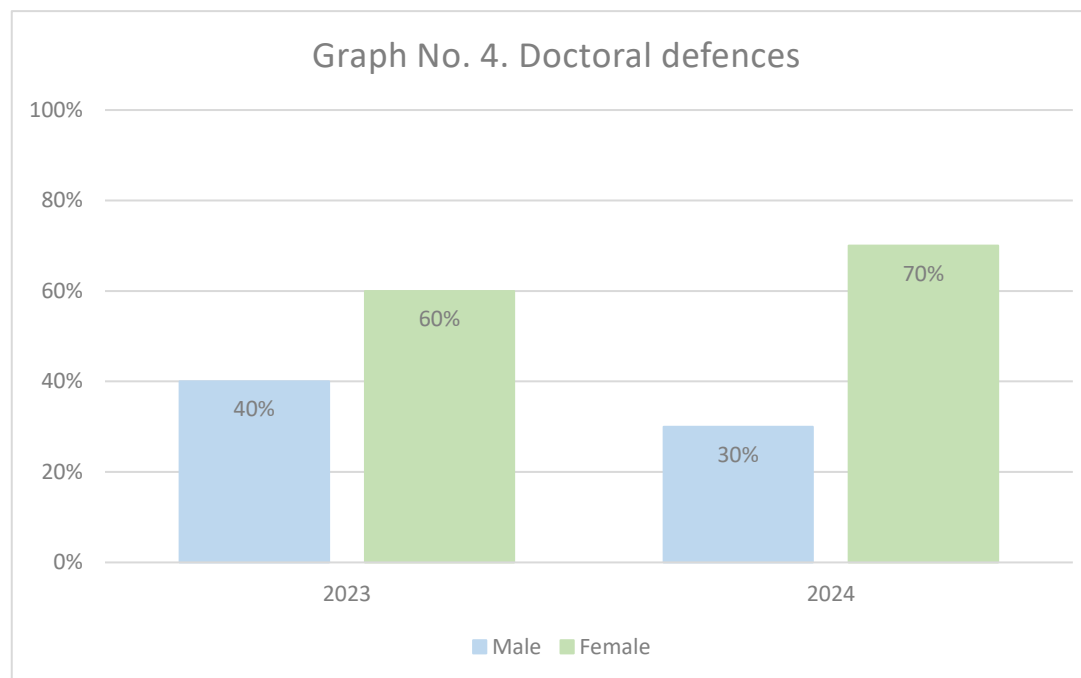


Graph No. 3 Data on the percentage of people in the group of UITM doctoral students in 2023-2024 by gender



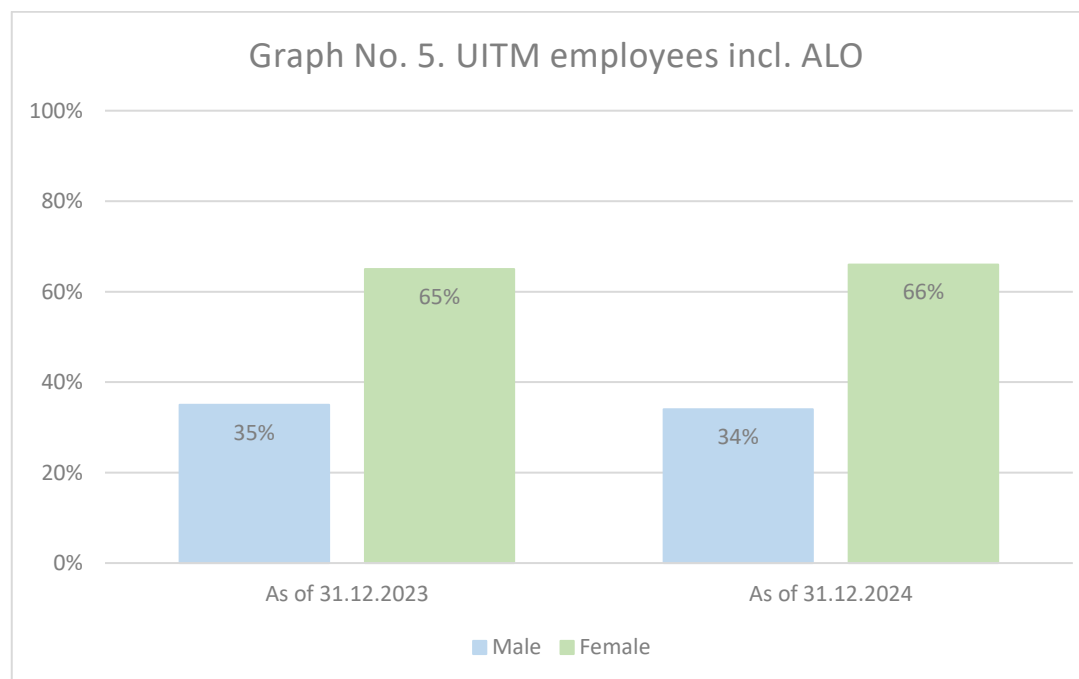


Graph No. 4 Data on the percentage of doctoral defences at UITM in 2023-2024 by gender



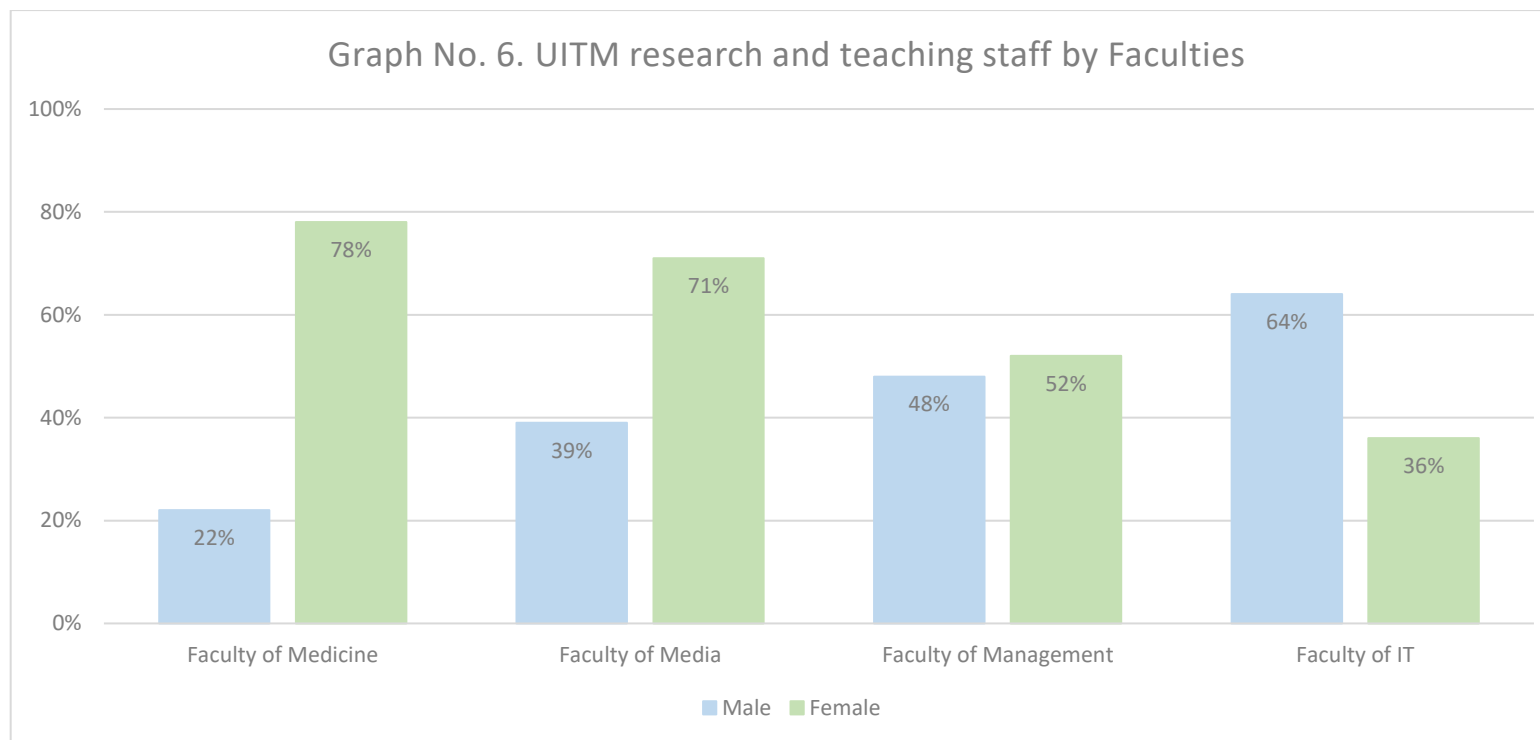


Graph No. 5 Data on the percentage of people in the group of UITM employees (including Academic High School (ALO) employees) in 2023-2024 by gender



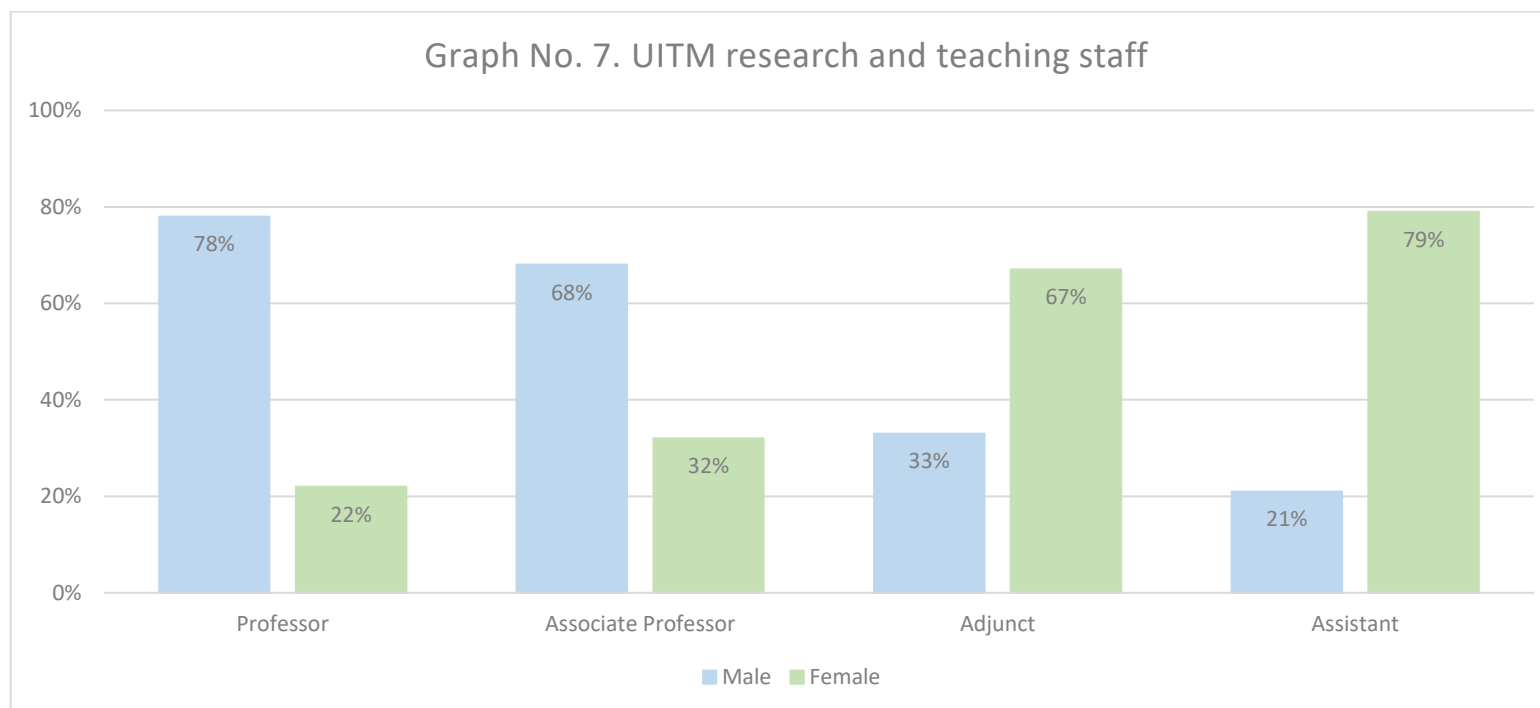


Graph No. 6 Data on the percentage of people in the group of UITM research and teaching staff divided into Faculties: Medicine, Media and Social Communication, Management, and Applied IT by gender, as of 31.12.2024



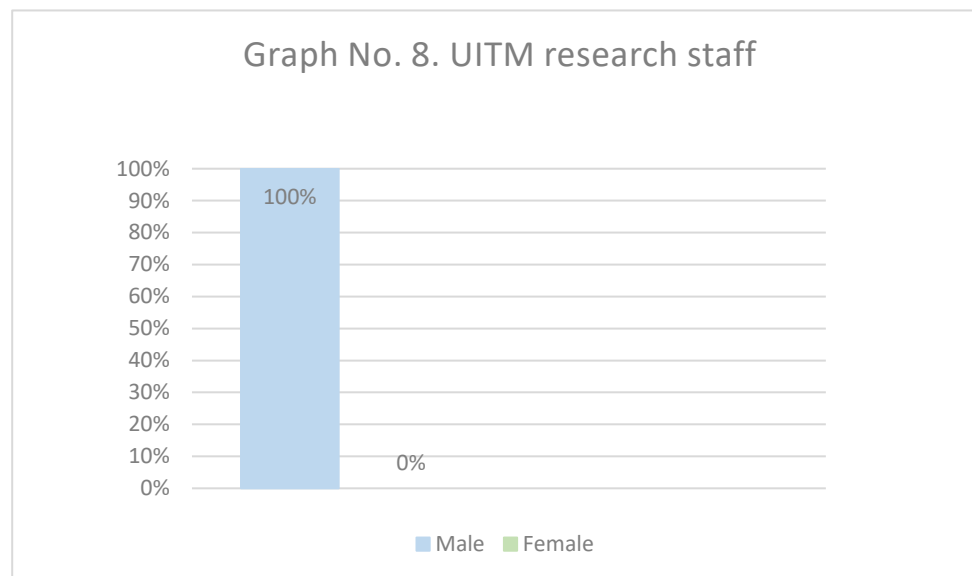


Graph No. 7 Data on the percentage of people in the groups of UITM research and teaching staff by gender, as of 31.12.2024



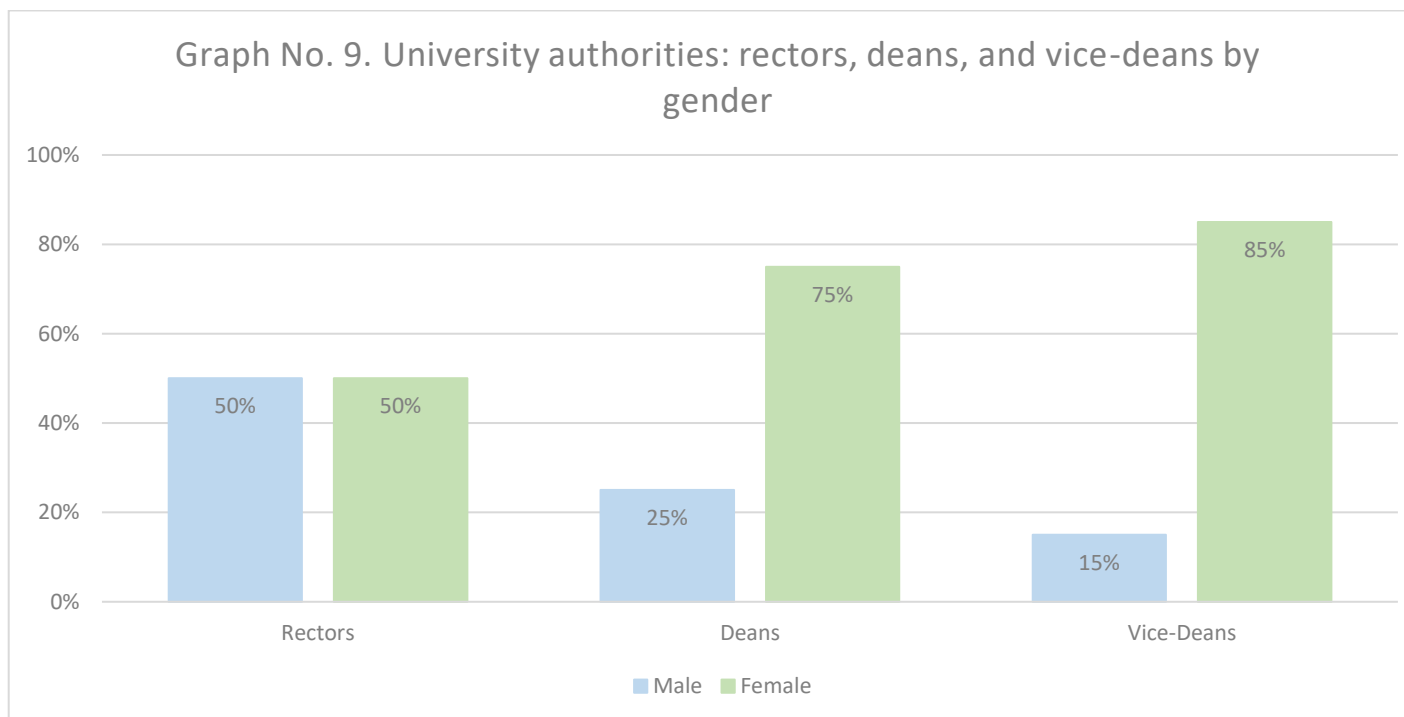


Graph No. 8 Data on the percentage of people in the group of UITM research staff by gender, as of 31.12.2024



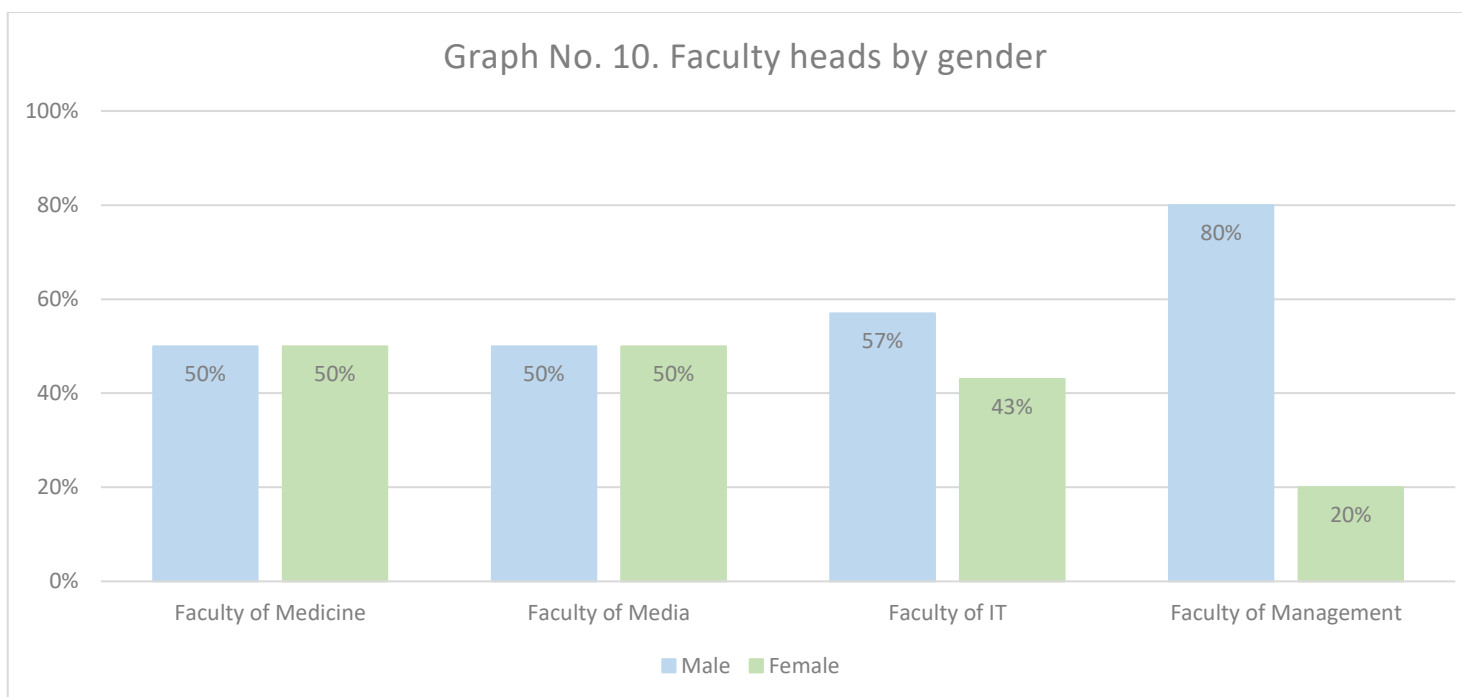


Graph No. 9 Data on the percentage of people in university authorities: rectors, deans, and vice-deans by gender, as of 31.12.2024



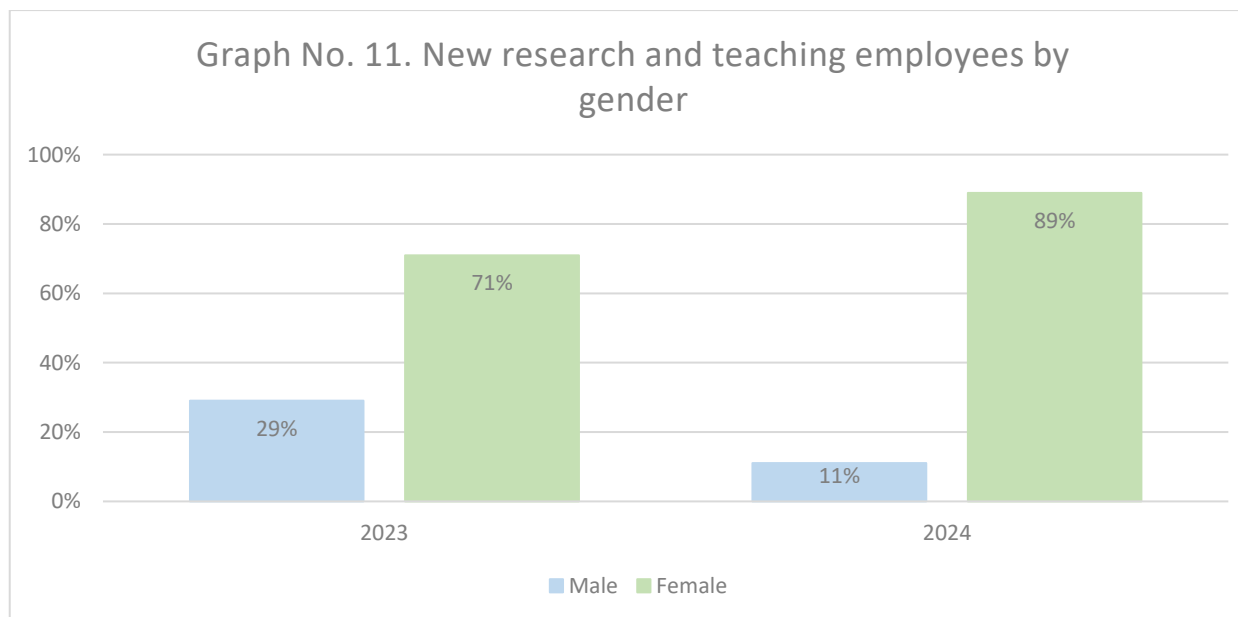


Graph No. 10 Data on the percentage of people in the group of Faculty heads divided into Faculties: Medicine, Media and Social Communication, Applied IT, and Management by gender, as of 31.12.2024



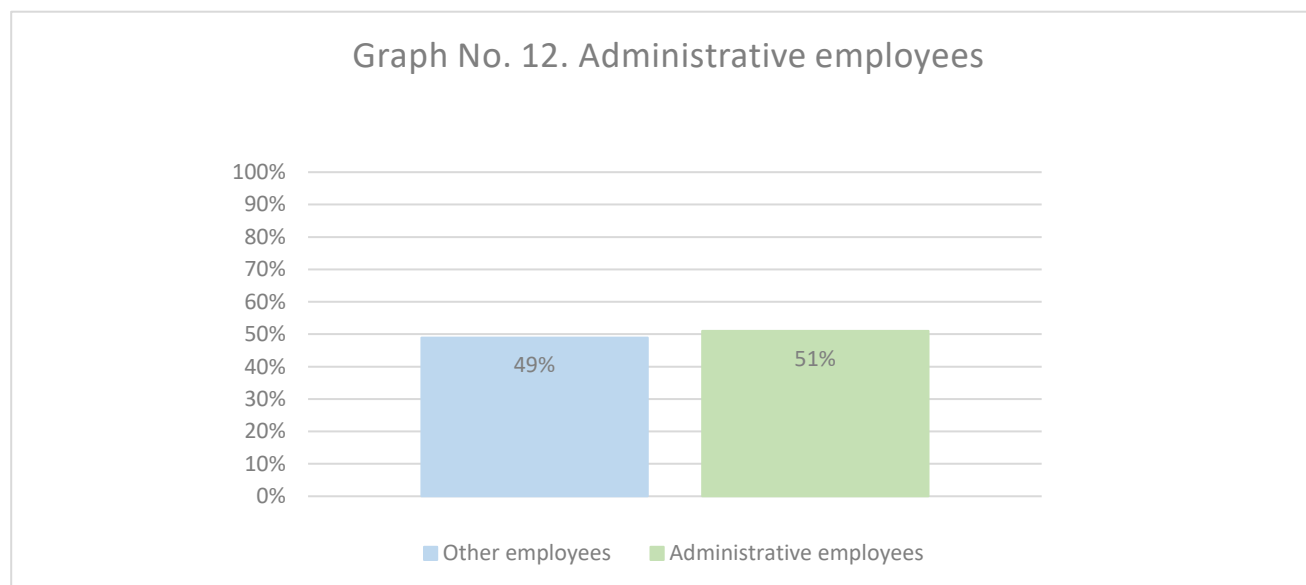


Graph No. 11 Data on the percentage of people in the group of new UITM research and teaching employees (including Academic High School (ALO) employees) in 2023-2024 by gender



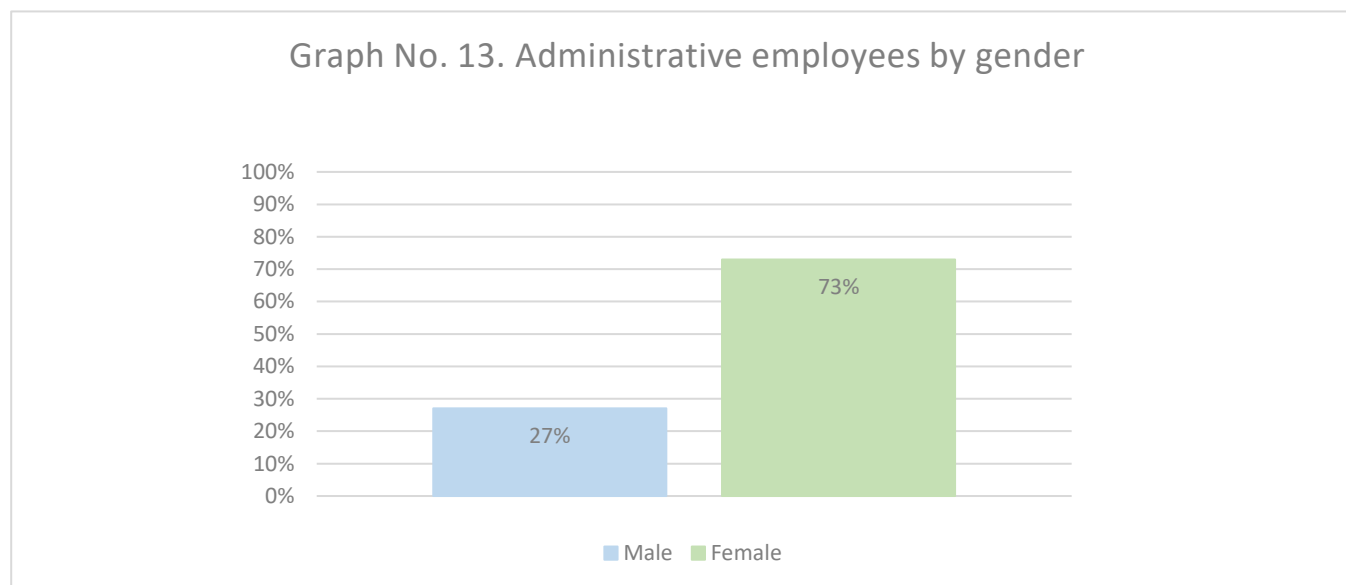


Graph No. 12 Data on the percentage of administrative employees in the group of UITM employees (including Academic High School (ALO) employees), as of 31.12.2024



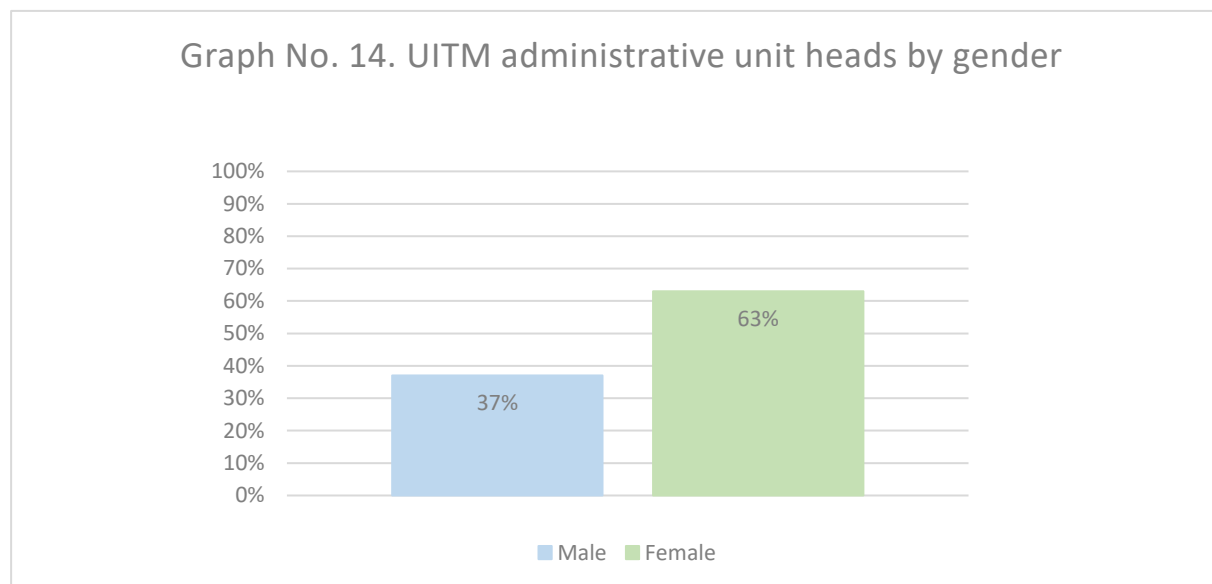


Graph No. 13 Data on the percentage of people in the group of administrative employees at UITM (including Academic High School (ALO) employees) by gender, as of 31.12.2024





Graph No. 14 Data on the percentage of people in the group of UITM administrative unit heads by gender, as of 31.12.2024





Graph No. 15 Data on the percentage of people in the group of new administrative employees in 2023-2024 in UITM by gender

