

**Report on the implementation of the Gender Equality Plan for the years 2022–2025 for the calendar year 2025**

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

Strategic objective:		
SCIENCE AND EDUCATION: Integrating gender equality issues into research and teaching		
SCIENCE		
Action	Description of activities	Status/degree of indicator achievement
1.1.	<p>Conducting online training for first-semester students of all degree programmes in both Polish-language and foreign-language streams:</p> <ul style="list-style-type: none"> <li>- <b>summer semester, academic year 2024/2025 – 2 training sessions,</b></li> <li>- <b>winter semester of the 2025/2026 academic year – 7 training sessions.</b></li> </ul> <p>In total, in 2025, the Rector's Representative for Combating Bullying, Discrimination and Violence conducted 9 training sessions. During these sessions, the principles of the University's policy on combating discrimination and violence and the Gender Equality Plan for 2022–2025 were discussed, as well as the forms of assistance and support offered by the University through the Academic Centre for Personal Development and Psychological Support, which operates within the University's structure.</p>	Additional activity
2.2.	<p>Making available to staff, including new recruits, a recording of the online training session entitled <b>“Countering bullying, discrimination and violence in the workplace – legal aspects”</b> and materials from the training session entitled <b>“An inclusive academic community: an anti-discrimination workshop for gender equality in academia”</b>.</p>	Completed in part



3.3.	<p>The topic of gender equality in 2025 was the subject of academic activity within the framework of: 6 research projects and 6 academic articles:</p> <ul style="list-style-type: none"> <li>- M. Ryś and A. M. Górska, <i>'Breaking Barriers: Increasing Female Participation in Hackathons'</i>, in <i>*Computer*</i>, vol. 58, no. 2, pp. 42–51, Feb. 2025, doi: 10.1109/MC.2024.3502248 ISSN: 0018-9162</li> <li>- Konrad Szocik, Rakhat Abylkasymova, <i>The Bioethics of Biomodification for the Future of Space Exploration: Evaluating Insights from Feminist and Non-Feminist Approaches</i>, <i>Futures</i>, 2025,103694, ISSN: 0016-3287</li> <li>- Skica, T. &amp; Miszczyńska, K. (2025). Psychological well-being of self-employed women. A European perspective, In: Esra Sipahi DÖNGÜL, Serfie Uguz Arsu, Richa Goel, Tilottama Singh (Eds.), <i>Women-Led Innovation and Entrepreneurship. Case Studies of Sustainable Ventures and Practices</i>, London: Routledge. pp. 22–62</li> <li>- Szocik, K. (2025). Is feminism capable of slowing down life history strategies? <i>Behavioral and Brain Sciences</i>, 48, e126. doi:10.1017/S0140525X25101052</li> <li>- Szocik, K., R. Abylkasymova. (2025). Space Feminism, Exploration, Exploitation and Ethics, In William H. U. Anderson (Ed.), <i>Space, Philosophy and Ethics</i>, Vernon Press, p. 326. ISBN 979-8-8819-0083-0</li> <li>- Krawczyk-Suszek, M., Gaweł, A. &amp; Kleinrok, A. Correlation of gender with health-related quality of life of patients in 13 disease groups in Poland. <i>Sci Rep</i> 15, 15277 (2025). <a href="https://doi.org/10.1038/s41598-025-99891-z">https://doi.org/10.1038/s41598-025-99891-z</a></li> </ul>	Completed
4.4.	Additional points in the evaluation of internal grants for addressing gender equality issues.	Implemented
<b>EDUCATION</b>		
1.1.	<p>Publication by the student editorial team Intro.media in 2025 on the topic of gender equality:</p> <p><b><i>"Strength, passion and inspiration – women who are changing the world"</i></b></p> <p><a href="https://www.intro.media/artykuly/sila-pasja-i-inspiracja-damy-ktore-zmieniaja-swiat">https://www.intro.media/artykuly/sila-pasja-i-inspiracja-damy-ktore-zmieniaja-swiat</a></p>	Completed
	<p>To mark International Women in Science Day, an interview was conducted with female researchers from UITM entitled <b><i>"We need to believe in ourselves more"</i></b> on scientific work from a female perspective.</p> <p><a href="https://wsiz.edu.pl/aktualnosci/musimy-bardziej-uwierzyc-w-siebie-mowia-naukowczynie-UITM-w-miedzynarodowym-dniu-kobiet-w-SCIENCE/">https://wsiz.edu.pl/aktualnosci/musimy-bardziej-uwierzyc-w-siebie-mowia-naukowczynie-UITM-w-miedzynarodowym-dniu-kobiet-w-SCIENCE/</a></p>	



1.2.	Implementation in the 2025/2026 academic year: - the course “Intercultural and Anti-Discrimination Workshop” (Faculty of Media and Social Communication, Polish-language programmes)	Completed
1.3.	A study of the academic and career paths of <i>female students</i> compared to those of male students.  - <i>Continuation of survey research: Rzeszów Initiative for Student Activation – Career Paths from a Gender Perspective (December 2025–January 2026)</i> <a href="https://wsiz.edu.pl/uczelnia/plan-rownosci-plci/">https://wsiz.edu.pl/uczelnia/plan-rownosci-plci/</a> – News tab  <i>Rzeszów Initiative for Student Activation – Career Paths from a Gender Perspective – launch of survey research – (May 2025)</i> <a href="https://wsiz.edu.pl/uczelnia/plan-rownosci-plci/">https://wsiz.edu.pl/uczelnia/plan-rownosci-plci/</a> – News tab	Completed
1.4.	Encouraging candidates to enrol in degree programmes where one gender is under-represented – targeted promotion aimed at women in recruitment campaigns in 2025.  - “Full-time studies and a full-time job? Be inspired by the story of a UITM graduate in Logistics” <a href="https://wsiz.edu.pl/blog/studia-dzienne-i-praca-na-caly-etat-zainspiruj-sie-historia-absolwentki-wsiiz-na-kierunku-logistyka/">https://wsiz.edu.pl/blog/studia-dzienne-i-praca-na-caly-etat-zainspiruj-sie-historia-absolwentki-wsiiz-na-kierunku-logistyka/</a>	Completed
<b>Strategic objective:</b>		
<b>Ensuring balanced gender representation in the university’s management team and other decision-making and working groups</b>		
<b>DECISION-MAKING AND ADVISORY PROCESSES</b>		
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 22 job advertisements for administrative and research-teaching positions published in 2025 were reviewed. The selection criteria for job applicants were their qualifications and competencies.	Completed
1.2.	<p>In 2025, there were no recruitment processes for administrative and research-teaching positions during which affirmative action could have been applied.</p> <p>In 2025, 67% of new recruits were women, of whom 91% were in administrative posts and 47% in research and teaching posts.</p> <p><i>Data on new recruits in 2025, broken down by gender, are presented in Charts 15 and 11 respectively (Attachment 1 to this report, as at 31 December 2025).</i></p>	Completed
1.3.	Due to the diversity of the recruitment processes conducted, the composition of the teams deciding on employment varies on each occasion. Each recruitment project requires a separate selection committee. The BDP is a permanent unit. In terms of both the substantive and decision-making aspects of candidate selection, the following participate: heads of units (deans and/or vice-deans), and the university's rectorate. As both women and men who participate in recruitment projects hold key positions at the university, the committees are sufficiently gender-balanced.	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, ongoing
1.5.	In 2025, two female researchers at the early stage of their careers (PhD students) were involved in mentoring, representing 100% of all participants in the mentoring programme.	Completed



<b>Strategic objective:</b>		
<b>Facilitating the reconciliation of professional responsibilities with family life</b>		
<b>ORGANIZATIONAL CULTURE</b>		
1.2.	In the employee appraisals carried out in 2025, personal circumstances were taken into account for four individuals at various stages of their careers (caring for dependants).	Completed
1.4.	Introduction of feminine forms in university documents and communications (business cards, signatures, door signs, etc.) – a 30% increase in the number of communications using feminine forms.	Completed in part, ongoing
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.	Remote working can be arranged in consultation with a line manager.	Implemented
<b>Strategic objective:</b>		
<b>Preventing and combating gender discrimination</b>		
1.1.	An anonymous survey of students and staff regarding their perceptions and experiences of discriminatory situations.	Launched
1.2.	Implementation of procedures in situations where discrimination cases are reported in accordance with UITM Rector's Orders No. 72/2020 and 73/2020. In 2025, there were 5 cases reported and dealt with in accordance with the above-mentioned procedures.	Completed
1.3.	Development and promotion of a catalogue of good non-discriminatory practices regarding interactions between university staff, students, and staff and students.	Not implemented

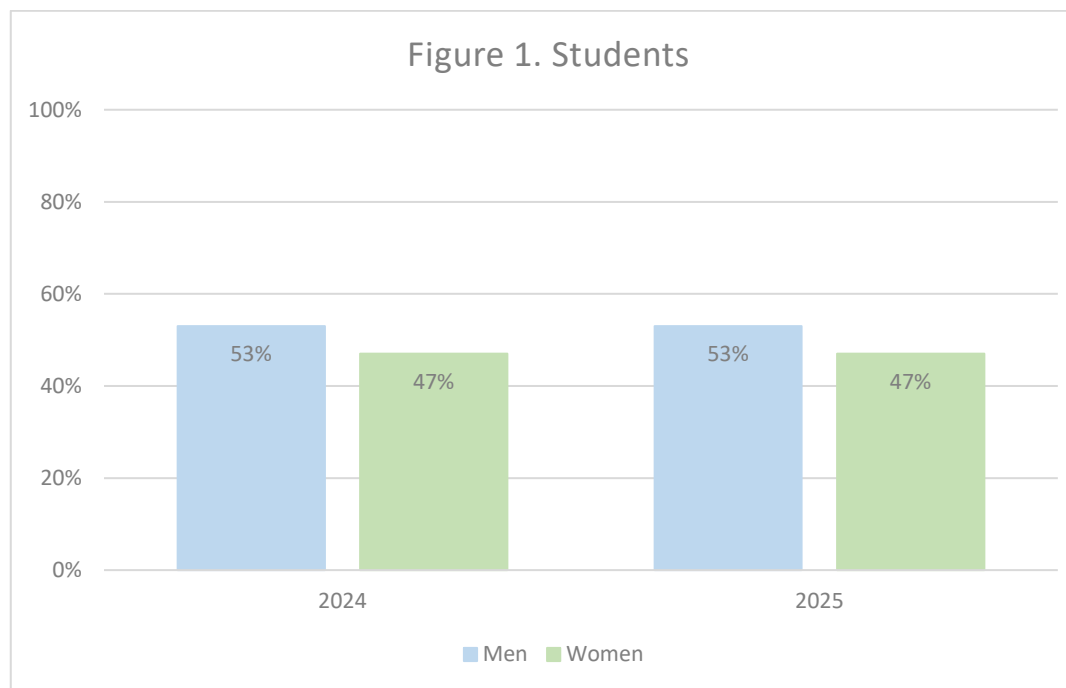
## Attachment 1 to the report on the implementation of the Gender Equality Plan in 2025

Attachment 1 presents data for 2025 concerning:

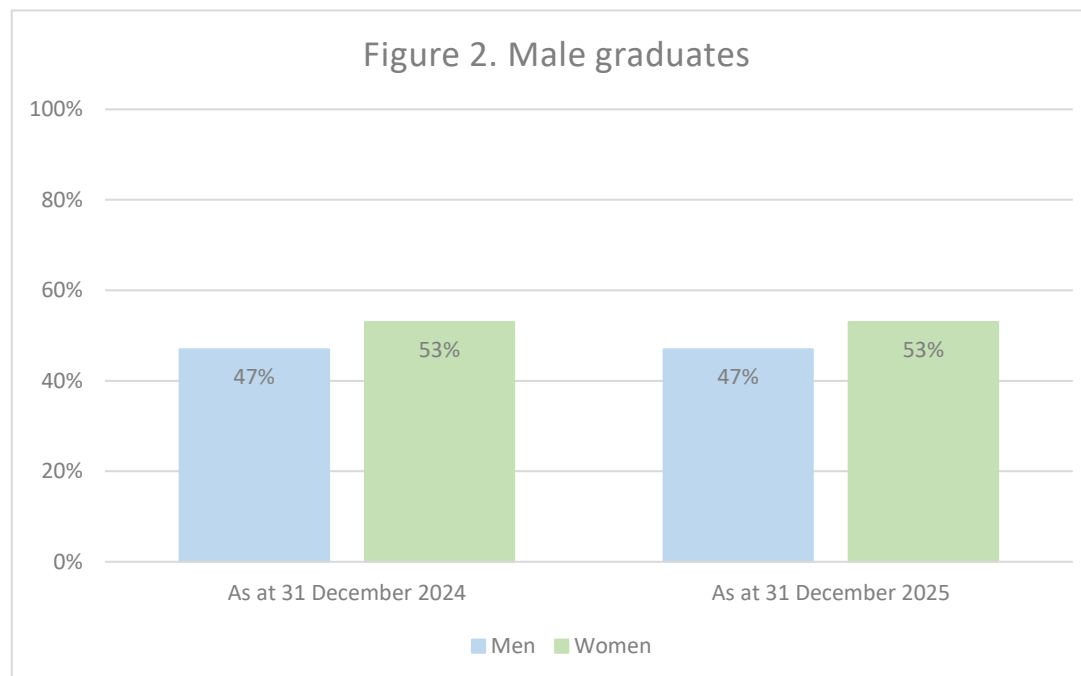
- the proportion of students at UITM in 2024–2025 by gender (Figure 1),
- the percentage of UITM graduates in the years 2024–2025 by gender (Chart 2),
- the percentage of people in the group of UITM doctoral seminar attendees in 2024–2025 by gender (Chart 3),
- the percentage of doctorates awarded at UITM in 2024–2025 by gender (Chart 4),
- the percentage of people in the group of UITM staff (including staff of the Academic High School) in 2024–2025 by gender (Chart 5),
- the percentage of people in the group of research and teaching staff at UITM, broken down by faculty: Medicine, Media and Social Communication, Management, and Applied Computer Science, by gender, as at 31 December 2025 (Chart 6),
- the percentage of people in the group of UITM research and teaching staff by gender, as at 31 December 2025 (Chart 7),
- the proportion of people in the group of research staff at UITM by gender, as at 31 December 2025 (Chart 8),
- the proportion of people in the following bodies: the Rector's Council, the Dean's Council and the Vice-Dean's Council, by gender, as at 31 December 2025 (Chart 9),
- the proportion of individuals in the group of Chairs, broken down by faculty: Medicine, Media and Social Communication, Applied Computer Science, and Management, by gender, as at 31 December 2025 (Figure 10),
- the percentage of people in the group of new recruits at UITM in research and teaching positions (including staff of the Academic High School) in 2024–2025 by gender (Chart 11),
- the percentage of people employed in administrative positions within the group of people employed at UITM (including staff of the Academic High School), as at 31 December 2025 (Figure 12),
- the proportion of people in the group of those employed in administrative positions at UITM (including staff of the Academic High School) by gender, as at 31 December 2025 (Figure 13),
- the proportion of people in the group of those managing UITM administrative units by gender, as at 31 December 2025 (Chart 14),
- the proportion of people in the group of new recruits in 2024–2025 to administrative posts at UITM by gender (Figure 15).

### As at 31 December 2025

**Chart 1** Data on the percentage of people in the group of UITM students by gender in 2024–2025.

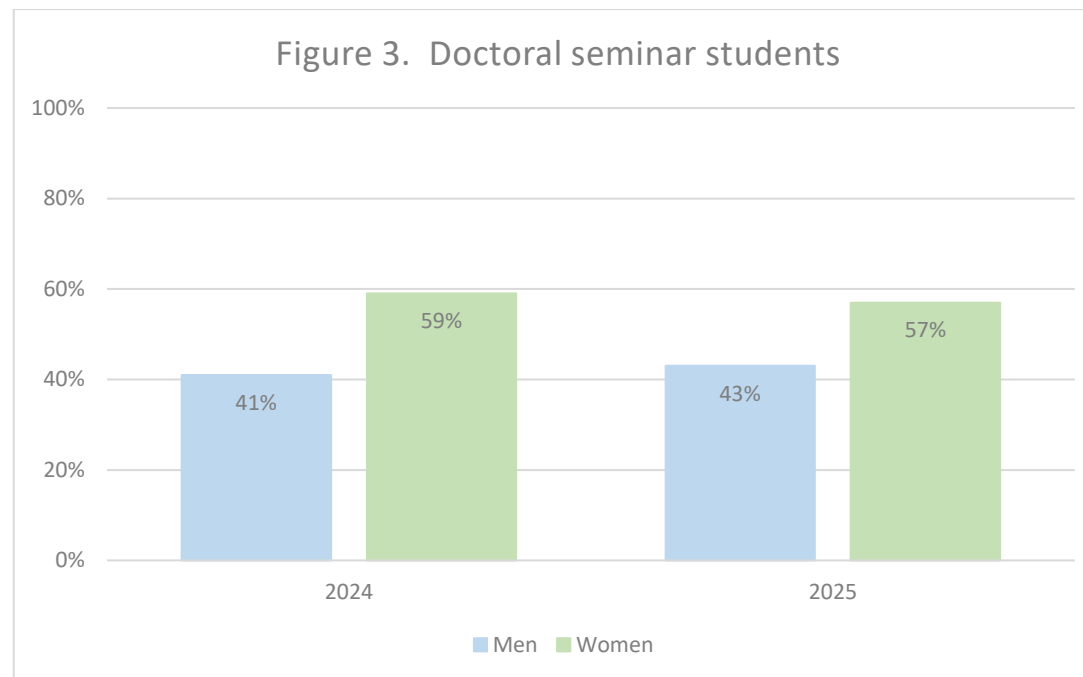


**Chart 2** Data on the percentage of people in the group of UITM graduates in 2024–2025 by gender.



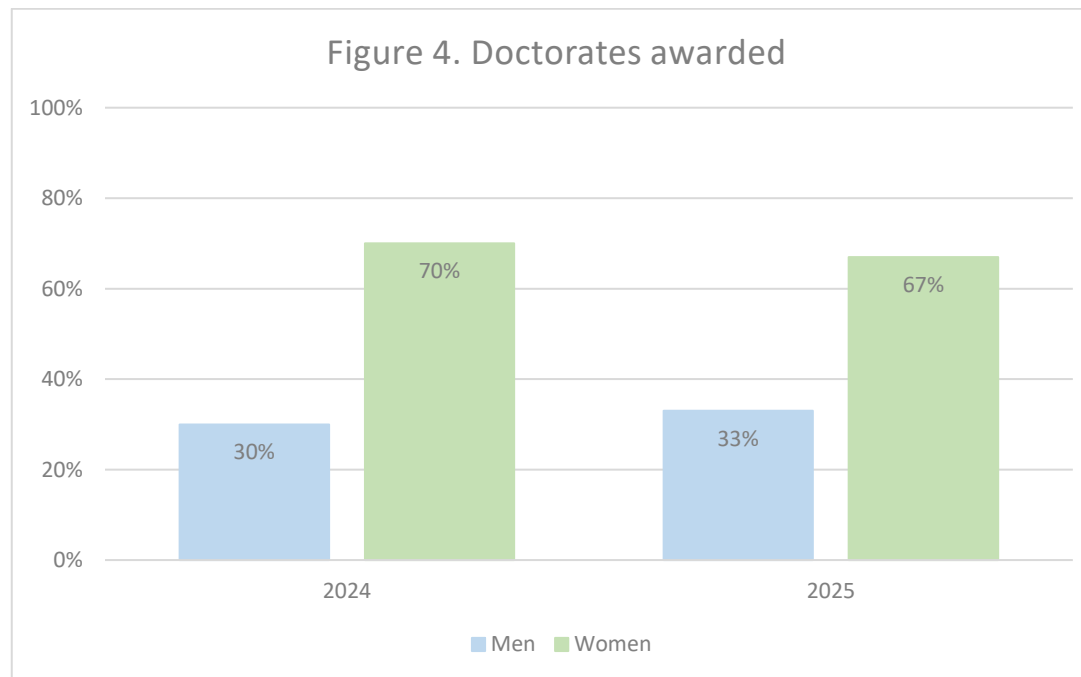


**Chart 3** Data on the percentage of people in the group of UITM doctoral students in 2024–2025, by gender.



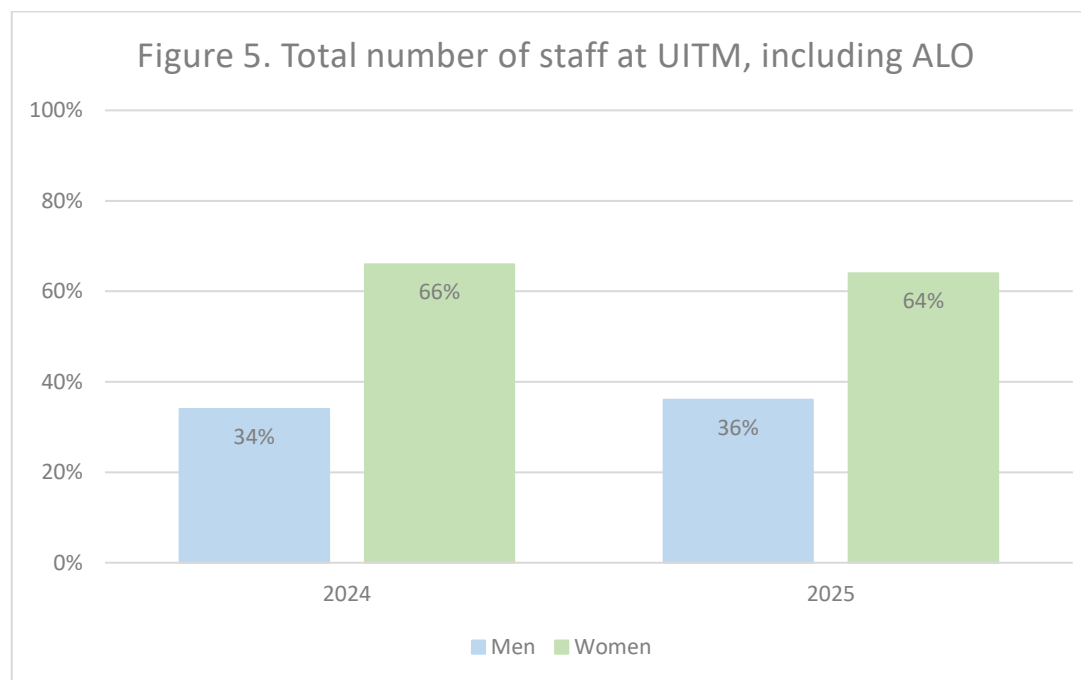


**Chart 4:** Data on the percentage of doctoral defences at UITM in 2024–2025, by gender.

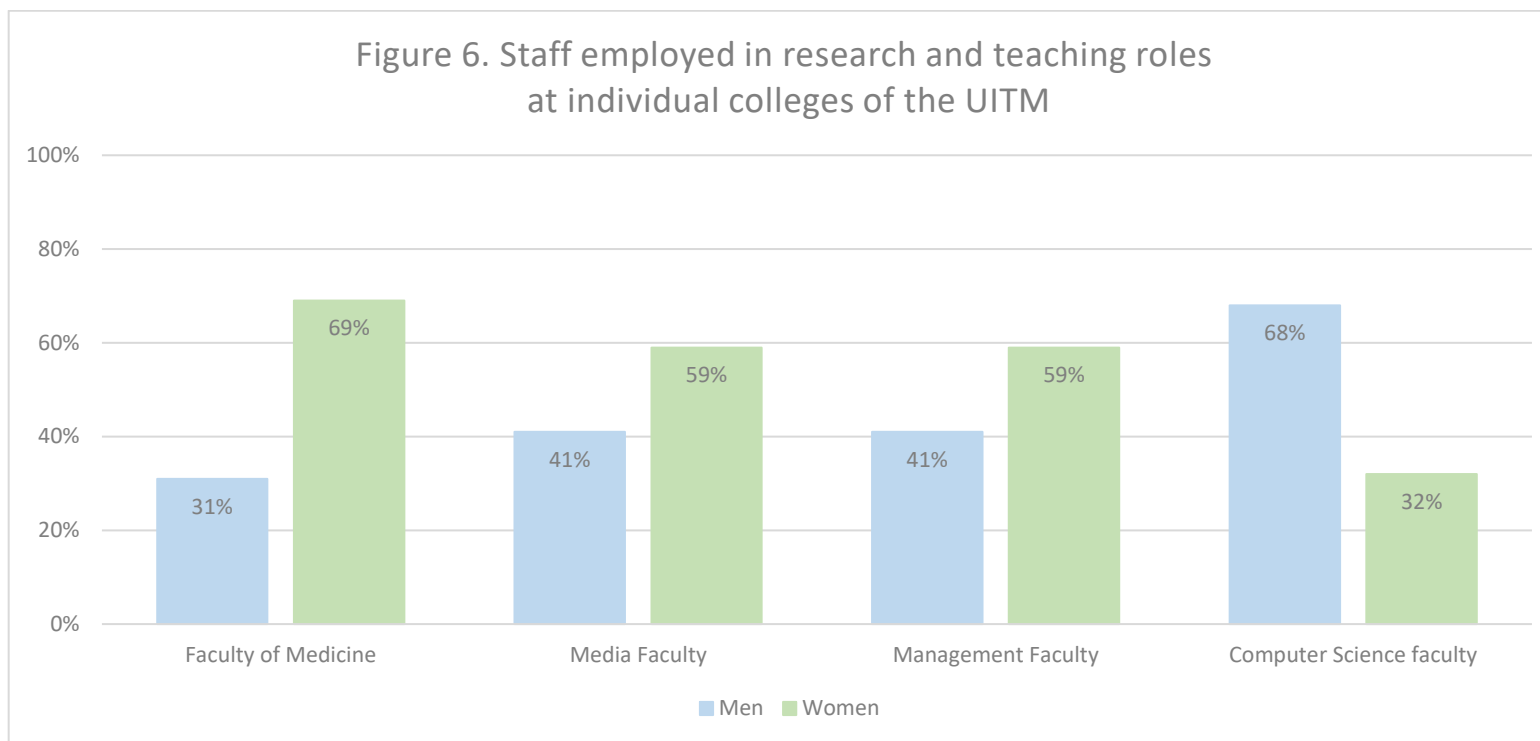




**Chart 5** Data on the percentage of people in the group of UITM employees (including Academic High School (ALO) employees) in 2024–2025, by gender.

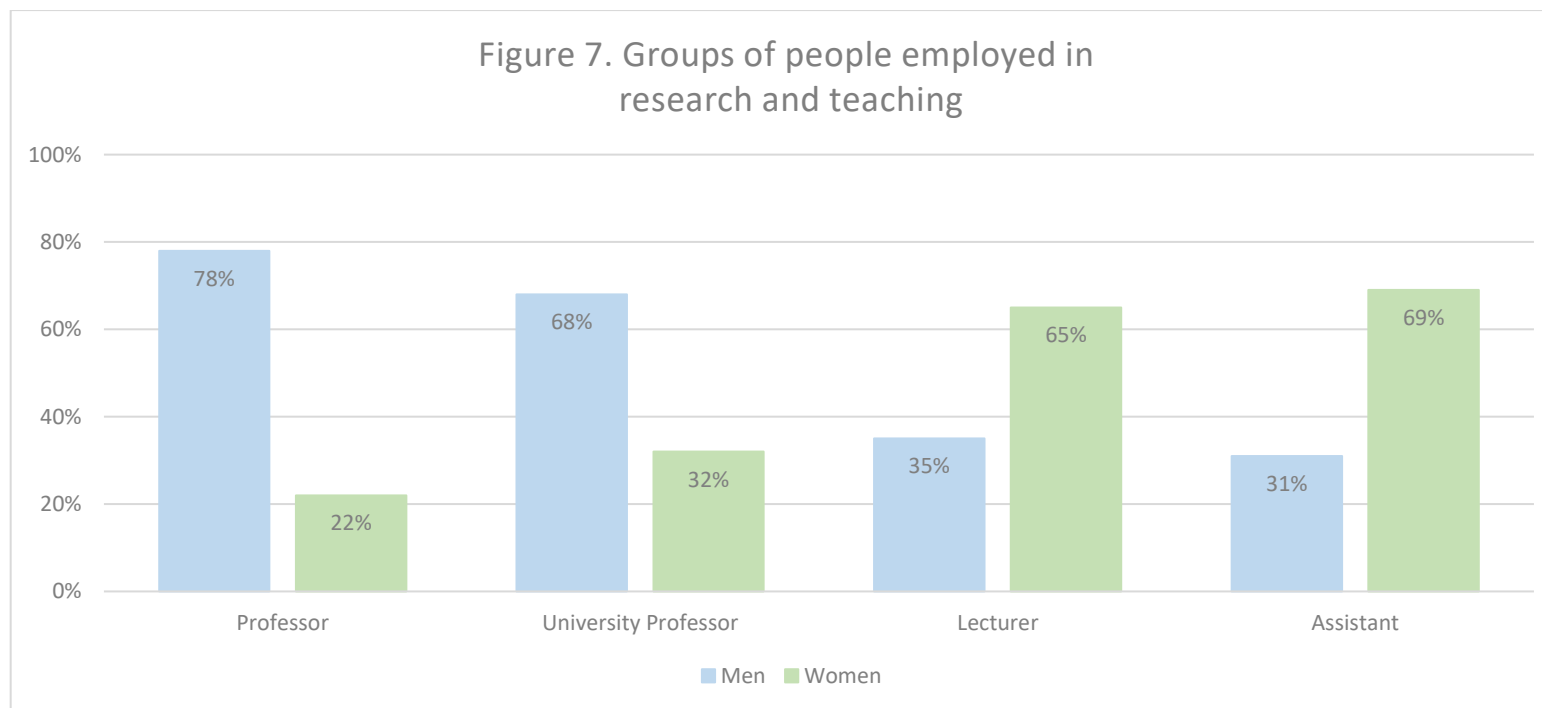


**Chart 6** Data on the percentage of people in the group of UITM research and teaching staff divided into Faculties: Medicine, Media and Social Communication, Management, and Applied IT by gender, as at 31 December 2025.



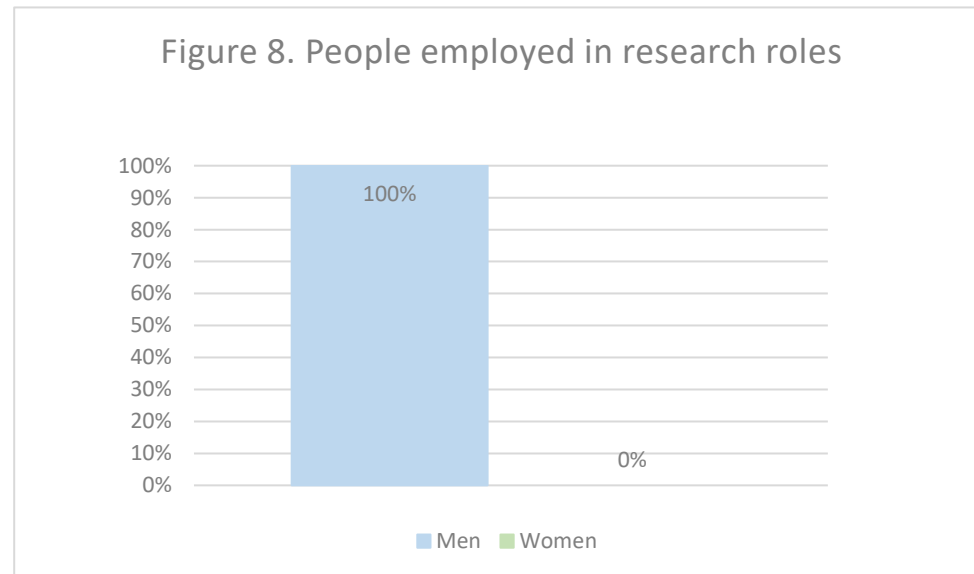


**Chart 7** Data on the percentage of people in the groups of UITM research and teaching staff by gender, as at 31 December 2025



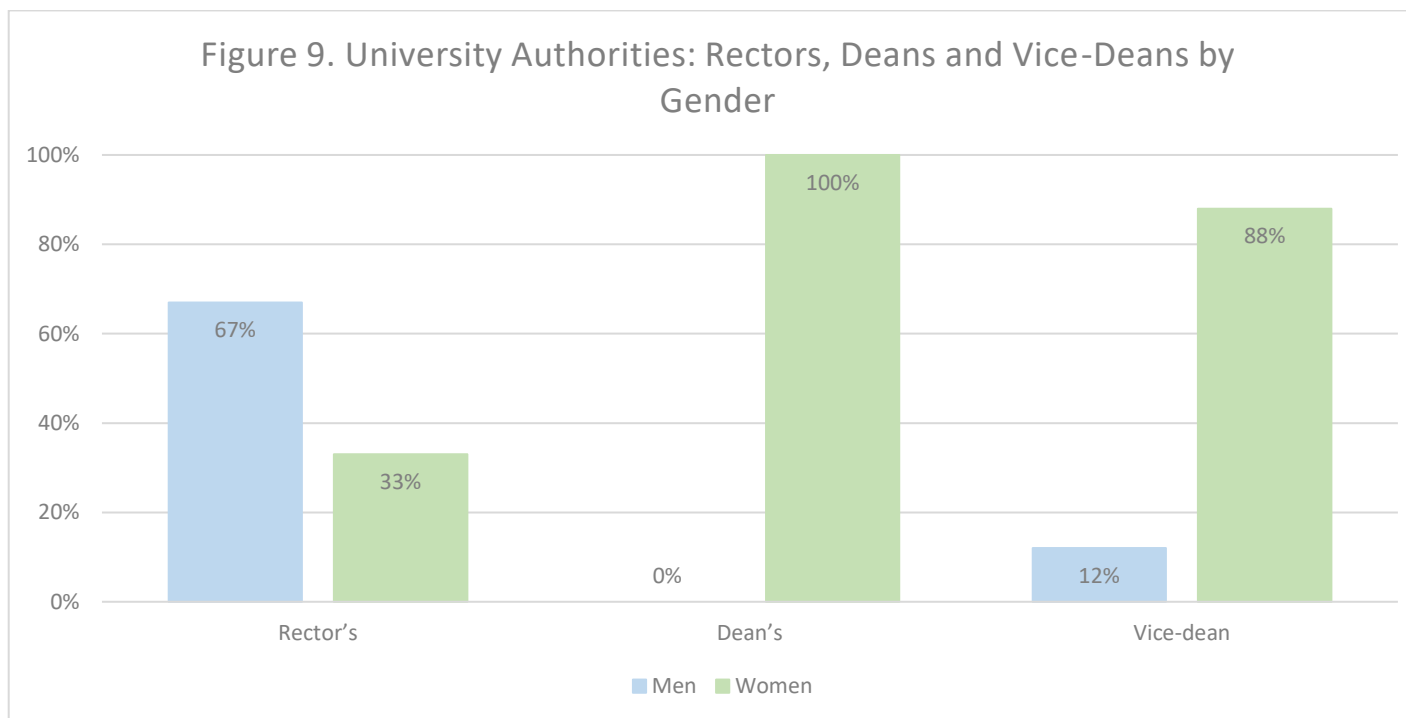


**Chart 8** Data on the percentage of people in the group of UITM research staff by gender, as at 31 December 2025



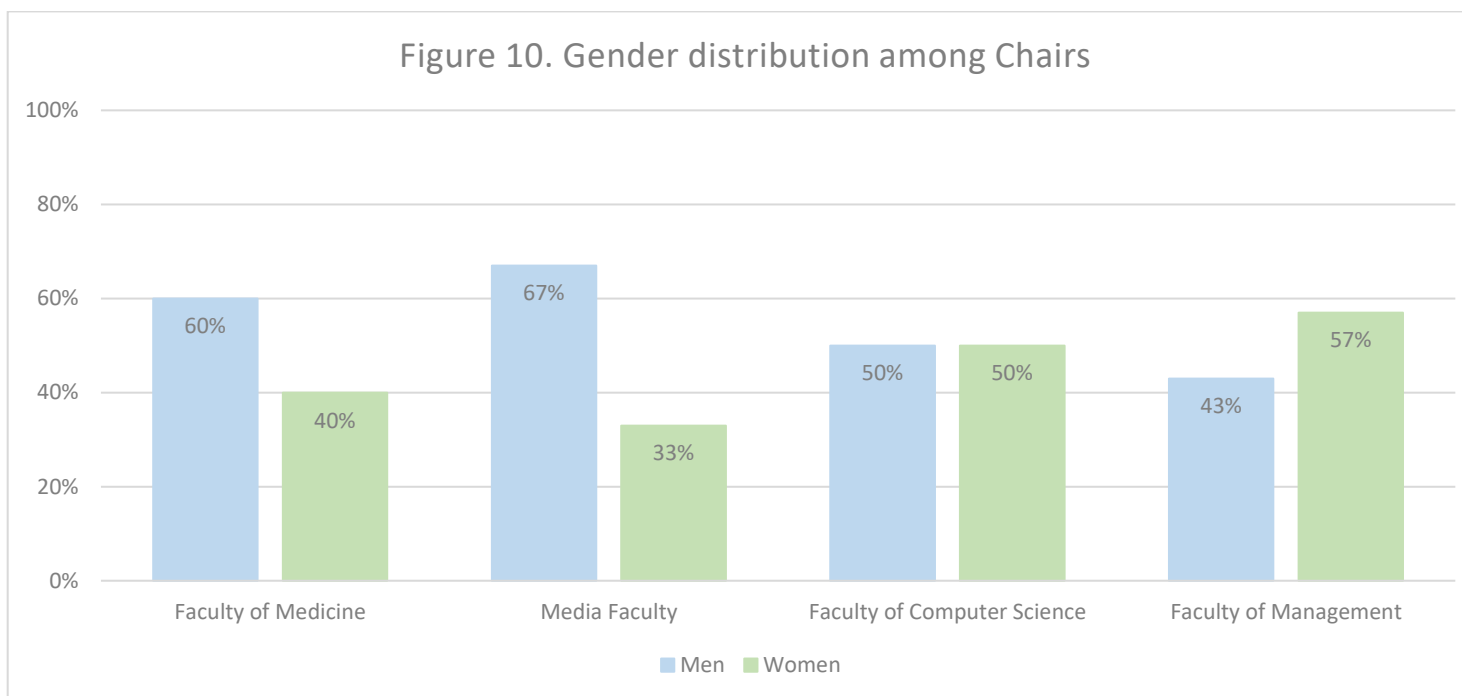


**Chart 9** Data on the percentage of people in the following bodies: Rector's, Dean's and Vice-Dean's, by gender, as at 31 December 2025



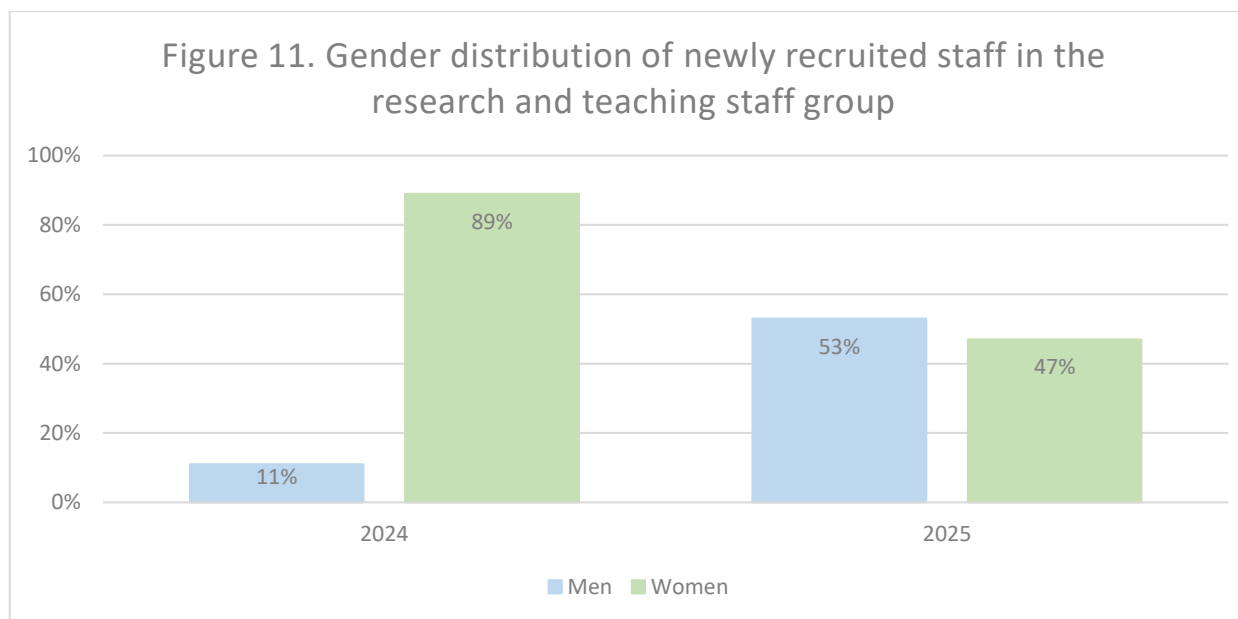


**Chart 10** Data on the percentage of individuals in the group of chairs, broken down by faculties: Medicine, Media and Social Communication, Applied Computer Science and Management by gender, as at 31 December 2025



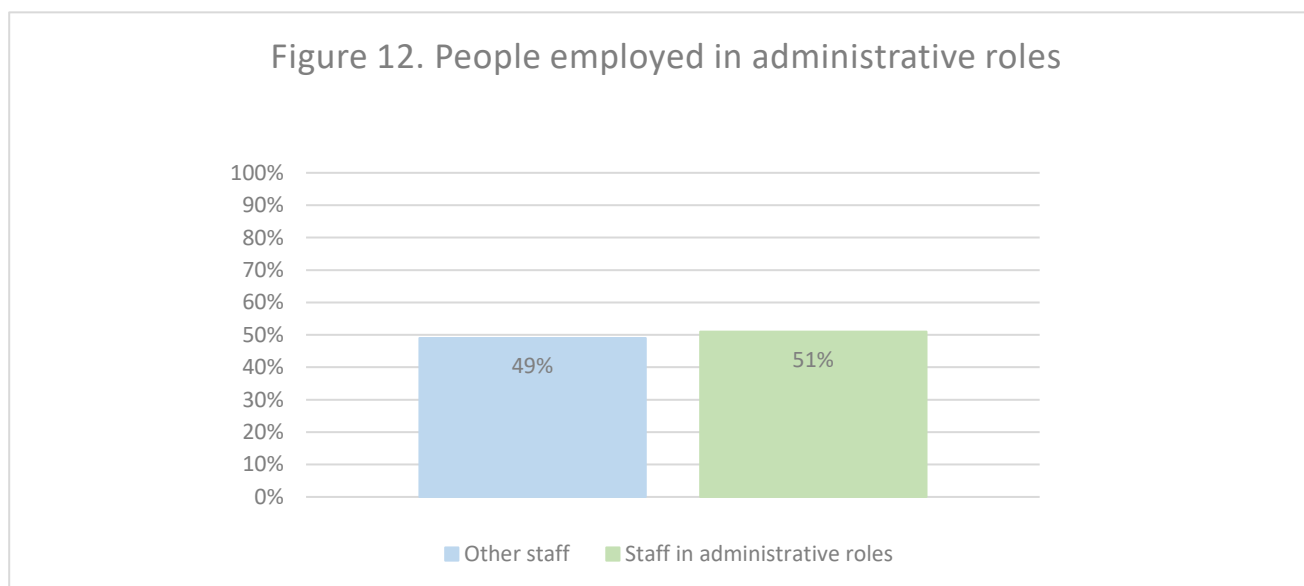


**Chart 11** Data on the percentage of people in the group of new recruits at UITM in research and teaching positions (including staff of the Academic High School) in 2024–2025, by gender.

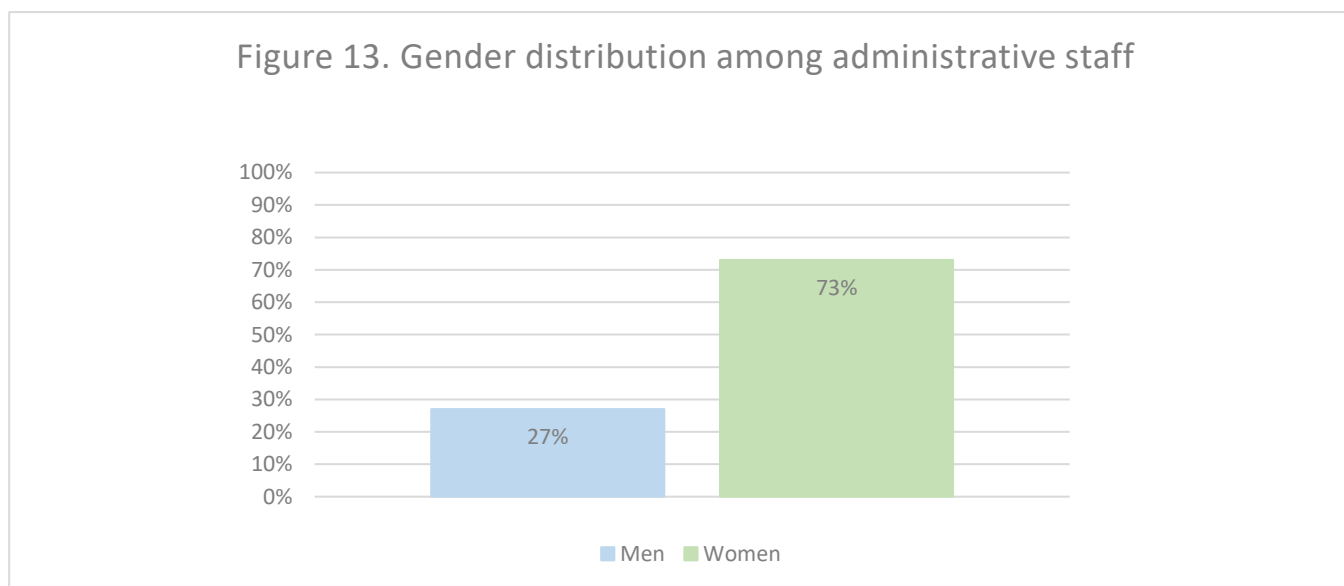




**Chart 12** Data on the percentage of people employed in administrative positions within the group of people employed at UITM (including staff of the Academic High School), as at 31 December 2025.

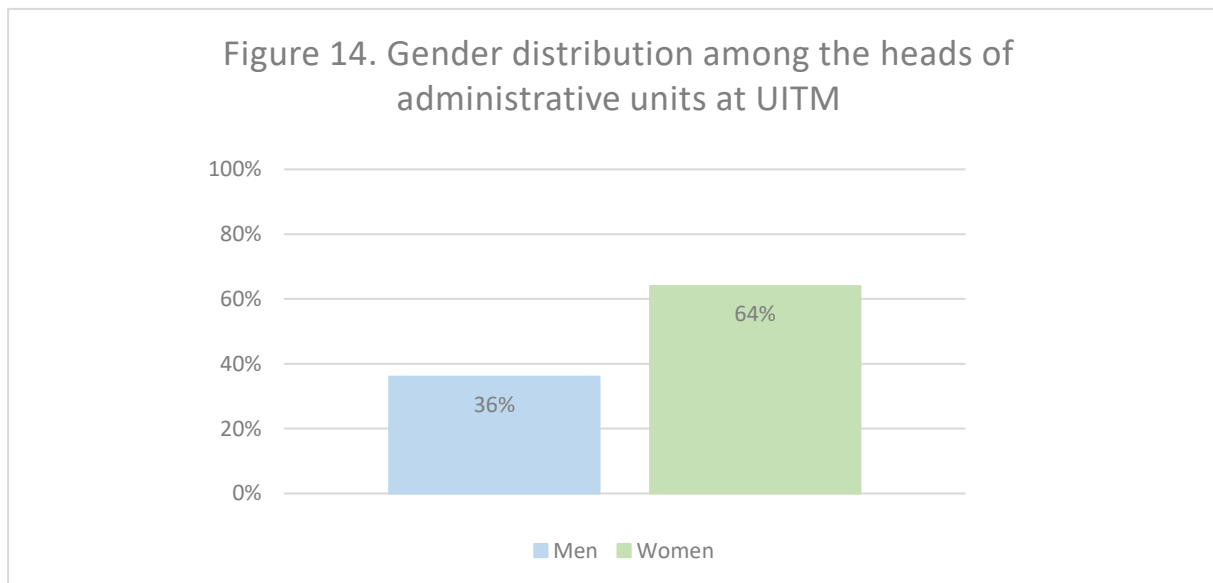


**Chart 13** Data on the percentage of people in the group of those employed in administrative positions at UITM (including staff of the Academic High School) by gender, as at 31 December 2025





**Chart 14** Data on the percentage of people in the group of heads of UITM administrative units by gender, as at 31 December 2025





**Chart 15** Data on the proportion of people in the group of new recruits at UITM in administrative positions in 2024–2025, by gender.

