

GENDER EQUALITY PLAN FOR CRACOW UNIVERSITY OF TECHNOLOGY (2021-2024)

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Introduction

We are pleased to provide you with the Gender Equality Plan (GEP) for Cracow University of Technology (PK) for the period of 2020-2024, considered and designed for the whole academic community of PK – for all people working, studying and preparing doctoral dissertations.

The main objective of the GEP plan is to ensure that the Cracow University of Technology is a safe place for all, functioning with respect for equality and diversity, free from discrimination, and ensuring freedom of scientific and personal development for all.

The Cracow University of Technology received the "HR Excellence in Research" logo from the EU¹ in December 2017. This means a commitment to continuously improve human resources and recruitment policies, including the development of equality policies in the form of the creation of a gender equality plan for the Cracow University of Technology, hereinafter referred to as the "Gender Equality Plan for PK". The evaluation of the implementation of the HR Strategy in the Internal Review² resulted in the European Commission's recommendation to improve the HR strategy at PK. The EC's key recommendations for improving HRS4rR³ at the Cracow University of Technology contain among others:

- Introducing equality and diversity policies and developing strategies to ensure equal treatment and access for women in all positions, including managerial and professorial positions.
- Considering introduction of formal solutions for flexible and reduced working hours.
- Making every effort to ensure that the position of a mediator is filled.
- Ensuring greater involvement of the academic community in the implementation and development of HR Excellence in Research strategy at the Cracow University of Technology.

The Gender Equality Plan for PK develops the objectives included in the "Human Resources Development Strategy", taking into account the principles of the European Charter of Researchers⁴ and the Guidelines for the recruitment of academic teachers at the Cracow University of Technology⁵ (Ordinance No 73 of the Rector of PK of 1 October 2019) and integrates the existing efforts at the university for equality with the new initiative.

Equality and diversity are values that contribute to the development of science. The social mission of the Cracow University of Technology⁶ is to educate highly qualified engineering and scientific staff and to serve the economy and society as a whole by solving technical and technological problems, while respecting the individual beliefs, rights and aspirations of all members of the university community. The starting point for the Gender Equality Plan for PK is good practices translated into actions and improving communication in the academic community so that good examples and equality solutions can be disseminated more efficiently. This allows us to combine the creation of the atmosphere of

¹ Logo HR Excellence in Research at the Cracow University of Technology (2017)

- https://www.pk.edu.pl/index.php?option=com_content&view=article&id=2049&Itemid=1080&lang=pl.

² HR STRATEGY FOR RESEARCHERS, INTERNAL REVIEW, CUT, Cracow January 2020,

https://www.pk.edu.pl/images/PK18/nauka/HR_Strategy_for_Researchers_internal_reviewLink1.pdf.

³ The Human Resources Strategy for Researchers (HRS4R) <https://euraxess.ec.europa.eu/jobs/hrs4r>.

⁴ Chart and Code - <https://euraxess.ec.europa.eu/jobs/charter> (Europejska Karta Naukowca

https://cdn5.euraxess.org/sites/default/files/domains/pl/karta_i_kodeks_broszura_pl.pdf).

⁵(ZARZĄDZENIE NR 73 Rektora Politechniki Krakowskiej im. Tadeusza Kościuszki z dnia 1 października 2019 r. znak R.0201.90.2019 w sprawie Wytycznych w zakresie rekrutacji nauczycieli akademickich na Politechnice Krakowskiej), (in English - Guidelines for the recruitment of academic teachers at the Cracow University of Technology – Ordinance No 73 of the Rector of PK of 1 October 2019).

⁶ Mission of the Cracow University of Technology,

https://www.pk.edu.pl/index.php?option=com_content&view=article&id=3&Itemid=104&lang=pl

safety and equality at the university with the fight against discrimination through an early response system. According to studies and consultations⁷, some people face both prejudices and various institutional obstacles that do not make it possible for everyone to benefit equally from opportunities for scientific and professional development. These barriers often take the form of discrimination related to sex difference, sexual harassment and obstacles to combine work and family life. Such obstacles result in the fact that scientific careers of women slow down, and some of them may lose interest in further scientific development. Barriers to combining work and family life also discourage fathers who seek to engage in both spheres of life, work and family.

In any case, it is a loss for both the Cracow University of Technology and the development of science in Poland.

The need for integrated equality measures at the university is pointed out by institutions dealing with science and quality of education and human rights. The European Commission lists the following objectives of the Gender Equality Strategy in Research and Innovation⁸ (2012):

- promoting equality in scientific careers;
- ensuring gender balance in decision-making processes and bodies;
- gender, biological and social dimension, in research and innovation content.

In line with the Communication from the European Commission on a strengthened European Research Area (2012), the EU Member States among others are encouraged to remove legal and other barriers to the recruitment, maintenance and career development of female researchers, while fully respecting the EU law on gender equality⁹ (Directive 2006/54/EC), as well as addressing gender inequalities in decision-making processes and ensuring that at least 40% of under-represented women and men representatives participate in committees involved in recruitment/career development and in the design and evaluation of research programmes¹⁰ (EIGE 2016).

The proposed Anti-Discrimination Standard, reviewed by the President of the General Council for Science and Higher Education¹¹ (2016), states that "cases of discrimination deserve a great deal of attention from academia (...) the academic space should be free from all forms of discrimination and any form of discrimination should be strongly counteracted. (...) it is worth considering the enrichment of the relevant provisions of the statutes of universities as the most important internal acts governing their operation."

Recommendations for actions and good practices are already emerging in Poland. Studies carried out by the Commissioner for Human Rights Office¹² (RPO 2018) and the Helsinki Foundation (Gerlich J.

⁷ Gerlich Julia (2019), Molestowanie na polskich uczelniach publicznych (in English - Harassment at Polish public universities), Helsińska Fundacja Praw Człowieka. Warszawa.

⁸ European Commission (2012), Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Reinforced European Research Area Partnership for Excellence and Growth.

⁹ DIRECTIVE 2006/54/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation <https://eur-lex.europa.eu/legal-content/PL/TXT/PDF/?uri=CELEX:32006L0054&from=RO>

¹⁰ European Institute for Gender Equality (2016), Gender Equality in Academia and Research <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/objectives-genderequality-research>

¹¹ Standard Antydyskryminacyjny dla uczelni (2016) został objęty patronatem Rzecznika Praw Obywatelskich (in English – Anti-discrimination Standard for Universities was under the patronage of the Commissioner for Human Rights).

¹² Doświadczenie molestowania wśród studentek i studentów. Analiza i zalecenia (in English - Experience of harassment among female and male students. Analysis and recommendations), Commissioner for Human Rights Office. Warszawa 2018.

2019) clearly show the problem of sexual harassment at universities and the need for clear anti-discrimination procedures. In turn, the National Science Centre has taken steps to monitor the participation of women and men in research grants¹³ (NCN 2019a) and has committed to balanced gender representation in expert and review committees¹⁴ (NCN 2019b). The first gender equality plan for the University of Warsaw¹⁵ was also created, implemented by Ordinance No. 194 of the Rector of the University of Warsaw of 27 August 2020, which is a model for the Gender Equality Plan for PK.

Through GEP, PK undertakes to establish a long-term strategy of the university towards respecting and accepting the idea of equality and diversity so that they become a lasting value inscribed in the educational culture of PK. The assumptions on which the Gender Equality Plan (GEP) for PK are based are set out in the following statements.

- Building a good Gender Equality Plan (GEP) for engineering practice is an important action for the engineering community due to a shortage of engineers around the world, a growing need for engineering solutions, and the huge potential of future engineering work to solve human problems. There are not enough men - if all the talented women are encouraged to engineer, we will win by gaining twice as many talents. In addition, women are important decision-makers in households, managing a large part of household budgets. Involving more women in designing engineering products will make them more attractive to women.
- Gender Equality Plan (GEP) at the Cracow University of Technology will help us to recruit and develop the careers of female engineers for the great benefit of regional development, the prosperity of the country and our industry, and on a larger scale for the benefit of the European Union and other parts of the world. In addition, gender-mixed research teams conduct research and develop products in a more efficient way – because they take into account more than just a male perspective in research and development. Instead of losing talents, we will be able to get the best people, both from home and abroad. Thanks to good engineering practice, we will build an environment at the Cracow University of Technology in which every person will find a better work-life balance and better career prospects. These benefits will apply not only to women - but also to men, especially young fathers, who will want to take over day-to-day childcare responsibilities.
- As a result of the strategies and activities carried out within the GEECCO project, the Cracow University of Technology has the opportunity to become a leader in the implementation of the Gender Equality Plan at technical universities, just as the Cracow University of Technology was a pioneer in building and implementing the Mobility Plan in Poland. Participation in the GEECCO (H2020) project has allowed for in-depth research and document development at the European level, with the support of more experienced European partners.

¹³ NCN (2019 a), Informacja na temat udziału kobiet i mężczyzn w projektach badawczych finansowanych przez Narodowe Centrum Nauki w latach 2011-2018 (in English - Information on the participation of women and men in research projects funded by the National Science Center in 2011-2018, https://www.ncn.gov.pl/sites/default/files/pliki/informacja_na_temat_uzdialu_kobiet_i_mezczyzn_w_projekta_ch_NCN_2011-2018.pdf

¹⁴ NCN (2019b) Stanowisko Narodowego Centrum Nauki w sprawie równego dostępu kobiet i mężczyzn do środków finansowych na badania naukowe (in English - The position of the National Science Center on equal access of women and men to funds for research), https://www.ncn.gov.pl/sites/default/files/pliki/2019_02_stanowisko_ncn_ws_rownego_dostepu_kobiet_i_mezczyzn.pdf

¹⁵ ZARZĄDZENIE NR 194 REKTORA UNIwersytetu warszawskiego z dnia 27 sierpnia 2020 r. w sprawie „Planu równości płci dla Uniwersytetu Warszawskiego oraz planu działań równościowych na lata 2020-2023” (in English - Ordinance No. 194 of the Rector of the University of Warsaw of 27 August 2020 on the "Gender equality plan for the University of Warsaw and the equality action plan for 2020-2023"), <https://monitor.uw.edu.pl/Lists/Uchway/Attachments/5574/M.2020.371.Zarz.194.pdf>

- The goals and actions of the GEECCO project are strongly supported by the European Commission and the main principles on gender equality in Europe¹⁶. Therefore, the GEP for PK developed under GEECCO is in line with the European Strategy for Gender Equality. Gender equality and equal opportunities (non-discrimination) between women and men are fundamental principles in the EU Treaties and thus have to be respected by Member States.
- It is important to develop a new paradigm for the engineering profession that will show how much women fit into this concept. Then, there will be a chance that the stereotype of the "engineer-man" will be forgotten.
- Success in building and implementing GEP depends on the intensive involvement of university authorities, high- and medium-level decision-makers, employees, as well as the entire community, students, etc. The support from the Rector is especially important.
- Implementing GEP at universities determines the funding of research¹⁷ in Horizon EUROPE 2021-2027¹⁸. For PK it is also a great opportunity to set a milestone and, thanks to GEP, to win many projects from the EU and increase the research potential of the Cracow University of Technology. This will contribute to strengthening our reputation and image, not only in Poland, but throughout the European Union.
- The Cracow University of Technology is a Polish leader in supporting the issue of equality in promotional activities, supporting the activities of external organizations, such as seminars and conferences on the role of women in science in accordance with Marie Skłodowska – Curie tradition.
- Equality is a matter of culture in all aspects (personal, organizational, social). The university is a forge of education, science and culture. It is the university's responsibility to create and build a culture of equality, including gender equality in education and engineering practice. Hence the commitment and justification for introducing educational content on equality into the study programme.

A number of benefits of equality and diversity in science and higher education include a positive impact on the quality of research and teaching and the strengthening of the institution's scientific and research position in a competitive environment, improving dialogue and exchange of thought by building inclusiveness and a sense of community. Equality and diversity in science and higher education also influence well-being at work and at college. Equality policies support the creation of clearer procedures, which contributes to creating a better working environment as well as attracting and retaining scientific talents.

The Gender Equality Plan for PK is the result of research, analysis and consultation carried out at the Cracow University of Technology. This is a strategy planned for four years: 2020-2024, with an internal evaluation taking place after two years in 2022.

In the first year of implementation of the Gender Equality Plan for PK, a "roadmap of the Plan" will be created with a list of actions for which only a change of procedures or the introduction of new procedures is needed, together with a list of actions requiring investment with an attached timetable.

¹⁶ Gender Equality in Academia and Research, EU objectives for gender equality in research (...<http://eige.europa.eu/gender-mainstreaming/toolkits/gear/objectives-gender-equality-research>)

¹⁷ Gender Equality Strategy 2020-2025: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152> and also published in the updated SwafS Work Programme, on page 76, where it states: "In Horizon Europe, having in place a Gender Equality Plan (GEP) will become an eligibility criterion for public research and innovation organizations. As a result, research institutions applying for funding will be required to have a GEP in place."

¹⁸ Horizon EUROPE 2021-2027 - EU investment program in research and innovation.

The Gender Equality Plan for PK is based on three main objectives, which will be pursued through specific actions and their effectiveness will be monitored through specific indicators.

What is included in the Gender Equality Plan for PK?

- Diagnosis – the most important findings from the research carried out so far in the framework of the HORIZON'2020 GEECCO project in 2017-2020 at the Cracow University of Technology.
- The three main objectives of the Plan, together with an indication of the sub-objectives, actions and indicators, together with their overview.

Diagnosis

Participation of women and men in the academic community of the Cracow University of Technology in numbers:

Academic female and male employees

The starting point for the analyses aimed at creating the Gender Equality Plan for PK was, in line with the recommendations of GEECCO's European Charter for Researchers and Consortium Agreement, to see the gender distribution among academics, taking into account degrees and positions, and among female and male students and female and male PhD students. This work has been carried out since 2017 as part of the GEECCO project. The results of this work were presented to the Rector's authorities and Deans of all PK faculties in December 2018. It is worth noting that in 2020 the Rector's Report on the university's activities for 2019¹⁹ was published. It presented data broken down by gender for the first time, but unfortunately only for female and male students of PK in a disaggregated way²⁰ (indicating the participation of women). The disaggregation of data for PK female and male employees was completely disregarded, even though such disaggregated PK data is reported annually to the Statistical Offices (GUS) and to the Integrated System of Information on Science and Higher Education (POL-on).

It can be concluded²¹ that the gender ratios for academics and students are aligned. However, there are significant disparities in individual positions both at the university management levels and among research staff. Men definitely prevail, both among those in managerial positions and among those with the title of full professors, university professors and associate professors at Cracow University of Technology. In the case of female and male assistant professors, the gender ratio is equal, while for female and male assistants, women predominate. This may mean that the path of promotion and scientific career does not go the same way for women and men, and that the Cracow University of Technology loses talented women from the research and teaching staff.

The gender gap, which is noticeable for key functions at the level of university management and individual faculties, is shown in the table below.

Table 1. Managing the university by gender

		2018					2020				
		F	M	Σ	f%	m%	F	M	Σ	f%	m%
CENTRAL PK LEVEL											

¹⁹ Sprawozdanie Rektora z działalności uczelni za 2019 rok (in English - Rector's Report on the University's Activities for 2019), https://sip.pk.edu.pl/images/procedury/Sprawozdanie_rektora_2019_ok1.pdf.

²⁰ contrary to the assurances of J.M. Rector submitted in writing in 2019.

²¹ Based on data reported by PK to the Statistical Offices (GUS) and Integrated System of Information on Science and Higher Education POL-on.

	2018					2020				
	F	M	Σ	f %	m %	F	M	Σ	f %	m %
Senate	14	46	60	23,3%	76,7%	16	56	72	22,2%	77,8%
Senate Committees	20	54	74	27,0%	73,0%	21	67	88	23,9%	76,1%
Disciplinary Committees	25	27	52	48,1%	51,9%	16	36	52	30,8%	69,2%
Rector's Committees	13	52	65	20,0%	80,0%	16	49	65	24,6%	75,4%
University Committees	23	50	73	31,5%	68,5%	32	42	74	43,2%	56,8%
Total / Mean %	95	229	324	29,3%	70,7%	101	250	351	28,8%	71,2%
RECTOR LEVEL										
Rector	0	1	1	0,0%	100%	0	1	1	0,0%	100%
Vice Rectors	0	4	4	0,0%	100%	0	4	4	0,0%	100%
Chancellor and Bursar	0	1	1	0,0%	100%	1	1	2	50,0%	50,0%
Total / Mean %	0	6	6	0,0%	100%	1	6	7	14,3%	85,7%
FACULTY LEVEL										
Deans	0	7	7	0,0%	100%	0	8	8	0,0%	100%
The Vice-deans	8	19	27	29,6%	70,4%	8	19	27	29,6%	70,4%
Directors of Chairs/Institutes	6	33	39	15,4%	84,6%	29	73	102	28,4%	71,6%
Total / Mean %	14	59	73	19,2%	80,8%	37	100	137	27,0%	73,0%

Source: own study – GEECCO H2020 project.

Note: f – women, m – men

Careers of women and men from students to professors at Cracow University of Technology

The career process of women and men from students to professor positions at the Cracow University of Technology is shown in Figure 1. The share of women and men among graduates of first and second degree and doctoral studies in 2017 and 2019 is almost the same, i.e. close to 50 %. At an early stage of their careers (teachers with a master's degree in engineering), the share of women in 2017 was 40.4 %, and in 2019 it increased to 49.8 %, which is more than 9 p.p.²², approaching the level of balance. At the next levels of the career, the share of women is lower than that of men. Among academics with a doctorate, only a third are women. Among those with a doctorate in 2019, women already accounted

²² p.p. – abbreviation of percentage points

for 32.3 % - in the last two years the share of women has increased by 6.6 p.p. Unfortunately, the share of female ordinary professors has almost remained unchanged at only 12.0 %.

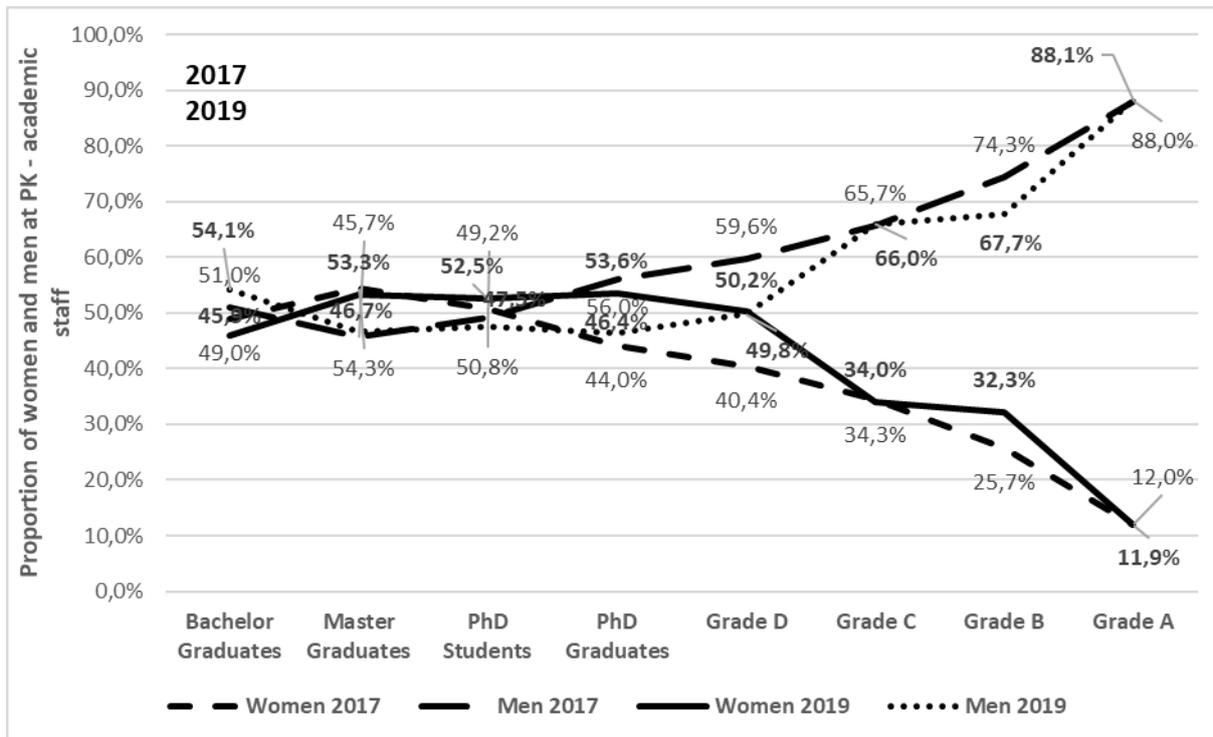


Figure 1. Careers of women and men from students to professor positions at Cracow University of Technology

The situation among academics in different faculties varies (as in Figure 2). In most faculties, the share of women in research and teaching staff is around 37 %. In 2019, at the Faculty of Chemical Engineering and Technology (WiiTCh), the share of women was 49.5 %, at the Faculty of Architecture (WA) 44.8 %, and at the Faculty of Environmental and Energy Engineering (WISiE) 41.7 %, but there are also faculties where this share does not exceed 6.7 % (Faculty of Electrical and Computer Engineering - WIEiK) or 23.6 % (Faculty of Mechanical Engineering - WM). By far the highest number of women working in administration and other staff of faculties (72.6 %).

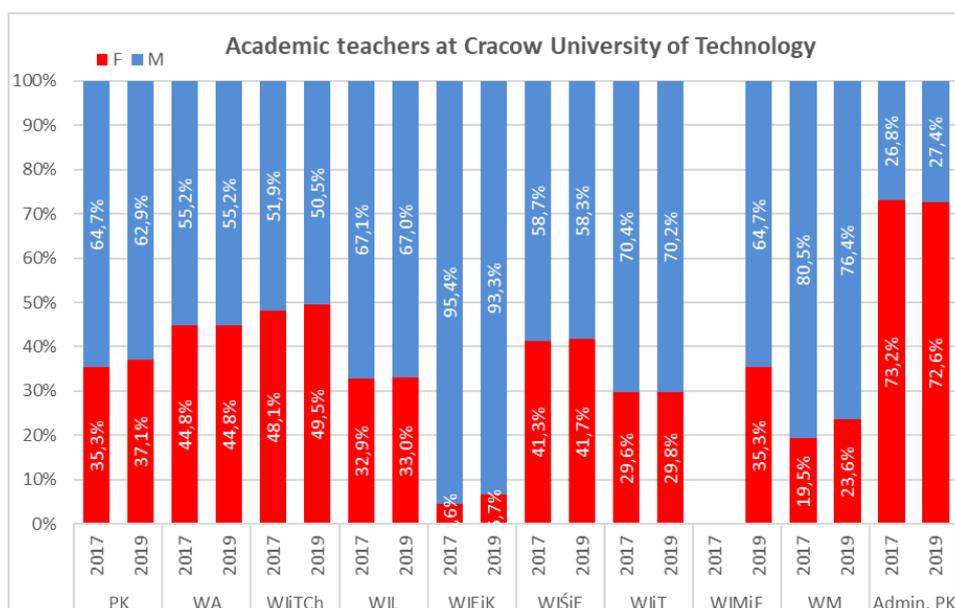


Figure 2. Academic teachers at Cracow University of Technology and individual faculties in 2017 and 2019 by women and men

Note: PK - Cracow University of Technology; WA – Faculty of Architecture, WliTCh - Faculty of Chemical Engineering and Technology, WIL – Faculty of Civil Engineering, WliEK – Faculty of Electrical and Computer Engineering, WliSiE – Faculty of Environmental and Power Engineering, WliT – Faculty of Computer Science and Telecommunications, WliMiF – Faculty of Materials Engineering and Physics, WM – Faculty of Mechanical Engineering

All female and male employees of the Cracow University of Technology

The participation of women and men among all PK employees is shown in Figure 3. Across the university, 50.5 % of women and 49.5 % of men worked in 2019. The situation at the different faculties varies, but compared to the participation of only academic teachers, the share of women among all PK employees is much higher. The smallest share of women can be observed at WliEK 25.3 % and WM 33.2 %. The biggest number of women work at WliTCh (54.3 %), WIL (51.1 %) and non-faculty structures (70.7 %).

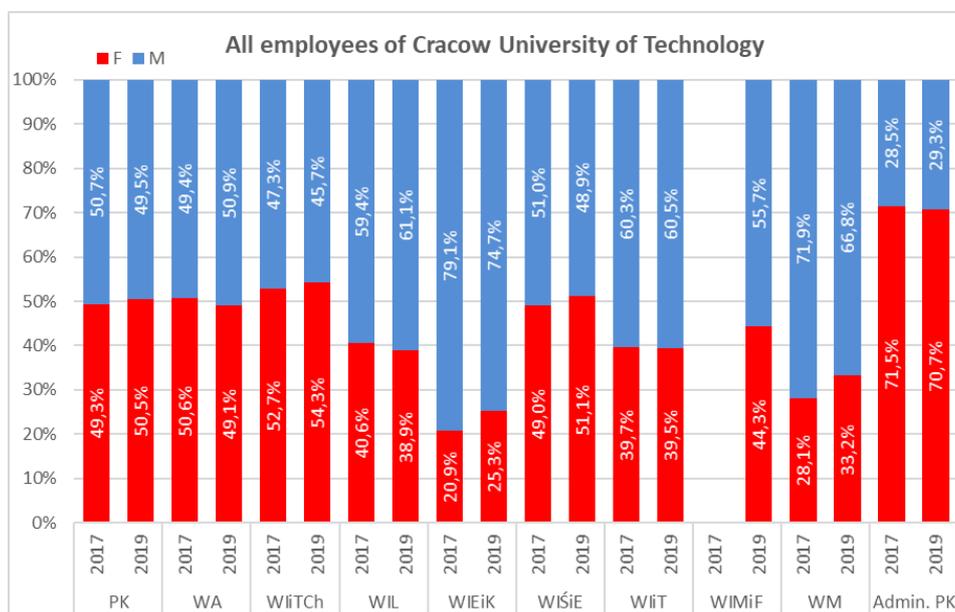


Figure 3. All employees of Cracow University of Technology, divided into women and men

The participation of women and men among non-academic staff at PK is shown in Figure 4. Among non-academics in 2019 women accounted for 67.7 % and men 32.3 %. The situation at different faculties varies, but it is worth noting that at each faculty women accounted for the majority (from 52.0 % at WIL to 77.4 % at WA).

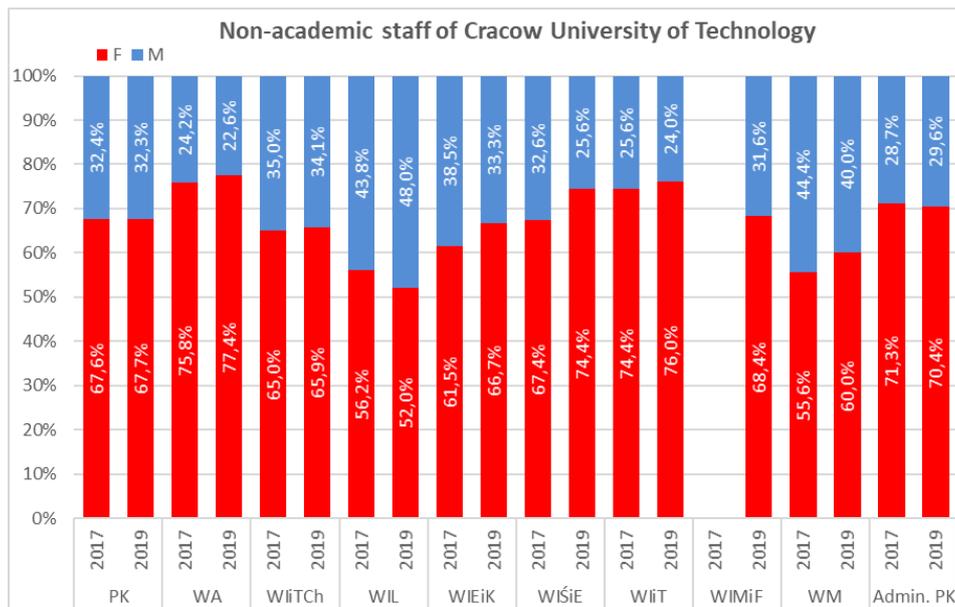


Figure 4. Non-academic staff of Cracow University of Technology - women and men

Conclusions from the study of the perception of equality at the Cracow University of Technology

As part of the GEECCO project, interviews and workshops and trainings were conducted for the academic community (women and men) of the Cracow University of Technology. The conclusions are:

- there are strong stereotypes about the capabilities and abilities of female scientists and engineers,
- there are many limitations, prejudices and invisible barriers in practice that make it difficult for women to advance and pursue their ambitions and passions (such as glass ceiling phenomenon, sticky floors and more),
- a key stage for women's careers is the period between defending the Doctorate and defending habilitation, and the stage of becoming a professor, then women's careers slow down,
- discrimination in the treatment of women and men is observed even in the smallest groups and research or teaching teams,
- a significant number of cases of sexual harassment have been reported,
- difficulty in combining work and family life, caring responsibilities for children or the elderly in the family are frequently reported,
- attention was paid to working conditions and opportunities for development, relationships at work, communication between employees, relations with superiors,
- attention was drawn to the need to set up social networks to help cross divisions and provide support,
- employees were asked about the situations in which unequal treatment occurs,
- it was investigated how the activities of the organizational units of PK are perceived.

Combining work and family life (the cases listed below refer to both women and men, but women are more likely to say that they have more family responsibilities):

- the problem of 'work that never ends' in the case of researchers,

- requiring availability (working in a laboratory or conducting classes) in part of scientific work difficult to combine with children care,
- requirement of international mobility – difficult to reconcile with caring responsibilities for children and other dependent family members, especially in the absence of institutional support,
- the role of gender roles outside work that have an impact on work – women do more domestic work, maternity responsibilities slow down academic work and discourage women from in-office positions,
- women with children give up longer trips abroad, publish less, become less involved in the social life of the faculty, rarely decide to take up functional positions.

Key: years between doctorate and habilitation, the greatest pressure and combining work and family life.

In terms of discrimination, the following problems have been diagnosed at PK:

1. there are still stereotypes and unspoken gender biases in the university community, such as: women are less ambitious, less likely to be treated as experts, less capable, and men are more determined and resistant to stress,
2. stereotypes and prejudices are transferred to behaviour – condescending treatment, refusing to recognize women's substantive preparation because of their self-presentation style, which is, for example, less confrontational,
3. women find it more difficult to build networks of scientific contacts, more often they are entrusted with administrative tasks in projects, while men are assigned substantive tasks,
4. women do not receive support at institutional level and impose self-restrictions in the development of their academic careers and in applying for significant functions at a faculty or university. This phenomenon can be interpreted as internalizing discriminatory messages such as 'women are not fit for certain tasks' or as recognizing that actions in the absence of support will be too much of an effort and are therefore abandoned. It is worth noting that men, in turn, are encouraged to take up functions and do not question their preparation using the gender argument,
5. most at risk of discrimination are women, young people, homosexuals, those working in the lowest positions.

During the GEECCO project, one of the project's foreign partners conducted a survey among PK students and employees. "The descriptive analysis of the results of the GEECCO Evaluation Survey Wave I (ESW I)"^{23 24 25}, submitted to the PK authorities in January 2020, "points to the presence of strong gender stereotypes and existence of ambivalent sexism among PK members. The concept of ambivalent sexism recognizes sexism as being marked by a deep ambivalence and consisting of two forms of sexist attitudes: hostile sexism and benevolent sexism." Experts have shown that "the existing degree of acceptance of sexual harassment at PK is based in the beliefs that women have ulterior motives for claiming sexual harassment has taken place and that it is the women's own responsibility

²³ Lipinsky A. Schredl C.: Interim Evaluation Report for Politechnika Krakowska, Gesis - Leibniz Institute for Social Sciences, GEECCO Project (Grand Agreement 741128) - Deliverable 10.4, Interim Evaluation Report_PK_final.pdf.

²⁴ Interim Evaluation Report. Summary & Recommendations, Summary of the report in English - Summary & Recommendations_Interim Evaluation Report_PK_final.pdf.

²⁵ Wyniki oceny okresowej. Podsumowanie i zalecenia, Summary of the report in Polish - Podsumowanie i zalecenia_Interim Evaluation_PK_28-01-2020.pdf.

to protect themselves from being sexually harassed.“ Similarly, a student survey conducted by the Ombudsman's Office (RPO 2018) and the Helsinki Foundation (J. Gerlich 2019) indicates:

- a very large scale of abuse in academia in Poland – out of those surveyed almost half of female students and a third of all students experienced harassment,
- the most frequently cited reasons for harassment were gender, religion and belief, and sexual orientation– one in two female students experiencing harassment cited gender as a prerequisite for harassment, while among men the most frequently mentioned reason was sexual orientation,
- an offender of every third harassment situation was an academic male or female lecturer, and two thirds of these events took place on university premises.

Meanwhile, there are no clear, safe, legible and publicly promoted procedures at the Cracow University of Technology to support victims and eliminate oppressive behaviour. Victims often do not report their cases, and it is therefore difficult for the university authorities to accept their existence. But there are known cases where victims report such situations.

GENDER EQUALITY PLAN FOR PK: OBJECTIVES, ACTIONS, INDICATORS

The objectives set out in the Gender Equality Plan for PK are twofold – institutional and awareness-raising. Their implementation is intended to bring about structural changes at institutional level, changing existing university practices, introducing new procedures and working towards the creation of learning and working conditions (including administrative, didactic and scientific work) so that the principles of gender equality can be better implemented. The objectives are synergistically linked, so if they strengthen each other, we stress that all members of the PK community are "equally - important".

GOAL 1. ENHANCING BALANCED GENDER REPRESENTATION IN MANAGEMENT BODIES, I.E. CHAIRING FACULTY, UNIVERSITY MANAGEMENT, EXPERT AND REVIEW TEAMS AND CHAIRING SCIENTIFIC AND OUTREACH EVENTS

Objective 1 aims to create a representation of women and men in all structures representing the PK community that reflects the actual gender structure of the workforce.

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
<p>INCREASING THE GENDER BALANCED REPRESENTATION IN MANAGEMENT BODIES, like:</p> <ul style="list-style-type: none"> ● IN CHAIRING FACULTIES AND UNIVERSITY COMMITTEES, ● IN MANAGEMENT STAFF, ● IN EXPERT AND REVIEW TEAMS ● CHAIRING SCIENTIFIC AND OUTREACH EVENTS 	PK community, with a particular focus on women and men working in research and teaching, PhD students, students	Formulating guidelines on sustainable gender representation in events organized at PK (separately for the Scientific and Organizational Committees of conferences), in teams, expert and review committees, at faculty and university committees, at management staff level, disseminating these guidelines at all units level.	Implementation of the guidelines by 2022	Rector's Plenipotentiary for Equality at PK
	women and men working in research and teaching	Formulating and implementing guidelines on the percentage representation of women and men in expert, review, examination and scientific teams and committees. Proposed EU standards for determining quota from 2022 to 2024 (30% and 40%)	At least 40% of women by 2024	Rector's Plenipotentiary for Equality at PK in cooperation with the Scientific Councils of Disciplines.
	PK community	Formulating and implementing guidelines for the entrustment of chair in decision-making bodies to both women and men.	At least 40% of women by 2024	PK Administrative Units and the Rector's Plenipotentiary for Equality at PK
		Collecting data on the percentage of women and men in organizing committees and event preparation groups, and in speech agendas. On this basis, preparing recommendations on gender equality in the organization of such events and the ways in which sustainable gender representation can be implemented.		The organizational units of PK, in cooperation with the Rector's Plenipotentiary for Equality at PK

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		Creating co-financing form for events organized at PK with a column for the gender ratio of the invited female/male panelists, organizers, people cooperating with the organization. This information will be one of the evaluation criteria.		
	PK community	creating database of the above activities by the Equality Observatory at PK, publication of disaggregated data on the website of the Rector's Plenipotentiary for Equality at PK		Equality Observatory at PK
RAISING AWARENESS OF THE IMPORTANCE OF EQUALITY ISSUES AND STRENGTHENING THE IMPORTANCE OF DIVERSITY	PK community	Establishing Equality Observatory at PK (see description). Observatory tasks: <ul style="list-style-type: none"> ● collecting disaggregated data on gender equality at PK, employees and students, ● collecting research results on equality and diversity among PK community, ● regular monitoring of the state of equality at PK and the state of knowledge on equality solutions, ● publishing research results and analyses on the website, ● publishing statistics in the national and EU context 	Increased awareness measured by the results of periodically conducted surveys on knowledge growth, changes in attitudes and beliefs	Rector's Plenipotentiary for Equality at PK, Equality Observatory at PK

GOAL 2. SUPPORTING DEVELOPMENT OF WOMEN'S SCIENTIFIC CAREERS, INCREASING THE GENDER BALANCE IN THE RECRUITMENT OF EMPLOYEES, MAKING IT EASIER TO COMBINE WORK AND FAMILY LIFE, PREVENTION OF DISCRIMINATION

Objective 2 - the implementation of this goal is to contribute to the creation of conditions in which women will be able to efficiently pursue their ambitions and scientific goal.

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
<p>SUPPORTING DEVELOPMENT OF WOMEN'S SCIENTIFIC CAREERS</p>	<p>women in scientific, research&teaching and teaching positions and PhD students</p>	<p>Networking groups for PhD students (see description): among others "WIEmy" - network created as part of the GEECCO project</p> <ul style="list-style-type: none"> ● inclusion of PhD students in the network of contacts with employees and academics, ● organization of lectures with invited speakers on the careers of women in science in Poland and in the world (e.g. managers of international grants implemented at PK) ● organization of mailing group 	<p>Organization of 2-5 events annually</p>	<p>Rector's Plenipotentiary for Equality at PK, Doctoral School, International Cooperation Department, Research Department, Quality Systems Training and Organization Centre (CJ), Centre of Technology Transfer (CTT)</p>
		<p>Launching R&D programme for young researchers and academics - mentoring support (see description):</p> <ul style="list-style-type: none"> ● reducing the loss of female involvement during the development of scientific careers ● closer monitoring of young women's needs to support them in the development of scientific careers at PK ● testing tools, developing methodological and organizational solutions for future development programmes at PK 	<p>launch of the first edition of the programme for at least 10 people, creating a programme council ready to promote the idea of developing women's careers in science and teaching, implementing annual editions</p>	<p>Rector's Plenipotentiary for Equality at PK in cooperation with the Department of Personal and Social Affairs</p>

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		<ul style="list-style-type: none"> ● supporting young researchers in the development of scientific and didactic careers in cooperation with mentors ● promoting the idea of developing young talents in the field of engineering, science and didactics at PK 		
		<p>Dissemination of good practices related to the promotion of women's careers in faculties and units</p> <ul style="list-style-type: none"> ● communicating information on solutions used in organizational units to the Rector's Plenipotentiary for Equality at PK, and the Department of Education and Training. 	Regular annual publication on the website of the Rector's Plenipotentiary for Equality at PK.	Rector's Plenipotentiary for Equality at PK,
		Regular monitoring of the participation of women and men in grant competitions, projects and financial support and publications	Balancing the percentage of women and men in grants, increased participation of early-career researchers in grants	Rector's Plenipotentiary for Equality at PK, Department of International Cooperation, Research Department
		Collecting statistics on the opening and the defence of doctorates with regard to gender – implementation by Doctoral School and transferring these statistics to the Rector's Plenipotentiary for Equality at PK	Balancing the percentage of opening doctoral courses and defence of doctoral candidates by women and men	Doctoral School, Rector's Plenipotentiary for Equality at PK
		Establishing a permanent mediator/academic ombudsman whose responsibilities will include resolving cases between female and male employers	Improving work culture and problem solving, monitoring of cases dealt with	Mediator / Academic ombudsman

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		and employees regarding mutual treatment, work culture and respect for individuals		
INCREASING THE GENDER BALANCE IN THE RECRUITMENT OF EMPLOYEES	PK community – female and male employees and students of the Doctoral School	Applying good practices, soft instruments (incentives) for underrepresented sex: <ul style="list-style-type: none"> ● promotion campaigns, appropriate language, visual promotion of women's academic careers in masculinized fields and of men's careers in feminized fields ● reaching the widest possible range of potential women and men candidates, taking gender into account ● active search for women candidates for positions in masculinized fields and men candidates in feminized fields ● using transparent criteria in recruitment calls, clear guidelines for evaluating the acquis, disclosure of applications, possible consultation with women and men external experts 	Balancing the university's research and teaching potential in terms of gender, aiming to reach 40% of women by 2024	Vice-Rector for Gender Equality (from 2024) and now Rector's Plenipotentiary for Equality at PK in cooperation with the Department for Personal and Social Affairs and Doctoral School
		In the case of candidates with identical qualifications, choosing a person from an underrepresented gender group is suggested. Actions recommended: <ul style="list-style-type: none"> ● developing a clear procedure, ● obtaining approval and support for its introduction in certain units ● dissemination of information about recruitment rules - including affirmative action - together with 	from 2021: among candidates, the gender ratio should be at least 2:1, towards 1:1 at the level of organizational units at PK	Members of the organizational units responsible for recruitment Rector's Plenipotentiary for Equality at PK – (consultation)

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		the announcement of recruitment, so that all rules are clear to everyone from the beginning.		
		The recruitment and other committees should be gender balanced or composed of women and men representatives – Ordinance No 73 by Rector of PK of 1 October 2019.	Report after 2 years of implementation, then annually	Members of the organizational units responsible for recruitment Rector's Plenipotentiary for Equality at PK (consultation)
		Chairing persons in Recruitment Committees, women and men, should alternate	Between 2021 and 2023, half of the chairmen should be male and half should be female	Members of the organizational units responsible for recruitment
		Cooperation of recruitment or competition committees with PK Equality Observatory. Collecting and publishing statistics on the number of candidates and people selected, broken down by gender, taking into account the specificity of the discipline.	Data published annually	recruitment committees, Equality Observatory at PK
		Creating policy of remuneration and other employee benefits, in a transparent manner, setting out the remuneration rules for individual positions. Monitoring wages and other employee benefits taking into account gender and employment based on flexible forms of employment and/or flexible working time. Female and male employees at PK in the same positions, having similar tasks and responsibilities and work results should have similar salaries.	Creating reports on gender pay gap in the two-year cycle	PK Equality Observatory; Rector's Plenipotentiary for Equality at PK; Department of Personal and Social Affairs

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
MAKING IT EASIER TO COMBINE WORK AND FAMILY LIFE	people working and studying at PK, PhD students	Developing care infrastructure at PK: <ul style="list-style-type: none"> ● developing a plan to create a crèche and kindergarten on the Warszawska or Czyżyny campus, e.g. as part of the Initiative of Excellence ● developing a plan to create a childcare point: admitting/taking care of children for hours, open during the hours of classes at the selected campus (Warsaw, Czyżyny, or Podchorążych), e.g. as part of the Initiative of Excellence 	Increase in the number of children of staff, PhD students and students attending care institutions at PK	Rector's Plenipotentiary for Gender Equality at PK
		Making recommendations for work-life balance: <ul style="list-style-type: none"> ➤ friendly timing for meetings of Scientific, Didactic Councils ➤ creating the possibility of remote work and mobile working hours for academic employees and administration employees. ➤ introduction of individual working schedules, task-based working time and other flexible forms to combine work and family life ➤ diagnosing the needs of people returning to academic and didactic work after parental leave in terms of support from PK 	Recommendations to all faculties, teaching colleges and Scientific Councils 10-30% of working time depending on conditions Conducting consultations and studies to publish the results by 2024 for the next Gender Equality Plan for PK	Rector's Plenipotentiary for Equality at PK Organizational Units Equality Observatory; Rector's Plenipotentiary for Equality at PK
		Inclusion in the researchers' interim assessment forms of the category "care obligations" - in cooperation with Rector's Plenipotentiary for Equality at PK	Implementation of the assessment form by 2022	Rector's Plenipotentiary for Equality at PK, Department of Personal and Social Affairs

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		Using the Guide for Young Parents (women and men) to facilitate the handling of formal matters during pregnancy and maternity and paternity leave - the guide was created as part of the GEECCO project	Increase in the number of downloads of the Guide for Young Parents	Department of Personal and Social Affairs
PREVENTION OF DISCRIMINATION	PK community	<p>Creation of guides:</p> <ul style="list-style-type: none"> ● Anti-Discrimination to raise awareness of existing discrimination and how to prevent it, together with a description of the procedure for dealing with victims of discrimination ● Recommendations for non-discriminatory and gender sensitive language at PK 	The increase in the number of downloads of the Anti-Discrimination Guide from the website of the Rector's Plenipotentiary for Equality at PK	Rector's Plenipotentiary for Equality at PK and Plenipotentiary for Prevention of Discrimination Practices
		<p>Introduction of an Anti-Discrimination Procedure to allow for formal complaint proceedings, safe reporting and prevention of sexual harassment and discrimination, both by the person who has experienced discrimination and by the PK management units.</p> <p>Indication that there are two paths for reporting discrimination cases at PK:</p> <ul style="list-style-type: none"> ● formal complaint procedure governed by the Anti-Discrimination Procedure ● informal remedial proceedings in the form of actions of Plenipotentiary for Prevention of Discrimination Practices ● dissemination of knowledge about the functioning of both paths e.g. by posting information about the possibility of contacting the Plenipotentiary for 	Increase in the number of entries to the procedure information page. Evaluation of the Anti-Discrimination Procedure after 3 years of operation.	Rector's Plenipotentiary for Equality at PK and Plenipotentiary for Prevention of Discrimination Practices

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		<p>Prevention of Discrimination Practices in a prominent place on PK website and individual departments. Cooperation of both representatives and both kinds of procedure by transferring knowledge and experience.</p> <p>Regulation of equality and anti-discrimination activities at PK by separating the functions of the Plenipotentiary for Prevention of Discrimination Practices and the Rector's Plenipotentiary for Equality at PK (see description)</p> <p>The procedure should include information on what happens after the application is submitted: who is handling it, when, how much information about the proceedings will be communicated to the reporting person, etc.</p> <p>Part of the procedure is to raise awareness of the catalogue of cases taken and the consequences applied at PK against the people who commit discrimination and sexual harassment.</p> <p>Providing a link to the "Anti-Discrimination Guide" on each organizational unit's website.</p> <p>Providing the guide "Recommendations for non-discriminatory language at PK" on the website of each organizational unit.</p> <p>Inclusion of the "Anti-Discrimination Guide" in the welcome materials for students and employees.</p> <p>Creation of the "Guide on counteracting/prevention of sexual harassment at PK".</p>		

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		<p>Recurring e-mailing to PK organizational units reminding about the equality measures taken at PK along with links to guides and procedures.</p>		
		<p>Introducing an electronic tool, in the form of a website, to support information and education and provide the possibility to report cases of sexual harassment and discrimination.</p>	<p>Increase in the number of website entries and increase in the percentage of effective interventions after reports of discrimination and sexual harassment.</p>	<p>Rector's Plenipotentiary for Equality at PK; Mediator / Academic Ombudsman; Plenipotentiary for Prevention of Discrimination Practices; Disciplinary Committees; Chancellor; Department of Personal and Social Affairs</p>
		<p>Organizing "Awareness-raising Week" to highlight the diversity of the university community and encourage anti-discrimination in various areas. Topics of the Week should go beyond gender equality and refer to other issues. Topics of the Week should focus on tackling social issues and highlighting positive phenomena:</p> <ul style="list-style-type: none"> ● tackling gender bias at university, ● supporting women's academic careers and combining work and family life with men ● counteracting homophobia and transphobia "Rainbow Week" ● increasing knowledge and skills to respond to racism, multiculturalism at PK, "PK available to all" 	<p>At least two events a year with 40 participants, including poster action + video, online information on Events</p>	<p>Rector's Plenipotentiary for Equality at PK Student's research circles; Promotion Unit; Press Office</p>

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
		<ul style="list-style-type: none"> ● combining work and education at PK with childcare. 		
		Cooperation with other universities/organizations on the dissemination of the ideas of equality and diversity included in the Gender Equality Plan for PK.	Cooperation agreements, monitoring co-organised events	Rector's Plenipotentiary for Equality at PK

GOAL 3. ENSURING EQUALITY EDUCATION AND IMPLEMENTING GENDER EQUALITY INTO THE CONTENT OF TEACHING, RESEARCH AND INNOVATION ACTIVITIES

Objective 3 - its implementation is intended to raise awareness of the existing diversity of views, ambitions and perceptions and to strengthen the importance of diversity in the community and approach to research problems

Goal / Priorities	Target groups	Actions / Activities	Targets / Indicators	Responsible entity
RAISING AWARENESS OF THE IMPORTANCE OF EQUALITY ISSUES AND STRENGTHENING THE IMPORTANCE OF DIVERSITY	PK community – female and male - employees and students	Training for female employees and staff (scientific and administrative), students, PhD students and doctoral candidates: <ul style="list-style-type: none"> ● raising awareness of discrimination (including discriminatory language), violence (including prejudice-motivated violence, gender-based violence), harassment and sexual harassment enhancing skills related to the recognition of these phenomena and responding to them ● state of the art knowledge checked before and after training. Information on the certificate of completion of the training can be entered in the periodic assessment form. ● Introduction of anti-discrimination training for the management of organizational units and for people representing student governments. 	Raising awareness of anti-discrimination <ul style="list-style-type: none"> ● Training of all new female and male employees from 2021. ● Training of at least 100 employees in 2021. ● Training of management of organizational units in the new term for PK authorities. ● Online offer of training for first-year and second-year students –for volunteers in each unit in 2022 	College of Social Sciences
	Academic teachers of PK	Workshop meetings for academics on anti-discrimination in didactics	Organization of three such meetings per academic year for 10 people	College of Social Sciences

	PK Community	"Equality Course"- promotion, dissemination of an online equality course for employees and students at PK. The course should be created using materials available at other Polish universities or developed within the framework of EU projects. The course should be mandatory as a subject at all PK departments from 2023	Participation of at least 100 employees and at least 200 students per year in the Course for Equality until 2022; Compulsory participation in the Course for Equality for female and male Students at PK from 2023	College of Social Sciences
IMPLEMENTING GENDER EQUALITY INTO THE CONTENT OF TEACHING ACTIVITIES	Academic teachers and students of all degrees	Training PK academics on how to insert equality content into existing specialized subjects, where possible, and implementing content into programmes	Equality aspects are to appear in at least 3-4 syllabuses of specialized subjects	College of Social Sciences and Rector's Plenipotentiary for Equality at PK and vice-deans responsible for didactics
	College of Social Sciences lecturers and PK students	Development of teaching content on equality in the teaching process of social sciences subjects for all degrees	The presence of aspects of equality in social science curricula (syllabuses)	College of Social Sciences
IMPLEMENTING GENDER EQUALITY INTO THE CONTENT OF RESEARCH AND INNOVATION	Scientific, research&teaching and teaching positions of staff at PK	Training of research and teaching staff on the integration of equality aspects into the content of research	Organization of 2-3 trainings per academic year for each scientific discipline, introduction of incentive systems (awards)	College of Social Sciences; external experts and state RFOs (NCN, NCBR,..)

DESCRIPTION of the proposed GROUPS aims in GEP implementation

NETWORKING GROUPS FOR FEMALE PhD STUDENTS

Networking groups should be characterized by:

- inclusion of PhD students in the network of contacts with academic staff and employees,
- organization of lectures (with invited speakers/experts) on women's careers in science, from Poland and worldwide (e.g. managers of international grants implemented at PK),
- organization of 3 "networking breakfasts" during the academic year, to which PhD students and academic staff from different fields of science will be invited, combined with lectures of invited experts.

This formula will allow for less formal contacts, sharing experiences, providing advice and substantive support, as well as the integration of PhD students from different faculties. The action is synergistic – it will strengthen PhD students, integrate the academic community and increase the visibility of good academic practices outside.

In addition to "networking breakfasts", PhD students will be contacted on an ongoing basis by means of a mailing list, administered in cooperation with the Rector's Plenipotentiary for Equality at PK. The action is broad and open to counteract the phenomenon of "cream harvesting", i.e. highlighting and rewarding people who have enough achievements and assertiveness. It is aimed at strengthening PhD students and equipping them with knowledge about publishing strategies, applying for grants, trips abroad, which will be useful to them in the later stages of their scientific career. The action will allow to select equality ambassadors in doctoral self-government. Action will be taken in connection with the Career Development Strategy developed by the Office of Personal Affairs and in cooperation with individuals and Doctoral School.

EQUALITY OBSERVATORY AT PK

The objective of the Equality Observatory at PK is to (permanently or at least annually) monitor statistical data on the participation of women and men: at various scientific levels of career progression, including I and II degree of studies and PhD studies, participation in management structures at the university as well as in committees including rector's, senate, academia, recruitment and disciplinary that perform advisory functions at the rector's level and faculty level.

The result of the Observatory's activities should be annual reports made available, inter alia, on university websites, i.e. easily accessible to all members of the PK community.

The Observatory will also conduct research on the experience of equal treatment (in cooperation with the Rector's Plenipotentiary for Equality at PK) and problems in achieving and respecting diversity, such as discrimination on the basis of various grounds, e.g. sexual harassment (in cooperation with the Plenipotentiary for Preventing Discrimination Practices at PK) and problems with combining work and family life as well as implementing a transparent remuneration policy and other employee benefits, which will contribute to the reducing the gender pay gap.

The Observatory should monitor the changes that will be observed at PK in connection with the implementation of the Gender Equality Plan for PK, in order to develop tools for the evaluation of the Plan.

FUNCTIONS OF THE RECTOR'S PLENIPOTENTIARY FOR EQUALITY AT PK

The position of the Rector's Plenipotentiary for Equality at PK is very important. It is directly under supervision of the Rector of PK. The functions cover all issues related to the implementation and monitoring of equality issues of the PK academic community. The Plenipotentiary promotes and disseminates the issues of equal treatment and anti-discrimination standards, collects data on unequal and unfair treatment and prepares systemic strategies and methods to prevent such situations in the future. The representative ensures the visibility of materials (including information constituting the legal basis, brochures, guides and courses) on equality on a dedicated website.

FUNCTIONS OF PLENIPOTENTIARY FOR PREVENTION OF DISCRIMINATION PRACTICES

Functions cover issues relating to the prevention of discrimination and supporting victims. His position is included in the Anti-discrimination Policy prepared for PK. The current work of the plenipotentiary includes receiving cases and complaints of discrimination, conducting explanatory proceedings and issuing opinions on allegations of discrimination in accordance with the rules of the Anti-Discrimination Procedure - formal complaint procedure. Moreover, the Plenipotentiary for Prevention of Discrimination Practices should develop activities aimed at counteracting and preventing discrimination phenomena, as well as gathering information on good practices related to anti-discrimination.

FUNCTIONS OF MEDIATOR/ACADEMIC OMBUDSMAN

The aim of the Mediator / Academic Ombudsman is to create a platform for members of the PK academic community to resolve conflicts, difficulties and tensions arising in relations with other people at the university, analyse and explain these matters, and intervene in the event of violations of law or procedures. The tasks of the Mediator / Academic Ombudsman consist in supporting employees, ensuring that members of the academic community are treated fairly and honestly, solving problems arising from mobbing and helping in other problems related to the university and its community that could not be solved under standard procedures.

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