

THE GENDER EQUALITY PLAN FOR THE JAGIELLONIAN UNIVERSITY

2022



THE GENDER EQUALITY PLAN

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1. INTRODUCTION

The Gender Equality Plan for the Jagiellonian University¹, hereinafter referred to as the “GEP,” has been developed to identify specific solutions for ensuring gender equality in the academic community.

The GEP and its tools are aimed at ensuring gender equality and providing employees, students and doctoral students with equal opportunities and equal treatment.

The GEP begins with a diagnosis of the challenges facing the Jagiellonian University in terms of gender equality. This diagnosis covers the issue of gender equality in the following areas:

1. university management;
2. employment structure;
3. project management staff;
4. students and doctoral students.

In relation to the challenges identified, objectives and actions have been formulated, the implementation of which should lead to the consolidation of good practices and the elimination of barriers to gender equality.

The most important objectives serving to ensure gender equality include:

1. improving the gender ratio in the management of the Jagiellonian University;
2. improving the gender ratio in the employment structure;
3. identifying and eliminating barriers to gender equality;
4. building the image of the Jagiellonian University as a place that guarantees gender equality.

2. DIAGNOSIS OF CHALLENGES AT THE JAGIELLONIAN UNIVERSITY

APPLICABLE LEGAL REGULATIONS AND ENTITIES SUPPORTING EQUAL TREATMENT

The formal and legal framework for this document is provided by following Polish legislation:

1. *The Constitution of the Republic of Poland of 2 April 1997;*
2. *The Act of 20 July 2018 – Law on Higher Education and Science;*
3. *The Act of 3 December 2010 on the implementation of certain European Union regulations concerning equal treatment;*
4. *The Act of 26 June 1974 – the Labour Code.*

As part of the European Commission's “HR Excellence in Research Award,” the Jagiellonian University, hereinafter referred to as “the University,” has also adopted the following European documents that reflect the policy for enhancing the attractiveness of conditions for work and career development of researchers:

1. *The European Charter for Researchers;*
2. *The Code of Conduct for the Recruitment of Researchers* constituting an annex to the Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers;
3. *The European Framework for Research Careers* – a document of the European Commission published on 21 July 2011 – “Towards a European Framework for Research Careers.”

In response to the changing needs of the academic community, internal regulations and documents concerning security and equal treatment are created at the University – in line with the spirit of the

¹ The Gender Equality Plan for the Jagiellonian University applies to the Jagiellonian University and Jagiellonian University Medical College (Collegium Medicum)

times. The entire academic community is obliged to comply with these regulations. These are:

1. **The Statute of the Jagiellonian University** adopted by the JU Senate on 29 May 2019 (as amended) – hierarchically the highest internal document of the University, which regulates its activities and sets the directions for the interpretation of all other internal regulations. In Article 4(2), it includes the following provision: “2. The University counters discrimination and ensures the equal treatment of all members of the academic community.” Thus, it establishes non-discrimination and equal treatment as one of the most important principles governing the University.
2. **The Academic Code of Values** adopted at a meeting of the Jagiellonian University’s Senate on 25 June 2003 expresses support for the importance in the modern world, and especially in the functioning of the University, of values such as tolerance and respect for diversity.
3. **The Work Regulations of the Jagiellonian University** constituting an appendix to Ordinance No. 99 by the JU Rector of 2 September 2021 (as amended) and the **Work Regulations of the Jagiellonian University – Collegium Medicum** constituting appendix to Ordinance No. 12 of the Vice-Rector for Collegium Medicum of 16 September 2019 (as amended) address the issue of the University's respect for the principles of equal treatment and non-discrimination as an employer.
4. **The Jagiellonian University Anti-Mobbing Procedure**, whose consolidated text is included in an appendix to Ordinance No. 27 of the JU Rector of 3 April 2018 on amendments to the Jagiellonian University Anti-Mobbing Procedure and announcement of its consolidated text (as amended), it indicates the University's activities aimed at minimizing the risk of actions amounting to mobbing. It defines the principles of intervention in case of mobbing.
5. **The Policy of Open, Transparent and Merit-Based Recruitment Process at the Jagiellonian University** provides a framework for open, transparent and merit-based recruitment in the research area as a particularly relevant area in terms of equality and non-discrimination.
6. **The Jagiellonian University Strategy for the years 2021–2030** paves the way for development activities undertaken at the University. According to this strategy, the University plans to develop as an employer that encourages work through the use of a modern, transparent and flexible recruitment and adaptation system with a focus on dialogue and diversity. The strategy clearly emphasizes that discrimination and exclusion have no place in the academic community, and one of the main objectives guiding the University in its activities is to counter these phenomena and enable employees to achieve their maximum potential.
7. **The Code of Good Practices in Universities** developed by the Polish Rectors Foundation, adopted by the Plenary Meeting of the Conference of Rectors of Academic Schools in Poland on 26 April 2007 and recognized by the University, as a member of the Conference of Rectors of Academic Schools in Poland, defines the principles and good practices in the management of the University that go beyond the requirements of generally applicable laws and other legal regulations pertaining to the University, based also on good customs. In addition, the Code refers to the conduct of individual employees of the University.

The entities responsible for initiating, implementing and disseminating practices aimed at ensuring equal treatment at the Jagiellonian University are as follows:

1. The Department of Security, Safety and Equal Treatment – Safe JU – undertakes preventive and dissemination activities as well as diagnosis of the level of security and equal treatment at the University, which in the years 2011–2020 was the responsibility of the Rector's Proxy for Student Safety and Security at the Jagiellonian University.
2. Deans' proxies – appointed by deans, among others, to oversee compliance with the principles of equal treatment and non-discrimination at faculty level, e.g. Dean's Proxy for Gender Equality at the Faculty of Physics, Astronomy and Applied Computer Science, and the Proxy for Security and Anti-Discrimination at the Faculty of International and Political Studies. Monitoring activities and pro-equality initiatives within faculties allow the needs of the

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academic community to be seen at the local level and make it possible to respond to emerging demands in this regard.

3. The Ombudsman for Academic Rights and Values guards the rights and interests of University employees, as well as compliance with ethical standards. The Ombudsman for Academic Rights and Values also deals with the issues of equal treatment and anti-discrimination.
4. In accordance with the Statute of the Jagiellonian University and the Policy of Open, Transparent and Merit-Based Recruitment at the Jagiellonian University, the competition and appeal committees conduct their respective proceedings while observing the University's standards resulting from the above-mentioned legislation.

The development of the Gender Equality Plan for the Jagiellonian University² was preceded by an analysis of the University's employment structure in terms of gender representation in the entire academic community, taking into account the University's managerial staff and collective bodies, employees in the group of academic teachers and non-academic staff, as well as the group of learners, i.e. students and doctoral students.

For the purpose of the analysis, data available as at 31 December 2021 have been adopted; and in the case of students and doctoral students, the data refer to the 2021/2022 academic year.

UNIVERSITY MANAGEMENT

The gender representation analysis began with the University's authorities and collective bodies.

MANAGERS AND COLLECTIVE BODIES

Table 1. Gender representation in the University's managerial staff in the 2020–2024 term of office

University management	Number of men	Number of women	Total	Share of men	Share of women
Rector	1	0	1	100%	0%
University Council*	5	2	7	71%	29%
Senate	51	29	80	64%	36%
Vice-Rectors	5	1	6	83%	17%
Chancellor	0	1	1	0%	100%
Rector's Proxies	4	4	8	50%	50%
Bursar	0	1	1	0%	100%
Chairs of Research Discipline Councils**	19	8	27	70%	30%

* The 2021–2024 term of office of the University Council

** The 2019–2022 term of office of the Chairs of Research Discipline Councils

In the current term of office, the position of Rector of the Jagiellonian University is held by a man. It is worth noting that not a single woman applied for this office. Among those holding the position of Vice-Rector, the ratio of women to men is 1:5. The positions of Chancellor and Bursar are currently held by women. Chairs of Research Discipline Councils are 70% male and 30% female.

When analyzing the composition of the various bodies of the University, there is a noticeable predominance of men both in the composition of the University Council (71%) and in the Senate (64%).

² The Gender Equality Plan for the Jagiellonian University applies to the Jagiellonian University and Jagiellonian University Medical College (Collegium Medicum)

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FACULTY MANAGERS AND HEADS OF FACULTY ORGANIZATIONAL UNITS REFERRED TO IN ARTICLE 99(1)(2) to (7) of the JU STATUTE

Table 2. Faculty managers and heads of faculty organizational units referred to in article 99(1)(2) to (7) of the JU Statute in the 2020-2024 term of office by gender

Faculty name	Deans		Vice-Deans		Institute Directors / Heads of organizational units referred to in Article 99(1)(2) to (7) of the JU Statute ^{1, 2, 3, 4, 5}	
	Number of men	Number of women	Number of men	Number of women	Number of men	Number of women
Faculty of Biochemistry, Biophysics and Biotechnology ¹	0	1	2	1	11	9
Faculty of Biology	0	1	1	2	1	2
Faculty of Chemistry ²	1	0	2	1	5	7
Faculty of Pharmacy ³	1	0	1	1	9	14
Faculty of Philology	1	0	0	2	5	3
Faculty of Philosophy	1	0	2	0	2	3
Faculty of Physics, Astronomy and Applied Computer Science	0	1	3	0	4	0
Faculty of Geography and Geology	1	0	1	1	1	1
Faculty of History	1	0	1	1	5	1
Faculty of Medicine	1	0	3	2	2	1
Faculty of Mathematics and Computer Science	1	0	3	0	3	0
Faculty of Health Sciences	1	0	2	1	0	3
Faculty of Polish Studies ⁴	1	0	1	2	10	14
Faculty of Law and Administration ⁵	1	0	2	1	27	6
Faculty of International and Political Studies	1	0	0	2	5	1
Faculty of Management and Social Communication	0	1	1	1	5	3
Total	12	4	25	18	95	74
Share	75%	25%	58%	42%	58%	42%

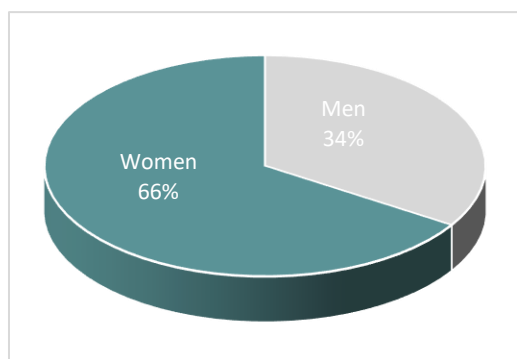
^{1,2,3,4,5} This applies to 5 faculties without institutes in their organizational structure.

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When analyzing the data for the 2020–2024 term of office, in the case of employees acting as Deans, the percentages of women and men are 25% and 75% respectively; in the case of Vice-Deans, the percentages are 42% and 58% for women and men respectively, whereas in the scope of other managerial staff, women account for 42% and men for 58%. In the case of inter-faculty and extra-faculty units, 56% of managerial functions are held by men and 44% by women.

MANAGERS AND HEADS OF ORGANIZATIONAL UNITS IN THE GROUP OF NON-ACADEMIC STAFF

Chart 1. Managers and heads of JU organizational units in the group of non-academic staff by gender



The higher percentage of women is reflected in the management structure of non-academic staff. In this group, managerial positions are held mainly by women (66%). The percentage of men in managerial positions is almost twice as low at 34%.

EMPLOYMENT STRUCTURE

The next part of the diagnosis includes an analysis of the employment structure of the entire University community taking into account the gender criterion.

IN TOTAL

Table 3. Employment situation at the University as at 31 December 2021.

Year	Number of men	Number of women	Total	Share of men	Share of women
2008	3061	4030	7091	43%	57%
2021	3548	5187	8735	41%	59%

A total of 8,735 staff are employed at the University in both academic and non-academic roles. Women account for 59% of all employees.

GENDER REPRESENTATION AMONG ACADEMIC TEACHERS – COMPARISON FOR THE YEARS 2008 AND 2021

Table 4. Employment situation for academic teachers as at 31 December 2021.

Year	Number of men	Number of women	Total	Share of men	Share of women
2008	1979	1821	3800	52%	48%
2021	2275	2462	4870	48%	52%

A close analysis of the University's employment situation in terms of the gender structure among the academic teachers demonstrates that in 2021 women dominate in numbers: 52% compared to men – 48%, which indicates an upward trend in comparison to 2008 (52% men and 48% women).

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GENDER REPRESENTATION AMONG ACADEMIC TEACHERS BY ACADEMIC DEGREE/TITLE

Table 5. Male and female academic teachers by academic degree/title as at 31 December 2021.

Degree/ title	Number of men	Number of women	Total	Share of men	Share of women
Mgr (MA or MSc)	301	552	853	35%	65%
Dr (Doctor)	947	1252	2199	43%	57%
Dr hab. (post-doctoral degree)	598	492	1090	55%	45%
Prof.	426	164	590	72%	28%

The analysis of gender representation among academic teachers by academic degree/title at the University in 2021 indicates that women outnumber men among those with master's and doctoral degrees. The opposite trend can be observed from the post-doctoral degree upwards. Men outnumber women in the group of post-doctoral degree holders in 2021. The gender disproportion among professors is also noticeable: 72% men and 28% women.

GENDER REPRESENTATION AMONG ACADEMIC TEACHERS BY FACULTY AND OTHER UNIVERSITY UNITS

Table 6. Number of men and women among academic teachers employed at faculties and other University units as at 31 December 2021.

Unit name	Number of men	Number of women	Total	Share of men	Share of women
Faculty of Biochemistry, Biophysics and Biotechnology	73	101	174	42%	58%
Faculty of Biology	69	92	161	43%	57%
Faculty of Chemistry	95	91	186	51%	49%
Faculty of Pharmacy	64	136	200	32%	68%
Faculty of Philology	135	259	394	34%	66%
Faculty of Philosophy	142	166	308	46%	54%
Faculty of Physics, Astronomy and Applied Computer Science	186	39	225	83%	17%
Faculty of Geography and Geology	49	42	91	54%	46%
Faculty of History	135	60	195	69%	31%
Faculty of Medicine	484	558	1042	46%	54%
Faculty of Mathematics and Computer Science	136	23	159	86%	14%
Faculty of Health Sciences	88	195	283	31%	69%
Faculty of Polish Studies	72	115	187	39%	61%
Faculty of Law and Administration	163	87	250	65%	35%
Faculty of International and Political Studies	138	123	261	53%	47%
Faculty of Management and Social Communication	112	151	263	43%	57%
Other University units	134	224	358	37%	63%
Total	2275	2462	4737	48%	52%

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In 2021, among the 16 faculties 9 are dominated by women and 7 by men in numbers. A significant male predominance can be observed at the faculties of Mathematics and Computer Science; Physics, Astronomy and Applied Computer Science; History; Law and Administration. A balanced gender ratio can be found at the Faculty of Chemistry. In the case of the other University units, women outnumber men among academic staff with a ratio of 224 to 134.

GENDER REPRESENTATION AMONG THE REMAINING UNIVERSITY EMPLOYEES

Table 7. Employment situation for non-academic staff as at 31 December 2021.

Year	Number of men	Number of women	Total	Share of men	Share of women
2021	1273	2725	3998	32%	68%

The analysis of the remaining staff includes the following employee groups: administrative, engineering and scientific, scientific and technical, library, scientific documentation and information employees as well as museum and archive staff, employees engaged in publishing activities, service and blue-collar workers. A total of 3,998 people are employed at the University in the indicated groups, 68% of whom are women.

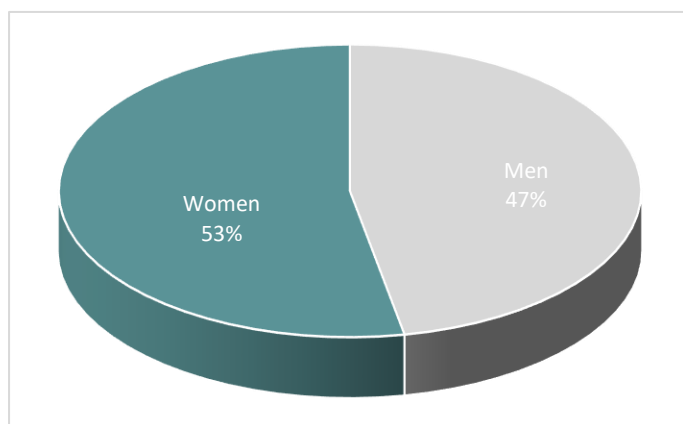
Table 8. Gender representation among the remaining University employees by position as at 31 December 2021.

Position name	Number of men	Number of women	Total	Share of men	Share of women
Clerk	59	42	101	58%	42%
Independent clerk	167	515	682	24%	76%
Senior clerk	43	89	132	33%	67%
Specialist	258	713	971	27%	73%
Senior specialist	143	322	465	31%	69%
Chief specialist	65	188	253	26%	74%
Other positions	538	856	1394	39%	61%
<i>Suma</i>	1273	2725	3998	32%	68%

Among the most popular positions held by non-academic staff, predominance of women can be observed. Only the position of clerk is dominated by men in terms of numbers.

GENDER REPRESENTATION AMONG PROJECT MANAGEMENT STAFF

Chart 2. Project management functions by gender



From the 704 projects implemented in 2021 at the Jagiellonian University (including Collegium Medicum), the majority of projects were managed by women – 373, accounting for 53%.

GENDER REPRESENTATION IN THE GROUP OF STUDENTS AND DOCTORAL STUDENTS

Table 9. Gender representation among doctoral programme participants and doctoral students at doctoral schools in the 2021/2022 academic year.

Unit name	Number of men	Number of women	Total	Share of men	Share of women
Doctoral School in the Humanities	62	75	137	45%	55%
Doctoral School of Medical and Health Sciences	36	84	120	30%	70%
Doctoral School in the Social Sciences	75	107	182	41%	59%
Doctoral School of Exact and Natural Sciences	190	212	402	47%	53%
Faculty of Biochemistry, Biophysics and Biotechnology	17	33	50	34%	66%
Faculty of Biology	22	43	65	34%	66%
Faculty of Chemistry	20	44	64	31%	69%
Faculty of Pharmacy	5	15	20	25%	75%
Faculty of Philology	16	40	56	29%	71%
Faculty of Philosophy	30	54	84	36%	64%
Faculty of Physics, Astronomy and Applied Computer Science	54	33	87	62%	38%
Faculty of Geography and Geology	9	23	32	28%	72%
Faculty of History	31	36	67	46%	54%
Faculty of Medicine	22	72	94	23%	77%
Faculty of Mathematics and Computer Science	28	8	36	78%	22%
Faculty of Health Sciences	3	27	30	10%	90%
Faculty of Polish Studies	17	64	81	21%	79%
Faculty of Law and Administration	100	89	189	53%	47%
Faculty of International and Political Studies	16	38	54	30%	70%
Faculty of Management and Social Communication	21	44	65	32%	68%
Total	774	1141	1 915	40%	60%

In 2021, 40% of the doctoral students at the University were male and 60% were female. The total number of doctoral students at doctoral schools in the 2021/2022 academic year is 1,915.

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The change in the education system in the scope of third-cycle programmes, i.e. the establishment of doctoral schools, has not affected the gender ratio which remains at a very similar level. The largest predominance of male doctoral students occurs at the Faculty of Mathematics and Computer Science, Faculty of Physics, Astronomy and Applied Computer Science, and the Faculty of Law and Administration (as well as in first-cycle, second-cycle and long-cycle programmes). Women constitute the vast majority at the remaining 13 faculties and at all doctoral schools..

Table 10. Gender representation among students (first-cycle, second-cycle and long-cycle programmes – both full-time and part-time) at each faculty in the academic year 2021/2022

Unit name	Number of men	Number of women	Total	Share of men	Share of women
Faculty of Biochemistry, Biophysics and Biotechnology	263	529	792	33%	67%
Faculty of Biology	237	694	931	25%	75%
Faculty of Chemistry	257	592	849	30%	70%
Faculty of Pharmacy	142	878	1020	14%	86%
Faculty of Philology	875	3204	4079	21%	79%
Faculty of Philosophy	776	1877	2653	29%	71%
Faculty of Physics, Astronomy and Applied Computer Science	1022	375	1397	73%	27%
Faculty of Geography and Geology	343	407	750	46%	54%
Faculty of History	877	1091	1968	45%	55%
Faculty of Medicine	1023	1780	2803	36%	64%
Faculty of Mathematics and Computer Science	894	321	1215	74%	26%
Faculty of Health Sciences	282	1474	1756	16%	84%
Faculty of Polish Studies	381	1871	2252	17%	83%
Faculty of Law and Administration	2030	2619	4649	44%	56%
Faculty of International and Political Studies	1482	2602	4084	36%	64%
Faculty of Management and Social Communication	2529	6639	9168	28%	72%
Interfaculty Individual Studies in the Humanities (MISH)	70	90	160	44%	56%
Suma	13483	27043	40526	33%	67%

In 2021, the students enrolled at the University in first-cycle, second-cycle and long-cycle programmes, both full-time and part-time, were 33% male and 67% female. In 2021, female students outnumbered male students at 14 of the 16 faculties. The exceptions were: the Faculty of Physics, Astronomy and Applied Computer Science and the Faculty of Mathematics and Computer Science. These are also the faculties with the largest gender disparity among academic teachers in favour of men.

CONCLUSIONS OF THE DIAGNOSIS

The data analysis presented allows the following conclusions to be formulated:

1. Decision-making structures are quantitatively dominated by men – more men hold the position of Rector, Vice-Rector, Dean, Vice-Dean, Institute Director, Head Of Department, Head Of Chair, Proxy, Chair Of The Discipline Council and in collective bodies. Decision-making and leadership areas are underrepresented by women.

2. Men outnumber women in the group of academic teachers employed as professors and associate professors, which may be indicative of existing gender differences in career development. A crucial period for women's academic careers seems to be the one after obtaining a doctoral degree, when a slowdown in such careers can be observed.
3. However, gradual feminization can be observed in the group of academic teachers.
4. In the group of non-academic staff, the predominance of women is even more pronounced.
5. The growing role of women can also be seen in the management of projects carried out at the University.

3. OBJECTIVES AND ACTIONS

Based on the challenges arising from the diagnosis, the following objectives and actions have been formulated.

OBJECTIVE I: Improving the gender ratio in the University management

Achievement of the objective will contribute to increasing the participation of the underrepresented gender group in leadership.

Action 1. Promoting balanced gender representation in the University's management structure

Measure:	Providing information and promotional campaigns highlighting the importance and value of a balanced gender ratios among managerial staff and at decision-making positions
Entities responsible:	Board of Rectors, Ombudsman for Academic Rights and Values, Department of Security, Safety and Equal Treatment – Safe JU, JU Centre for Communications and Marketing, CM Organization and Promotion Department, targeted project managers
Target group: Implementation period:	University community 2022–2025 (the entire validity period of the document)

Action 2. Provision of training related to gender balance and equality topics

Measure:	Number of training sessions held to raise awareness of gender equality, equal rights and diversity issues
Entities responsible:	Board of Rectors and Deans, Ombudsman for Academic Rights and Values, Centre for Human Resources, CM Human Resources Department, Research Support Centre, CM Research Department, Department of Security, Safety and Equal Treatment – Safe JU, targeted project managers
Target group: Implementation period:	Underrepresented groups 2022–2025 (the entire validity period of the document)

Action 3. Motivating women to apply for managerial positions

Measure:	Developing programmes and projects to promote female presence in management structures
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Entities responsible:	Board of Rectors and Deans, Ombudsman for Academic Rights and Values, Department of Security, Safety and Equal Treatment – Safe JU
Target group:	Underrepresented groups
Implementation period:	2022–2025 (the entire validity period of the document)

Action 4. Increasing management skills with a special focus on underrepresented groups

Measure:	Providing access to and engaging in a variety of forms of building management skills
Entities responsible:	Board of Rectors and Deans, Centre for Human Resources, CM Human Resources Department, Research Support Centre, CM Research Department, targeted project managers
Target group:	Executive/managerial staff
Implementation period:	2022–2025 (the entire validity period of the document)

OBJECTIVE II: Improving the gender ratio in the employment structure

Achievement of the objective should ensure gender diversity among staff.

Action 1. Quality analysis of recruitment processes considering gender balance

Measure:	Development of reports concerning analysis of the recruitment process
Entities responsible:	Centre for Human Resources, CM Human Resources Department
Target group:	University units
Implementation period:	2022–2025 (the entire validity period of the document)

Action 2. Creating standards and guidelines on gender balance in employment

Measure:	Development and formal implementation of standards and guidelines to ensure gender balance and non-discrimination in employment
Entities responsible:	Board of Rectors and Deans, Ombudsman for Academic Rights and Values, task forces
Target group:	University community, candidates for work
Implementation period:	2022–2025 (the entire validity period of the document)

Action 3. Enhancing the University's attractiveness as an employer – targeted at underrepresented groups

Measure:	Number of activities (e.g. projects, internal regulations) in the field of promotion of work at the University with particular emphasis on women's careers
Entities responsible:	Vice-Rector for Research, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, Research Support Centre, CM Research Department, project managers

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Target group: Implementation period:	Candidates for work and the University community 2022–2025 (the entire validity period of the document)
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Action 4. Increasing superiors' awareness of the gender ratios in the employment structure of the units managed by them

Measure:	Conducting periodic analyses and preparing relevant reports in the area of human resources at the level of unit management
Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, JU Vice-Rector for Research, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, Chancellor, Deputy Chancellor for Collegium Medicum, Centre for Human Resources, CM Human Resources Department
Target group: Implementation period:	University units 2022–2025 (the entire validity period of the document)

OBJECTIVE III: Identifying and eliminating barriers to gender equality

Achievement of the objective serves to create working conditions conducive to gender balance.

Action 1. Diagnosis and regular review of working conditions considering all aspects affecting job satisfaction

Measure:	Implementation of a regular system for employee satisfaction measurement and analysis that takes into account working conditions (including salary)
Entities responsible:	Vice-Rector for Human Resources and Financial Management, Vice-Rector for Research, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, Centre for Human Resources, CM Human Resources Department, Department of Security, Safety and Equal Treatment – Safe JU, Health and Safety Inspectorate, CM Health and Safety Inspectorate and CM Fire Protection Officer
Target group: Implementation period:	University community 2022–2025 (the entire validity period of the document)

Action 2. Establishment of work-life balance rules

Measure:	Development and formal implementation of work policies and standards fostering work-life balance
Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, JU Vice-Rector for Research, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, Chancellor, Deputy Chancellor for Collegium Medicum, Ombudsman for Academic Rights and Values, Centre for Human Resources, CM Human Resources Department
Target group: Implementation period:	University community 2022–2025 (the entire validity period of the document)

Action 3. Implementation of modern HR management concepts to support gender balance in promotions

Measure:	Development and formal implementation of career paths, competency models, employee development programmes, and employee periodic evaluation
Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, JU Vice-Rector for Research, JU Vice-Rector for Educational Affairs, Vice-Rector for Collegium Medicum, Chancellor, Deputy Chancellor for Collegium Medicum, CM Vice-Rector's Proxy for Research and International Cooperation, CM Vice-Rector's Proxy for Education, Centre for Human Resources, CM Human Resources Department
Target group:	University community
Implementation period:	2022–2025 (the entire validity period of the document)

Action 4. Introduction of solutions to facilitate the adaptation of employees, students and doctoral students exercising rights related to parenthood

Measure:	Development and formal implementation of good practices, useful information in the form of a handbook for persons exercising their rights related to parenthood and adaptation of existing regulations to their needs
Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, JU Vice-Rector for Research, JU Vice-Rector for Educational Affairs, Vice-Rector for Collegium Medicum, Chancellor, Deputy Chancellor for Collegium Medicum, CM Vice-Rector's Proxy for Research and International Cooperation, CM Vice-Rector's Proxy for Education, Ombudsman for Academic Rights and Values, Centre for Human Resources, CM Human Resources Department, Research Support Centre, CM Research Department, Centre for Academic Support, CM Division for Education and Academic Careers, JU Student Self-Government, JU PhD Student Association
Target group:	University community
Implementation period:	2022–2025 (the entire validity period of the document)

OBJECTIVE IV: Building the image of the Jagiellonian University as a place that guarantees gender equality

Achievement of the objective is supposed to present the University as an organization that cares about gender equality and equal rights.

Action 1. Developing awareness of employee rights related to gender equality issues

Measure:	Provision of training to expand awareness on solutions for convenient working conditions
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THE GENDER EQUALITY PLAN FOR THE JAGIELLONIAN UNIVERSITY

Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, Chancellor, Deputy Chancellor for Collegium Medicum, Department of Security, Safety and Equal Treatment – Safe JU, Centre for Human Resources, CM Human Resources Department, targeted project managers, Health and Safety Inspectorate, CM Health and Safety Inspectorate, and CM Fire Protection Officer
Target group:	University community
Implementation period:	2022–2025 (the entire validity period of the document)

Action 2. Promoting projects concerning gender equality issues

Measure:	Number of implemented projects in the scope of gender equality
Entities responsible:	JU Vice-Rector for Research, Vice-Rector for Collegium Medicum – appointed Vice-Rector's Proxy, CM Vice-Rector's Proxy for Research and International Cooperation, Research Support Centre, CM Department of Research, unit managers
Target group:	University community
Implementation period:	2022–2025 (the entire validity period of the document)

Action 3. Introduction of surveys on student safety considering gender equality criteria

Measure:	Diagnosis of the level of satisfaction among male and female students, participants in doctoral programmes and doctoral students studying at doctoral schools
Entities responsible:	JU Vice-Rector for Educational Affairs, CM Vice-Rector's Proxy for Educational Affairs, Department of Security, Safety and Equal Treatment – Safe JU, Centre for Academic Support, CM Division for Education and Academic Careers, JU Student Self-Government, JU PhD Student Association
Target group:	Students and doctoral students
Implementation period:	2022–2025 (the entire validity period of the document)

Action 4. Provision of support for individuals experiencing gender discrimination

Measure:	Development and implementation of support for gender balance, including an Anti-Discrimination Procedure
Entities responsible:	Board of Rectors and Deans, Ombudsman for Academic Rights and Values, Department of Security, Safety and Equal Treatment – Safe JU, Student Support and Adaptation Centre SOWA, Centre for Alternative Dispute Resolution
Target group:	University community
Implementation date:	2022–2025 (the entire validity period of the document)

Action 5. Developing contacts and interacting with other universities/organizations in Poland and abroad to promote support for equality and diversity. Exchange of experience and sharing of good

practices

Measure:	Participation in projects and inter-university conferences on gender equality aspects
Entities responsible:	JU Vice-Rector for Human Resources and Financial Management, JU Vice-Rector for Research, JU Vice-Rector for Educational Affairs, Vice-Rector for Collegium Medicum, Chancellor, Deputy Chancellor for Collegium Medicum, CM Vice-Rector's Proxy for Research and International Cooperation, CM Vice-Rector's Proxy for Educational Affairs, Department of Security, Safety and Equal Treatment – Safe JU
Target group:	University community
Implementation period:	2022–2025 (the entire validity period of the document)

4. SOURCES

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