



TECHNICAL UNIVERSITY  
OF KOŠICE



# **Equal Opportunities Plan for Men and Women of Technical University of Košice 2022 – 2024**

Coordinator:  
Mgr. Alena Rusnáková, PhD.  
Chairwoman of the Commission on Equal  
Opportunities for Men and Women

Approved:  
Dr. h. c. prof. h. c. prof. Ing. Stanislav Kmeť, DrSc.  
rector TUKE

Košice  
2022

## Preface

The Technical University of Košice (hereinafter referred to as "TUKE") adheres to humanitarian and democratic values and respect for the diversity of people and ideas in its long-term intention. These principles correspond to the pursuit of equal opportunities for men and women, the goal of which is to create an equal and inclusive working and study environment for all employers and students at TUKE.

The importance of the gender equality agenda in education and research for the development and competitiveness of universities and research facilities is emphasized in key documents adopted by the Slovak Republic, the European Union, the Council of Europe and the United Nations (UN). These are national strategies for gender equality and equal opportunities for men and women of the Slovak Republic since 2009, defined priority areas of the European Research Area (ERA) since the end of the 1990s, current gender equality strategies of the European Commission and the Council of Europe, e.g. The European Union's strategy for gender equality for the years 2020-2025, or the UN Agenda for Sustainable Development 2030.

TUKE reflects these trends and tries to incorporate them into its strategic documents. Its entry into the *Ulyseus European University Alliance* also contributed to the effort to increase competitiveness and improve the internal environment through the support of diversity and inclusion. It adopted as one of its key priorities gender equality in education and research in the broad context of equal access for all (regardless of ethnic origin, race, religion, gender, etc.). By joining the alliance, TUKE has committed itself to creating an equal opportunities plan for men and women, so that together with other partner universities, it can create an inclusive innovation ecosystem supporting a more effective erasure of the differences between men and women in the academic sphere.

With this step, it thus joins the majority of European universities and research institutions that work intensively on creating gender equality strategies/plans or their equivalents, which are recommended by the European Union. Despite the fact that many universities and research institutions in various European countries started to create and implement these documents already in the first decade of the 21st century, and some countries incorporated this idea into their national mandatory criteria for funding science and research, progress in achieving gender equality and women in the European research area is still slow. Therefore, the European Commission has intensified its efforts to introduce gender equality policies by making it a condition of implementing a gender equality plan (or the relevant equivalent) for all institutions operating in the field of research and innovation that want to apply for project funding through Horizon Europe from 2022.

Based on the above-mentioned context, TUKE decided in 2021 to create its first ever Equal opportunities plan for men and women for the years 2022-2024, which is the result of the need to support the diversity and equality of men and women in the academic space of the university, which is part of the European research area and its strategic direction. For the purposes of implementing, evaluating and revising this plan, the Commission on Equal Opportunities for Men and Women was established at TUKE in 2022, whose work is to help the university community more effectively achieve an inclusive and fair working and study environment.

Dr. h. c. prof. h. c. prof. Ing. Stanislav Kmeť, DrSc.

Košice 01. 06. 2022

## Equal Opportunities Plan for Men and Women

Based on an analysis of equal opportunities for men and women at the Technical University in Košice carried out in 2021 and recommendations of the European Commission for the preparation of gender equality plans in research organizations, the Equal Opportunities Plan for Men and Women was created, which focuses on 9 priority areas, including 26 objectives and 43 measures listed in the following tables.

### 1. RECONCILIATION OF PERSONAL AND PROFESSIONAL LIFE

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<b>Reconcile work and family life</b>	After agreement with the direct supervisor, allowing the adjustment of the schedule for the parent permanently caring for a child up to 12 years of age (lessons start at 8:00 a.m., end by 4:00 p.m.)	Number of male and female employees taking care of a child with a modified schedule	Trade Unions of Workers in Education and Science of Slovakia (TU WEaSS) at the TUKE, Collective agreement	Collective agreement for 2023
	Adapting the organization of work meetings for employees who have a child under 12 years of age so that they end no later than 4:00 p.m.	Inclusion in the document ZO OZPŠaV and internal documentation of TUKE. Information in bulk mail TUKE	TU WEaSS at the TUKE, Collective agreement	Collective agreement for 2023 Work order at TUKE
	After agreement with the direct supervisor, allowing to work at home office certain days a week for a parent permanently caring for a child under 12 years of age and a person with a disability.	Number of days at home office for employees taking care of a child	Trade Unions TUKE, Collective agreement, Deans of faculties and heads of rectorate departments	Collective agreement for 2023
	After returning from ML or PL, allowing employees to complete a social and work adaptation plan. Each faculty, or the workplace, will prepare a draft of such plan and provide responsible mentor, tutor for its implementation.	Adaptation plans at TUKE faculties	Trade Unions TUKE, Collective agreement, Deans of faculties and heads of rectorate departments	Collective agreement for 2024
	After agreement with the direct supervisor, allowing working part-time for a parent permanently caring for a child under the age of 12 in accordance with the Labor Code or for a person providing care to another close person (e.g. with disability), or for a parent on parental leave.	Number of employees working part-time because of taking care of a child or providing care to another close person	Direct supervisor in cooperation with dean/rector	Collective agreement for 2023

**2. ORGANIZATIONAL CULTURE AND COMMUNICATION**

<b>OBJECTIVES</b>	<b>MEASURES</b>	<b>INDICATORS</b>	<b>RESPONSIBILITY</b>	<b>TIME HORIZON</b>
<b>Institutionally ensure the topic of equality between men and women at individual faculties and the university as a whole.</b>	Creation of a Commission on equal opportunities for men and women at TUKE. Members represents professional guarantors, university management, legislative and legal department, employees and students. There will be an effort to achieve proportional representation of men and women at TUKE.	Number of members of the commission  Representation of faculties in the commission	TUKE Management	February 2022
<b>Introducing gender neutral and gender inclusive language<sup>1</sup></b>	Male and female names of TUKE officials (e.g. on the website and Facebook pages, on the office doors and in all official documents) should be mentioned using gender neutral and inclusive language.	Audit of the TUKE website	TUKE Rectorate and TUKE Faculties	Until 2024
	Support the inclusion of gender neutral and gender inclusive language in TUKE's communication with the staff and students (especially on websites, on social networks, in TUKE reports, in the TUKE quarterly, in teaching...)	Number of published outputs		Until 2024
<b>Enabling men and women equal access in evaluating and appreciating their work, not by comparing them but by emphasizing their uniqueness.</b>	Announcing a competition for the best male and female TUKE university teacher (or the best young male and female scientist) in separate categories.	Number of male and female nominees in individual categories	TUKE Management	From 2023 every year on Teachers' Day  From 2023 every year during Science week
<b>Improving perception of technical universities where women can be successful.</b>	Virtual exhibition of successful female researchers (Nobel Prize winners) in STEM	Number of visitors to the online exhibition	Department of Social Sciences of the Institute of Languages, Social	December 2022

<sup>1</sup> „Gender-neutral language is a generic term covering the use of non-sexist language, inclusive language or gender-fair language. The purpose of gender-neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm. Using gender-fair and inclusive language also helps reduce gender stereotyping, promotes social change and contributes to achieving gender equality.“. (European Parliament, 2018, p. 3, Available on: [https://www.europarl.europa.eu/cmsdata/151780/GNL\\_Guidelines\\_EN.pdf](https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf))

	(science, technology, engineering and mathematics).		Sciences and Academic Sports TUKE	
<b>Improving the perception of TUKE as a university where female students of technical fields can be successful.</b>	Presenting the TOP female graduates of TUKE - in practice and in science in the form of a virtual or physical exhibition in the main TUKE building.	Nominations from TUKE faculties Number of female graduates presented Number of visitors	Commission on Equal Opportunities TUKE, TUKE Rectorate, Faculty of Arts	2023

**3. BALANCED REPRESENTATION OF MEN AND WOMEN IN LEADERSHIP AND DECISION-MAKING POSITION**

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<p><b>Ensuring a balanced representation of men and women in university bodies and faculties with decision-making powers</b></p>	<p>To involve female TUKE employees in the LEAN IN Slovakia project - "Experience it together with us", the goal of which is to motivate, educate and support new female leaders.</p>	<p>Number of female TUKE employees involved</p>	<p>Commission on Equal Opportunities TUKE</p>	<p>From 2022</p>
	<p>To involve female TUKE employees in the #IamRemarkable initiative of the educational platform Grow with Google (Google Slovakia), which supports women and underrepresented groups in the workplace.</p>	<p>Number of female TUKE employees involved</p>	<p>Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE</p>	<p>From 2022</p>
	<p>To open the possibility of using mentoring and coaching for female TUKE employees to support women's leadership skills.</p>	<p>Number of female TUKE employees involved in mentoring and coaching</p>	<p>Rectorate and faculties TUKE</p>	<p>From 2022</p>

**4. EQUALITY IN RECRUITMENT AND CAREER DEVELOPMENT**

<b>OBJECTIVES</b>	<b>MEASURES</b>	<b>INDICATORS</b>	<b>RESPONSIBILITY</b>	<b>TIME HORIZON</b>
<b>Compliance monitoring with the principle of equality in the remuneration and evaluation of the work of men and women at TUKE</b>	Publishing salary data in the TUKE Annual Management Report, broken down into men and women in individual employee categories by faculties, respectively by individual workplaces, where GDPR does not prevent it.	Salary data in the TUKE annual management report	Finance department TUKE Rectorate	TUKE annual management report for 2022
<b>Ensuring equal opportunities for men and women in the employees selection process as well as in the selection process of PhD. candidates.</b>	Creating a set of recommendations for selection commissions for working and functional positions of university teachers and positions of research and artistic workers, with regard to ensuring equal opportunities for persons with reduced or absent publishing activity due to an interrupted career due to maternity or parental leave.	Instructions for selection committees  Inclusion in the internal documentation of TUKE	Management of TUKE faculties  Finance department	Until December 2024
	Using gender-neutral and gender-inclusive language in the selection process.	Inclusion in the internal documentation of TUKE	Finance department	From March 2022
	Support for a balanced representation of men and women in selection committees for employment and doctoral studies.	Inclusion in the internal documentation of TUKE	Finance department	From March 2022
<b>Supporting the academic career development of women at TUKE</b>	Implementing the training of female TUKE employees in the field of research project preparation.	Number of educational activities  Number of female participants in education	TUKE Rectorate  Section of science, research and doctoral studies	From 2022

**5. INTEGRATION INTO RESEARCH AND EDUCATION**

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<b>Integrating the dimension of equality between men and women into education</b>	Creating an e-learning course Gender equality (equality of men and women and equal opportunities), which will present the principles and approaches of equality between men and women in the university environment, based on existing procedures on an international scale, adapted to the Slovak context.	Number of course participants	Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE	December 2023
<b>Incorporating the perspective of equality between men and women and their equal opportunities in research in all disciplines</b>	Supporting research projects that are focused on gender studies or the promotion of equal opportunities for men and women, e.g. by co-financing, informing about challenges...	The number of submitted or active projects at TUKE with a focus on equal opportunities for men and women  The number of published scientific outputs in the given field  Number of dissertations in the given field	TUKE Rectorate  Section of science, research and doctoral studies	2023
	Monitoring the representation of men and women in research teams.	The number of male and female of researchers	TUKE Rectorate  Section of science, research and doctoral studies	From 2023
<b>Incorporating the perspective of equality between men and women and their equal opportunities in teaching</b>	Teaching the basic theses of the equality between men and women as part of selected social science subjects offered by the Department of Social Sciences of the TUKE Institute of Languages, Social Sciences and Academic Sports.	Number of male and female students	Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE	From 2022
	Supporting non-formal education by publishing information about events (discussions, seminars, workshops, courses)	The number of events published on the TUKE	TUKE Rectorate Office of Marketing	From March 2022

<b>Raising the awareness of male and female students about the topic of equal opportunities for men and women</b>	on the topic of equality between men and women and their equal opportunities (stereotypes and prejudices, etc.).	website and TUKE social networks		
	Support the selection of topics for students' final theses with regard to the inclusion of the perspective of equality between men and women and their equal opportunities.	Number of theses (bachelor's, diploma's)	Faculties	From 2022

**6. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT**

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<b>Raising awareness about sexual harassment and other forms of gender-based violence</b>	Communicate the topic by sharing information on the TUKE website and social networks on the International Day for the Elimination of Violence against Women (November 25) and other activities related to this topic.	The number of published posts in the given topic per year	TUKE Rectorate Office of Marketing	From 2022
<b>To include the topic of gender-based violence in the agenda of the Center for Social-Psychological Support at TUKE</b>	<p>Raise the profile of the topic of gender-based violence and sexual harassment through the website of the Centre for Social and Psychological Support, on which the following will be published:</p> <ul style="list-style-type: none"> <li>• Information on how to identify gender-based violence.</li> <li>• Manual for assistance and contact information for regional institutions providing assistance to people experiencing gender-based violence.</li> </ul> <p>As part of educational activities, regularly publish the content of informal education in the given topic.</p>	<p>CSPP TUKE website</p> <p>The number of published posts in the given topic per year</p> <p>Site traffic statistics</p>	Centre for Social and Psychological Support	From 2022
	Provide basic socio-psychological counseling to male and female employees, male and female students experiencing gender-based violence.	The number of male and female students who were provided with counseling	Centre for Social and Psychological Support	From 2022
<b>Mapping the manifestations of sexual harassment on TUKE</b>	Map manifestations of sexual harassment among male and female students and employees of TUKE in cooperation with experts on the given topic.	Number of survey respondents	Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE	2023

7. DATA COLLECTION, MONITORING AND INFORMATION

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<p><b>Systematically and regularly collecting data disaggregated by gender and publishing them in the TUKE Annual Activity Report</b></p>	<p>On an annual basis, supplement the monitoring of disaggregated data by gender in the following areas:</p> <ul style="list-style-type: none"> <li>• Special representation of university teachers and research and artistic workers in grant and publication activities in the long term,</li> <li>• representation of men and women on mobilities</li> <li>• representation of male and female students who did not continue their studies in the 2nd year. in the 1st grade,</li> <li>• representation of men and women among registered applicants for studies, and accepted and enrolled studentsrepresentation of graduates</li> <li>• representation of students in the student council of universities and the student part of the academic senate,</li> <li>• representation of male and female candidates for Academic Senates (employee and student part)</li> <li>• representation of male and female students among those awarded for the best projects, works, presentations and school competitions,</li> <li>• representation of students on study mobilities, collection of other data by gender as needed (e.g. in the context of the Covid 19 pandemic).</li> </ul>	<p>Creation of a database of statistics on the representation of men and women at TUKE in selected areas</p>	<p>TUKE Rectorate and workplaces that provide data to the TUKE Annual Management Report</p>	<p>December 2022</p>
<p><b>Creating a database of statistics on the representation of men and women in selected areas at the TUKE faculties.</b></p>	<p>Map basic statistics broken down by gender at TUKE faculties.</p>	<p>Analysis of men's and women's opportunities according by faculty</p>	<p>Faculties</p>	<p>2023 - 2024</p>

**8. SECURING RESOURCES (PERSONNEL, FINANCIAL, INFORMATION ...)**

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBILITY	TIME HORIZON
<b>Institutionalizing the agenda of equal opportunities for men and women at TUKE</b>	Ensure the agenda by creating a Commission for equal opportunities for men and women at TUKE, while membership in the Commission will be accepted as part of the job description, and members of the commission will receive a reward for membership in the commission at the end of the calendar year (or within the relevant project).	Number of members and committee members Number of meetings per year Number of activities per year	Vice-rector for development and external relations	March 2022
	Include in the long-term intention of TUKE and the code of ethics of the TUKE employee signing up to support equal opportunities for men and women.	Elaboration of the wording for the next TUKE Long-Term Plan and for the TUKE Code of Ethics	TUKE Management	June 2023
<b>Information provision of the agenda</b>	Create a digital space on the TUKE website for the agenda of equal opportunities for men and women at TUKE and regularly update its content.  Make TUKE's commitment to equal opportunities for men and women visible by communicating this topic on TUKE's website, on TUKE's faculty pages, on social networks, and in the university magazine HALO TU.	TUKE website – a subpage on the topic  Number of posts  Website traffic  Number of published contributions to the topic in TUKE's media outlets	Vice-rector for development and external relations  Office of Marketing	From 2022
<b>Securing financial resources</b>	Create a budget for the implementation of the measures of the Equal Opportunities Plan.	Sources in Eur	TUKE Management	From 2022

**9. RAISING THE PROFILE OF EQUAL OPPORTUNITIES AND RAISING AWARENESS OF GENDER EQUALITY THROUGH EDUCATION AND TRAINING FOR EMPLOYEES AND LEADERSHIP**

<b>OBJECTIVES</b>	<b>MEASURES</b>	<b>INDICATORS</b>	<b>RESPONSIBILITY</b>	<b>TIME HORIZON</b>
<b>To make visible the status and trends of equal opportunities for men and women at TUKE</b>	Publish information from the report on equal opportunities for men and women at TUKE on the university's website.	Number of web visits to the Equal Opportunities Plan TUKE	TUKE Rectorate	2022
	Organize a public online seminar to present the results of the analysis of equal opportunities for men and women at TUKE and to present the plan to support equal opportunities.	Number of male and female participants in the online presentation	Commission on Equal Opportunities TUKE	October 2022
<b>Ensuring gender-neutral and gender-inclusive communication on all TUKE public platforms</b>	Train male and female employees of the marketing department at the TUKE rectorate, who communicate with the university's staff and student population, to understand the use of gender-neutral and gender-inclusive language.	Number of male and female employees who completed training	Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE	Until december 2022
<b>Educating members of TUKE management and faculty so that they can create an environment to support equal opportunities for men and women at TUKE</b>	Provide training for male and female members of TUKE management and faculty management on the topic of equal opportunities for men and women.	Number of male and female members of management who have completed training	TUKE Rectorate	2022-2024
<b>Raising awareness of the topic of equality between men and women among employees and students at TUKE.</b>	Announce the award of a gender-sensitive faculty/department/workplace at TUKE.	The number of measures presented to support equality between men and women at TUKE  Number of involved workplaces	TUKE Management	December 2023
	Prepare a flyer (in electronic form) with the main findings on the representation of men and women (employees, students) at TUKE and individual faculties.	Publication of the flyer on the TUKE website and TUKE social networks	Commission on Equal Opportunities TUKE	December 2023

		Statistics of visits to pages with published flyers		
	Create an E-learning course Equality between men and women, which will present the principles and approaches of gender equality in the university environment, based on existing procedures on an international scale, adapted to the Slovak context.	Number of hours of education Number of course visitors	Department of Social Sciences of the Institute of Languages, Social Sciences and Academic Sports TUKE	December 2023