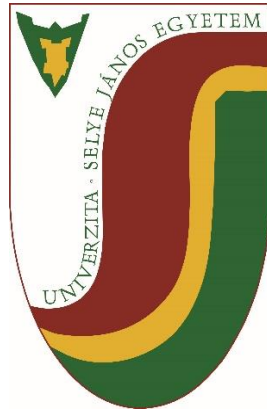


**J. SELYE UNIVERSITY**



**GENDER EQUALITY PLAN AT J.  
SELYE UNIVERISTY**

**2023 – 2028**

**[The Hungarian version was made for information purposes; in case of (legal) disputes,  
the text of the original, Slovak language version is authoritative]**

**Komárom, 2023**



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## **Introduction**

Gender equality is a fundamental value of the European Union and a fundamental right and value of a democratic society. It is one of the important indicators of the level of development of democracy and the application of democratic principles in the given society. J. Selye University also promotes these values as the basis of all its activities. In the context of the core values, the university creates an environment where everyone is treated equally and with respect, and basic rights and freedom are recognized, regardless of job and role, ethnicity, field of study, religion, education form or level.

According to the requirements of the European Commission, under the Horizon Europe program, every institution seeking research funding is obligated to present its Gender Equality Plan starting from January 1, 2022. The starting point for the university's gender equality policy is the National Strategy for Gender Equality and Equal Opportunities between Women and Men in the Slovak Republic for the years 2021–2027 and the Action Plan for Gender Equality and Equal Opportunities between Women and Men for the years 2021–2027, which were adopted by the Government of the Slovak Republic in 2021.

The Gender Equality Plan at J. Selye University (SJE), as a toolkit of recommendations to encourage a gender-aware organizational culture, is the first internal institutional strategy in this field, which has been developed for the period 2023-2028 in accordance with the basic pillars of SJE Gender Equality. At the end of the given period, the plan is evaluated, and then the plan for the following years is drawn up. The Gender Equality Plan was prepared in accordance with the mission set out in the SJE's Long-term Development Plan for the period 2022-2027, and these are the formation of harmonious personality, knowledge, wisdom, goodness and creativity in people and the contribution to the development of education, science, culture and health. for the welfare of the whole society. In fulfilling its mission, the SJE considers the provision of higher education and creative scientific activity to be its main task. Meanwhile, SJE follows a policy of zero tolerance towards sexual harassment and discrimination. We therefore reject sexism, racism, xenophobia and any other approach or practice based on discrimination against an individual or group based on gender, race, religious belief, membership of a national or ethnic group, disability, age, sexual orientation, marital status, discrimination based on skin color, language, political or other orientation, national or social affiliation, financial situation or other status. SJE is an open, dynamic institution providing education, developing science, research, innovation, culture and art, which respects the basic values of democracy, the

principles of the rule of law, respect for human rights and sustainable development, strengthens diversity, equality, inclusion, non-discrimination, respect, transparency and the principles of open communication.

## **1. Starting points**

When preparing SJE's Gender Equality Plan, we rely heavily on the recommendations and procedures developed in this area by the European Commission and accepted by the Slovak Republic (see Annex 1 of SJE's "Pillars of Gender Equality" document), which currently focus on institutions where scientific research is carried out by women (and men too). The focus is on cultural and structural change, which is based on the realization that individual support for women is not enough, so it is necessary to focus on institutions and systems where scientific knowledge is present. The structural change primarily affects the definition of working conditions and the rules of career building, which is the selection and hiring of the workforce, as well as the selection of people for management positions. Cultural and structural changes involve increasing sensitivity to gender inequality, developing knowledge and competences regarding gender issues, eliminating prejudices and stereotypes, promoting the values of equality and inclusiveness, and creating a supportive work environment. Research and scientific institutions have a central role in supporting the changes, while the focus is on the gender perspective, so women and men receive the same attention.

The most important tool for the mentioned changes is the Gender Equality Plan, in which the institutions define their concrete measures to support gender equality.

According to the committee's recommendation, these measures should cover the following 5 areas of intervention:

- coordination of work and family, organizational culture;
- gender balance in management and decision-making (leadership);
- gender equality in labor recruitment and career development;
- integrating the gender dimension into research and education;
- measures against gender-based violence, including sexual harassment.

In order for the Gender Equality Plan to be more than just a statement, the European Commission requires the fulfillment of the following four conditions, which are also described as "building blocks":

- The plan must be published on the institution's website and signed by a representative of senior management.
- By accepting the plan, the institution commits itself to providing the resources (material and human resources) necessary for its implementation.
- In order to support the implementation of the plan, the institution ensures gender-based data collection and analysis related to the staff (including students).
- In order to achieve the necessary changes in the organizational culture, it is recommended to include in the plan training aimed at raising awareness of gender equality and unconscious gender prejudices.

The undeniable advantage of the process described above, in addition to the complex definition, is the fact that it leads to a better use of human resources, increases the quality of research, and improves the conditions of scientific work for both women and men. This is how cooperation with other strategies is established, which the institutions introduce to support human resources, especially the Human Resources in Research strategy.

Questions related to the issue of gender equality are also included in internal regulations such as the Long-Term Development Plan for the years 2022–2027, more specifically in Strategic Goal F.5: To observe the principles of gender equality, in the Code of Ethics of J. Selye University and J. Selye University's Application Principles for teaching, research positions, professor and associate professor positions, as well as for senior positions at J. Selye University.

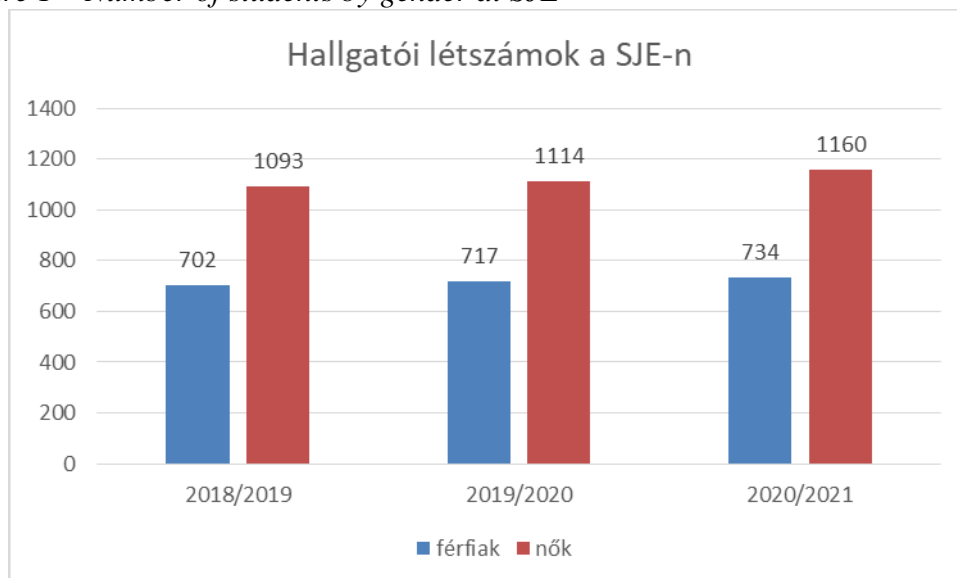
## **2. Gender analysis of the current state**

The gender analysis of the current situation presents the period between 2019 and 2021 from different aspects.

### **2.1 Gender analysis of the composition of the student community at SJE**

The number of students in the 2018/2019 academic year was 1.795, of which 702 were men and 1.093 were women. In the 2019/2020 academic year, 717 of the 1.831 students were men and 1.114 were women, and in the 2020/2021 academic year, 734 of the 1.894 students were men and 1.160 were women. This results in the superiority of female students over male students.

Figure 1 – Number of students by gender at SJE



Source: SJE's department responsible for academic affairs and external relations

The fact that, despite the superiority of female students, students are represented in a larger proportion by male students in the governing bodies and committees will be interesting for the section on the representation of students in the director's bodies and committees of the SJE.

## 2.2 Gender analysis of the composition of the employee community at SJE

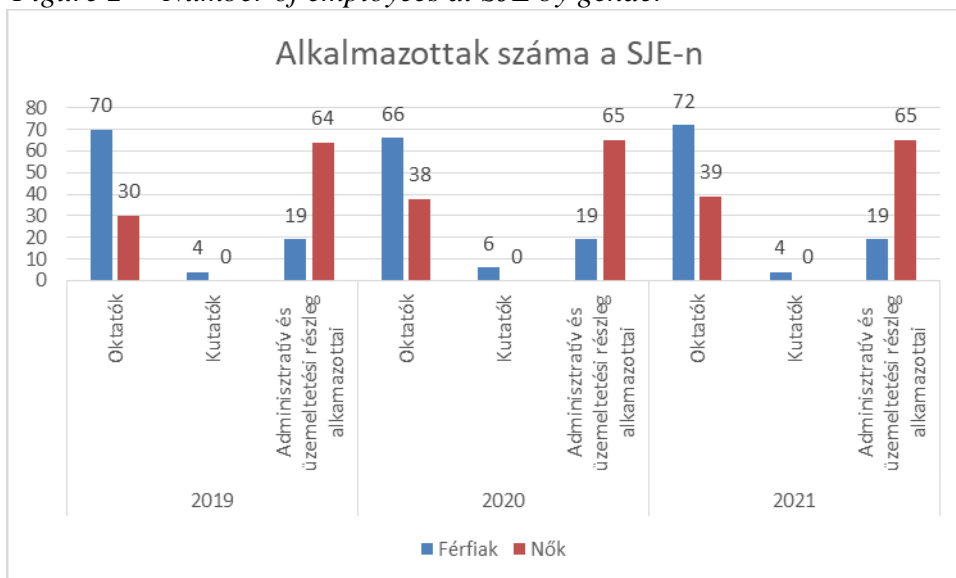
In 2019, 93 of SJE's 187 employees were men and 94 were women. Broken down by position: university lecturers and researchers: 74 men and 30 women, administrative employees and employees of the operating department: 19 men and 64 women.

In 2020, out of 194 SJE employees, 91 were men and 103 were women. Broken down by position: university lecturers and researchers: 72 men and 38 women, administrative employees and employees of the operating department: 19 men and 65 women.

In the year 2021, 95 of the 199 SJE employees were men and 104 were women. Broken down by position: university lecturers and researchers: 76 men and 39 women, administrative employees and employees of the operating department: 19 men and 65 women.

It follows that the difference between men and women is most visible when breaking down the positions. However, it is negligible when it comes to the total number of employees.

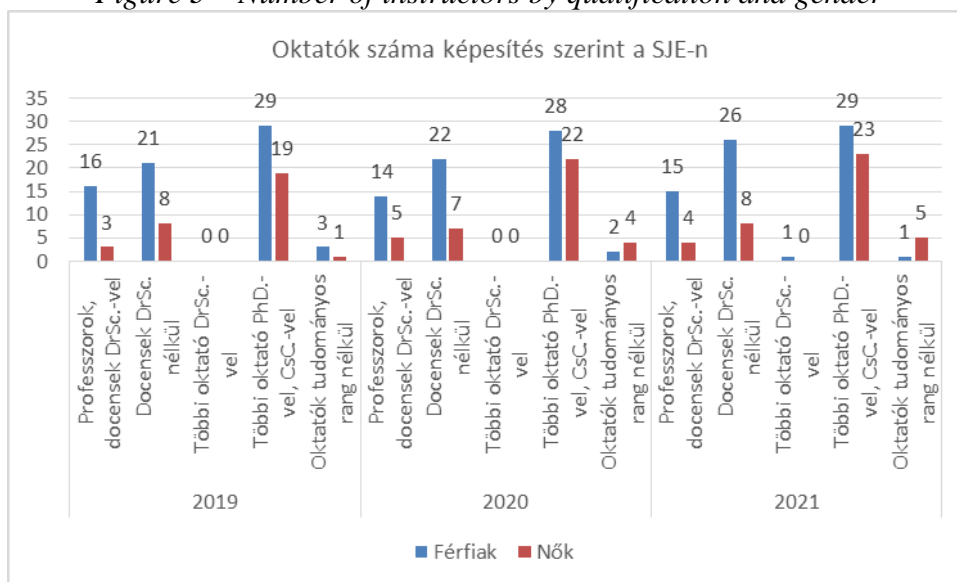
Figure 2 – Number of employees at SJE by gender



Source: SJE Personnel Department, data for December 31 of the current year

According to qualifications, the number of SJE instructors was divided into 69 men and 31 women in 2019, 66 men and 38 women in 2020, and 72 men and 40 women in 2021. The proportion of men is considerable, which, according to the graphs, is especially true in the positions of professors and associate professors.

Figure 3 – Number of instructors by qualification and gender



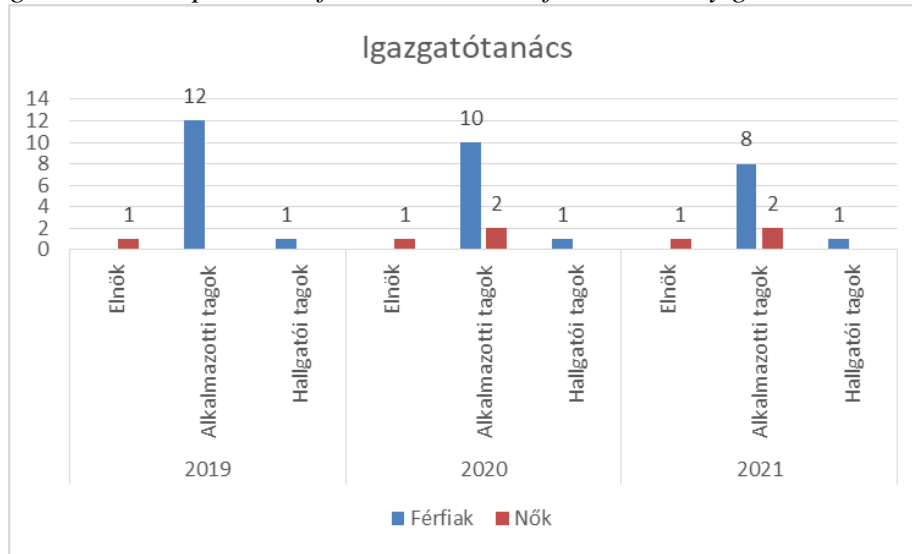
Source: SJE Personnel Department, data for October 31 of the current year



### 2.3 The structure of SJE management by gender

In 2019, 13 out of 14 members were men and 1 woman in the Board of Directors of SJE, in 2020 there were 11 out of 14 members and 3 women, and in 2021 there were 9 out of 12 members, men and 3 women. The proportion of men in relation to women is significant throughout. The student section had a male member throughout the analyzed period.

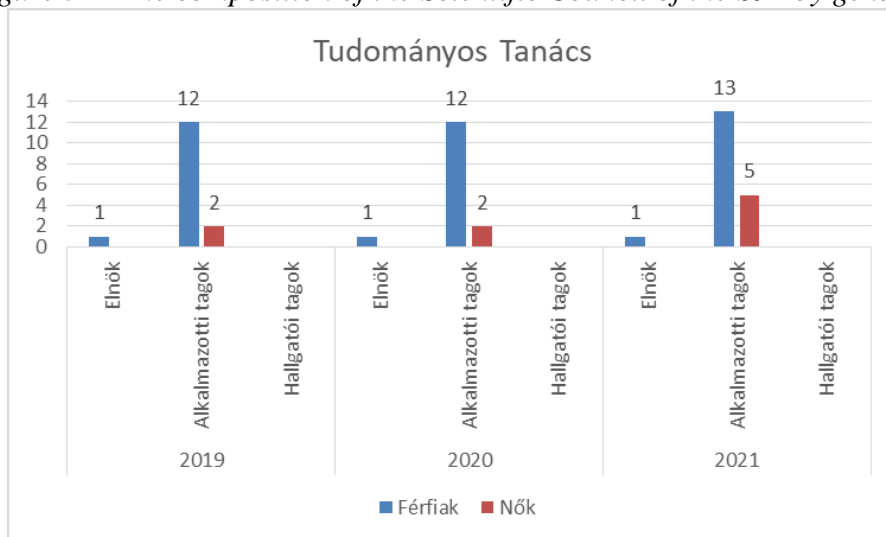
Figure 4 – Composition of the SJE Board of Directors by gender



Source: SJE Annual Reports

In the Scientific Council of SJE in 2019 and 2020, 13 out of 15 members were men and 2 were women, and in 2021, 14 out of 19 members were men and 5 were women. The majority of men compared to women is significant throughout.

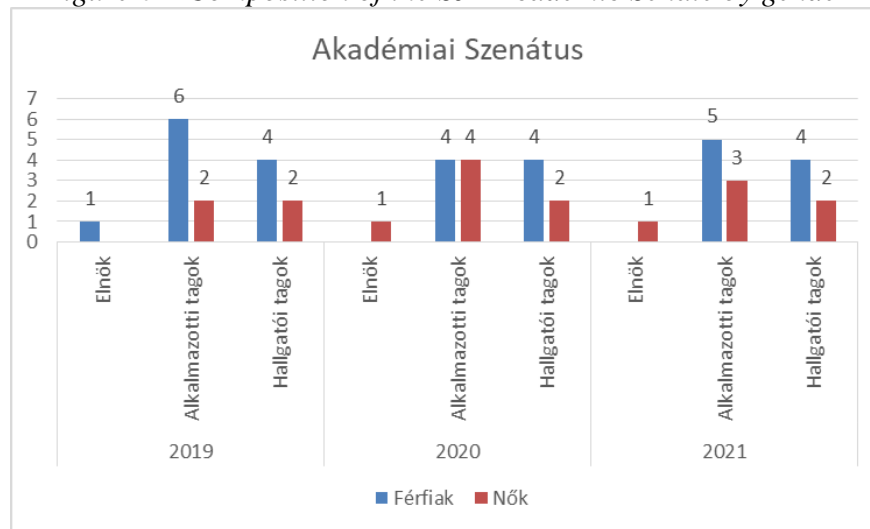
Figure 5 – The composition of the Scientific Council of the SJE by gender



Source: SJE Annual Reports

In the Academic Senate of the SJE, in 2019, 11 out of 15 members were men and 4 were women, in 2020, 8 out of 15 members were men and 7 were women, and in 2021, 9 out of 15 members were men and 6 were women. The proportion of men is more significant than that of women. In the student section, the number of male members is also significantly higher than that of females throughout the observed period.

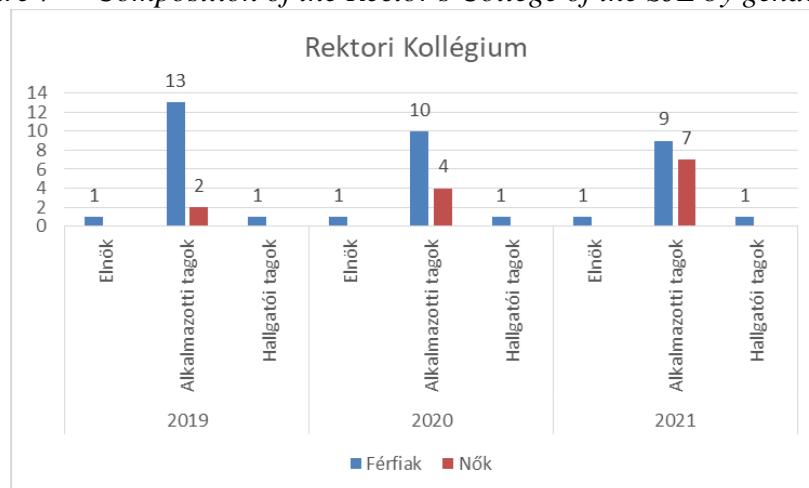
Figure 6 – Composition of the SJE Academic Senate by gender



Source: SJE Annual Reports

In the Rector's College of SJE, in 2019, 15 out of 17 members were men and 2 were women, in 2020, 12 out of 16 members were men and 4 were women, and in 2021, 11 out of 18 members were men and 7 were women. The woman. In the last observed year, there was an increase in the number of female members, but men were still in a significant majority. The student section consisted of men throughout the observed period.

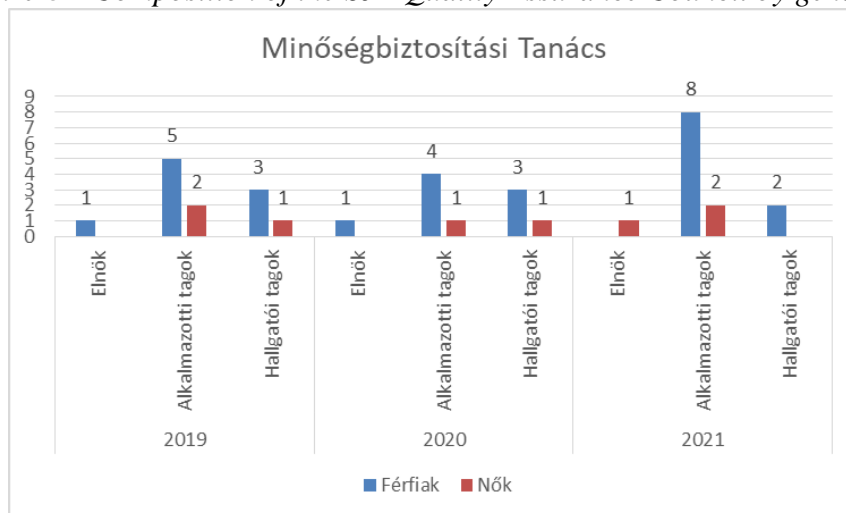
Figure 7 – Composition of the Rector's College of the SJE by gender



Source: SJE Rector's Office

In the SJE Quality Assurance Council in 2019, 9 out of 12 members were men and 3 were women, in 2020 8 out of 10 members were men and 2 were women, and in 2021 10 out of 13 members were men and 3 the woman. The proportion of men was greater than that of women. In the student section, the proportion of male members was higher than that of females throughout the observed period.

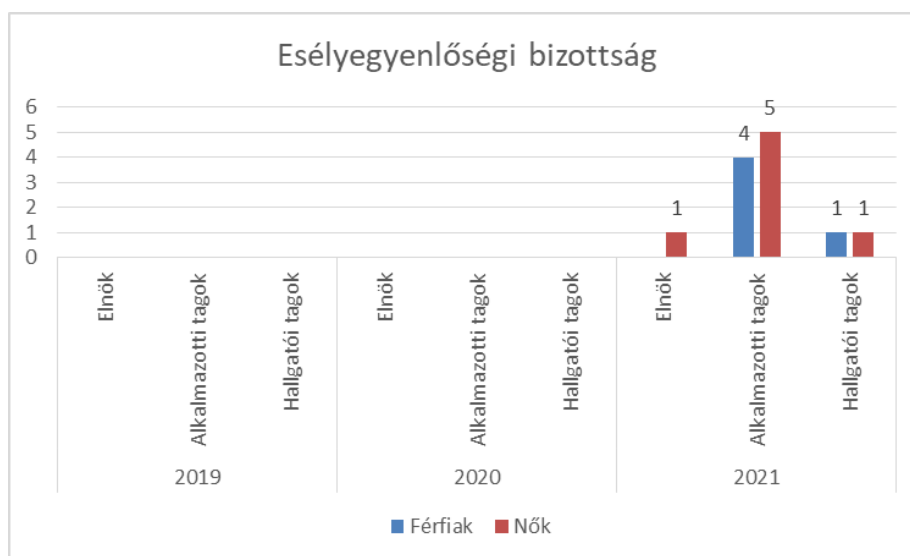
Figure 8 – Composition of the SJE Quality Assurance Council by gender



Source: SJE's department responsible for academic affairs and external relations

The SJE's Equal Opportunities Committee will operate from 2021. This year, out of the 12 members, 5 were men and 7 were women. Female members outnumbered males. The student section included 1 man and 1 woman equally.

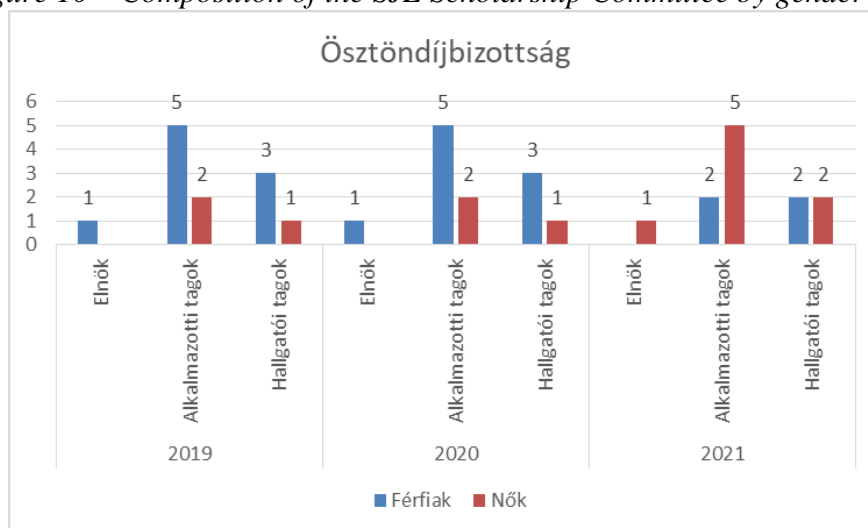
Figure 9 – Composition of the SJE's Equal Opportunities Committee by gender



Source: SJE website

In the SJE Scholarship Committee in 2019 and 2020, 9 out of 12 members were men and 3 were women, and in 2021, 4 out of 12 members were men and 8 were women. The proportion of men was higher only in the first two observed years. In the last year, the proportion of women was more significant. The situation in the student section was similar to that of employees: in the last observed year, the ratio of men and women equalized.

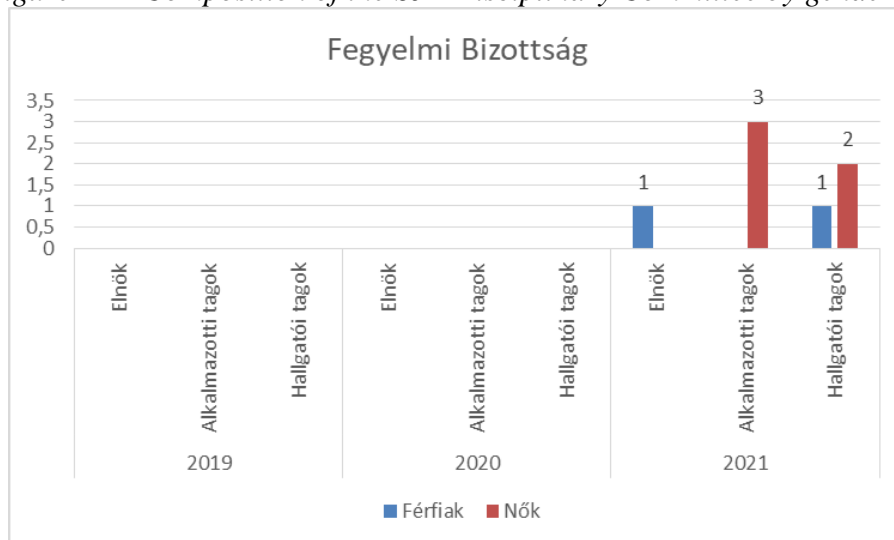
Figure 10 – Composition of the SJE Scholarship Committee by gender



Source: SJE's department responsible for academic affairs and external relations

The SJE Disciplinary Committee was established in 2021. This year, out of the 7 members, 2 were men and 5 were women. There were 1 man and 2 women in the student section. Women outnumbered men.

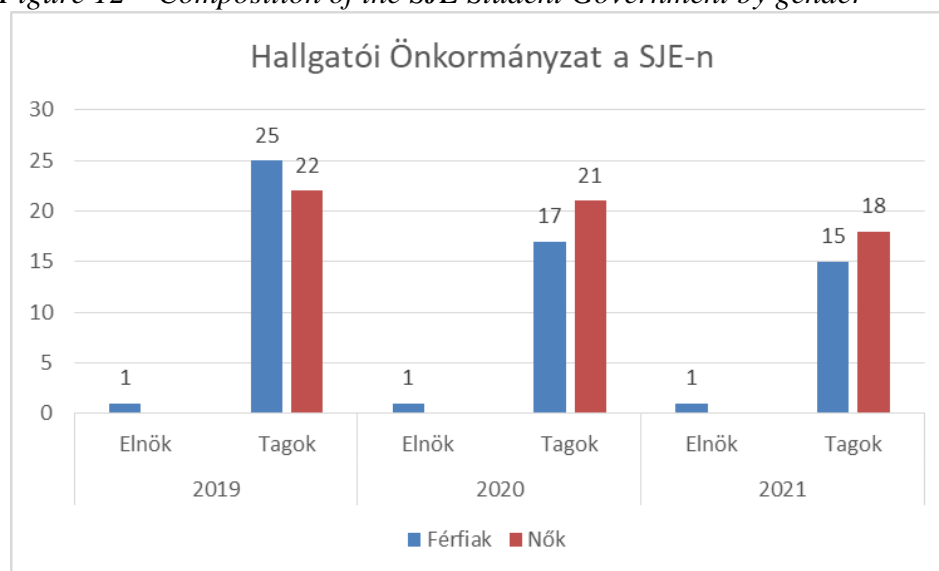
Figure 11 – Composition of the SJE Disciplinary Committee by gender



Source: SJE Annual Reports

In 2019, the SJE Student Government had 48 members, of which 26 were men and 22 were women. In 2020, 18 of the 39 members were men and 21 were women, and in 2021, 16 of the 34 members were men and 18 members were women. The president was a man throughout the analyzed period.

*Figure 12 – Composition of the SJE Student Government by gender*

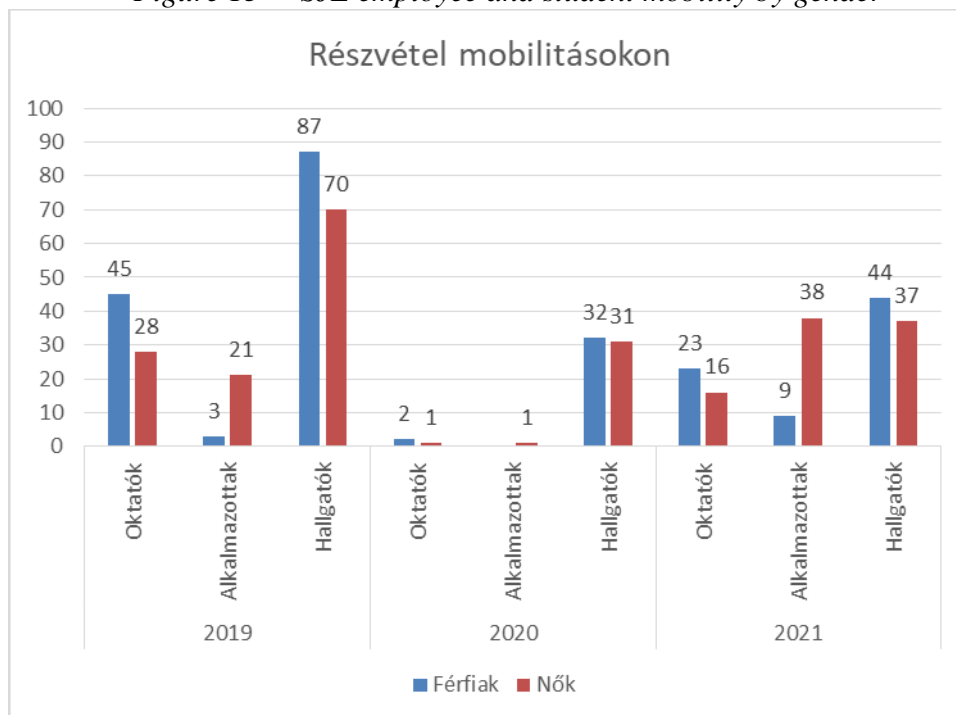


Source: The student section of the SJE Equality Committee

## 2.4 SJE employee and student mobility

In the analyzed period, in the year 2019, the participation of men and women in mobilities can be realistically demonstrated, when 97 employees, of which 48 men and 49 women, and 157 students, 87 men and 70 women, participated in the mobility programs. In 2020, participation dropped significantly due to the coronavirus, only 4 employees and 63 students, of which 34 men and 33 women, traveled. In 2021, the number of participants increased to 86 employees, of which 32 were men and 54 were women. Of the 81 students who traveled abroad, 44 were men and 37 were women. It follows from the above that there was no significant difference in the ratio of men and women in 2019, while the data for 2020 and 2021 cannot be considered relevant.

Figure 13 – SJE employee and student mobility by gender

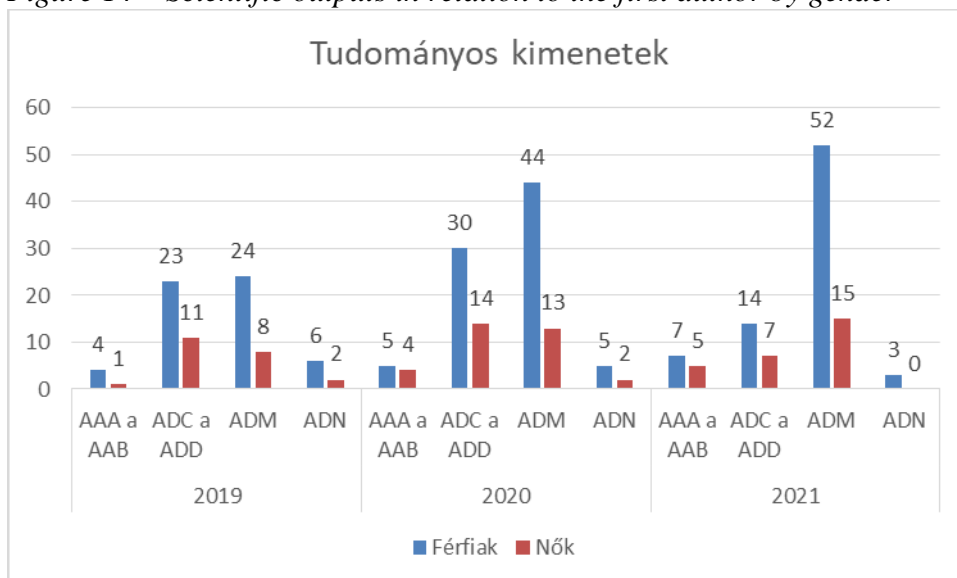


Source: SJE's department responsible for academic affairs and external relations

## 2.5 Scientific activity at SJE

In 2019, 79 scientific outputs were registered, in 57 cases the first author was a man, in 22 cases a woman; in the year 2020 there were 117 outputs, of which 84 where the first author was a man and 33 where a woman, and of the 103 outputs in the year 2021, the first author was a man in 76 cases and a woman in 27 cases. Throughout the observed period, the number of outputs where the first author was a woman was significantly lower than those where the first author was a man. However, this also follows from the previously presented gender composition of the instructors.

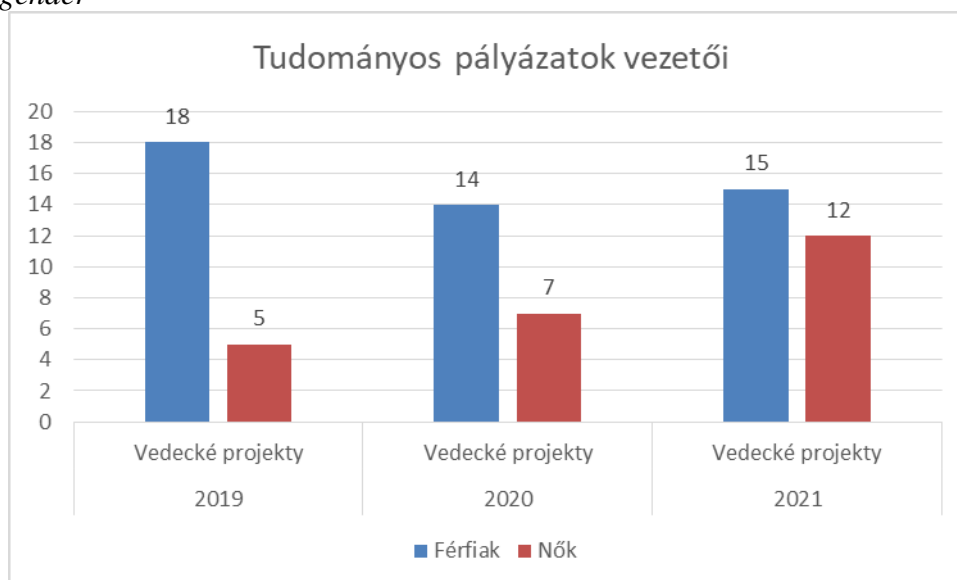
Figure 14 – Scientific outputs in relation to the first author by gender



Source: SJE University Library

In 2019, the position of head of the research group was held by 18 men and 5 women, in 2020, 14 men and 7 women, and in 2021, 15 men and 12 women. The number of female research group leaders has been steadily increasing since 2019.

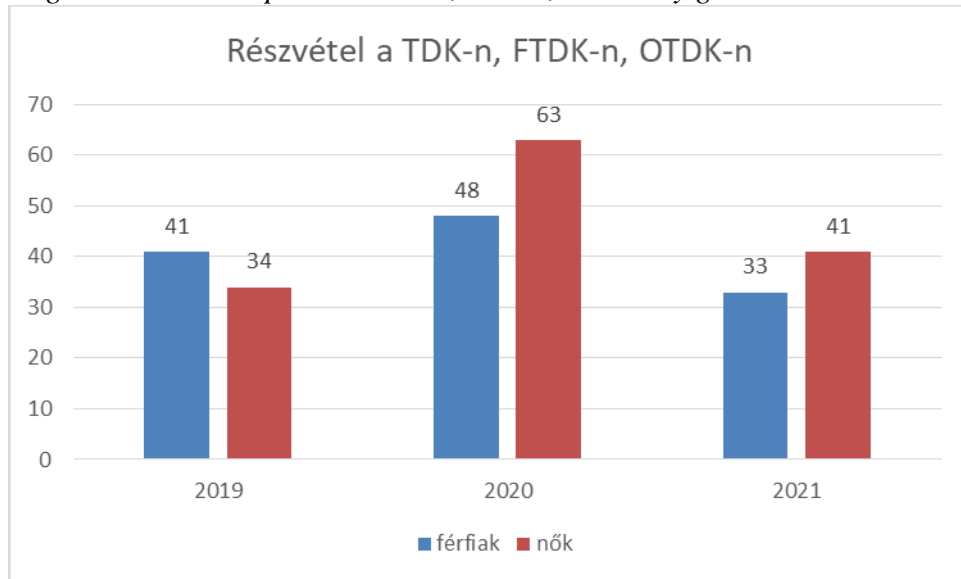
Figure 15 – Representation of research group leaders of scientific tenders by gender



Source: Department of the vice-rector responsible for science and research

In 2019, 75 students participated in the scientific conferences, of which 41 were men and 34 were women, in 2020, 48 of the 111 students were men and 63 were women, and in 2021, out of 74 students, 33 were men and 41 were women.

Figure 16 – Participation in TDK, FTDK, OTDK by gender



Source: Department of the vice-rector responsible for science and research

The distribution of participation in scientific events on the part of female and male students is quite even. Although female students were in the majority in each observed period, the given situation is adjusted to the proportions of the composition of the university student community.



### 3. Objectives of the Gender Equality Plan at SJE

Objectives at SJE:

<b>Goal 1: Equal representation of women and men in management and decision-making bodies</b>	
Measure	1.1 Support of the less represented gender in the director and decision-making bodies
	1.2 Monitoring the representation of women/men in director and decision-making bodies
<b>Goal 2: Incorporating the principles of gender equality into research and education</b>	
Measure	2.1 Active search for opportunities to present successful examples in science and research in accordance with the principles of gender equality
	2.2 Monitoring the inclusion of gender equality principles in research and education
<b>Goal 3: Supporting gender equality in recruitment, hiring, career development and employee remuneration</b>	
Measure	3.1 Adhere to the gender equality principles adopted at SJE during recruitment, hiring and career development
	3.2 When setting up the committees, strive to comply with the gender equality principles adopted at the SJE at all levels
	3.3 Check the equal remuneration of employees within the framework of the principles of gender equality adopted at SJE
<b>Goal 4: Supporting the coordination of work and private life</b>	
Measure	4.1 Proposal to introduce flexible working hours
	4.2 Examining obstacles hindering the coordination of work and private life
<b>Goal 5: Preventing discrimination and creating a safe working environment</b>	
Measure	5.1 Organization of activities to raise awareness and prevent inappropriate behavior
	5.2 Appointment of persons representing compliance with the principles of equal opportunities
	5.3 Alignment of the Code of Ethics with the principles of equal opportunities adopted at the SJE
<b>Goal 6: Promote awareness of gender equality within various staff and student target groups</b>	
Measure	6.1 Organization of schoolings, lectures, presentations and events in order to spread awareness of gender equality

The Equality Committee of the SJE checks and reevaluates the achieved goals of the Gender Equality Plan and the fulfillment of the specified measures every year.

In Komárom, on 09/05/2023

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 Dr. habil. PaedDr. Juhász György, PhD.  
 Rector of J. Selye University