



Wroclaw University
of Economics
and Business

**GENDER EQUALITY PLAN FOR THE
WROCLAW UNIVERSITY OF
ECONOMICS AND BUSINESS**
for the years 2023-2024

**Developed by the Team for equal treatment and
anti-discrimination**

The information included in the further part of the gender equality plan for the Wroclaw University of Economics and Business was obtained from individual WUEB units.



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INTRODUCTION

The Gender Equality Plan (GEP) of the Wrocław University of Economics and Business (WUEB) for the years 2023-2024 is a strategic document designed for the academic community of the WUEB. Referring to the key values of the WUEB, included in the 2030 Strategy, it defines actions the implementation of which will contribute to building a secure, friendly place for learning and working, free from all discrimination, ensuring professional development, as well as work-life balance.

The WUEB Gender Equality Plan combines two aspects: the actions already undertaken by the WUEB for promoting gender equality (Diagnosis) as well as recommended solutions, taking into account the specific objectives, actions and indicators of their implementation. These aspects are included in the Gender Equality Plan in terms of WUEB's functioning as an employer and as an educational and scientific research unit.

Time, from the idea of creating the Gender Equality Plan for the WUEB, to its drawing up, was a period filled with numerous meetings and consultations. It included the analysis of: sources of law, policies and regulations and other documents in force at the WUEB, preparation of meetings and workshops with the participation of employees, students and doctoral students of the WUEB.

The WUEB's Gender Equality Plan is designed for the years 2023-2024 and contains:

- Diagnosis, in terms of gender, persons employed at the WUEB, as well as students, broken down into programs,
- Diagnosis of the participation of women and men in the bodies of the University and in managerial positions,
- Actions so far undertaken at the WUEB in the field of equal treatment counteracting discrimination,
- Main objectives, actions and indicators of the Gender Equality Plan:

Objective 1. Increasing awareness of the importance of equal treatment and combating all forms of discrimination (p. 23),

Objective 2. Promoting equal access to careers (p. 27),

Objective 3. Supporting work-life balance for employees and students (p. 29),

Objective 4. Taking care of the balanced representation of the genders in the bodies of the university and decision-making processes, at various levels of the WUEB's organizational structure (p. 31),

Objective 5. Inclusion of the subject of equality and diversity in the content of research, education programmes and services provided to the community (p.33).

Each of the 5 main objectives is specified in detail. In Q4 2024, the objectives, actions and level of implementation of the assumed indicators will be verified, with the possibility to continue the Plan in subsequent years.

The Plan meets the requirements defined by the European Commission for an effective Gender Equality Plan by:

- involvement of the WUEB academic community in its development and implementation,
- developing solutions dedicated only to the WUEB, in particular with regard to promoting gender equality in all areas of the functioning of the WUEB,
- identification of areas where unconscious biases can occur,
- impact on attitudes through deepening knowledge on gender equality,

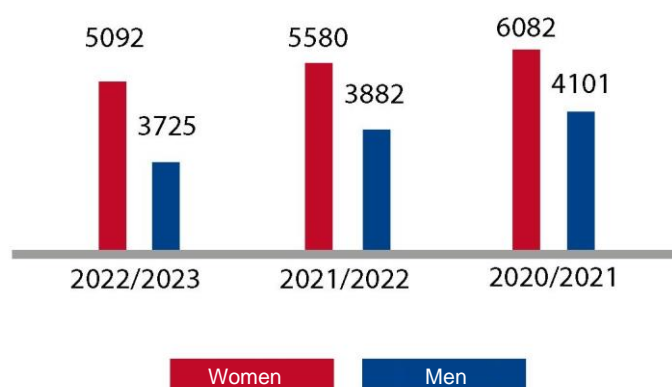
- development of an institutional change model, by making a diagnosis and evaluation of practices and procedures in force at the WUEB, identification of areas requiring changes, determination of objectives and actions to achieve them, as well as defining indicators for monitoring progress,
- supporting the process of continuous change in the direction of increasing gender equality by monitoring progress in implementing the objectives outlined in the Plan.

1. DIAGNOSIS IN A GENDER PERSPECTIVE

1.1 Students

Data concerning academic years 2020/2021, 2021/2022 and 2022/2023 were selected for the analysis of students of full-time and part-time programs, bachelor and master degree programs.

Chart 1. Number of students in the years 2020-2023 (as at 31 December 2022)



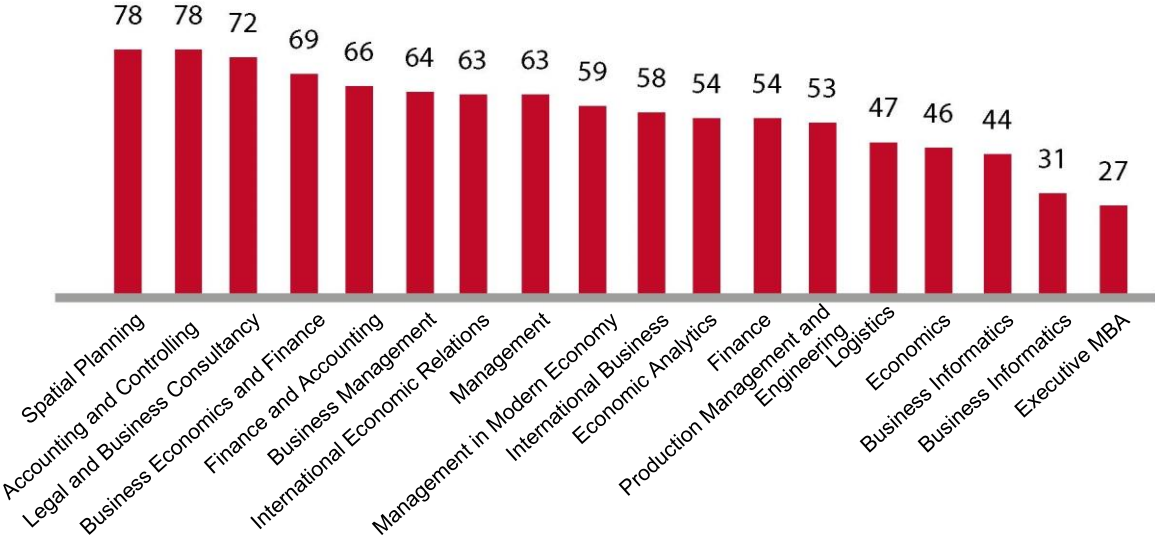
When analysing the number of students by gender (Chart 1), one can see that in each of the three analysed periods the most numerous population is women (close to 60% of the total number of students). Over the years, both the total number of students and the participation of women in this number is decreasing.

Table 1. Number of students of particular programs, broken down by gender (as at 31 December 2022)

Program	Woman	Man	Total
Economic Analytics	111	93	204
Business Informatics	25	32	57
Business Management	143	81	224
Business Economics and Finance	181	81	262
Economics	247	288	535
Finance	94	81	175
Finance and Accounting	974	508	1482
Spatial Planning	78	22	100
Business Informatics	249	564	813
International Business	86	63	149
Legal and Business Consultancy	63	25	88
Logistics	262	301	563
Executive MBA	28	77	105
International Economic Relations	245	142	387
Accounting and Controlling	678	196	874
Management	828	487	1315
Management in Modern Economy	170	118	288
Production Management and Engineering	630	566	1196
Total	5092	3725	8817

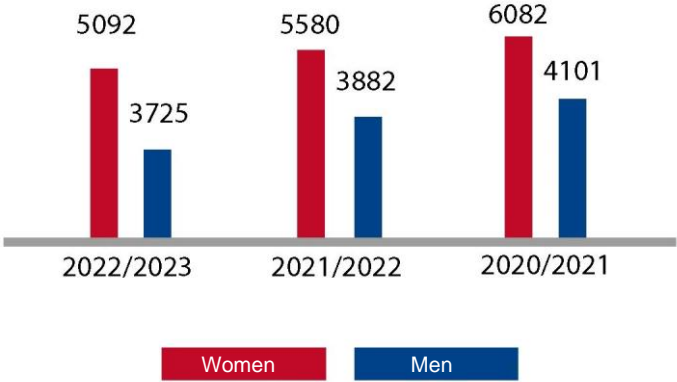
The data in Table 1 indicate that the total number of students on 31 December 2022 was 8,817. The share of women in this number is 58%. Students receive education as part of 18 programs. Most people are studying as part of the following programs: Finance and accounting (1,482 people), Management (1,315 people) and Management and Production Engineering (1,196 persons).

Chart 2. The participation of women in the total number of students in individual programs



Women dominate in the structure the of students in majority of programs (Chart 2). In two programs, i.e. Spatial Management and Accounting and Controlling, they account for almost 80% of the total number of students. Men are the vast majority in the Business Informatics (69%) and Executive MBA (73%).

Chart 3. Number of persons receiving education at the Doctoral School by gender between 2019-2023

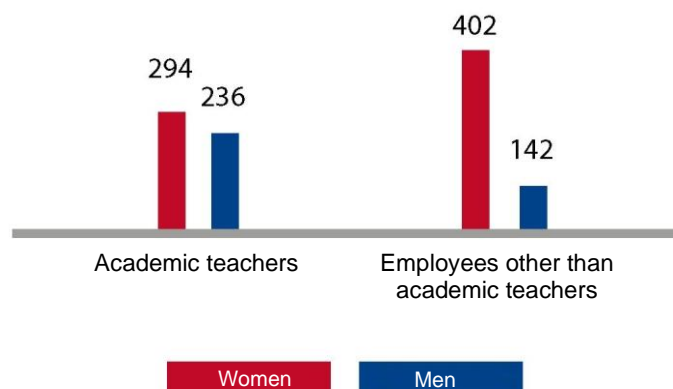


The analysis of data included in Chart 3 shows that in the first three editions of the Doctoral School there were slightly more men. However, women’s participation is increasing gradually. While in 2019/2020 women accounted for 39%, in 2022/2023 their share was 54%.

1.2 Employees of the University

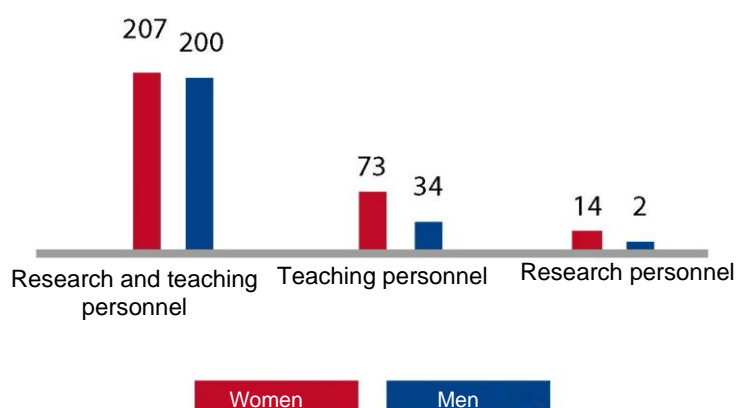
Employees of the University are academic teachers and employees other than academic teachers. The total number of employees as at 31 December 2022 was 1074 people, including 696 women and 378 men (Chart 4).

Chart 4. Structure of total employment at the WUEB by gender (as at 31 December 2022)



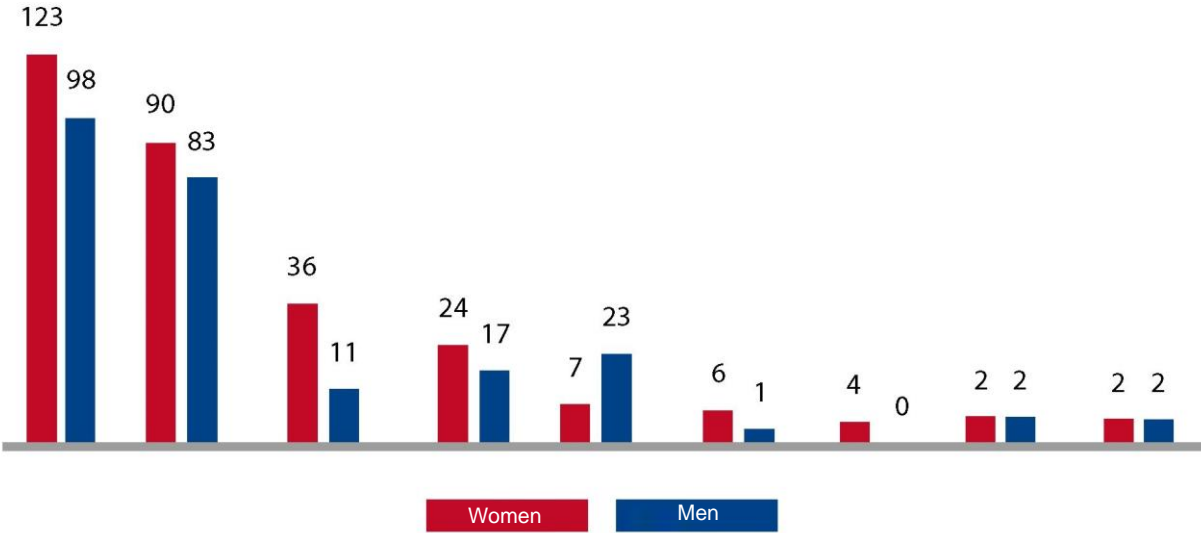
At the end of 2022, academic teachers represented 530 people, including 55% of women. Academic teachers are employed in three groups of employees: teaching, research, and research and teaching. Chart 5 presents the structure of academic teachers by gender and three groups of employees, whereas chart 6 presents the structure of teachers' employment broken down by gender and type of position.

Chart 5. Structure of academic teachers employed at the WUEB by gender and group of positions (as at 31 December 2022)



The most numerous group is Research and teaching personnel (407), then teaching (107 persons) and research (16 persons). Women dominate in each of the three analysed groups. The participation of women is as follows: 51% in the group of research and teaching personnel, 68% in the group of teaching personnel and 88% in the group of research personnel.

Chart 6. Employment structure of academic teachers at the WUEB broken down by positions and gender (as at 31 December 2022)



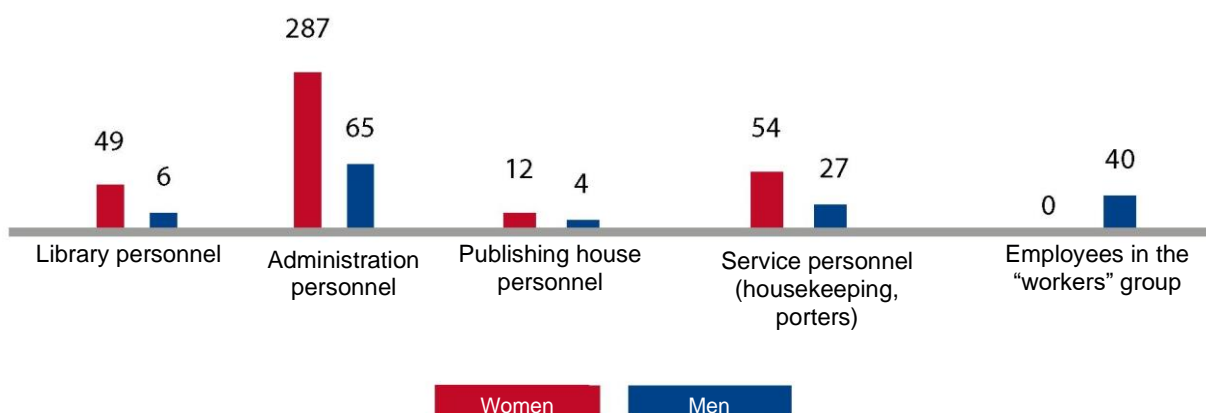
Most academic teachers are employed as assistant professors. In this group, there are **123 female assistant professors and 98 male assistant professors**, so the participation of women (56%) is greater than men (44%). Another largest group in terms of the size are those employed as university professors. Women (52%) also predominate in this group. Among the senior lecturers, women account for 77%, while at the professor’s position there are significantly more men than women (for 30 people employed, 23 are men).

The following section presents an analysis of employees who are not academic teachers.

The WUEB employs 544 employees who are not academic teachers, including 402 women and 142 men. Employees who are not academic teachers are employed in two groups: administrative and service personnel and library personnel.

Chart 7 presents the number of these employees broken down by gender and position.

Chart 7. Number of employees other than academic teachers by gender and position (as at 31 December 2022)



The most numerous group of **employees who are not academic teachers** are administration personnel (352 people), then service personnel (81 persons) and library personnel (55 persons). In each of these three groups, women's participation is greater than men. The greatest disproportions due to gender are present in the group of administration personnel, in which women's participation is around 82%. Among the library personnel and publishing house personnel, women account for 89% and 75% respectively. In the "workers" group, 100% are men.

Key conclusions

Based on the analysis of the internal organizational documentation concerning the structure of employment, the following conclusions were formulated:

- The WUEB employs more women than men, the share of women in the total number of employees is 64%,
- the number of employees other than academic teachers is slightly higher than the number of academic teachers,
- the analysis of individual positions of academic teachers shows that the greatest disproportions between the number of women and men are present at the position of a senior lecturer (more women) and a professor (significant more men),
- among employees other than academic teachers, women also outnumber men; the exception is the "workers" group.

1.3 Participation of women and men in the bodies of the University and in managerial positions

1.3.1 WUEB bodies

The **Rector** is a one-person body of the University. In the current term of office 2020-2024, the position of the **Rector** is held by a man.

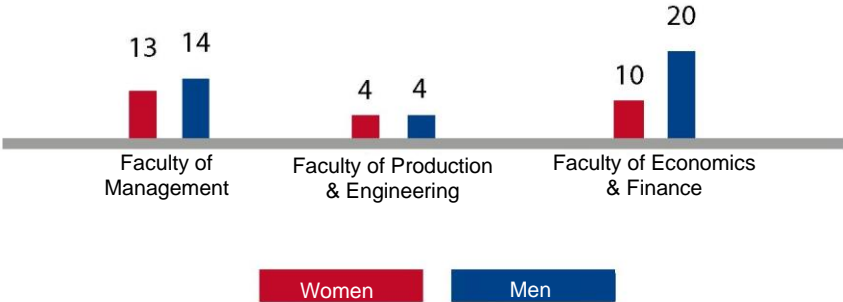
The collegial bodies of the WUEB are: **The University Council, the Senate, the Faculty Councils and the Councils of Scientific Disciplines.**

The **University Council** is composed of nine people – seven men and two women. It should be noted that the University Council is a collegial body the task of which is to issue opinions on the draft of the University’s strategy, issue opinions on the draft Statute, monitoring the University’s financial management, monitoring the University’s management and indicating candidates for the Rector. Members of the University Council are appointed by the **Senate**. The Senate counts 41 members, 16 are women (39%) and 25 are men (61%).

Overall, men have a slight advantage in all **Faculty Councils** (women make up a total of about 48%). The analysis of gender representation in the various Faculty Councils shows that while the Council of the Faculty of Management and the Council of the Faculty of Economics and Finance are dominated by men (the share of women in these councils is 45% and 48%, respectively), in the Council of the Faculty of Production Engineering the share of women and men is at the same level (50% men and women).

There are 65 people in the WUEB **Councils of Scientific Disciplines**, including 27 women (42% of the members of all Discipline Councils). The gender structure in the discipline councils appointed by the Senate and functioning in the structures of individual faculties is presented in Chart 8.

Chart 8. Distribution of members of the Councils of Scientific Disciplines by gender (as at 01.01.2022)

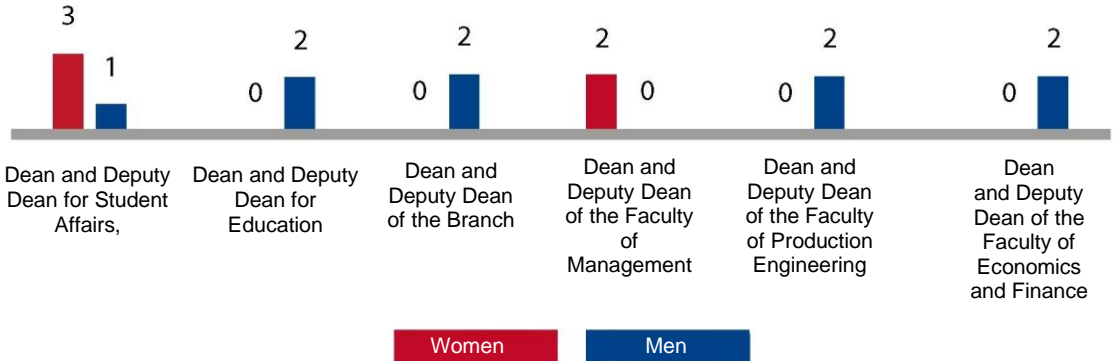


In other collegial bodies (Program Councils, Faculty Committees), women predominate, only in the Faculty Committees of the Faculty of Production Engineering men predominate and account for 57%. In the other Faculty Committees, their share varies between 43% and 45%.

1.3.2 Participation of women and men holding managerial positions at the WUEB and in the positions of the Chancellor, Bursar and their deputies

Managerial functions at the University are performed by vice-rectors, deans and deputy deans. Among the four vice-rectors, there is equal participation of women and men. Taking into account the functions of the Dean and their deputies, broken down by gender, it should be noted that there is no balance (Chart 9). Women predominate among the Dean and the Deputy Deans for Student Affairs positions - for four positions three are occupied by women and one by a man. The Dean and Deputy Dean for Education are men. The Dean and Deputy Dean of the Faculty of Management – positions held by women. The Dean and the Deputy Dean of the Faculty of Production Engineering, Faculty of Economics and Finance and Branch in Jelenia Góra are functions performed by men.

Chart 9. Distribution of positions of a Dean and Deputy Deans by gender (as at 01.01.2023)



In summary, in the 2020-2024 term, there are 5 women and 9 men in dean and deputy dean positions, which means there is a gender disparity.

The post of the **Chancellor** of the WUEB is held by a woman. Two positions of the Deputy Chancellor are held by men. The **Bursar** is a man, and the Deputy Bursar is a woman.

Table 2 lists the above-mentioned managerial positions and the positions of the Chancellor, Bursar and their deputies, broken down by gender.

Table 2. Structure of the University's authorities by gender (as at 31.12.2022)

Function/position	Gender*	
Vice-rector for Research and Academic Staff	F	
Vice-Rector for Student Affairs and Academic Programmes		M
Vice-rector for Accreditation and International Cooperation	F	
Vice-Rector for Finance and Development		M
Chancellor	F	
Deputy Chancellor		2xM
Bursar		M
Deputy Bursar	F	
Dean for Student Affairs	F	
Vice-Dean for Student Affairs: international study majors	F	
Deputy Dean for Student Affairs: Economics and Finance programs		M
Deputy Dean for Student Affairs: Management and Quality programs	F	
Dean for Academic Programs		M
Deputy Dean for Academic Programs		M
Dean of the University Branch		M
Deputy Dean of the University Branch		M
Dean of the Faculty of Business and Management	F	
Deputy Dean of the Faculty of Management	F	
Dean of the Faculty of Production Engineering		M
Deputy Dean of the Faculty of Production Engineering		M
Dean of the Faculty of Economics and Finance		M
Deputy Dean of the Faculty of Economics and Finance		M

Dean of the Doctoral School		M
Total	9	15

* F – female, M – male

Analysis of the data in Table 1 indicates that women are an underrepresented gender in WUEB's authorities. Most managerial positions are held by men. It should be noted that only in the case of the positions of the Dean and the Deputy Dean for student affairs, they are held by women and men. In other cases, the positions of dean and deputy deans are held either by women alone or by men alone.

1.3.3 Faculties and Departments

In the structure of the WUEB, there are three entities organizing and conducting scientific activities within individual scientific disciplines: Faculty of Economics and Finance, Faculty of Production Engineering and Faculty of Management. Additionally, there are the University Branch in Jelenia Góra and the Doctoral School.

The **departments** operate within the Faculties. Each department is directed by the head. In total, there are 55 departments in all faculties, of which 34 are directed by men (62%) and 21 by women (38%).

1.3.4 Organization of education

In accordance with the provisions of the WUEB Statute, the education organization is entrusted to the Dean of Student Affairs, University Branch Dean, Dean for Education, Director of the EMBA Program and Director of the Lifelong Learning Centre, who are appointed by the Rector.

Table 3. Structure of the education organization broken down by gender (as at 31.12.2022)

Function/position	Gender*	
Dean for Student Affairs	F	
Vice-Dean for Student Affairs: international study majors	F	
Deputy Dean for Student Affairs: Economics and Finance programs		M
Deputy Dean for Student Affairs: Management and Quality programs	F	
Dean for Academic Programs		M
Deputy Dean for Academic Programs		M

Dean of the University Branch		M
Deputy Dean of the University Branch		M
Director of the EMBA Program	F	
Director of the Lifelong Learning Centre	F	
Deputy Director of the Learning Centre	F	
Total	6	5

* F – female, M – male

The positions of deans within the education organization, the Director of the EMBA Program and Director of the Lifelong Learning Centre are held by 4 women and 1 man, which means a gender disparity. There are slightly more women (6 persons) than men (5 people) in positions of deputies (deputy deans) (Table 3).

For organizational purposes, the functions of heads and deputy heads of programs has been created at the WUEB. There are 32 people holding these positions, 23 women and 7 men.

1.3.5 Organization of the 2030 Strategy implementation

By strengthening the implementation of the 2030 Strategy of the Wroclaw University of Economics and Business in December 2020, the **Rector's Committee for Strategic Management** was established, which is currently composed of three men and one woman. **6 Ambassadors of Strategic Priorities** were appointed in the structure of people responsible for implementing it, in particular for stimulating actions aimed at achieving the effects of priorities. These functions are performed by 4 women and 2 men, including 5 representatives of academic teachers and 1 representative of administration personnel. At the end of 2022 there were 32 people, including 18 women (56%) and 14 men (44%), in the **Priority Councils**. Among them, 28 people are representatives of academic teachers and 4 representatives of administrative personnel. The **8 Priority Sponsors** include representatives of the University's authorities, including 5 men and 3

2. REVIEW OF THE IMPLEMENTATION OF ACTIONS

The WUEB's community has taken and continues to take multi-level, institutional-organizational and supportive measures aimed at creating an open academic community and a safe working and learning environment. In pursuing these objectives, we undertake measures to prevent and counteract all forms of discrimination and violence.

Table 4. Actions undertaken by the WUEB authorities within equal treatment and counteracting discrimination

When	WUEB's actions	Sources of law
2007	Appointment of the first Rector's Representative for People with Disabilities	Power of Attorney R/DOP-2/2007
2008	Appointment of a new person for the position of the Rector's Representative for People with Disabilities	Rector's Regulation AE No. 3/2008
2017	Adoption of the Declaration of Social Responsibility of the University	https://www.ue.wroc.pl/p/2017/deklaracja_spoecznej_odpowiedzialnosci_uczelni.pdf
2017	Appointment of the Human Resources Excellence in Research Task Force	Rector's Regulation No. 75/2016
2017	Granting a distinction to the HR Excellence in Research – granted by the European Commission	https://euraxess.eceuropa.eu/z
2017	Introduction of the Internal Anti-Mobbing Policy	Rector's Regulation No. 25/2017
2017	Appointment of the Rector's Committee for Social Responsibility	Rector's Regulation No. 69/2017
2019	Updating the WUEB Work Regulations and appendices thereto on counteracting discrimination and mobbing	Rector's Regulation No. 73/2019
2019	Appointment of the Rector's Strategic Forum	Rector's Regulation No. 124/2019
2020	Updating and implementing Anti-Mobbing and Anti-Discrimination Policy	Rector's Regulation No. 51/2020
2020	Appointment of the Green Team - Sustainable Development Centre – granted by the European Commission	Rector's Regulation No. 220/2020
2021	WUEB's 2030 Strategy	https://www.ue.wroc.pl/uczelnia/23487/strategia_uew_2030 .
2021	Updating the WUEB Work Regulations and appendices thereto on counteracting discrimination and mobbing	Rector's Regulation No. 45/2021
2021	Appointment of the Coordinator for Accessibility to support people with specific needs	Rector's Regulation No. 110/2021z

2021	Appointment of the Team for equality and counteracting discrimination	Rector's Regulation No. 150/2021
2021	Code of Ethics of the Academic Teacher	Rector's Regulation No. 170/2021
2021	Introduction of the Regulations of support for people with special needs, including disabilities	Rector's Regulation No. 180/2021
2022	Appointment of the Rector's Team for Human Resources Excellence in Research	https://euraxess.eceuropa.eu/z
2022	Appointment of the Rector's Committee for Social Impact	Rector's Regulation No. 60/2022
2022	Appointment of the Ombudswoman for equal treatment	Rector's Regulation No. 37/2022
2022	Appointment of the Ombudsman for counteracting discrimination	Rector's Regulation No. 37/2022
2022	Signature of the Diversity Charter	signed by the Rector authorities
December 2021 June 2023	Work on the Gender Equality Plan	

Table 4 presents the actions of the EU's authorities in the field of anti-discrimination and gender equality among the academic community from 2007 to the present.

The most important achievements in this respect are:

Appointment of the Rector's Representative for People with Disabilities Rector's Regulation AE No. 3/2008

http://www.ue.wroc.pl/p/dla_pracownikow/zarzadzenia_pisma_okolne_rektora2008/3_08.pdf

As the University respects the needs of people with disabilities, it seeks to enable everyone to study and work. The first Rector's Representative for People with Disabilities at the Wrocław University of Economics and Business was appointed on 02.01.2007, another person was appointed on 01.11.2008. The tasks of the Rector's Representative for People with Disabilities are:

- assessment of the degree of preparation of the University for the service of people with disabilities,
- ensuring equal opportunities for people with disabilities in access to education and work at the University,
- requesting the Rector in matters related to the use of the Fund for the Support of People with Disabilities,

- giving opinions on requests addressed to persons holding managerial positions at the University and heads of organizational units employing people with disabilities,
- co-ordinating the implementation of the tasks of the Section for People with Disabilities,
- initiating and organizing cooperation between the University and other entities in the scope of activities for the benefit of people with disabilities.

In 2020 a dedicated organizational unit was created: The Section for People with Disabilities, tasks of which include:

- support for recruitment of people with disabilities, including providing guidance on the selection of programs based on individual possibilities of the candidate,
- creating and updating a long-term plan of activities related to the elimination of potential architectural, organizational and mental barriers in the scope of service of people with disabilities,
- initiating, implementing and supporting promotional and information activities in the scope of people with disabilities,
- raising awareness of people with disabilities among employees by training, workshops which aim to prepare the University personnel for effective service and training of students with special educational needs,
- support in solving individual problems of each student, doctoral student, post-graduate student, candidate for studies with disability or specific educational needs, subject to discretion and anonymity.

In 2021 at the Wrocław University of Economics and Business, by the WUEB Rector's Regulation No. 110/2021, the Accessibility Coordinator was appointed, whose tasks cover:

<https://uewrc.sharepoint.com/sites/KomunikacjaWewnetrzna/SitePages/ZARZ%C4%84DZENIE-REKTORA-UEW-NR-110-2021.aspx>

- support for people with special needs in access to services provided by the University,
- preparation and coordination of the implementation of the action plan for ensuring the accessibility for people with special needs by the University, in accordance with the requirements specified in the Act of 19 July 2019 on ensuring accessibility for people with special needs,
- monitoring the University's activity, in the scope of ensuring accessibility to people with special needs.

Regulations of support for people with disabilities were introduced (WUEB Rector's Regulation No. 180/2021 http://www.ue.wroc.pl/p/dla_pracownikow/zarzadzenia_pisma_okolne_rektora_2021/zr_180_2021.pdf)

In 2017, the Wrocław University of Economics and Business received the prestigious **HR Excellence in Research** award, which is granted by the European Commission to institutions acting for an attractive workplace developing the capabilities and competences of scientific personnel. The receipt of this award is the result of the work of the Task Force for "Human Resources Excellence in Research", which diagnosed the work environment and decided to create a strategy that includes legal regulations concerning the recruitment and HR management process, including proper employee assessment and development paths, as well as support for individual development and building conscious involvement in the workplace. The Rector's Team for Human Resource Excellence in Research was appointed in February 2022. All of the Team's activities are based primarily on the ideas and values behind the implementation of Strategy 2030 – community, truth, freedom, responsibility, modernity, excellence and entrepreneurship, but above all on the principles described in the European Charter for Researchers and its complementary Codes. The WUEB was again among the Universities, which can use the prestigious "HR Excellence in Research" logo in February 2023.



HR EXCELLENCE IN RESEARCH

Declaration of Social Responsibility of the University¹

In November 2017, a conference called Social Responsibility of Science – Challenges for the Academia and Business was held, during which the Wrocław University of Economics and Business signed the University's Declaration of Social Responsibility. The initiative at the University was taken by the then Rector's Green Team.

Implemented commitments of the University include:

- expanding curricula to include issues of ethics and corporate social responsibility, sustainability and social innovation,
- operating in such a way as to minimize the negative impact of activities carried out by the academic community and its stakeholders on the natural environment in all its dimensions,
- dialogue with stakeholders on the priorities of the university's social policy and informing about the results thereof.

Introduction of the Anti-Mobbing and Anti-Discrimination Policy of the Wrocław University of Economics and Business, WUEB Rector's Regulation No. 51/2020 http://www.ue.wroc.pl/p/dla_pracownikow/zarzadzenia_pisma_okolne_rektora_2020/zr_51_2020.pdf

¹ https://www.ue.wroc.pl/p/2017/deklaracja_spolecznej_odpowiedzialnosci_uczelni.pdf

The preparation and implementation of this policy was one of the systemic measures. The first document at the Wrocław University of Economics and Business concerning the introduction of the Anti-Mobbing Policy was introduced on 11 April 2017². After the review, the provisions of the Anti-Mobbing Policy were updated³. The final shape of the document, which is valid until now, under the name “Anti-Mobbing and Anti-Discrimination Policy” was introduced on 9 April 2020⁴.

Team for equal treatment and counteracting discrimination

In November 2021, the Team for equal treatment and counteracting discrimination at the Wrocław University of Economics and Business was appointed by way of the Rector’s Regulation No. 150/2021. The members of the team are: a representative of the Section for People with Disabilities, a representative of the Personnel Affairs Centre, representatives of employees from the academic teacher group and a representative of employees from the group of administration employees.

The team was set up to initiate and implement actions for the dissemination and implementation of the idea of equality, diversity, tolerance and respect and protection of human rights in relation to the entire academic community and its environment, in particular by preparing the University to implement the policy of equal treatment based on sex, age, disability, state of health, race, nationality, ethnic origin, religion, religion, religion, nationality, lifestyle, form, scope and basis of employment, other type of cooperation and other premises that expose to discriminatory behaviour. A special expression of the team’s activities may be the work on procedures for conducting recruitment and activities under the implemented programs in compliance with the principles of gender equality and non-discrimination (including recruitment criteria, group selection rules, gender-sensitive language and exclusion).

Equal Treatment Ombudswoman and Anti-Discrimination Ombudsman

In March 2022, the Equal Treatment Ombudswoman and Anti-Discrimination Ombudsman were appointed. This is one of the stages of creating a structure at the University enabling the creation of a safe working and learning environment, supporting through the proposed solutions all employees working, co-operating and learning at the WUEB.

The tasks of the Equal Treatment Ombudswoman include, in particular, the implementation of the measures adopted by the Team for equal treatment and counteracting discrimination related to increasing equality among the WUEB community and:

- initiating solutions for equal treatment for the entire academic community,
- promoting equal treatment and diversity,
- undertaking activities related to data collection and/or research on unequal and unfair treatment and the preparation of systemic solutions and methods of preventing such situations in the future.

² http://www.ue.wroc.pl/p/dla_pracownikow/zarzadzenia_pisma_okolne_rektora2017/zr25_2017.pdf

³ http://www.ue.wroc.pl/p/dlapracownikow/zarzadzenia_pisma_okolne_rektora2018/zr62_2018.pdf

⁴ http://www.ue.wroc.pl/p/dla_pracownikow/zarzadzenia_pisma_okolne_rektora_2020/zr_51_2020.pdf

⁵ Currently acts under the name of the Team for equal treatment and counteracting discrimination

The Anti-Discrimination Ombudsman’s tasks include, in particular, taking measures to prevent discrimination and support victims, including:

- conducting explanatory proceedings and issuing opinions on reported cases of discrimination,
- initiating and/or developing procedures and schemes for preventing discrimination,
- collecting examples of solutions leading to the reduction or elimination of these phenomena.

The tasks of the Ombudswoman and Ombudsman also include initiating activities concerning broadly understood diversity and non-discrimination.

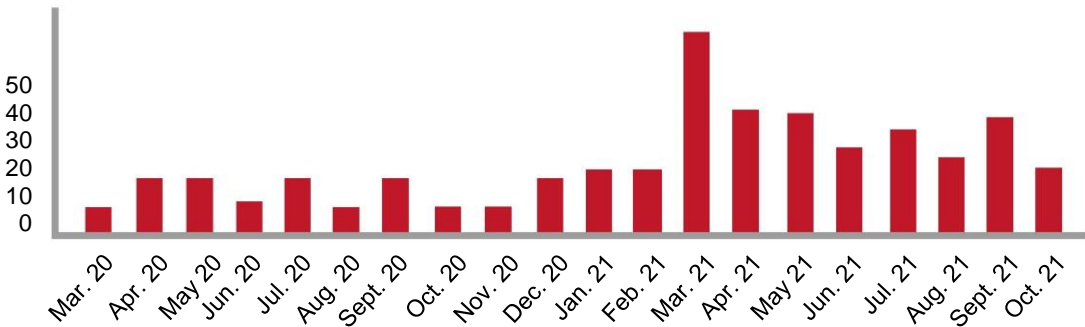
Another aspect of the actions taken for the benefit of the academic community is also:

- advisory support for employees, students, including therapeutic consultation and consultations with a psychologist,
- motivational meetings/programs, strengthening students in the event of losing a sense of security,
- training in the field of gender equality and non-discrimination of people with disabilities, carried out for students participating in internships and for employers (realized since 2016),
- meetings with employers promoting activities that exclude inequalities, discrimination or violence,
- workshops in the scope of communication without violence (within the Competence Development Program and training range of the Career Office) and emotional intelligence (Competence of the Future Program),
- cooperation with non-governmental and local government organizations in the area of anti-discrimination and anti-violence measures, promotion of their programmes and social campaigns,

Therapeutic consultations

During the SARS-CoV-2 virus pandemic, the University increased the availability of psychological support, both for students and for WUEB employees. During the period 2020-2021, 477 sessions were held for students and graduates as part of the Therapeutic consultations (chart 10).

Chart 10. Number of sessions held as part of therapeutic consultations



As of December 2020, support for all the University's employees was launched.

The form of support offered by the University's authorities consists in the possibility of using free 3 meetings as part of psychologist sessions. These meetings can be used by people who find themselves in difficult life situations, or who are unable to cope somatically and personality-wise (character traits) with the epidemiological situation caused by COVID19.

As of March 2020, the Wroclaw University of Economics and Business has also taken steps to provide psychological support to all members of the University community. A cycle of guides and webinars "**Th Big Change**" was prepared and published, which aim to show ways to find your way in the changed daily life, including taking care of your mental health and strengthening coping strategies for the experience of change.

The continuation of the cycle has also covered the topics of functioning in the labour market in the new reality and information management strategies in the context of minimizing uncertainty. The materials were published on the University's website and on the Facebook profile - redirecting to the website.

The tab "**Psychological support**" has been updated to provide a clear presentation of the possibility of using psychological support in the form of a consultation or a therapeutic session.

Information on the possibility of support for employees of the University was provided through communication channels, such as the WUEB website and on the internal platform of the University "Internal communication" (e-mails sent to all employees with re-directing to the website).



1. OBJECTIVES, ACTIONS AND GEP INDICATORS

The starting point for the development of the Gender Equality Plan was the belief that every person working and studying at the Wrocław University of Economics and Business and cooperating with the WUEB should be treated equally, both in terms of development opportunities and performance evaluation. What is more, it is necessary to strengthen awareness of existing stereotypes, inequalities and barriers to holding various social roles.

The GEP, developed and adopted by the University, puts emphasis not only on gender equality, but also on ensuring equal treatment and respect for dignity in relation to such features of employees and students of the University as age, origin, position and family situation.

Five main objectives were adopted in the Gender Equality Plan for the Wrocław University of Economics and Business. Within each main objective, two/three specific objectives are identified. For each specific objective, actions, measurement indicators, committed units and implementation schedule are defined.

OBJECTIVE 1. Increasing awareness of the importance of equal treatment and combating all forms of discrimination

Specific objectives:

- 1.1. Raising awareness of the academic community in the field of equal treatment.
- 1.2. Preventing discrimination by educating the members of the academic community.
- 1.3. Monitoring the state of knowledge and equality practices in the working and studying environment.

1.1 RAISING AWARENESS OF THE ACADEMIC COMMUNITY IN THE FIELD OF EQUAL TREATMENT			
ADDRESSEES	ACTION	EFFECT	Responsible units/ Supporting units
			Implementation schedule
The WUEB academic community	Development and dissemination of equality policies and procedures for reporting unequal treatment (discrimination) and fair consideration.	Introduction of the equality policy and the procedure for reporting unequal treatment. Information campaign concerning the equality policy introduced at the University and the procedure for reporting unequal treatment (discrimination).	Team for equal treatment and counteracting discrimination Director and Deputy Director of the Personnel Affairs Centre Anti-Discrimination Ombudsman Equal Treatment Ombudswoman
			Q4 2023
The WUEB academic community	Conducting a campaign to disseminate knowledge of equal treatment and non-discriminatory language.	Cyclical mailings to WUEB employees through KW/Intra- net and students through USOS at least 3 times in 2023 and 12 times in 2024.	Team for equal treatment and counteracting discrimination – developing content Employer Branding Department - communication to employees, Education and Student Affairs Service Centre – communication to students.
			Q4 2023 - Q4 2024
The WUEB academic community	Creation of the Team for equal treatment and counteracting discrimination in the intranet	Making the website available to employees and students of the WUEB	Team for equal treatment and counteracting discrimination - developing and updating the content of the Personnel Affairs Centre
			Q4 2023

1.2 PREVENTING DISCRIMINATION BY EDUCATING THE MEMBERS OF THE ACADEMIC COMMUNITY			
The WUEB academic community	Development and implementation of e-learning courses in the scope of: <ul style="list-style-type: none"> • discrimination and how to prevent it (for the entire academic community), • diversity management and ensuring equality , especially in the field of gender (for managerial personnel). 	Attending e-learning courses per year by at least 20% of employees in groups: (1) managerial personnel: academic teachers, (2) managerial personnel: administration personnel, and at least 5% in groups:(3) academic teachers, (4) administration employees.	Team for equal treatment and counteracting discrimination team and the Section for People with Disabilities - in terms of substantive preparation and recording of e-learning courses Centre for the Development of Distance Education – in the scope of making e-learning courses available Professional Competence Department - in the scope of announcements and promotion of courses
			Q4 2023 - Q4 2024
The WUEB academic community	Organization of events addressing gender issues (i.e. meetings, seminars, workshops, projects or social campaigns, happenings, etc.) in order to overcome stereotypes, develop knowledge, skills and shape attitudes of openness to equal treatment.	Organization of 1 event per year open to WUEB employees and students	Team for equal treatment and counteracting discrimination team - Section for People with Disabilities Student Self-Government Doctoral Student Self-Government
			Q4 2023 - Q4 2024
1.3 MONITORING THE STATE OF KNOWLEDGE AND EQUALITY PRACTICES IN THE WORKING AND STUDYING ENVIRONMENT			
The WUEB academic community	Monitoring the level of awareness of equality issues by preparing a questionnaire and conducting research on the equality knowledge and practices in the working and studying environment at the WUEB.	Obtaining an answer from at least 20% of people working and at least 10% studying at the WUEB as part of one research cycle Preparation of annual reports	Equal Treatment Ombudswoman Anti-Discrimination Ombudsman
			Annually in Q4 of the year

OBJECTIVE 2. Promoting equal access to careers

Specific objectives:

- 2.1. Collection and monitoring of gender-sensitive data, including on recruitment and promotion procedures.
- 2.2. Promoting equal access to careers.
- 2.3. Striving in the process of recruitment, vertical and horizontal promotion of employees to achieve a representation of 50% of each gender

2.1. COLLECTION AND MONITORING OF GENDER-SENSITIVE DATA, INCLUDING ON PROCEDURES			
ADDRESSEES	ACTION	EFFECT	Responsible units/ Supporting units
			Implementation schedule
Academic teachers, administration employees (including technical personnel)	<p>Collection and analysis of data, taking into account gender representation, concerning:</p> <ul style="list-style-type: none"> • recruitment processes, employment structures, • promotion processes (including obtaining degrees and titles) and re-classification, • employee development (trips, conferences, training, studies and other forms of development), • teams in research projects and task teams and committees, candidates and participation of employees in grant competitions, university projects, national and international projects. <p>Collecting information on projects and practices supporting the development of women's careers at the WUEB.</p>	<p>Statistics register (data records).</p> <p>Annual reports taking into account recommended actions, in the case of observed inequalities.</p>	<p>Vice-Rector for Science</p> <p>Team for equal treatment and counteracting discrimination</p> <p>Teaching and Student Affairs Support Centre</p> <p>Personnel Affairs Centre</p> <p>Doctoral School</p> <p>Deans of individual faculties</p> <p>Research Support Centre</p> <p>Rector's Office</p>
	Collecting gender-sensitive data with regard to:	Statistics register (data records).	Q4 2023 on an ongoing basis until the end of 2024.
			Team for equal treatment and counteracting discrimination

The WUEB academic community	<ul style="list-style-type: none"> • persons admitted to 1st, 2nd degree, post-graduate studies and to the Doctoral School (including in individual courses of education/postgraduate studies, Doctoral School) • graduates of the above-mentioned forms persons who have not completed the undertaken forms of education (removed from the University and resigning from education). 		<p>Teaching and Student Affairs Support Centre Lifelong Learning Centre Doctoral School</p> <hr/> <p>Q4 2023 on an ongoing basis until the end of 2024</p>
2.2. EQUAL ACCESS TO CAREERS			
Academic teachers, students, doctoral students	<p>Organization of lectures/webinars with invited female speakers about women's careers in science in Poland and in the world (e.g. female leaders of national or international grants).</p> <p>Organization of networking groups for potential participants of the Doctoral School, participants of the Doctoral School, people obtaining a doctoral degree, researchers (up to 3 years).</p>	<p>Number of lectures/webinars – at least 1 per year</p> <p>Number of networking meetings – at least 1 per year.</p>	<p>Vice-Rector for Science Dean of the Doctoral School Team for equal treatment and counteracting discrimination Student Self-Government Doctoral Student Self-Government</p> <hr/> <p>Q4 2023 on an ongoing basis until the end of 2024</p>
Management personnel of the Personnel Affairs Centre	Preparation and implementation of the recruitment procedure without discrimination and taking into account the language sensitive to gender	<p>Annual report on the conducted competition proceedings and open recruitment for the positions of academic teachers and administrative personnel of the WUEB.</p> <p>Where candidates of different genders have the same qualifications, it is recommended that the position should be taken by a person from an under-represented sex (groups).</p> <p>(Completion of processes in accordance with internal regulations concerning the recruitment of administration and research employees.)</p>	<p>Rector Vice-Rector for Science Section for Recruitment Rector's Team for Human Resource Excellence in Research People/units responsible for recruitment Rector's Office</p> <hr/> <p>Q4 2023 continuously until the end of 2024</p>

2.3. STRIVING IN THE PROCESS OF RECRUITMENT, VERTICAL AND HORIZONTAL PROMOTION OF EMPLOYEES TO ACHIEVE A REPRESENTATION OF 50% OF EACH GENDER

<p>The WUEB academic community</p>	<p>Verification of the current procedure of employment of employees at the WUEB and ensuring in the Academic teachers recruitment policy (OTM-R) provisions concerning equal treatment, preventing discrimination, including in particular on grounds of gender.</p> <p>The introduction of mechanisms to ensure gender balance in promotion processes, taking into account the need to justify its absence, and where candidates of different genders have the same qualifications, a recommendation to include a person of an under-represented gender/group.</p>	<p>Procedure to ensure gender balance in promotion processes.</p>	<p>Vice-Rector for Science Rector's Team for Human Resource Excellence in Research Team for equal treatment and counteracting discrimination Equal Treatment Ombudswoman Deans of Faculties Personnel Affairs Centre</p> <hr/> <p>Q4 2023 - Q1 2024</p>
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OBJECTIVE 3. Supporting work-life balance of employees and students

Specific objectives:

- 3.1. Facilitation of combining work and studying with private life.
- 3.2. Increasing the awareness of employees and students, doctoral students in the scope of legal regulations and possible solutions supporting the balance between private life and professional work and education.

3.1 FACILITATION OF COMBINING WORK AND STUDYING WITH PRIVATE LIFE			Responsible units/ Supporting units
ADDRESSEES	ACTION	INDICATOR	Implementation schedule
The WUEB academic community	Inventory of solutions available at the University to facilitate balancing private life with professional engagement and studying, along with recommendations	Records of solutions facilitating work-life balance	Deputy Director of the Personnel Affairs Centre Vice-Rector for Students Affairs and Education Chancellor Teaching and Student Affairs Support Centre Team for equal treatment and counteracting discrimination
			Q4 2023 - Q1 2024
3.2 INCREASING THE AWARENESS OF EMPLOYEES AND STUDENTS, DOCTORAL STUDENTS IN THE SCOPE OF LEGAL REGULATIONS AND POSSIBLE SOLUTIONS SUPPORTING THE BALANCE BETWEEN PRIVATE LIFE AND PROFESSIONAL WORK AND EDUCATION			
The WUEB academic community	Building awareness and knowledge of those working and studying on the formal and infrastructural changes being made to facilitate balancing personal life with working and studying.	Information meetings for employees (at least 2 per year) Sending information to employees on the website of the Team for equal treatment and counteracting discrimination once a quarter	Promotion Centre Employer Branding Department Team for equal treatment and counteracting discrimination Student Self-Government Vice-rector for Research and Academic Staff Deputy Director of the Personnel Affairs Centre
			Q1-Q4 2024

OBJECTIVE 4. Taking care of balanced, including in particular with regard to gender, representation in the bodies of the University and decision-making processes at different levels of the organizational structure of the WUEB

Specific objectives:

- 4.1. Ensuring equal participation of women and men in WUEB decision-making processes
- 4.2. Ensuring equal participation of women and men and employee groups in the bodies working out solutions for the WUEB
- 4.3. Ensuring equal representation of women and men in expert and review teams, both within internal and external actions of the WUEB

4.1 ENSURING EQUAL PARTICIPATION OF WOMEN AND MEN IN WUEB DECISION-MAKING PROCESSES			
ADDRESSEES	ACTION	INDICATOR	Responsible units/ Supporting units
			Implementation schedule
The WUEB academic community	Development and dissemination of policies relating to the appointment of committees and other bodies with regard to gender equality	Policy of appointing committees and other bodies taking into account gender equality	Rector Team for equal treatment and counteracting discrimination
			Q1 2024
The WUEB academic community	Monitoring and control of representation of women and men in teams and decision-making committees.	Preparation of the annual report	Team for equal treatment and counteracting discrimination
			Q2 2024 continuously until the end of 2024
4.2. ENSURING EQUAL PARTICIPATION OF WOMEN AND MEN AND EMPLOYEE GROUPS IN THE BODIES WORKING OUT SOLUTIONS FOR THE WUEB			
WUEB authorities			Rector, Vice-Rectors, Faculty Deans

Academic teachers, administration employees (including technical personnel)	<p>Formulating and implementing guidelines on the percentage share of women and men in:</p> <ul style="list-style-type: none"> the managing personnel (vice-rectors, chancellor, deputy chancellor, bursar, deputy bursar, deans, vice-deans, heads of departments, directors, managers), teams, expert and review committees, faculty committees and other decision-making and opinion bodies. 	<p>Guidelines on the principles of ensuring equal access for men and women to management positions and teams, committees and other decision-making bodies.</p> <p>Achieving in the management personnel group, teams, expert committees, review committees, faculty committees and others the participation of a minimum of 40% women or men, if this group is affected by disproportionality in a particular team, committee (if possible).</p>	<p>Chancellor Chairperson of Teams Management personnel Personnel Affairs Centre Rector's Office Equal Treatment Ombudswoman Team for equal treatment and counteracting discrimination</p> <p>Q1-Q4 2024</p>
The WUEB academic community	Formulating and implementing guidelines for entrusting the leadership of decision-making bodies to both women and men.	Developing and implementing guidelines.	<p>Rector, Vice-Rectors, Faculty Deans Chancellor Personnel Affairs Centre</p> <p>Q1 2024</p>
4.3. ENSURING EQUAL REPRESENTATION OF WOMEN AND MEN IN EXPERT AND REVIEW TEAMS, BOTH WITHIN INTERNAL AND EXTERNAL ACTIONS OF THE WUEB			
Female employees, students, doctoral students of the WUEB	<p>Encouraging women employed at the WUEB to stand as a candidate for teams and committees and represent the WUEB outside as an expert through the organization of:</p> <ul style="list-style-type: none"> development programmes dedicated to women employed at the WUEB and female doctoral students (e.g. formula of the Female Leader Academy) meetings of networking groups for female employees and doctoral students, in cooperation with female experts who already have experience in work in teams, decision-making 	<p>At least two training events/cycles (development) each with a minimum of 20 female participants</p> <p>At least two networking meetings per year</p>	<p>Vice-Rector for Science Professional Competence Department Team for equal treatment and counteracting discrimination Equal Treatment Ombudswoman</p> <p>Q1 2024 continuously until the end of 2024</p>

	bodies and represent the WUEB in external events and teams.		
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OBJECTIVE 5. Inclusion of the subject of equality and diversity in the content of research, education programmes and services provided to the community

Specific objectives:

- 5.1. Increasing the inclusion of equality and diversity issues in the education process
- 5.2. Including equality and diversity issues in research
- 5.3. Including equality and diversity issues in WUEB's offer to the community

5.1 INCREASING THE INCLUSION OF EQUALITY AND DIVERSITY ISSUES IN THE EDUCATION PROCESS			
ADDRESSEES	ACTION	INDICATOR	Responsible units/ Supporting units
			Implementation schedule
Students of the WUEB, candidates for studies, doctoral students	Including the subject of equality and diversity to the syllabus of existing courses.	Developing and introducing content on equality and diversity into all study programmes in 2024/2025	Quality Assurance Representative Program Managers Education Team Coordinators Dean for Academic Programs Rector's Committee for Quality Assurance in Education
			Q1 - Q2 2024
Students	Introducing to the offer of lifelong training of the "Diversity management" course (in the form of post-graduate studies or training).	1 post-graduate program or training in 2024/2025	Postgraduate program manager or leading trainer Lifelong Learning Centre
			Q1 - Q2 2024
			Deans of Faculties

Academic teachers, employees performing teaching and educational activities of the WUEB	Organization of training/seminars on opportunities to implement the subject of equality and diversity in teaching and research.	Organization of 1 training/seminar in the academic year for each scientific discipline	Faculty Offices
			Q1 2024 on an ongoing basis until 2024
5.2. INCLUDING EQUALITY AND DIVERSITY ISSUES IN RESEARCH			
Academic teachers, Administration personnel, Doctoral students	Inventory of papers of the WUEB employees and doctoral students on diversity	Register/Base of papers available on the Team for equality and countering discrimination website	Vice-Rector for Science WUEB Library - OZON, OIN Equal Treatment Ombudswoman
			Q1 2024 on an ongoing basis until the end of 2024
Academic teachers, Administration personnel, Doctoral students	Disseminating the base of experts undertaking research related to equality and diversity at the WUEB.	The register of experts is available on the website of the Team for equality and counteracting discrimination.	Vice-Rector for Science WUEB Library - Main Library (OZON, OIN) Equal Treatment Ombudswoman
			Q1 2024 on an ongoing basis until the end of 2024
5.3. INCLUDING EQUALITY AND DIVERSITY ISSUES IN WUEB'S OFFER TO THE COMMUNITY			
The WUEB environment	Including equality and diversity subjects in the offer of WUEB competence centres (if applicable and relevant to the implemented strategy, expert opinion, opinion or study).	List of researchers (at least 1) offering services in the area of commercialisation of knowledge (reports, opinions, expert opinions, strategies) related to diversity management	WUEB competence centres Centre of Knowledge and Innovation Transfer and Commercialisation Team for equal treatment and counteracting discrimination
			Q1 2024 on an ongoing basis until the end of 2024