



Wrocław
UNIVERSITY
OF ECONOMICS
AND BUSINESS

GENDER EQUALITY PLAN

for the Wrocław University of Economics
and Business

for the years 2025-2028





Developed by the Team for Equal Treatment and Anti-Discrimination:

Iwona Kutzner

Aneta Kucybała

Katarzyna Smolny

Dorota Teneta

Artur Trzebiński

Magdalena Wiszniowska-Tomaszewska



The information cited later in the Gender Equality Plan for the Wrocław University of Economics and Business has been obtained from individual WUEB units.

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INTRODUCTION

In the fourth quarter of 2024, a review was conducted on the objectives, actions, and level of achievement of the objectives set out in the **Gender Equality Plan (GEP)** of the Wrocław University of Economics and Business (WUEB) for 2023–2024. As the degree of achievement of the set objectives was deemed unsatisfactory, it was decided that the Plan should be continued in the following years. Taking into account the current needs and expectations of the WUEB academic community, the main objectives were maintained in their current wording, while the specific objectives, the actions assigned to

them, and the implementation metrics were modified.

This WUEB Gender Equality Plan for 2025–2028 (hereinafter referred to as the Plan, Gender Equality Plan, or GEP) is a strategic document that aligns with the WUEB's key values and supports the implementation of the vision, mission, and WUEB Strategy 2030, thereby creating a favourable environment for achieving the seven Strategic Directions of the University (Table 1).

Table 1 Alignment between the GEP and the Strategic Directions of WUEB

STRATEGIC DIRECTION	GEP ROLE
Conducting research for social development and an economy based on knowledge and innovation	The GEP strengthens the University's research potential by promoting diversity in teams and ensuring equal access to projects. By integrating a gender perspective into research, the University can create innovative, more reliable solutions that better respond to social and economic needs.
Personalised and flexible education based on the potential of participants	The Gender Equality Plan supports the individualisation of educational paths, actively eliminating barriers resulting from stereotypes and prejudices. As a result, both female and male students have equal opportunities to choose their fields of study, develop their talents, and build their academic and professional careers.
Building valuable relationships with business and social and community entities	Implementing the GEP strengthens the University's image as a responsible partner that actively promotes equality and diversity. The university can inspire the socio-economic environment by sharing good practices in the field of equality and social inclusion.
Building an organisational culture that ensures decent and satisfying working conditions and development opportunities for university staff	The GEP directly contributes to this goal by ensuring transparent recruitment and promotion procedures, supporting work-life balance, and counteracting discrimination and harassment. This allows the University community to function in a safe and motivating environment.
Strengthening the University's position on the international stage	Implementing the GEP raises the prestige of the University, as it is a requirement in many European programmes, including Horizon Europe. This grants the University access to international grants and makes it more attractive to foreign partners, students, and researchers.
Digitising and automating the University's operations	The Gender Equality Plan promotes the implementation of digital solutions that enable the monitoring and analysis of data in the areas of employment, promotion, and remuneration from an equality perspective. Automating HR and administrative processes supports transparency and facilitates the elimination of inequalities.
Implementing solutions with a positive impact on the natural environment and society	Gender equality is one of the pillars of sustainable development. The GEP supports the creation of an inclusive and equitable academic community in which everyone can actively participate in activities for the protection of the environment and the development of society.

The problem of discrimination at Polish universities is a complex and multifaceted issue, encompassing various forms of unequal treatment based on gender, sexual orientation, disability, ethnic origin, religion, economic status, or political views. The WUEB has already appointed an Equal Treatment Officer, an Anti-Discrimination Officer, and Disciplinary Officers. The University also maintains an Internal Anti-Mobbing and Anti-Discrimination Policy of the WUEB. In the coming years, educational activities should be carried out to raise awareness of both the nature and consequences of undesirable phenomena (e.g., mobbing, harassment, discrimination, hate speech).

The plan comprises three main parts. The first part presents a gender-based diagnosis of staff and students at WUEB, categorised by field of study, along with an analysis of the participation of women and men in the University's governing bodies and managerial positions. The second part outlines the actions undertaken at WUEB to implement the Gender Equality Plan for 2023–2024. The third part establishes five main objectives, which have been developed into specific objectives, actions, and performance metrics for the 2025–2028 period.

The Gender Equality Plan of Wrocław University of Economics and Business is a document designed to address the needs and objectives of our institution. The plan was developed following a comprehensive review of the University's organisational documentation, including orders, regulations, procedures, policies, and reports. It meets the requirements for an effective Gender Equality Plan, as defined by the European Commission, by:

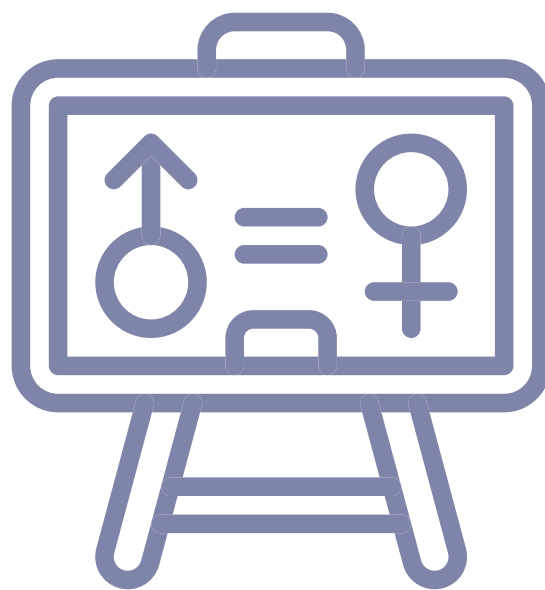
- involving the WUEB academic community in its development and implementation;
- developing solutions tailored specifically to WUEB, especially in promoting gender equality across all areas of the University's operations;
- identifying areas where unconscious bias occurs;
- influencing attitudes by enhancing knowledge of gender equality;
- diagnosing and assessing existing practices

that require change, setting goals and actions to achieve them, and defining metrics to monitor progress;

- determining methods for the Plan's dissemination.

The GEP is intended to help eliminate systemic barriers and pay inequalities, support the professional development of all employees regardless of gender, improve job satisfaction, and increase employee retention and motivation.

Approved by the Rector of the Wrocław University of Economics and Business and implemented via an order published in the Public Information Bulletin (BIP), the Plan will be made available on the WUEB Intranet, accessible to all University employees. Furthermore, employees will receive annual updates on the progress of its implementation.

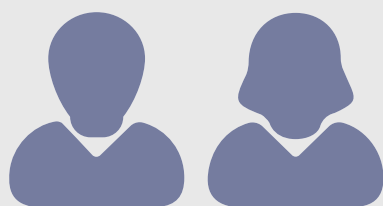
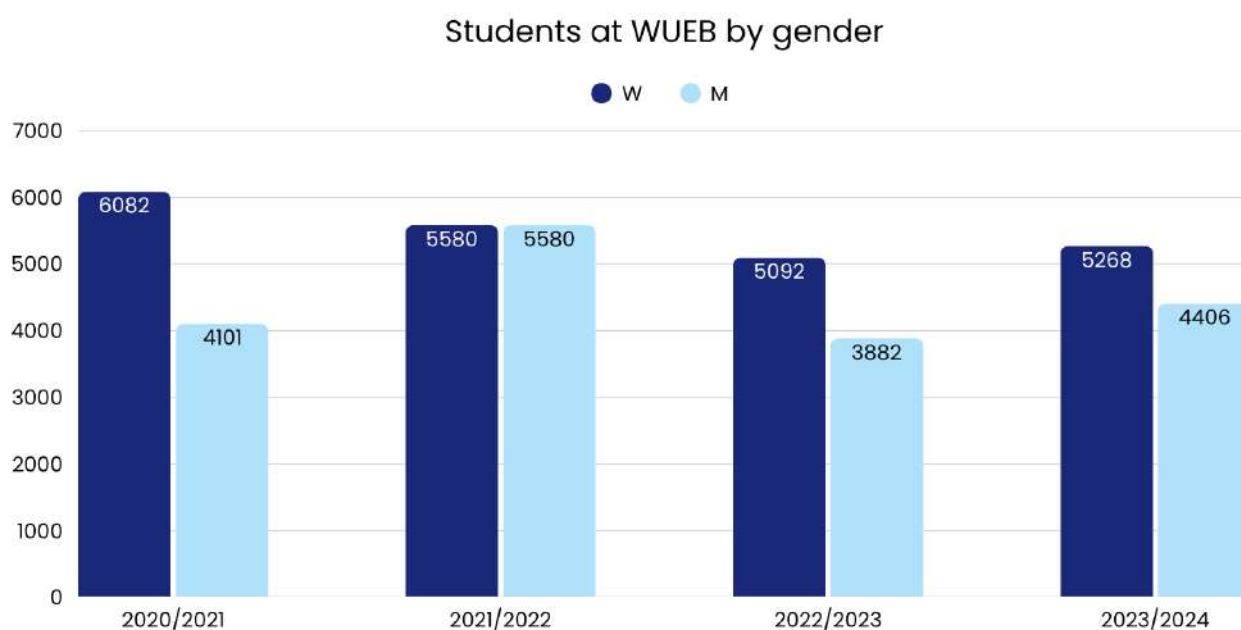


DIAGNOSIS FROM A GENDER PERSPECTIVE

1.1 STUDENTS

The analysis of full-time and part-time students in first- and second-cycle programmes covers the academic years 2020/2021, 2021/2022, 2022/2023, and 2023/2024.

Chart 1 Student numbers, 2020–2024 (data as of 20/10/2024)



The analysis of student numbers by gender (Chart 1) indicates that while the number of female and male students was equal in the 2021/2022 academic year, female students constituted the majority in the other three periods analysed. The greatest disparity occurred in 2020/2021, when women accounted for almost 60% of the total student population.



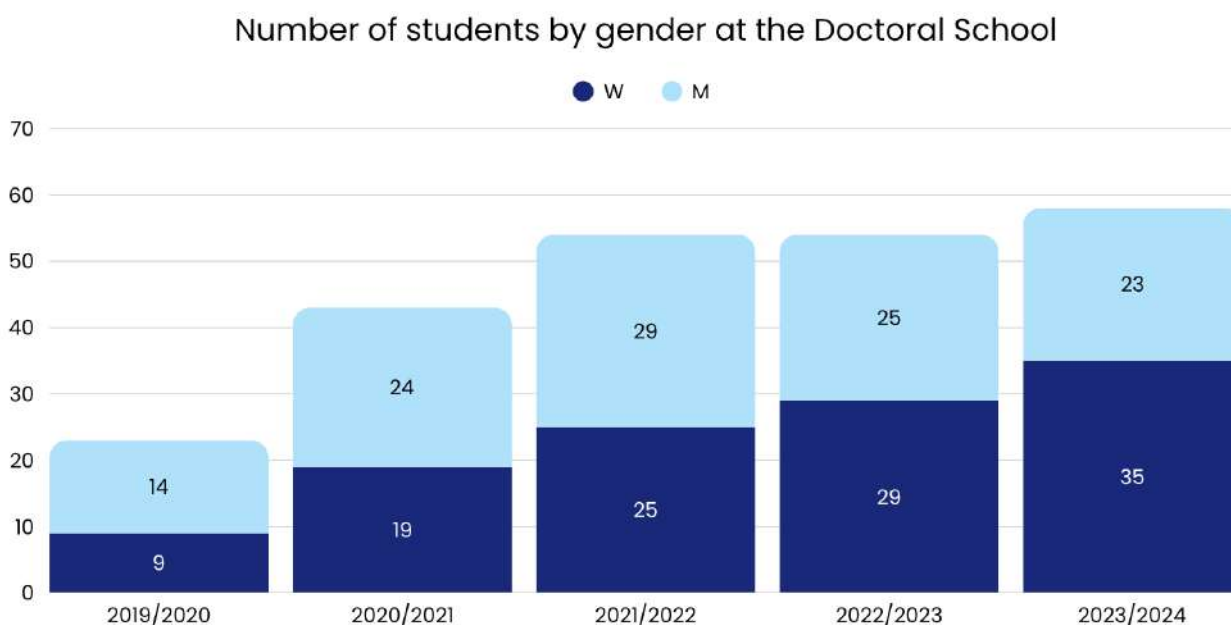
**Table 2. Student numbers by gender and field of study
(data as of 20/10/2024)**

NO.	FIELD OF STUDY	F	M	% OF FEMALE STUDENTS
1.	Economic Analysis	168	170	49,70
2.	Business Informatics	40	55	42,11
3.	Business Management	169	107	61,23
4.	Controlling	41	24	63,08
5.	E-business	77	95	44,77
6.	Eco-business	57	36	61,29
7.	Economics	231	338	40,60
8.	Business Economics and Finance	161	87	64,92
9.	Excecutive MBA	17	41	29,31
10.	Finance	96	119	44,65
11.	Finance and Accounting	877	565	60,82
12.	Information Technology in Business	304	652	31,80
13.	International Business	119	78	60,41
14.	Social Communication	196	46	80,99
15.	Legal and Business Consultancy	65	18	78,31
16.	Logistics	222	310	41,73
17.	Logistics and Marketing	9	8	52,94
18.	Management Accounting	24	13	64,86
19.	International Economic Relations	237	143	62,37
20.	Real Property and Spatial Planning	137	92	59,83
21.	Economic Law	3	4	42,86
22.	Accounting and Controlling	114	48	70,37
23.	Accounting and Taxation	527	246	68,18
24.	Management	722	445	61,87
25.	Production Management and Engineering	448	525	46,04
26.	Project Management	92	49	65,25
27.	Management in Modern Economy	115	92	55,56
TOTAL		5268	4406	

As shown in Table 2, as of 20/10/2024, the total student population was 9,674, of whom 54.45% are women. Across twenty-seven fields of study, the most popular are Finance and Accounting (1,442 students), Management (1,167 students), and Management and Production Engineering (973 students). Female students form the majority in most fields, and in three programmes – Social Communication, Legal and Economic Consulting, and Accounting and Controlling – they represent over 70% of the total number of students. Conversely, male students constitute a significant majority in the Executive MBA (71%), Business Informatics (68%), and Economics (59%) programmes.



Chart 2 Number of students enrolled in the Doctoral School by gender, 2019–2024



As shown in Chart 2, although men outnumbered women in the first three cohorts of the Doctoral School, this trend has since reversed. In the 2022/2023 and 2023/2024 academic years, women constituted the majority, representing 54% and 60% of all doctoral students, respectively.

University staff

The University's staff comprises academic teachers and non-academic staff. As of 01/09/2025, the total number of employees was 1,089, consisting of 692 women and 397 men (Chart 3).

Chart 3 Structure of total employment at WUEB by gender (as of 01/09/2025)

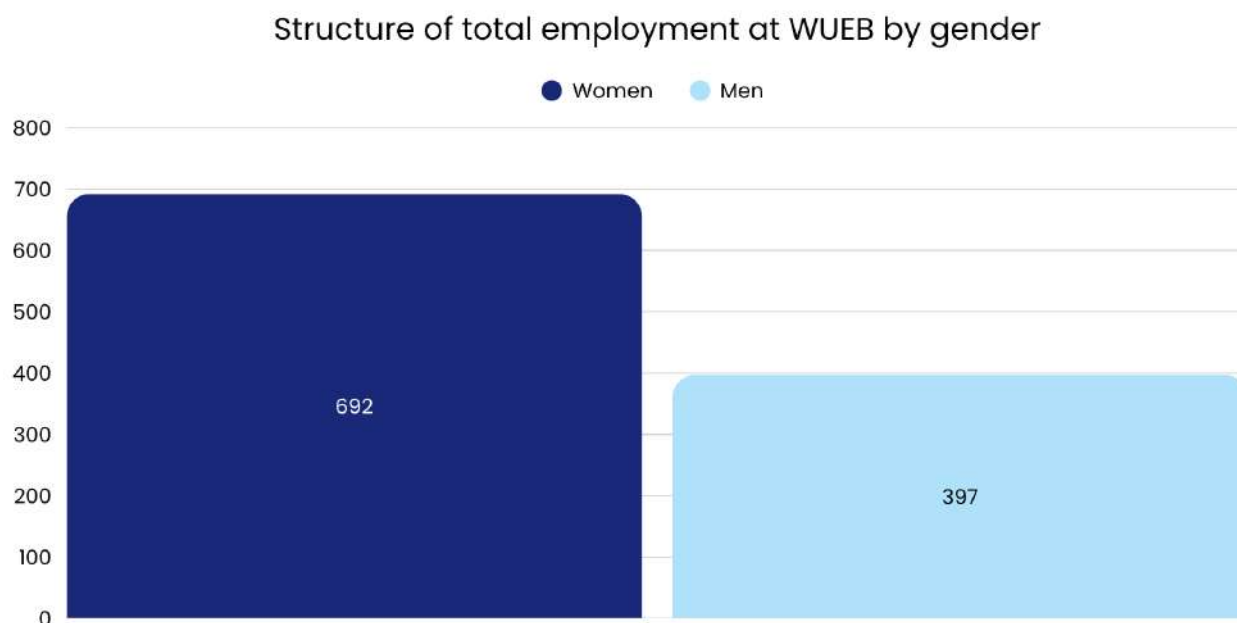
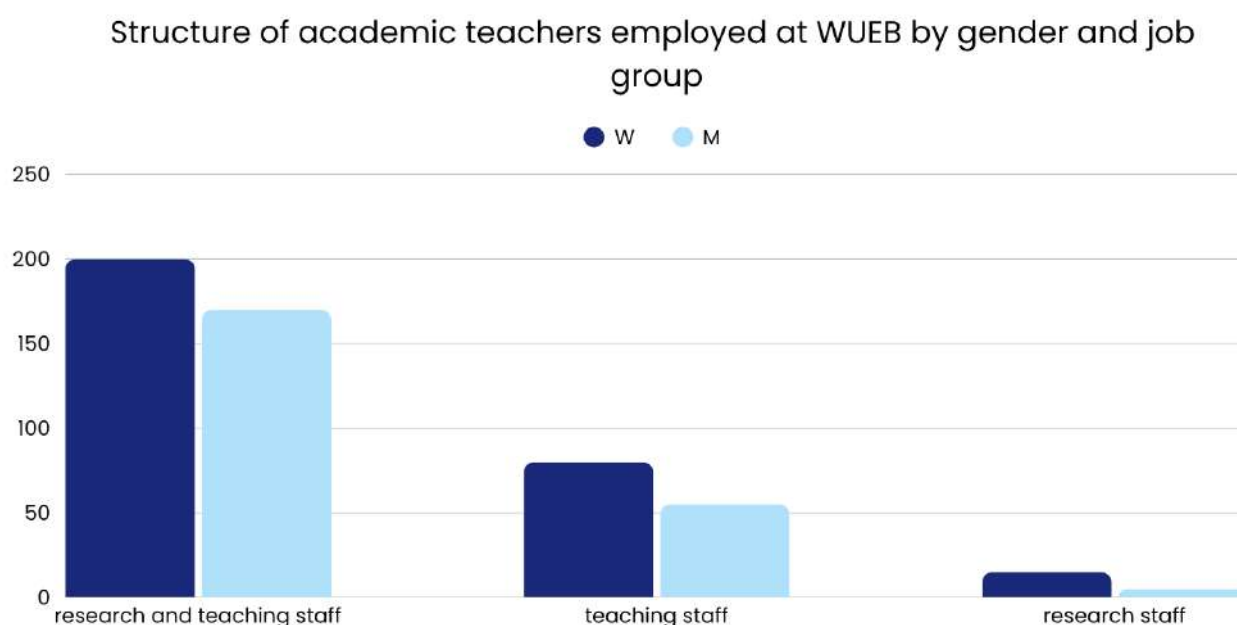


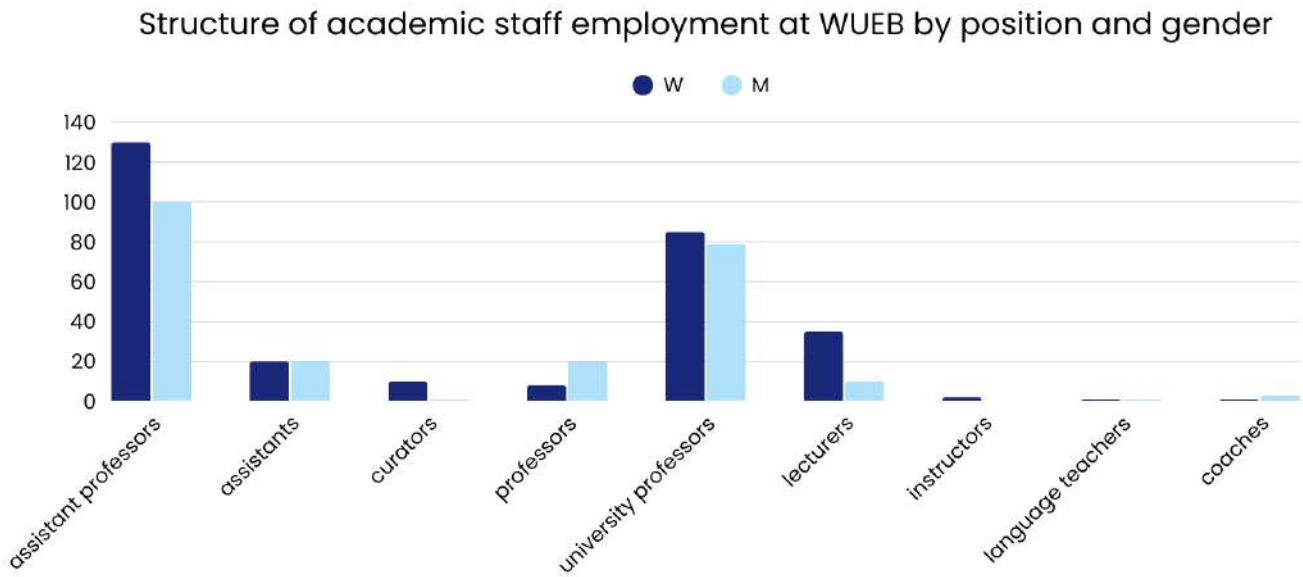
Chart 4 illustrates the composition of academic staff across three employee groups: research and teaching staff (371), teaching staff (138), and research staff (19). Women constitute the majority in all three categories, representing 54% of research and teaching staff, 60% of teaching staff, and 79% of research staff.

Chart 4 Structure of academic teachers employed at WUEB by gender and job group (as of 01/09/2025)



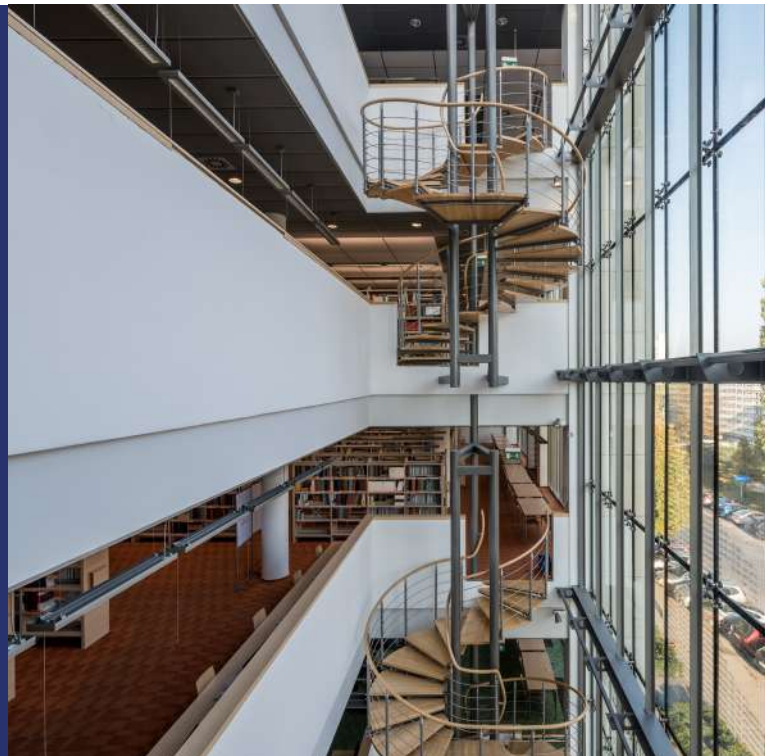
As detailed in Chart 5, the largest academic staff category is assistant professor, where women **(133) outnumber men (100)**, representing 57% of the group (men account for 43%). The next largest category is university professor, where women also form a majority (53%). The proportion of women is higher still among senior lecturers, at 79%. In contrast, the position of professor is predominantly held by men, who account for 20 of the 29 employees in this role.

Chart 5 Structure of academic staff employment at WUEB by position and gender (as of 01/09/2025)

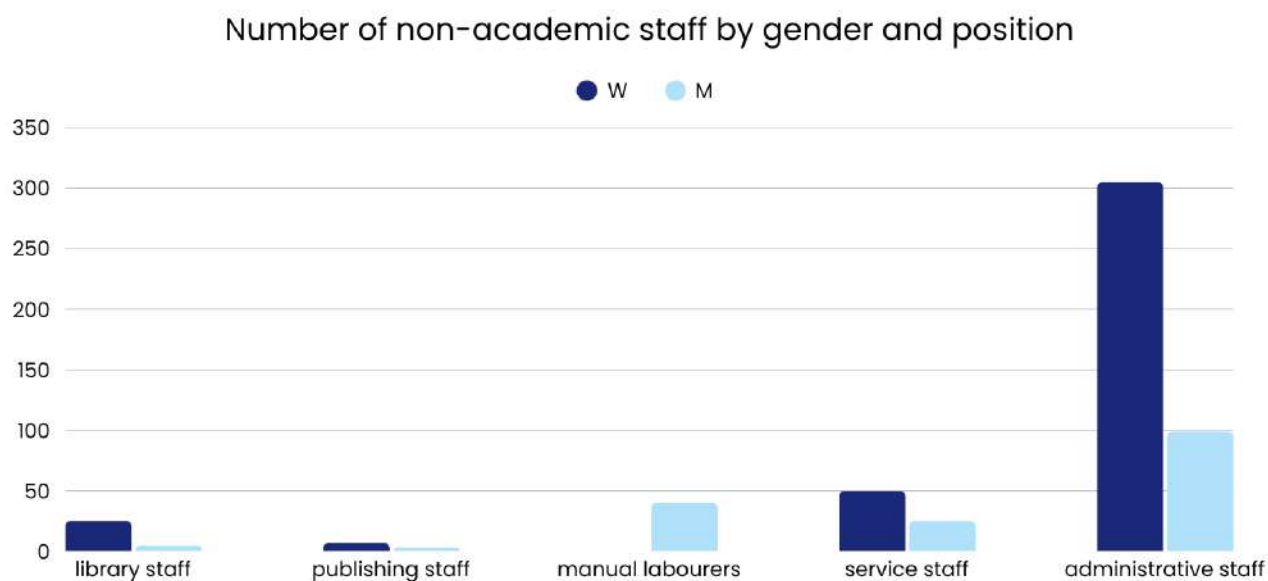


The following section presents an analysis of employees who are not academic teachers. The University employs 561 non-academic staff, comprising 396 women and 165 men. This workforce is divided into two main groups: administrative and service staff, and library staff.

Chart 6 shows the number of non-academic staff by gender and position.



**Chart 6 Number of non-academic staff by gender and position
(as of 01/09/2025)**



The largest group of **non-academic staff** is administrative staff (404 persons), followed by service staff (75) and library staff (34). Women represent the majority in each of these groups, with the gender imbalance being most pronounced among administrative staff (approx. 76% women), library staff (approx. 88% women), and publishing staff (approx. 73% women). In contrast, the 'manual labourers' group is composed entirely of men (100%).



Key conclusions

The analysis of full-time, part-time, and Doctoral School students, alongside a review of internal WUEB documentation on employment structure, has yielded the following conclusions:

→ As of 20/10/2024, the total student population is 9,674, with women comprising 54.45% of this figure

→ Students are enrolled across 27 fields of study, with women constituting the majority in most of these

→ In the fields of Social Communication, Legal and Economic Consulting, and Accounting and Controlling, the proportion of female students exceeds 70%

→ Conversely, men constitute the majority in three fields of study

→ Men predominated in the first three editions of the Doctoral School

→ However, women formed the majority in the 2022/2023 and 2023/2024 academic years of the Doctoral School

→ WUEB employs more women than men; women account for 64% of the total workforce

→ Non-academic staff slightly outnumber academic staff, accounting for 52% of all employees

→ The greatest gender disparities among academic teaching positions occur at the senior lecturer level, where women predominate, and at the professor level, where men predominate

→ Among non-academic staff, women also predominate, with the exception of manual workers

1.2. Participation of women and men in the University's governing bodies and in management positions

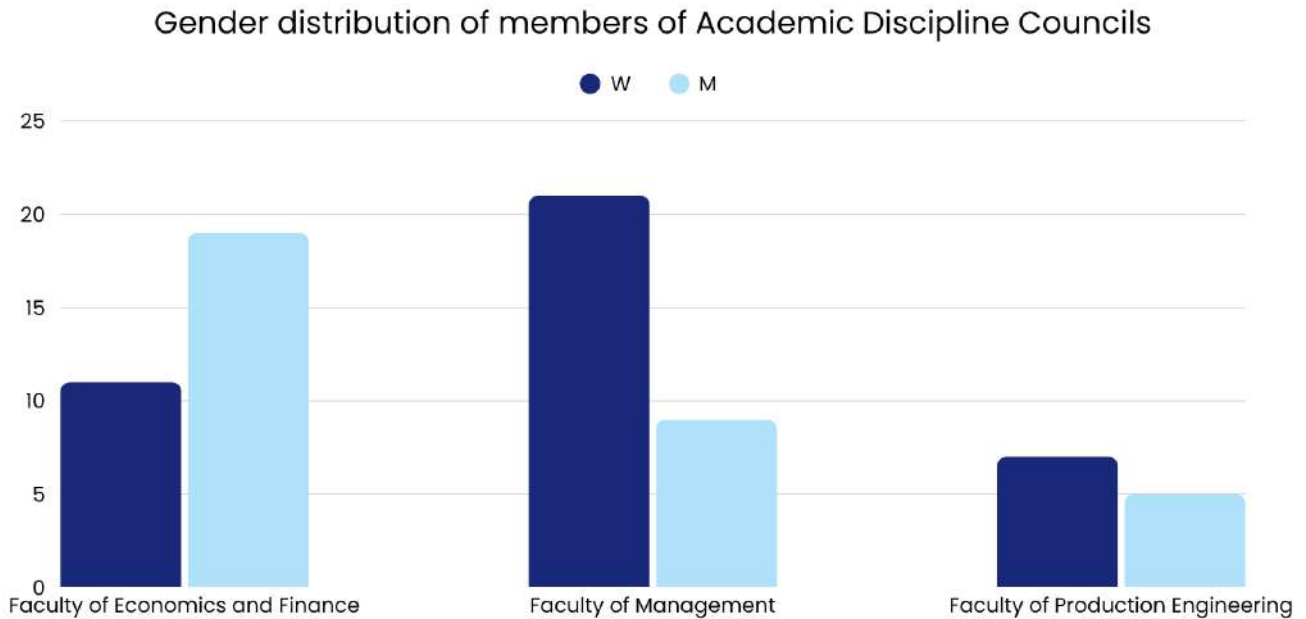
1.2.1. WUEB governing bodies

The University's sole governing body is the **Rector**, a position currently held by a man for the 2024–2028 term of office. WUEB's collegial bodies include **the University Council, the Senate, the Faculty Councils, and the Academic Discipline Councils.**

The **University Council** comprises nine members: seven men and two women (**Senate Resolution No. R.0000.53.2024**). The University Council is a collegiate body whose responsibilities include issuing opinions on the draft University strategy and statutes, monitoring the University's financial management and overall governance, and nominating candidates for the position of Rector. The members of the University Council are appointed by the Senate. The Senate itself consists of 41 members, of whom 19 are women (46%) and 22 are men (54%).

Across all **Faculty Councils** combined, women hold a slight majority, constituting approximately (with men accounting for approx. 43%). The analysis of gender representation in individual Faculty Councils shows that this female majority is reflected in each of the three individual Faculty Councils: the Faculty of Economics and Finance (53% women), the Faculty of Management (63% women), and the Faculty of Production Engineering (54% women).

Chart 7 Gender distribution of members of Academic Discipline Councils



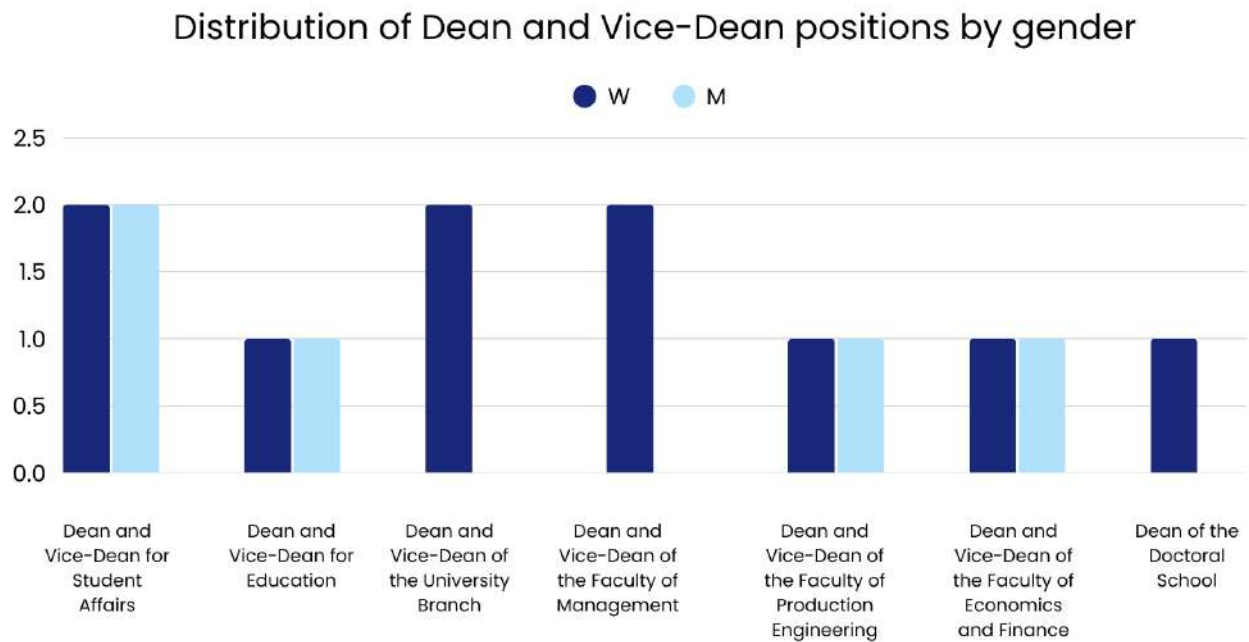
The Academic Discipline Councils comprise 77 members in total, of whom 40 are women (55%). The gender distribution within these councils, which are appointed by the Senate and operate within faculty structures, is detailed in Chart 7. The Field of Study Councils have a total of 77 female members, accounting for 53% of their total composition.

1.2.2. Participation of women and men in management positions at the WUEB and in the positions of Chancellor, Bursar and their deputies

Management positions at the University include vice-rectors, deans, and vice-deans. Among the four vice-rectors, the roles are predominantly held by men. An analysis of the positions of dean and vice-dean also indicates a gender imbalance (Chart 8). Among the Dean and Vice-Deans for Student Affairs, two of the four positions are held by women and two by men. The Dean and Vice-Dean for Education are a woman and a man. Both the Dean and Vice-Dean of the Faculty of Management are women. At the Faculty of Production Engineering and the Faculty of Economics and Finance, the positions are held by a man and a woman; and at the Jelenia Góra Branch, both roles are held by women.



Chart 8 Distribution of Dean and Vice-Dean positions by gender (as of 01/09/2025)



In summary, as of 01/09/2025, the positions of dean and vice-dean are held by 10 women and 5 men, representing a notable gender imbalance.

The position of **Chancellor** is held by a woman, while both Deputy Chancellor positions are held by men. The **Bursar** is a man, and the Deputy Bursar is a woman. A complete gender breakdown of these management positions as well as the positions of Chancellor, Bursar and their deputies is provided in Table 3.

Table 3 Structure of the University's bodies broken down by gender (as of 01/09/2025)

FUNCTION/POSITION	GENDER*	
Rector		M
Vice-Rector for Research		M
Vice-Rector for Student Affairs and Academic Programmes		M
Vice-Rector for International Cooperation	F	
Vice-Rector for Finance		M
Chancellor	F	
Deputy Chancellor		2xM
Bursar		M
Deputy Bursar	F	
Dean for Student Affairs		M
Vice Dean for Student Affairs: Economics and Finance programmes		M
Vice Dean for Student Affairs: Management and Quality programmes	F	
Vice Dean for Student Affairs: Production Engineering programmes	F	

Dean for Academic Programmes	F	
Vice Dean for Academic Programmes		M
Dean of the University Branch	F	
Vice Dean of the University Branch	F	
Dean of the Faculty of Business and Management	F	
Vice Dean of the Faculty of Management	F	
Dean of the Faculty of Production Engineering		M
Vice Dean of the Faculty of Production Engineering	F	
Dean of the Faculty of Economics and Finance		M
Vice Dean of the Faculty of Economics and Finance	F	
Dean of the Doctoral School	F	
TOTAL	13	12

* F – female, M – male

The data in Table 3 shows that the proportion of women and men in WUEB authorities is similar.

1.2.3. Faculties and departments

The academic structure of WUEB comprises three faculties, each organising and conducting research within specific disciplines: the Faculty of Economics and Finance, the Faculty of Production Engineering, and the Faculty of Management. In addition, the University includes the Jelenia Góra Branch and the Doctoral School as distinct entities.

The faculties are composed of **departments**, each led by a Head of Department. Across all faculties, there are 53 departments in total, with 35 headed by men (66%) and 18 by women (34%).

1.2.4. Organisation of education

In accordance with the WUEB Statute, responsibility for the organisation of education is assigned to several positions appointed by the Rector: the Dean of Student Affairs, the Dean of the Branch, the Dean of Education, the Director of the EMBA Programme, and the Director of the Lifelong Learning Centre.

Table 4 Structure of educational organisations by gender (as of 01/09/2025)

FUNCTION/POSITION	GENDER*	
Dean for Student Affairs		M
Vice Dean for Student Affairs: Economics and Finance programmes		M
Vice Dean for Student Affairs: Management and Quality programmes	F	
Vice Dean for Student Affairs: Production Engineering programmes	F	
Dean for Academic Programmes	F	
Vice Dean for Academic Programmes		M

Dean of the University Branch	F	
Vice Dean of the University Branch	F	
Director of the EMBA Program	F	
Director of the Lifelong Learning Centre	F	
Deputy Director of the Lifelong Learning Centre	F	
TOTAL	8	3

* F – female, M – male

As indicated by the data in Table 4, women hold a majority of roles within the structure responsible for the organisation of education. The positions of deans within the educational organisation, Director of the EMBA Programme, and Director and Deputy Director of the Lifelong Learning Centre are held by 5 women and 1 man. There are 3 women and 2 men in deputy positions (vice deans).

For organisational purposes, the positions of department heads and deputy heads were created at WUEB. Of the 26 individuals holding these positions, 20 are women and 6 are men.

1.2.5. Organisation of the implementation of Strategy 2030

The Rector's Committee for Strategic Management was established in December 2020 to strengthen the implementation of Strategy 2030 at Wroclaw University of Economics and Business. As of 01/01/2025, the committee consists of three men and five women.



OVERVIEW OF ACTIONS IMPLEMENTING THE WUEB GENDER EQUALITY PLAN 2023–2024

In 2023, Wrocław University of Economics and Business (WUEB) introduced its Gender Equality Plan (GEP) for 2023–2024 (Rector's Regulation (ZR) No. 106/2023), which is a strategic document developed for the University's academic community. Referencing the key values of WUEB, as set out in the WUEB Strategy 2030, the plan defines actions that will contribute to building a safe, friendly place to study and work, free from all forms of discrimination, while ensuring professional development and a good work-life balance. The plan sets out **five main objectives**:

1. Raising awareness of equal treatment and counteracting all forms of discrimination.
2. Supporting equal access to careers.
3. Supporting the reconciliation of work and private life for staff and students.
4. Ensuring a balanced gender representation in University bodies and decision-making processes across the various levels of the WUEB's organisational structure.
5. Incorporating equality and diversity issues into research, educational programmes and services provided to the community.

Tables 5–10 present a summary of the actions undertaken to implement this plan in 2023–2024. This overview is supplemented by brief descriptions of selected activities.

The largest number of initiatives were undertaken in relation to Objective 1 (Tables 5 and 6).



Table 5 Actions taken in relation to Objective 1: Raising awareness of equal treatment and counteracting all forms of discrimination

NO.	Objective 1. Raising awareness of equal treatment and counteracting all forms of discrimination 1.1. Raising awareness of the academic community in the area 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 among staff and students.
1.	Modifying the Internal Anti-Mobbing and Anti-Discrimination Policy of Wroclaw University of Economics and Business
2.	Developing a procedure for WUEB students to report unequal treatment
3.	Creating an intranet site to share knowledge about equal treatment and anti-discrimination
4.	Drawing up and implementing an enrolment procedure free from discriminatory wording
5.	Preparing and publishing on the e-portal a quiz for WUEB employees to test their knowledge of the WUEB's Internal Anti-Mobbing and Anti-Discrimination Policy
6.	Regular meetings of the Team for Equal Treatment and Anti-Discrimination
7.	Establishing cooperation with the Polish Anti-Mobbing Association
8.	Conducting a training series on counteracting mobbing and discrimination in the workplace
9.	Organising a webinar on employee resource groups
10.	Conducting a study entitled Gender Equality Audit and Monitoring (GEAM)

Introduction of the Internal Anti-Mobbing and Anti-Discrimination Policy and Reporting Procedure

In 2023, a revised Internal Anti-Mobbing and Anti-Discrimination Policy for WUEB employees was adopted (Rector's Regulation (ZR) No. 159/2023), introducing new forms of conflict resolution such as conciliation before the competent officer and mediation. The policy's main objective is to prevent mobbing, discrimination, unequal treatment, harassment (including sexual harassment), hate speech, and prejudice-motivated violence in the workplace, and to define the procedures for addressing any such occurrences.

Establishing cooperation with the Polish Anti-Mobbing Association

In 2023, cooperation was established with the Polish Anti-Mobbing Association, a non-governmental organisation whose primary objective is to support individuals experiencing workplace bullying and to counteract mobbing. The Polish Anti-Mobbing Association (<http://ksa-mobbing.pl>):

- organises regular individual and group meetings where individuals affected by mobbing can present their situation and obtain supportive psychological or legal advice; it also intervenes with employers on their behalf and supports them in labour courts where necessary;
- provides advice and consultation by correspondence;
- conducts educational activities, including training for employers and employees on the legal aspects of mobbing;
- conducts research on mobbing, with a parti-

- cular focus on its impact on women;
- publicises the issue of mobbing in the mass media and cooperates with other non-governmental organisations in this field.

In collaboration with the Association, a series of training courses on counteracting mobbing and discrimination in the workplace was delivered in November 2023. The aims of the training were to:

- provide knowledge to foster attitudes that prevent mobbing and other harmful behaviours in the workplace;
- help participants deal with instances of mobbing;

- provide knowledge to enable the identification of mobbing;
- familiarise participants with the rights and obligations of employers in relation to mobbing;
- discuss methods of counteracting mobbing in organisations;
- present the procedure to be followed should mobbing occur within an organisation.

53 people participated in the training (see Table 6).

Table 6 Number of academic and non-academic employees participating in the training

TRAINING DATE	NUMBER OF TRAINING PARTICIPANTS	EMPLOYEE GROUP
14.11.2024	7	non-academic
15.11.2024	11	non-academic
20.11.2024	9	heads of departments
24.11.2024	15	heads of departments
29.11.2024	6	non-academic
30.11.2024	4	non-academic

Webinar on Employee Resource Groups)

In June 2024, a webinar on Employee Resource Groups (ERGs) was organised for the WUEB academic community. During the event, leaders of employee resource groups from Capgemini, QIAGEN, and Kyndryl shared their knowledge and experience with participants regarding the nature, types, and importance of these groups.

ERGs are voluntary, employee-led groups that aim to promote a diverse and inclusive workplace aligned with the organisation they serve. Often focused on common characteristics or life experiences such as gender, ethnicity, or religion, these groups are also known as affinity groups – employee communities built around a shared identity, interest, or function within the organisation. They are a key element of an organisation's diversity, equality, and inclusion strategy.

Gender Equality Audit and Monitoring study

A study entitled 'Gender Equality Audit and Monitoring' was conducted among all female and male employees of Wrocław University of Economics and Business (WUEB) in research, teaching, administrative, and technical positions. The study aimed to gather respondents' opinions on the organisational culture, climate, and working conditions at WUEB. It also sought to record their experiences related to professional careers and the ability to balance work with caring for dependants, from a gender equality perspective.

The study utilised the Gender Equality Audit and Monitoring (GEAM) tool (<https://www.geam.action-gender.eu>), a resource for monitoring gender equality in research organisations and higher education institutions. The GEAM tool is based on the Athena Survey of Science, Engineering and Technology (ASSET) and on measurement scales available in the subject-matter literature.

Table 7 Actions taken in relation to Objective 2: Supporting equal access to careers

NO.	Objective 2. Supporting equal access to careers Specific objectives: 2.1. Collecting and monitoring sensitive data concerning gender, including data on recruitment and promotion procedures. 2.2. Supporting equal access to careers
1.	Collecting and storing sensitive data concerning gender in relation to persons admitted to first-cycle, second-cycle and postgraduate studies and to the Doctoral School (including individual fields of study/postgraduate studies and the Doctoral School)

Table 8: Actions taken in relation to Objective 3: Supporting the reconciliation of work and private life for staff and students

NO.	Objective 3. Supporting the reconciliation of work and private life for staff and students Specific objectives: 3.1. Facilitating the reconciliation of work and study with private life. 3.2. Raising awareness among employees, students and doctoral students about legal regulations and possible solutions to support a balance between private life and professional work and study.
1.	Appointing the Rector's Representative for Cultural Activities
2.	Opening the Chillout Room
3.	Organising the Integration Day
4.	Organising a socialising event for staff
5.	Organising the Charity Christmas Concert

Rector's Representative for Cultural Activities

The tasks of the Rector's Representative for Cultural Activities (Rector's Regulation (ZR) No. 19/2023), appointed in 2023, include:

- initiating, promoting, and supporting the cultural activities of the University community on campus;
- supporting the organisation of various cultural and artistic initiatives proposed by University employees, doctoral students, and students;
- working with cultural institutions to enable staff and doctoral candidates to participate in external cultural events;
- collaborating on the organisation of cultural events for the University community.

In October 2023, new leisure areas were introduced on campus for students and staff. In cooperation with the Impel Group, a 'Chillout Room' was launched in the library, equipped with comfortable armchairs and soft pouffes to provide a space for relaxation and socialising.

Integration Day

Held annually since 2023, Integration Day provides a unique opportunity for staff, doctoral students, and students to connect in an atmosphere of mutual respect, openness, and understanding. The event's main objectives include:

- integrating the entire academic community;
- promoting the core values of the University community: openness, respect, understanding, and cooperation;
- promoting volunteering among WUEB employees;
- integrating international students into the WUEB community;
- creating a multicultural and open WUEB community.

Integration Day is a grassroots initiative supported by the International Cooperation Centre, the Student Council, the Foreign Language Centre, the Library, the DT HUB Centre, the Career Office, the Business Cooperation Centre, and other

units across the University.

Charity Christmas Concert

The Charity Christmas Concert, featuring the Wrocław University of Economics and Business Academic Choir 'Ars Cantandi', is an event organised by the University during the Christmas season to support charitable causes. The second edition of this event took place on 4 December 2024, with proceeds benefiting children from the Błękitny Koralik Association in Jaskotle.



Table 9: Actions taken in relation to Objective 4: Ensuring a balanced, particularly in terms of gender, representation in University bodies and decision-making processes across the various levels of the WUEB's organisational structure

<p>NO.</p>	<p>Objective 4: Ensuring a balanced, particularly in terms of gender, representation in University bodies and decision-making processes across the various levels of the WUEB's organisational structure</p> <p>Specific objectives:</p> <p>4.1. Ensuring a balanced participation of women and men in WUEB's decision-making processes</p> <p>4.2. Ensuring a balanced participation of women and men and employee groups in bodies developing solutions for WUEB</p> <p>4.3. Ensuring a balanced representation of women and men in expert and review panels, both in internal and external WUEB activities.</p>
<p>1.</p>	<p>Monitoring and verifying the representation of women and men in decision-making teams and committees.</p>



Table 10. Actions taken in relation to Objective 5: Incorporating equality and diversity issues into research, educational programmes and services provided to the community

NO.	Objective 5. Incorporating equality and diversity issues into research, educational programmes and services provided to the community. Specific objectives: 5.1. Increasing the role 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
1.	Incorporating equality and diversity topics in all programmes conducted in Polish as part of the syllabus for the Management course
2.	Introducing a continuing education postgraduate programme entitled DEI Manager
3.	Establishing a Diversity, Equity & Inclusion (DEI) competence centre

Diversity, Equity & Inclusion (DEI) Competence Centre

Established in 2024, the Diversity, Equity & Inclusion (DEI) Competence Centre is an interdisciplinary team of experts. Its mission is to develop and disseminate knowledge, improve skills in the field of Diversity, Equity & Inclusion, and create an open space for dialogue on diversity. The DEI Centre supports the WUEB, as well as for-profit and social organisations, through consulting, advisory and training services, and by building cross-sector partnerships.



GEP OBJECTIVES, ACTIONS AND METRICS



OBJECTIVE 1

The Gender Equality Plan for Wroclaw University of Economics and Business for 2025–2028 establishes five main objectives. For each objective, the plan identifies specific goals, defines actions, establishes metrics, designates the units involved, and sets out a timetable for implementation.

Objective 1: Raising awareness of equal treatment and counteracting all forms of discrimination

Specific objectives:

- 1.1. Raising awareness of the academic community in the area 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 among staff and students

TARGET AUDIENCE	ACTION	OUTCOME	RESPONSIBLE/ SUPPORTING UNITS
			COMPLETION TIMELINES
1.1. Raising awareness of the academic community in the area of equal treatment			
WUEB academic community	Creating and disseminating: <ul style="list-style-type: none"> • a guide to inclusive language • a guide on equal treatment and non-discrimination 	At least two guides in the form of an e-book/pdf file	Rector's Equal Treatment Officer Team for Equal Treatment and Anti-Discrimination Employee Development Department ----- Q4 2028
1.2. Preventing discrimination by educating the members of the academic community			
WUEB academic community	Developing and implementing e-learning courses on: <ul style="list-style-type: none"> • discrimination, mobbing, harassment and hate speech (for the entire academic community) 	Completion of e-learning courses annually by at least 20% of employees in the following groups: (1) management: academic teachers (2) management: administrative staff and at least 5% in the following groups: (3) academic teachers, (4) administrative staff, (5) students, and (6) doctoral students	Team for Equal Treatment and Anti-Discrimination, Section for Serving People with Disabilities: preparing the content for and recording e-learning courses Employee Development Department: ensuring the preparation and delivery of e-learning courses ----- Q4 2026 - Q4 2028

WUEB academic community	<p>Developing and implementing e-learning courses on:</p> <ul style="list-style-type: none"> diversity management and ensuring equality, particularly in terms of gender (for management staff) 	<p>Completion of e-learning courses annually by at least 20% of employees in the following groups:</p> <p>(1) management: academic teachers (2) management: administrative staff and at least 5% in the following groups: (3) academic teachers, (4) administrative staff, (5) students, and (6) doctoral students</p>	<p>Team for Equal Treatment and Anti-Discrimination, Section for Serving People with Disabilities: preparing the content for and recording e-learning courses</p> <p>Employee Development Department: ensuring the preparation and delivery of e-learning courses</p> <p>-----</p> <p>Q4 2026 - Q4 2028</p>
WUEB academic community	<p>Organising events addressing equality issues (i.e. meetings, seminars, workshops, social projects or campaigns, happenings, etc.) to challenge stereotypes, gain knowledge and skills, and foster positive attitudes towards equal treatment.</p>	<p>Organising 1 event per year open to WUEB's employees and students</p>	<p>Team for Equal Treatment and Anti-Discrimination Section for Serving People with Disabilities Student Council Doctoral Student Council</p> <p>-----</p> <p>Annually</p>
1.3. Monitoring the state of knowledge and equality practices among staff and students			
WUEB academic community	<p>Monitoring awareness of equality issues by preparing a survey questionnaire and conducting a survey on equality knowledge and practices among WUEB's employees and students</p>	<p>Obtaining responses from at least 20% of employees and at least 10% of students at WUEB within a single survey cycle.</p>	<p>Rector's Equal Treatment Officer</p> <p>-----</p> <p>Q4 2026, Q4 2027 and Q4 2028</p>



Objective 2: Supporting equal access to careers

Specific objectives:

2.1. Collecting and monitoring sensitive data concerning gender, including data on recruitment and promotion procedures.

2.2. Supporting equal access to careers.

TARGET AUDIENCE	ACTION	OUTCOME	RESPONSIBLE/ SUPPORTING UNITS
			COMPLETION TIMELINES
2.1. Collecting and monitoring sensitive data concerning gender, including data on recruitment and promotion procedures			
Academic teachers and administrative staff	<p>Gathering, compiling and analysing data, taking into account gender representation, concerning:</p> <ul style="list-style-type: none"> recruitment processes and employment structure promotion (including advancing through ranks and titles) and pay grading processes employee development (trips, conferences, training courses, studies and other forms of development) teams in research projects, task forces and committees, candidates and staff participation in grant competitions, university, national and international projects. 	<p>Statistics register (data records). Annual reports taking into account recommended actions if inequalities are found.</p>	<p>Human Resources Centre</p> <p>Team for Equal Treatment and Anti-Discrimination Teaching and Student Affairs Support Centre Doctoral School Deans of individual faculties Research Support Centre Project Management Centre International Cooperation Centre ImpaktON Office Rector's Office</p> <p>-----</p> <p>Q4 2025 - Q4 2028</p>
WUEB academic community	<p>Collecting and storing sensitive data concerning gender in relation to:</p> <ul style="list-style-type: none"> persons admitted to first-cycle, second-cycle and postgraduate studies and to the Doctoral School (including individual fields of study/postgraduate studies and the Doctoral School) graduates of the above-mentioned forms of education persons who have not completed their education (who have been removed from the University or who have abandoned their studies). 	<p>Statistics register (data records).</p>	<p>Team for Equal Treatment and Anti-Discrimination</p> <p>Teaching and Student Affairs Support Centre Lifelong Learning Centre Doctoral School</p> <p>-----</p> <p>Q4 2026 - Q4 2028</p>

2.2. Supporting equal access to careers

Academic teachers, students and doctoral students	Organising lectures/webinars with invited male and female speakers on women's careers in the academia and research in Poland and worldwide (e.g. national and international grant leaders).	Number of lectures/webinars: at least 1 per year	Team for Equal Treatment and Anti-Discrimination Student Council Doctoral Student Council ----- Q1 2026 - Q4 2028
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Objective 3: Supporting the reconciliation of work and private life for staff and students

Specific objectives:

3.1. Facilitating the reconciliation of work and study with private life.

3.2. Raising awareness among employees, students and doctoral students about legal regulations and possible solutions to support a balance between private life and professional work and study.

TARGET AUDIENCE	ACTION	METRIC	RESPONSIBLE/ SUPPORTING UNITS
			COMPLETION TIMELINES
3.1 Facilitating the reconciliation of work and study with private life.			
WUEB academic community	Inventory of solutions available at the University to facilitate the reconciliation of private life with professional commitments and studying, including recommendations	Statistics register (data records).	Vice Rector for Student Affairs and Academic Programmes, and Team for Equal Treatment and Anti-Discrimination Chancellor Teaching and Student Affairs Support Centre ----- Q4 2026 and Q4 2028
3.2 Raising awareness among employees, students and doctoral students about legal regulations and possible solutions to support a balance between private life and professional work and study.			
WUEB academic community	Building awareness and knowledge among employees and students about formal and infrastructural changes that facilitate the reconciliation of personal and professional life and study.	Information meetings for employees (at least 1 per year) Posting quarterly information for employees on the website of the Team for Equal Treatment and Anti-Discrimination	Communication and Promotion Office , Team for Equal Treatment and Anti-Discrimination Student Council Vice-Rector for Research ----- Q1 2026 - Q4 2028

Objective 4: Ensuring a balanced representation, particularly in terms of gender, in decision-making bodies and expert teams

Specific objectives:

4.1. Ensuring a balanced participation of women and men in WUEB's decision-making bodies

TARGET AUDIENCE	ACTION	METRIC	RESPONSIBLE/ SUPPORTING UNITS
			COMPLETION TIMELINES
4.1 Ensuring a balanced participation of women and men in wueb's decision-making bodies			
WUEB academic community	Monitoring and verifying the representation of women and men in teams and committees.	Preparing an annual report	Rector's Equal Treatment Officer Team for Equal Treatment and Anti-Discrimination ----- Annually





Objective 5: Incorporating equality and diversity issues into research, educational programmes and services provided to the community

Specific objectives:

5.1. Increasing the role of equality and diversity issues in the education process

5.2. Including equality and diversity issues in research

TARGET AUDIENCE	ACTION	METRIC	RESPONSIBLE/ SUPPORTING UNITS
			COMPLETION TIMELINES
5.1. Increasing the role of equality and diversity issues in the education process			
Academic teachers, employees performing teaching and educational activities at the WUEB	Organising training/seminars on opportunities to implement equality and diversity topics in teaching and research.	Organising 1 training/seminar in the academic year for each research discipline	Employee Development Department Rector's Equal Treatment Officer ----- Q1 2026 - Q4 2028
5.2. Including equality and diversity issues in research			
Academic teachers and administrative staff Doctoral students	Inventory of publications by WUEB's staff and doctoral students on equality and diversity.	Register/ database of publications available on the website of the Team for Equal Treatment and Anti-Discrimination	WUEB Library (ImpakTON Office) Rector's Equal Treatment Officer ----- Q1 2026 - Q4 2028
Academic teachers and administrative staff Doctoral students	Disseminating the database of experts conducting research on equality and diversity at the WUEB.	Register of experts available on the website of the Team for Equal Treatment and Anti-Discrimination.	WUEB Library (ImpakTON Office) Rector's Equal Treatment Officer ----- Q1 2026 - Q4 2028



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