



Dear All,

We would like to present the third annual report summarizing the implementation of the "Gender Equality Plan for the University of Warsaw and the 2020-2023 Equality Action Plan".

The main objective of the activities provided for in the Gender Equality Plan is to counteract unequal treatment, increase the awareness of the academic community in the field of discriminatory behaviour, as well as to facilitate and encourage seeking support in institutions established to provide the necessary assistance. The overriding goal of the Plan is to make the University a friendly and safe place for the entire academic community.

Due to the fact that the Plan contains comprehensive solutions covering many areas and activities that were reformulated caused by to the pandemic and the outbreak of the war in Ukraine, and some of them were started later than originally planned, the implementation of the Gender Equality Plan for the University of Warsaw has been extended by one year. This means that the Plan is valid until the end of 2024, and the actions planned in the Plan will be implemented on an ongoing basis, taking into account the current needs of the academic community.

For the Gender Equality Plan to be fully implemented, it is necessary to involve the entire academic community, so we encourage you to join the work on individual activities, as well as to follow the progress and effects of our work on the equality website www.weareallequal.uw.edu.pl.

GENDER EQUALITY PLAN FOR THE UW: OBJECTIVES, ACTIONS, INDICATORS, STATUS

OBJECTIVE 1. RAISING AWARENESS OF THE IMPORTANCE OF EQUALITY ISSUES AND STRENGTHENING POSITIVE ATTITUDES TOWARDS DIVERSITY.

| Objective | Target group | Action | Indicator | Person responsible | Status |
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| <p>Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity</p> | <p>Community of the University of Warsaw</p> | <p>Establishment of the Equality Observatory (see: description). Tasks:</p> <ul style="list-style-type: none"> - gathering data on gender equality at the UW; - collecting results of studies on equality and diversity carried out in the community of the UW; - regular verification of the equality status at the UW and status of knowledge of equality solutions at the UW; - publications of results of studies and analyses on rownowazni.uw.edu.pl website; - publication of statistics in the national and European context. | <p>Increase of awareness measured by results of regular surveys pertaining to the development of knowledge, modification of attitudes and beliefs</p> | <p>Equality Officer on Research and Education</p> | <p>2020/2021 =====</p> <p>The start of collecting data on the gender distribution in particular groups in the UW community, publication on the website http://en.rownowazni.uw.edu.pl/uw-and-gender-in-numbers/</p> <p>Cooperation with the UniSAFE project - preparation for the study in 2022, which will allow to estimate the scale of experiences related to sexual harassment and</p> |

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| | | | | | <p>sexual violence at the university. quantitative research.</p> <p>UW participated in a study on the experience of sexual harassment carried out by the Polish Society of Anti-Discrimination Law (PTPA). The research focused on the procedures, methods of protection and experiences concerning cases of sexual harassment at selected universities.</p> <p>==== 2022 ====</p> <p>Conducting a survey within the UniSAFE project, preliminary discussion of results and international comparisons. Study in preparation.</p> <p>Dissemination of the Polish Society of Anti-Discrimination Law</p> |
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| | | | | | <p>(PTPA) survey on the experience of sexual harassment.</p> <p>Preparation of subsequent data sets on the gender distribution in particular groups of people working in science, in administration, PhD students and students, for internal purposes, needs related to the implementation of HR Excellence in Research and for the purposes of cooperation under 4EU+.</p> <p>==== 2023 ====</p> <p>Monitoring and collecting data broken down by gender related to employment, promotions and recruitment.</p> <p>Conducting the Being a Parent study at the</p> |
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| | | | | | <p>University of Warsaw.</p> <p>Monitoring the results of research on counteracting sexual harassment and discrimination at universities.</p> <p>Lecture by Dr. Hab. Julia Kubisa at the Faculty of Psychology, University of Warsaw "Equality research at the University of Warsaw and its application"</p> |
| | | <p>Training for male and female employees (scientific and administrative), as well as male and female students and doctoral candidates:</p> <ul style="list-style-type: none"> - developing the knowledge of discrimination phenomena (including discriminatory language), violence (including based on prejudice or gender), harassment and sexual harassment; - developing skills related to identifying and responding to these phenomena. <p>The knowledge status verified before and after the training.</p> | <p>Increase of anti-discrimination awareness measured in OR surveys every 2 years.</p> <p>All new male and female employees trained as of 2021.</p> | <p>Equality Officer on Research and Education</p> | <p>2020/2021 =====</p> <p>Students: Dissemination of the Understanding Equality Course in Polish and English in the form of OGUN - from the winter semester 2020/21, nearly 4,000 people took part in the course</p> |

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| | | <p>Information on the certificate of completing the training can be entered into the periodic evaluation form.</p> <p>Introduction of anti-discrimination trainings for management staff of organisational units and persons representing student self-governments.</p> | <p>At least 100 male and female employees trained in 2021.</p> <p>Management staff of organisational units trained in the new term at the UW.</p> <p>Male and female first-year students of the first and second cycle programmes trained – training available to interested persons at each unit in 2020, in 2023 – obligatory training.</p> | | <p>Workshops for students on equality attitudes, offered as OGUN in Polish and English</p> <p>In preparation: course "Preventing sexual harassment at the university" - an online tutorial, available to students in the summer semester 2021/22</p> <p>Staff, decision bodies:</p> <p>Academy of Deans - general training for the deans of the cadence, includes antidiscrimination topics.</p> <p>Facultative training for individual faculties at UW - 117 persons.</p> <p>Training on sensitivity to violence and sexual harassment for: disciplinary</p> |
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| | | | | | <p>ombudsmen, members of disciplinary committees, faculty plenipotentiaries for equality, people working in the student union.</p> <p>Student Union Training on equality and counteracting discrimination at the orientation camp organized by the University of Warsaw Student Union Training on preventing discrimination for representatives of the union. Training on supporting sexual harassment and violence survivors.</p> <p>==== 2022 ====</p> <p>Students: Implementation of the Kurs na Równość and Understanding Equality for students and PhD</p> |
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| | | | | | <p>students: 3,000 people: University-wide KnR 412 people: KnR for individual faculties (W. Biology, W. Political Science and International Affairs, W. Sociology, W. Applied Social Sciences and Rehabilitation) 80 people: KnR for doctoral students 1000 people: EU university-wide 50 people: EU for PhD students</p> <p>Implementation of the online course on Counteracting Sexual Harassment at the University: 500 people</p> <p>Preparation of new online courses: Anti-mobbing and Diversity Course</p> <p>Translation of KnR and PMSU courses into Ukrainian.</p> |
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| | | | | | <p>Student Union: An information and training meeting on equality and counteracting discrimination at the zero camp organized by the Students' Union of the University of Warsaw and a meeting with newly admitted people to the Queer University of Warsaw science club.</p> <p>Teaching staff: Beginning of preparations for the anti-discrimination training program for the Faculty of Polish Studies.</p> <p>Development of the anti-discrimination and equality training team.</p> <p>==== 2023 ====</p> <p>Training: The number of people</p> |
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| | | | | | <p>who took part in training on counteracting discrimination and sexual harassment: 166 academic teachers, including 107 women and 59 men.</p> <p>95 people working in administration and service: 81 women, 14 men.</p> <p>Online courses:</p> <p>Kurs na Równość: 4,100 students Understanding Equality: 1469 KNR Ukrainian version: 37 Total OGUN and departments: Faculties: NPiSM, Biology, Sociology, Polish Studies, Economic Sciences, Journalism, Artes Liberales, WSNSiR, Physics, Management, Modern Languages, Department of</p> |
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| | | | | | <p>Ukrainian Studies. Doctoral Schools</p> <p>Counteracting sexual harassment at university: 2,209 students</p> <p>Mobbing in the workplace: prevention, recognition and response: 1,305 students</p> <p>In preparation:</p> <p>Online course "Discrimination, conformism and resistance - history and memory of the bench ghetto and other forms of exclusion within the walls of universities"</p> <p>Compulsory "Toolbox" course for people starting work and studying at the University of Warsaw</p> |
| | | Workshop meetings for male and female lecturers on anti-discrimination in teaching. | Three meetings of | Equality Officer on | 2020/2021 ===== |

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| | | | <p>this type for 10 people arranged during the academic year.</p> | <p>Research and Education</p> | <p>Due to the pandemic changes in the education process, this action was so far transformed into one of the threads in meetings and training for departmental plenipotentiaries for equality.</p> <p>==== 2022 ====</p> <p>Expansion of the network of faculty representatives for equality, cyclical meetings, including meetings with heads of CPP and BON.</p> <p>==== 2023 ====</p> <p>Further expansion of the network of equality representatives at faculties and doctoral schools.</p> <p>Presentation by dr hab. Julia Kubisa during</p> |
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| | | | | | <p>training for KJD.</p> <p>Dissemination of information about support for transgender people during classes - a package of information about support and activities for KJD and representatives for equality.</p> |
| | | <p>Promotion, popularisation of the online course on equality – “Kurs na Równość/Understanding Equality” – for people working and studying, in all UW information channels. The course is available as of 2019.</p> <p>Introduction of the Course to Equality as the OGUN subject in 2020.</p> <p>Introduction of the Course to Equality as the obligatory subject as of 2023.</p> | <p>At least 100 employees and at least 200 students per year participating in the Course to Equality until 2022.</p> <p>Mandatory participation in the Course to Equality for male and female students as of 2023.</p> | <p>Equality Officer on Research and Education</p> | <p>2020-2021 =====</p> <p>KnR as OGUN-introduced.</p> <p>Preparation for the introduction of KnR to the compulsory classes program: from the beginning of 2022.</p> <p>Course promotion - e-mailing to faculties.</p> <p>===== 2022 =====</p> <p>Discussion on the new program of shorter anti-discrimination</p> |

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| | | | | | <p>training as obligatory.</p> <p>Introduction of the KnR to the departmental OGUNs: a pilot at WB, WNPiSM, WS, WSNSiR</p> <p>====</p> <p>2023</p> <p>====</p> <p>Preparing a draft of the mandatory anti-discrimination training "Toolbox" for new employees and people starting studies.</p> <p>Kurs na Równość as a university-wide OGUN subject and an OGUN subject offered at faculties, in Polish, English and Ukrainian versions.</p> |
| | | Disseminating knowledge on existing equality guides at the UW. | Increased number of downloads of the Anti-Discrimination Guidebook from | Equal Opportunity Chief Specialist + Equality Officer on | <p>2020/2021</p> <p>=====</p> <p>Mailing to faculties, meetings with the communities of individual faculties.</p> |

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| | | <p>Introduction of the Anti-Discrimination Procedure allowing for formal complaint proceedings: secure reporting and combating sexual harassment and discrimination both by the person, who experienced discrimination, and by the management of the unit.</p> <p>Showing that there are two paths for reporting discrimination at the UW:</p> <ul style="list-style-type: none"> - formal complaint procedure governed by the Anti-Discrimination Procedure; - informal recovery procedure involving activities of the Anti-Discrimination Ombudsman – popularisation of knowledge about the functioning of both paths. Cooperation of representatives of both paths, knowledge and experience transfer. <p>Systematisation of equality and anti-discrimination activities at the UW by separating functions of the Anti-Discrimination Committee and Equality Committee (see: description).</p> <p>The procedure contains information on the</p> | <p>rownowazni.uw.edu.pl website.</p> <p>Increased number of downloads of the “Recommendations concerning non-discriminatory language at the University of Warsaw” from rownowazni.uw.edu.pl website.</p> <p>Increased number of visits to the website with information on procedures.</p> <p>Evaluation of the Anti-Discrimination</p> | <p>Research and Education</p> | <p>Introduction of the Anti-Discrimination Procedure: ordinance no 205 31.08.2020. http://rownowazni.uw.edu.pl/wp-content/uploads/2020/10/AntiDiscrimination-Procedure.pdf</p> <p>Launching the possibility of submitting formal complaints under the Anti-Discrimination Procedure to the Rector's Commission for Counteracting Discrimination (Spring 2021)</p> <p>Creation and dissemination of a contact address for the Anti-Discrimination Coordinator (koordynator.antydiskryminacja@uw.edu.pl) for submitting formal complaints about discrimination</p> <p>Creation and</p> |
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| | | <p>process after the complaint is made: person handling the complaint, timeframe, method of providing the information on the process to the person, who reported the complaint, etc.</p> <p>Dissemination of knowledge of the catalogue of matters analysed and consequences to perpetrators of discrimination and sexual harassment at the UW is the element of the procedure.</p> <p>Including the link to the Anti-Discrimination Guidebook on the website of every organisational unit.</p> <p>Including the link to the guide titled “Recommendations concerning non-discriminatory language at the University of Warsaw” on the website of every organisational unit.</p> <p>Including the Anti-Discrimination Guidebook in welcome materials for male and female students and employees.</p> <p>Development of the “Guide on combating sexual harassment at the University of Warsaw.”</p> <p>Regular emailing to organisational units of the UW reminding of equality actions at the University of Warsaw together with links to guidebooks and procedures.</p> | <p>Procedure after 3 years of its functioning.</p> | | <p>publication of the "Guide on counteracting sexual harassment at universities", dissemination in organizational units http://en.rownowazni.uw.edu.pl/wp-content/uploads/2021/06/FIN_Guide-to-the-Prevention-of-Sexual-Harassment_elektron.pdf</p> <p>==== 2022 ====</p> <p>Periodic mailing to faculties, meetings with the communities of individual faculties.</p> <p>Creation and dissemination of a contact address for the Anti-Discrimination Coordinator (koordynator.antydiskryminacja@uw.edu.pl) for submitting formal complaints about</p> |
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| | | <p>additional actions:</p> <p>Preparation of the new, updated edition of the Anti-Discrimination Guidebook</p> <p>Launching a new equality website with more clear and user-friendly access to information (e.g. regarding institutions providing support, definitions and practical examples of discrimination, useful documents, reports, research, information on current equality</p> | | <p>Equal Opportunity Chief Specialist</p> | <p>discrimination.</p> <p>====</p> <p>2023</p> <p>====</p> <p>Continuation of information dissemination activities.</p> <p>=====</p> <p>2022</p> <p>=====</p> <p>Finalization of work on the new edition of the Anti-Discrimination Guidebook containing updated information on anti-discrimination procedures, institutions</p> |
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| | | <p>activities carried out at the UW and beyond).</p> | | <p>providing support at UW, jurisprudence and research on discrimination and unequal treatment.</p> <p>Finalization of work on the new equality website.</p> <p>==== 2023 ====</p> <p>Commencement of work on amending the Anti-Discrimination Procedure.</p> <p>Cooperation with the Senate Legal and Statutory Committee and active participation in work on the amendment of the Procedure. Persons representing the Equality Team, the Academic Ombudsman's team, the Anti-Mobbing Committee and the Rector's Anti-Discrimination Committee took part in</p> |
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| | | | | | the amendment work. |
| | | Introduction of an electronic tool in the form of the website supporting information and education, as well as allowing reporting sexual harassment and discrimination. | Increased number of visits to the website and increased number of interventions after reporting discrimination and sexual harassment. | Equal Opportunity Chief Specialist | ==== 2022 ==== In preparation in cooperation with CKC and after consultation with IT UW and DOZI ==== 2023 ==== Launching an online application form enabling to report complaints on unequal treatment and discrimination, including sexual harassment. The application form is available on the equality website: https://rownowazni.uw.edu.pl/en/filing-a-formal-complaint-of-discrimination/ |
| | | Introduction of the Code of Ethics of the University of Warsaw. | Adopting the Code in 2020. | Academic Ombudsman in cooperation | In preparation, substantive discussions |

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| | | | | with Equal Opportunity Chief Specialist + Equality Officer on Research and Education | |
| | | Introduction of the function of equality representatives at units, cooperating with the Equality Officer on Research and Education | Details of representatives available on websites of units. | Equality Officer on Research and Education | 2020-2021 ===== A bottom-up process, an initiative by the faculties, with the support of the equality office. Currently, plenipotentiaries are at the faculties: Artes Liberales, Biology, Physics, Philosophy, History, Political Science and International Affairs, Polish Studies, Sociology. Several faculties are in the process of discussion of the idea. ===== 2022 |

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| | | | | | <p>====</p> <p>Network expansion: faculties of Modern Languages, Economic Sciences, Management, Psychology, MISH college, more in preparation.</p> <p>===</p> <p>2023</p> <p>===</p> <p>Network expansion: faculties of Chemistry, Geology, Cultural Sciences and Art, Center for American Studies, Doctoral Schools.</p> |
| | | <p>Arranging the “Week for awareness” campaign aimed at highlighting diversity of the university community and encouraging to combat discrimination at various areas. For this reason, the themes of “Weeks” go beyond gender equality and include other dimensions.</p> <p>Themes of “Weeks:”</p> <p>Themes of “Weeks” will focus on combating social problems and emphasising positive phenomena.</p> <p>Examples of themes:</p> <p>- combating gender-based prejudices and</p> | <p>At least two events with 40 participants (in total) / per week.</p> <p>Posters + video, events.</p> | <p>Equal Opportunity Chief Specialist + Equality Officer on Research and Education</p> | <p>2020-2021</p> <p>=====</p> <p>Pandemic conditions meant that some initiatives of this type had to change; instead, the Różowa Skrzyńeczka/ Pink Box campaign at the University of Warsaw was launched, equipping those</p> |

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| | | <p>supporting women's scientific careers, as well as combining professional work with family life by mans;</p> <ul style="list-style-type: none"> - combating homophobia and transphobia, Rainbow Week; - development of knowledge and skills related to responding to manifestations of racism at the UW, multiculturalism at the UW; - the UW available to everybody; - combining work and education at the UW with taking care of children. | | | <p>organizational units that expressed interest in boxes with personal hygiene products for women (about half of the departments of the University of Warsaw, University Library, administration buildings)</p> <p>dr hab. Julia Kubisa took part in the social campaign "Power is a woman" organized by the Students' Union of the University of Warsaw http://rownowazni.uw.edu.pl/sila-jest-kobieta-spot/ and gave longer interviews to student television on equality and anti-discrimination activities at UW</p> <p>Publication of information and materials related to the support of LGBT + persons http://en.rownowazni.uw.edu.pl/lgbt-people-</p> |
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| | | | | | <p>in-the-university/ http://en.rownowazni.uw.edu.pl/supporting-transgender-persons-at-the-university/</p> <p>==== 2022 ====</p> <p>Appointment by the vice-rector prof. Sławomir Żółtek of the working team for the identity overlay, in order to develop a system for entering preferred data into the USOS, composed of: dr hab. Julia Kubisa (Chair), Dr. Anna Cybulko Academic Ombudsman, Klaudia Pożarycka, MA.</p> <p>Continuation of the Pink Box campaign at the University of Warsaw.</p> <p>Participation of dr hab. Julia Kubisa in the</p> |
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| | | | | | <p>campaign of the UW Student Government on the LGBT + community</p> <p>https://www.facebook.com/samorzad.studentow.uw/videos/1139530856625418</p> <p>https://www.facebook.com/samorzad.studentow.uw/photos/a.191702202592/10159878164957593/</p> <p>Dr. hab. Julia Kubisa wrote the introduction to the Queer UW report "Oddzielone, oddzieleni" ("Separated") (2021) and took part in a meeting on the report organized by the Faculty of Physics of the University of Warsaw.</p> <p>https://rownowazni.uw.edu.pl/oddzielone-oddzieleni-raport-o-sytuacji-osob-lgbt-na-uw-2/</p> |
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| | | | | | <p>=== 2023 ===</p> <p>The work of the team for the USOS functionalities for transgender people) led by Dr. Hab. Julia Kubisa: preparation of a project of changes, legal consultations, substantive consultations with student and doctoral unions, the Queer UW scientific group. Transfer of the project for implementation by MUCI, ongoing cooperation in implementing functionalities into the system.</p> <p>Creation of a temporary reporting system for transgender people (form handled by the Academic Ombudsman team) and cooperation with the Academic Ombudsman, KJDs</p> |
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| | | | | | <p>and representatives for equality at faculties to support transgender people in classes.</p> <p>Meeting of dr hab. Julia Kubisa with the Queer UW scientific group at the beginning of the academic year - presentation of activities for LGBT+ people at the University of Warsaw, updates on work on the USOS functionality.</p> <p>Information meetings on equality, diversity and anti-discrimination conducted by the team of the Academic Ombudsman, Dr. Hab. Julia Kubisa and plenipotentiaries for equality at faculties in preparation for the new academic year.</p> <p>Further development of the Pink Box campaign, linking it with emerging student</p> |
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| | | | | | <p>zones at faculties. Cooperation with the University of Warsaw Student Union.</p> <p>Participation of Anna Grędzińska in cooperation with BON and Queer UW in working groups aimed at designating spaces at the University of Warsaw that take into account the situation of people with special needs - e.g. people with physical disabilities, people with hearing impairment, people with non-standard dimensions (infrastructure - lecture halls, platforms) and spaces safe for LGBT+ people (changing rooms, toilets, PE classes)</p> |
| | | <p>Establishing cooperation with other universities/ organisations with respect to dissemination of ideas of equality and diversity included in the Gender Equality Plan for the UW.</p> | | <p>Equal Opportunity Chief Specialist +</p> | <p>2020/2021/2022/2023 =====</p> <p>Active participation in the inter-university Academic Network for</p> |

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| | | | | <p>Equality Officer on Research and Education</p> | <p>Safety and Equality.</p> <p>Participation in webinars, meetings and conferences devoted to the creation and implementation of GEP and equality policies (exchange of good practices)</p> <p>====</p> <p>2022</p> <p>====</p> <p>Participation of Anna Grędzińska in the working group on gender equality within the 4EU+ alliance (organisation of workshops, preparation of documents, exchange of experiences and best practices in the field of equality policies)</p> <p>Participation of Anna Grędzińska in the UN Global Compact project "Equality at Universities" and</p> |
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| | | | | | <p>participation in the debate on strengthening the position of women at universities and counteracting discrimination and unequal treatment</p> <p>https://www.youtube.com/watch?v=lgd4oAJr2Og</p> <p>====</p> <p>2023</p> <p>====</p> <p>Continued participation of Anna Grędzińska in the working group on gender equality within the 4EU+ alliance (study visit in University of Milan with the aim of exchange of experiences and good practices in the field of equality policy, equality procedures, WLB, organization of workshops, preparation of documents, work on unifying equality</p> |
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| | | | | | <p>indicators).</p> <p>Transformation of the informal network ASBiR into the Association - "Academic Network of Security and Equality" promoting high standards of equality at universities. The aim of ASBiR is to conduct research and implement scientific, training and educational activities. Experts from the University of Warsaw are actively involved in the functioning of ASBiR (Anna Cybulko, Ph.D. - President, Anna Grędzińska - chairwoman of the research section, Magdalena Miksa - chairwoman of the section for the rights of transgender and gender diverse people).</p> <p>Promoting initiatives related to equality and</p> |
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| | | | | | <p>diversity, including:</p> <ul style="list-style-type: none"> - Free workshops on equality and inclusion Free workshops on equality and inclusiveness: https://rownowazni.uw.edu.pl/bezplatne-warsztaty-o-rownosci-i-inkluzywnosci/ - June is Pride Month: https://rownowazni.uw.edu.pl/czerwiec-miesiacem-dumy-pride-month/ - UAM conference "Scientific excellence has no gender": https://rownowazni.uw.edu.pl/konferencja-uam-powiedzlosc-naukowa-nie-ma-plci/ <p>Analysis of the needs of the academic community regarding access to documents/information in English:</p> <ul style="list-style-type: none"> - dissemination of information about translation opportunities for UW |
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| | | | | | units - a team of translators in the Rector's Office - planning English language training for service staff working in student dormitories. |
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OBJECTIVE 2. SUPPORTING THE DEVELOPMENT OF WOMAN'S SCIENTIFIC CAREERS

| Objective | Target group | Action | Indicator | Person responsible | Status |
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| <p>Supporting the development of woman's scientific careers</p> <p>Description: the action is aimed at supporting persons, whose careers slowdown for systemic causes. The action is aimed at combating the women stopping or giving up at certain stages of scientific career (defence of the doctoral dissertation, promotion to the position of the assistant lecturer, the award of <i>doktor habilitowany</i> degree).</p> | <p>Women on research, research and teaching, as well as teaching positions</p> <p>Female doctoral candidates</p> | <p>Networking groups for female doctoral candidates:</p> <ul style="list-style-type: none"> - including female doctoral candidates in the network of contacts with male and female researchers, and organisation of lectures with invited female lecturers on careers of women in science, in Poland and all over the world (e.g. managers of international grants at the UW): - setting up a mailing group. | <p>Arranging three events a year.</p> | <p>Equality Officer on Research and Education</p> | <p>2020-2021 =====</p> <p>Starting desk research on networking solutions, establishing cooperation with doctoral schools, launching a separate Understanding Equality Course for people in doctoral schools, preparing a consultation workshop for doctoral students before launching the project.</p> <p>====</p> <p>2022</p> <p>====</p> <p>Launch of the Network of Women Doctoral Students at the University of Warsaw - monthly meetings, mailing list and FB group, currently about</p> |

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| | | | | | <p>60 people active in the network.</p> <p>====</p> <p>2023</p> <p>====</p> <p>Continuation of meetings of the UW Women Doctoral Student Network - monthly meetings, mailing list and FB group, currently about 80 people active on the mailing list, 158 people on the FB group.</p> <p>Meetings with representatives of BON and the Equality Team. Feedback training conducted by an expert from the Faculty of Psychology, University of Warsaw. The UW Women Doctoral Student Network indicated as one of three activities of the University of Warsaw in the Catalog</p> |
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| | | | | | <p>of Good University Practices in the ESG area, developed by the Ministry of Funds and Regional Policy and the Ministry of Education and Science: https://www.gov.pl/web/fundusze-regiony/grupa-robocza-ds-spolecznej-odpowiedzialnosci-uczelni</p> <p>Preparation of a campaign advertising the Women Doctoral Students Network in the form of posters and events on Facebook.</p> |
| | | <p>Launching the research and development programme for young female research and teaching employees – mentoring: limitation of the phenomena of women’s committeemen loss in the process of the development of scientific career.</p> | <p>Launching the first edition of the programme for at least 10 persons, establishing the programme board prepared</p> | <p>Equality Officer on Research and Education</p> | <p>2020-2021 =====</p> <p>Substantive preparation of the project, organization of two consultation meetings, preparation of the composition of</p> |

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| | | <p>More detailed analysis of needs of young female employees with respect to support of the scientific career development. Testing the tools, developing methodology and organisational solutions for future development programmes at the UW. Supporting a group of young female research employees in the development of scientific and teaching careers in cooperation with male and female mentors. Promotion of the idea of young talent development in the area of research and teaching at the UE.</p> | <p>to promote the idea of women's career development in research and teaching.</p> | | <p>the Program Council, preparation for recruitment and research accompanying the project.</p> <p>==== 2022 ==== Continuation of preparations, opening of recruitment process.</p> <p>==== 2023 ==== Launching the first edition of the program. Conducting a survey of the expectations and experiences of program participants. Preparation of the second part of the study.</p> |
| | | <p>Popularisation of good practices related to supporting women's careers, applied at faculties and units – transfer of information on solutions used at organisational units to the Equal Opportunity Officer.</p> | <p>Regular publication on www.rownowa.zni.uw.edu.pl.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 =====</p> <p>Collecting statistics and best practices</p> |

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| | | | | | <p>applied in university faculties and units. Publication of the collection of best practices at the equality website:</p> <p>http://rownowazni.uw.edu.pl/dobre-praktyki-i-inicjatywy-jednostek-uw/</p> |
| | | <p>Systematic monitoring of participation of women and men in contests for grants, projects and financial support + publications.</p> <p>additional action: preparation of guidelines for researchers on integration of the gender dimension into research and innovation content</p> | <p>Equalization of the percentage of applications for grants submitted by women and man, increasing the participation of female researchers at an early stage of their career in grants.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2020/2021 ===== Collecting data</p> <p>===== 2022/2023 =====</p> <p>Preparation of the guidelines in progress</p> |

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| | | <p>Doctoral Schools gathering statistical data on starting doctoral dissertation procedures and defence of doctoral dissertation by gender, and submitting these data to the Equality Officer on Research and Education</p> | <p>Equalization of the percentage of men and women starting doctoral dissertation procedures and defending their doctoral dissertations.</p> | <p>Equality Officer on Research and Education</p> | <p>2022 ==== Collecting data ==== 2023 ==== Continued data monitoring.</p> |

OBJECTIVE 3. ENSURING GENDER EQUALITY IN RECRUITMENT OF FEMALE AND MALE EMPLOYEES, AND IN DOCTORAL SCHOOLS

| Objective | Target group | Action | Indicator | Person responsible | Status |
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| <p>Gender equality in recruitment of female and male employees, and in doctoral schools Talent acquisition taking into account sex underrepresentation in particular areas of science</p> | <p>Candidates to work at the University of Warsaw – research positions</p> | <p>Using good practices, soft instruments (incentives) in the case of underrepresented sex:</p> <ul style="list-style-type: none"> ● promotional campaign, appropriate language, visualization promoting women starting scientific careers in masculinized areas and men – in feminized areas; ● providing information on the contest to the widest possible group of potential male and female candidates, taking into account gender – active search for female candidates for positions in masculinized areas and male candidates in feminized areas; ● recruitment announcements including: transparent criteria, clear guidelines for the evaluation of achievements, disclosure of applications, possible consultation with male and female external experts. | <p>Campaign launched by 2023.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 ===== Collecting best practices</p> <p>Cooperation with the Human Resources Office in relation to contests/recruitment procedures (OTM-R).</p> |
| | <p>Candidates to doctoral schools</p> | <p>In the case of candidates having the same qualifications, it is suggested to selected the person of underrepresented sex/from underrepresented group. To this end, it is necessary to:</p> <ul style="list-style-type: none"> ● draw up a clear procedure; | <p>No contest with more than one candidate and only candidates of one gender at particular units.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 ===== Consultations on the possibility of introducing changes to existing legal acts.</p> |

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| | <ul style="list-style-type: none"> ● obtain acceptance of and support for the implementation of the procedure at certain units; ● dissemination of information on recruitment principles – taking into account the affirmative action – together with the recruitment announcement, in order to ensure that everybody is aware of the principles from the very beginning. | In 2021: the gender proportion of candidates of at least 2:1, aimed at 1:1 at the level of the University and organisational units. | | |
| | Gender-balanced contest and other committees or committees comprising representatives of both genders – development of guidelines. | Report after 2 years from the implementation | Equal Opportunity Chief Specialist | Work in progress |
| | The contest committee should be chaired by men and women alternately (change after every term of office). | In the years 2020-2021, a half of chairpersons should be men and a half – women. | Equal Opportunity Chief Specialist | Work in progress |
| | Cooperation between recruitment/ contest committees and the Equality Observatory at the UW. Gathering and publishing statistical data on the number of candidates and persons selected by gender, taking into account the specifics of the area. | Data published on an annual basis. | Equality Officer on Research and Education | Work in progress |

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| | | <p>Development of the standardised questionnaire for the evaluation of female and male candidates, taking into account discrimination prevention and diversity actions, or preparation of qualification interview scenarios.</p> <p>Development of the standardised periodic evaluation form.</p> <p>Drawing up announcements targeted at male and female candidates for work, to doctoral schools and study, emphasising equality actions at the UW.</p> | <p>100% of announcement prepared in accordance with the questionnaire guidelines.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 =====</p> <p>In preparation (consultation on OTM-R recruitment procedure).</p> |
| | | <p>Development of the policy of remuneration and other employee benefits transparently determining principles of remuneration at particular positions.</p> <p>Monitoring of remunerations and other employee benefits taking into account the gender criterion and the criterion of employment based on flexible employment forms and/or flexible working time.</p> <p>Male/female employees of the UW employed on the same positions and/or with similar scopes of tasks and duties and employment terms receive similar remunerations.</p> | <p>Reports on the Gender Pay Gap issued every two years.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 =====</p> <p>Research on gender pay gap - work in progress with Office of the Evaluation of Educational Quality (PEJK) in collaboration with Human Resources Office, Kwestura (Payroll Department) and DAK (USOS team).</p> |

OBJECTIVE 4. RECONCILIATION OF WORK AND FAMILY LIFE

| Objective | Target group | Action | Indicator | Person responsible | Status |
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| <p>Solutions that support combining work or study and family life are available at the University</p> | <p>Persons working and studying at the UW, male and female doctoral candidates</p> | <p>Separation of the scope of activities pertaining to combining work or study with family life and UW activity areas in this respect.</p> | <p>Appointing a representative in charge of family at the UW (female or male) (see: description).</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022/2023 ===== Analysis of tasks and needs regarding the position of a family representative is in preparation</p> |
| | | <p>Development of the care infrastructure at the University:</p> <ul style="list-style-type: none"> - extending the offer of the university day care centre at Karowa St. by increasing the number of places; - developing a plan to establish a day care centre or kindergarten on the Ochota Campus, as part of the Excellence Initiative; - developing a plan to establish an hourly care point for children, open during school hours on a selected campus (Śródmieście, Ochota or Służew), as part of the Excellence Initiative. | <p>Increase in the number of children of employees, female doctoral candidates and female students looked after by care facilities of the UW.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022 ===== Analysis of the collected data on the creation of care institutions at the Ochota Campus and the Śródmieście Campus</p> <p>Cooperation with the Office of Research Administration, Office of Innovation in Academic Space, Social Support Office, central authorities, existing UW childcare</p> |

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| | | | | | <p>facilities.</p> <p>====</p> <p>2023</p> <p>====</p> <p>Carrying out of the research study "Being a parent at the UW" analyzing the care needs of parents working/studying at the University of Warsaw:</p> <p>https://rownowazni.uw.edu.pl/en/parenthood-at-university/being-a-parent-at-uw-a-university-wide-research-study-of-the-needs-of-parents-at-the-university/</p> <p>Carrying out of an implementation consulting project prepared by a group of postgraduate students of management faculty, as part of which a</p> |
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| | | | | | real concept was prepared for the creation and running of care institutions (kindergarten, nursery, day care center). In this respect, the following were developed: analysis of resources and threats, proposal of a realistic implementation schedule, financing, legal environment, locations. |
| | | Formulating recommendations with respect to hours of meetings of Scientific Councils, Teaching Councils and Faculty Councils supporting work and family life balance. | Recommendations sent to all faculties, teaching departments and Scientific Councils. | Equal Opportunity Chief Specialist | Work in progress |
| | | The periodic evaluation form includes the "care duties" – in cooperation with the representative in charge of family. Making amendments to the periodic evaluation form allowing noting that important external circumstances affected the achievement of previously assumed | Introduction of the form by 2022. | Equal Opportunity Chief Specialist | 2022 ==== Analysis of the possibility of introducing relevant provisions to existing legal acts |

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| | | <p>research goals and proposing the method of achieving these goals in such a situation. Important external circumstances can include care duties (taking care of children, taking care of sick relatives, taking care of elders). Completing this section of the form shall be facultative.</p> | | | <p>==== 2023 ==== Publishing a new regulation on determining the mode, principles and criteria of periodic evaluation of academic teachers https://monitor.uw.edu.pl/Lists/Uchway/Uchwa%C5%82a.aspx?ID=6407&Source=https%3A//monitor.uw.edu.pl/Lists/Uchway/2023.aspx in which issues related to parenting were taken into account, including: - postponing the date of periodic evaluation by the time of the academic teacher's absence from work resulting from being on maternity leave, leave under the terms</p> |
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| | | | | | <p>of maternity leave, paternity leave, parental leave, parental leave or leave for health reasons [...]</p> <p>- including in the evaluation form the category other "additional information that may be important for the evaluation of work/achievements" during the period subject to evaluation)".</p> |
| | | <p>Introducing home office opportunities and flexible working hours for male and female administrative employees. Introduction of an individual work schedule, task-based working time and other flexible forms allowing combining work and family life.</p> | | <p>Equal Opportunity Chief Specialist</p> | <p>2022 ==== Work in progress (subject to the entry into force of the amendment to the Labour Code)</p> <p>==== 2023 ==== The amendment to the Labour Code makes it possible to</p> |

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| | | | | | <p>introduce remote work and makes this decision dependent on the employer.</p> <p>Introduction of occasional remote work at the UW – ordinance:</p> <p>https://monitor.uw.edu.pl/Lists/Uchway/Attachments/6693/EN.M.2023.312.Zarz.127.pdf</p> |
| | | <p>Diagnosis of needs of persons coming back to research and teaching work after parental leave, with respect to the support from the university.</p> <p>additional action:</p> <p>Organizing a competition under the IDUB programme (Excellence Initiative – Research University 2020-2026), the aim of which is to support female researchers and researchers returning to scientific activity after a break related to childcare https://inicjatywadoskonalosci.uw.edu.pl/dzialania/pob/pob4/</p> | <p>Carrying out consultations and surveys; publishing results by 2023 as part of works related to the next Gender Equality Plan for the UW.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022 =====</p> <p>Launching of the university-wide study "BEING A PARENT at UW". The study is carried out by the UW Equality Team and the Centre for Women's and Gender Research. The study covers students, doctoral students, as well as people working in research, teaching</p> |

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| | | <p>Organizing work as part of the TRAIN4EU project (universities associated within the 4EU+ alliance) devoted to policies and activities in the area of work-life balance. Creation and dissemination of a tables of good practices of universities associated within 4EU+ and exchange of experiences in the area of WLB.</p> <p>https://rownowazni.uw.edu.pl/en/parenthood-at-university/</p> | | | <p>and administration at the UW, including in faculties managerial positions (deans' colleges). The study consists of focus group interviews, a university-wide survey and an analysis of documents, practices and activities undertaken by units in the area of support for parents and those with care obligations. The study includes an analysis of, among others:</p> <ul style="list-style-type: none"> • experiences of barriers and difficulties in combining professional and family life, • organizational culture and atmosphere around parenthood at the university, |
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| | | | | <ul style="list-style-type: none">• regulations and practices in force at the UW units concerning reconciliation of work and family life. <p>As a result of the cooperation with the Human Resources Office website, collection and dissemination of useful information on parenthood at the UW. The information can be found in the Employment Handbook at: https://bsp.adm.uw.edu.pl/en/useful-information-in-the-employment-process/</p> <p>Dissemination of the information on parenthood at http://en.rownowazni.uw.edu.pl/important-and-useful-</p> |
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| | | | | <p>information-about-parenthood-in-the-employment-handbook/</p> <p>==== 2023 ====</p> <p>Continuation of the parental study: "Being a parent at the University of Warsaw" - conducting quantitative research (university-wide survey) in cooperation with the Evaluation of Educational Quality (PEJK) and carrying out an information campaign:</p> <p>https://rownowazni.uw.edu.pl/en/parenthood-at-university/being-a-parent-at-uw-a-</p> |
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| | | | | | <p>university-wide-research-study-of-the-needs-of-parents-at-the-university/</p> <p>Compilation of legal and practical aspects on work-life balance - international, national and university context WLB desk research FIN)</p> |
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OBJECTIVE 5. INCREASING BALANCED SEX REPRESENTATION WITH RESPECT TO CHAIRPERSONS OF FACULTY AND UNIVERSITY COMMITTEES, MANAGEMENT, EXPERT AND REVIEWER TEAMS, AND CHAIRPERSONS OF SCIENTIFIC AND POPULARISATION EVENTS

| Objective | Target group | Action | Indicator | Person responsible | Status |
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| <p>Balanced gender representation and men and women acting as chairpersons of:</p> <ul style="list-style-type: none"> - projects and scientific and popularisation events held at the UW; - expert and reviewer committees and teams; - faculty and university committees, management. | <p>UW community, with special consideration of research and teaching employees, male and female doctoral candidates, male and female students.</p> | <p>Formulating recommendations with respect to balanced gender representation at events arranged at the UW, expert and reviewer committees, faculty and university committees and management, as well as popularising them at the level of all units.</p> | <p>Implementation of guidelines by 2022.</p> | <p>Equal Opportunity Chief Specialist</p> | <p>2022 ==== Analysis of existing practices and development of recommendations in preparation ==== 2023 ==== Commencement of audit work in cooperation with HR Office on the competition procedure and the content of announcements taking into account the anti-discrimination policy.</p> |
| | | <p>Formulating and implementing guidelines on percentage representation of women and men</p> | <p>Reaching at last 40%</p> | <p>Equal Opportunity</p> | <p>2022/2023 =====</p> |

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| | | in expert, reviewer and examination teams and committees. | share of women by 2023. | Chief Specialist | Analysis of existing practices and development of recommendations in preparation |
| | | Formulating and implementing guidelines on appointing both women and men as chairpersons of decision-making authorities. | Reaching at last 40% share of women by 2023. | Equal Opportunity Chief Specialist | 2022/2023 ===== Analysis of existing practices and development of recommendations in preparation |
| | | Co-financing scientific and popular science events by units of the UW: Gathering data on the percentage of men and women in organisation committees and groups preparing events, and in presentation programmes. Based thereon, preparing recommendations pertaining to gender equality in organisation of such events and activities aimed at ensuring balanced gender representation. Drawing up a form for co-financing of events held at the UW including a section with information on gender proportions of panel participants, organisers, persons cooperating | Introducing the form in organisational units by 2023. | Equal Opportunity Chief Specialist | 2022/2023 ===== Analysis of existing practices and development of recommendations in preparation |

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| | | with respect to organisation. This information will be one of the evaluation criteria. | | | |
| | | Establishing the database pertaining of the aforementioned actions by the Equality Observatory, publishing aggregated results on www.rownowazni.uw.edu.pl . | | Equality Officer on Research and Education | 2022 ==== Work in progress |