



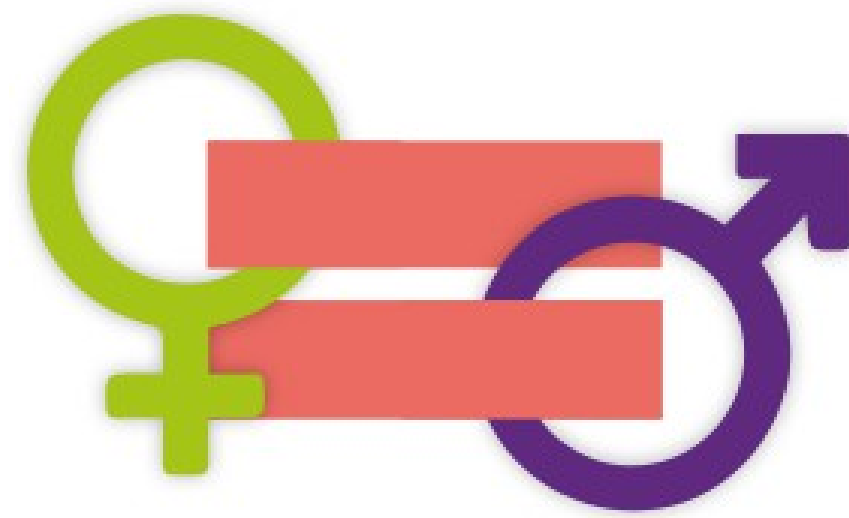
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GENDER EQUALITY PLAN FOR THE EU SUMMARY AND EVALUATION





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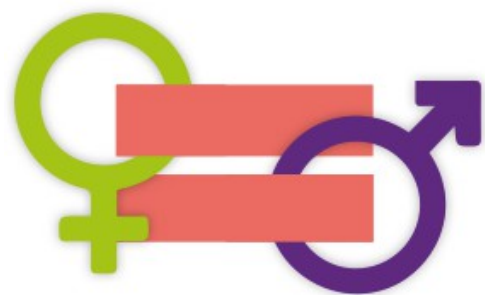
What is the Gender Equality Plan (GEP)?

What is the Gender Equality Plan?

The Gender Equality Plan at UW is an action plan for 2020-2025 for:

- **equality**
- **diversity**
- **prevention of discrimination**

FIRST GEP AT A UNIVERSITY IN POLAND



- diagnosis and analysis
- definition of objectives
- Definition of specific actions and persons/units responsible for their implementation
- definition of quantitative and qualitative indicators
- setting a timeframe
- evaluation and monitoring

What is the Gender Equality Plan?

NA UNIwersYTECIE
WSZYSCY JESTEŚMY

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WAŻNI**




NIE AKCEPTUJEMY
DYSKRYMINACJI.
REAGUJ. POMOŻEMY CI

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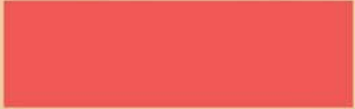

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**Poradnik antydyskryminacyjny
dla osób studiujących i zatrudnionych
na Uniwersytecie Warszawskim**

AT THE UNIVERSITY

**WE ARE
ALL
EQUAL**




WE DON'T TOLERATE
DISCRIMINATION.
SEE IT, SAY IT.
WE WILL SUPPORT YOU

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 UNIVERSITY
OF WARSAW **WE ARE
ALL
EQUAL**

Equality and anti-discrimination

EQUALITY MEASURES

- **Raising awareness:**

- www.rownowazni.uw.edu.pl
- Public awareness campaign "We are all equal"
- Campaign "Hey hurts. Let's watch the words" (UW against hate speech)

- **Guides and publications:**

- Anti-discrimination handbook
- Handbook on countering sexual harassment
- Recommendations for non-discriminatory language at the UW

- **Courses and trainings**

- Online: A Course in Equality - Anti-discrimination at UW (PL/EN/UA)
- Online: Counteracting sexual harassment at university (PL/EN)
- Online: Bullying in the workplace - prevention, recognition and response (PL/EN)
- Online: Discrimination, conformity and resistance - the history and memory of the bench ghetto and other forms of exclusion within university walls (PL)
- Workshops and residential training for those studying, doing their PhDs and working at the UW (PL/EN)

Equality and anti-discrimination

EQUALITY AND ANTI-DISCRIMINATION INSTITUTIONS

- UW Equality Team
- Office of the Academic Advocate
- Rectoral Commission on Anti-Discrimination (from 2024 Commission on Inequality and Discrimination)
- Anti-Mobbing Committee (from 2024 the Committee on mobbing and other undesirable behaviour)
- Team of Co-ordinators_ for the prevention of unequal treatment, discrimination, mobbing and other undesirable behaviour
- Plenipotentiary of the Rector for policies against discrimination and sexual harassment (2020 - 2024)
- Plenipotentiaries_Diversity Officers in faculties and units
- Rector's Plenipotentiary for Cultural Diversity
- Centre for Dispute and Conflict Resolution at the WPiA UW
- University of Warsaw Law Clinic at the WPiA UW
- Psychological Support Centre
- Office for Persons with Disabilities
- Welcome Point

PROBLEM DIAGNOSIS

Gender disparities in key functions at departmental and university level:

Men at the University:

- **are** more likely to **receive scholarships**;
- more likely to **take up functional positions** (at departmental and university-wide level)

Critical stage in women's careers when their careers slow down - the period between defending a doctoral thesis and obtaining a postdoctoral degree

Tensions between academic careers and life choices

Stereotypes and unspoken prejudices, leading to patronising treatment of women in universities and a refusal to recognise their substantive preparation

Difficulties for women in building academic networks



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Strategic objectives of the UW Equality Plan

OBJECTIVE 1. Increase awareness of the importance of equality issues and strengthen positive attitudes towards diversity.

OBJECTIVE 2. Support the development of women's academic careers.

OBJECTIVE 3. Increase gender balance in the recruitment of female staff and PhD schools.

OBJECTIVE 4. Facilitate the combination of work and family life.

OBJECTIVE 5. Increase balanced gender representation in: chairmanship of faculty committees, university committees, management staff, expert and review panels, and chairmanship of scientific and popularisation events.



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Evaluation of the Plan - context and objectives

The Plan was intended to last until the end of 2024 and included an evaluation after 2 years (in 2022) but events such as the COVID-19 pandemic and the war in Ukraine made it necessary to change the schedule.

Instead of an evaluation, **annual progress reports** were prepared and published on rownowazni.uw.edu.pl.

The duration of the Plan **was extended to the end of 2025**.

Nature of evaluation: summative and strategic, covering the entire implementation period

Objectives of the evaluation:

- evaluation of the compliance of the Plan's implementation with its assumptions,
- identification of actions with sustainable results,
- identification of implementation barriers,
- formulation of recommendations for the following years.



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Evaluation of the Plan - methodology and scope

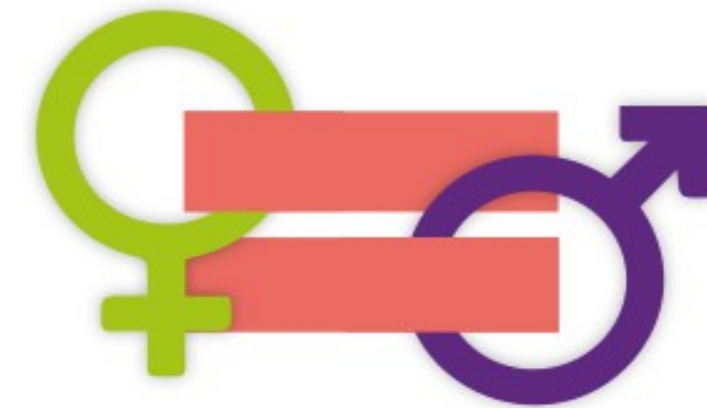
Methodology

- document analysis (regulations, reports, individual data)
- qualitative and quantitative research of the UW community

Scope of evaluation - horizontal perspectives:

- **institutional dimension** - procedures, organisational structures, legal acts
- **data and monitoring** - regularity and extent of data collection
- **recruitment and professional development** - support for women, mentoring, promotion
- **organisational culture and anti-discrimination** - awareness, preventive measures, availability of procedures
- **reconciliation** **life** **professional life** z **private life**-
implemented solutions i employee needs

End result: a report summarising the extent to which the Plan has been implemented, identifying challenges, good practice and recommendations relevant to the development of the new UW Equality Strategy.



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OBJECTIVE

1. importance of issues

Increase awareness

equality issues and strengthening

positive attitudes towards diversity

- Equality training for students, postgraduates and employees at UW (online and offline)
- Anti-discrimination handbook for students and employees at the University of Warsaw
- Establishment of an Equality Observatory
- Appointment of equality officers and commissioners in faculties and units of the UW
- Development of institutions working for equality and diversity and against discrimination



OBJECTIVE

1. importance of issues
positive attitudes towards diversity

Increase awareness
equality issues and strengthening

Key activities implemented:

- Online courses - "A Course in Equality - Countering Discrimination at UW", "Countering Sexual Harassment at the University", "Bullying in the Workplace - Prevention, Recognition and Response", "Discrimination, Conformity and Resistance - The History and Memory of the Bench Ghetto and Other Forms of Exclusion within University Walls"
- Development of a new 'Anti-Discrimination Procedure' and an electronic breach notification form
- Development and implementation of a comprehensive equality policy (UW Rector's order)
- Dedicated equality website rownowazni.uw.edu.pl
- Completed studies: "Being a parent at UW 2022-2023", "Equality at UW" editions 2019 and 2024
- Expanded network of equality officers and commissioners in UW units
- "Pink box" campaign
- Establishment of an application form for transgender people
- Participation in national and international equality and diversity projects



OBJECTIVE	1.	Increase	awareness
importance of	issues	equality issues	and strengthening
positive attitudes towards diversity			

Conclusions and follow-up:

- Strengthen the role of organisational leaders as promoters of a culture of equality and inclusiveness
- Systematic dissemination of knowledge of support tools and procedures
- Developing attitudes of responsibility and attentiveness
- Develop initiatives to promote equality
- Integrate equality and inclusivity into mental health and wellbeing strategies

OBJECTIVE 2. Support the development of women's scientific careers

- Networking group for female PhD students
- Mentoring programme for young female researchers
- Collection of statistical data - gender structure and research, scientific activities, recruitment to university and doctoral schools

Main activities carried out:

- UW Women PhD Network - monthly meetings, training, contact with experts, communication channels
- Young Researchers' Programme
- Gender-based data monitoring
- Support activities in doctoral schools
- Collection and publication of good practices of UW units on the website rownowazni.uw.edu.pl

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OBJECTIVE 2. Support the development of women's scientific careers

Conclusions and follow-up:

- Continue and institutionalise existing initiatives
- Introduce annual monitoring of gender-specific data on scientific development
- Standardisation of good practices in departments and units
- Educational activities to counteract unconscious barriers in assessment and recruitment processes
- Implement a comprehensive mentoring programme for women, taking into account the specificities of scientific disciplines

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OBJECTIVE 3 Increase gender balance in the recruitment of female staff and doctoral schools

- Broaden recruitment strategies to include underrepresented genders based on agreed procedures
- Gender balanced recruitment committees
- Study on gender pay gap

Key actions implemented:

- A number of normative and organisational measures, including UW Rector's Order No. 27 of 27.02.2025, UW Senate Resolution No. 17 of 20.01.2021
- Policy of open, transparent and merit-based recruitment at the University of Warsaw
- Recruitment scheme for the position of academic teacher
- Guide for heads of organisational units and committees
- Wage gap survey at UW

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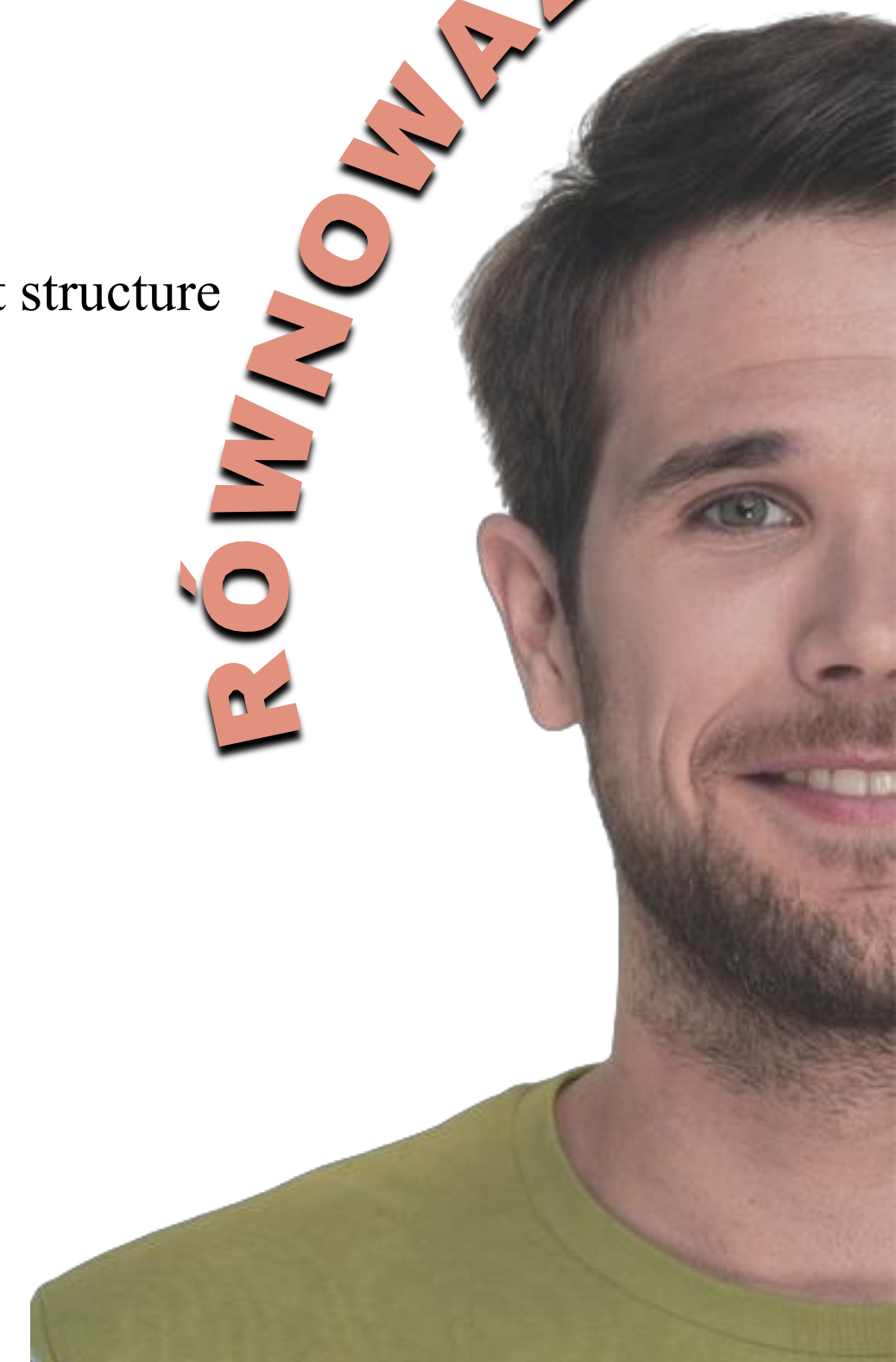


OBJECTIVE 3. Increase gender balance in recruitment of female staff in doctoral schools

Conclusions and next steps:

- Introduce regular monitoring of gender participation at all stages of recruitment processes
- Mandatory training of recruitment and selection committees on gender equality, anti-discrimination and unconscious biases
- Regular evaluation of the impact of adopted rules on recruitment outcomes and employment structure
- Dissemination of good practices and examples of successful recruitment ensuring balanced gender representation throughout the academic community

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OBJECTIVE 4 Facilitating the combination of work and family life

- Investment in care infrastructure
- Enabling remote and/or hybrid working
- Recognition of caring responsibilities in periodic assessment

Key actions implemented:

- Revision of the periodic assessment form
- Introduction of the possibility of remote working and occasional remote working
- Launch of the '[Employment Vademecum](#)' tab on the Employee Affairs website
- Adoption of a Recommendation on office hours
- Training series for parents and carers of dependent persons
- Implementation of the "Being a parent at UW" survey, analysing the caring needs of parents working or studying at the University
- Preparation of a compilation on the legal and practical aspects of work-life balance

OBJECTIVE 4. Facilitate the combination of work and family life

Conclusions and next steps:

- Disseminate knowledge of available tools - raise awareness and improve communication about available solutions to support WLB
- Ensure equal access to support - eliminate differences between organisational units in the implementation and use of tools
- Adapting solutions to different needs, taking into account the specific situation of lone parents and carers of dependent persons
- Develop and formalise flexible working arrangements
- Monitoring of WLB needs and implementation of available solutions

OBJECTIVE 5 Increase balanced gender representation in: chairmanship of university faculty committees, management, expert and review panels, and chairmanship of scientific and dissemination events

Increase representation of women in decision-making structures - greater participation in committees, councils and colleges; gender parity has been achieved in UW Senate.

Strong presence of women in teaching and administration - active participation in the functioning of the university, potential for promotion to leadership roles.

Balanced staffing structure - especially in the research and teaching group, which is conducive to further strengthening equality in academic roles.

What has been successful:

- Strong presence of women in teaching and administration
- Increased representation of women in decision-making structures - dean's colleges, Faculty Councils, Discipline Councils
- Diversified staffing structure to foster balance



OBJECTIVE 5 Increase balanced gender representation in: chairmanship of faculty committees, university committees, management staff, expert and review panels, and chairmanship of scientific and dissemination events

Conclusions and follow-up:

- Need to develop measures to support the scientific and administrative advancement of women
- Targeted actions to support women in STEM fields
- Maintaining gender balance at the highest levels of management
- Need for sustainable monitoring and integration of equality policy into human resources management
- Regular analysis of data, evaluation of effects and implementation of recommendations



SUMMARY OF THE GENDER EQUALITY PLAN FOR THE EU

- Educational measures implemented
- Developed institutional structures
- Professionalisation of anti-discrimination activities
- Mechanisms for responding to undesirable behaviour
- Positive changes in the structure of gender representation
- Increased awareness of the academic community
- Inclusive academic environment
- Mainstreaming equality measures in other strategic documents



FURTHER RECOMMENDATIONS

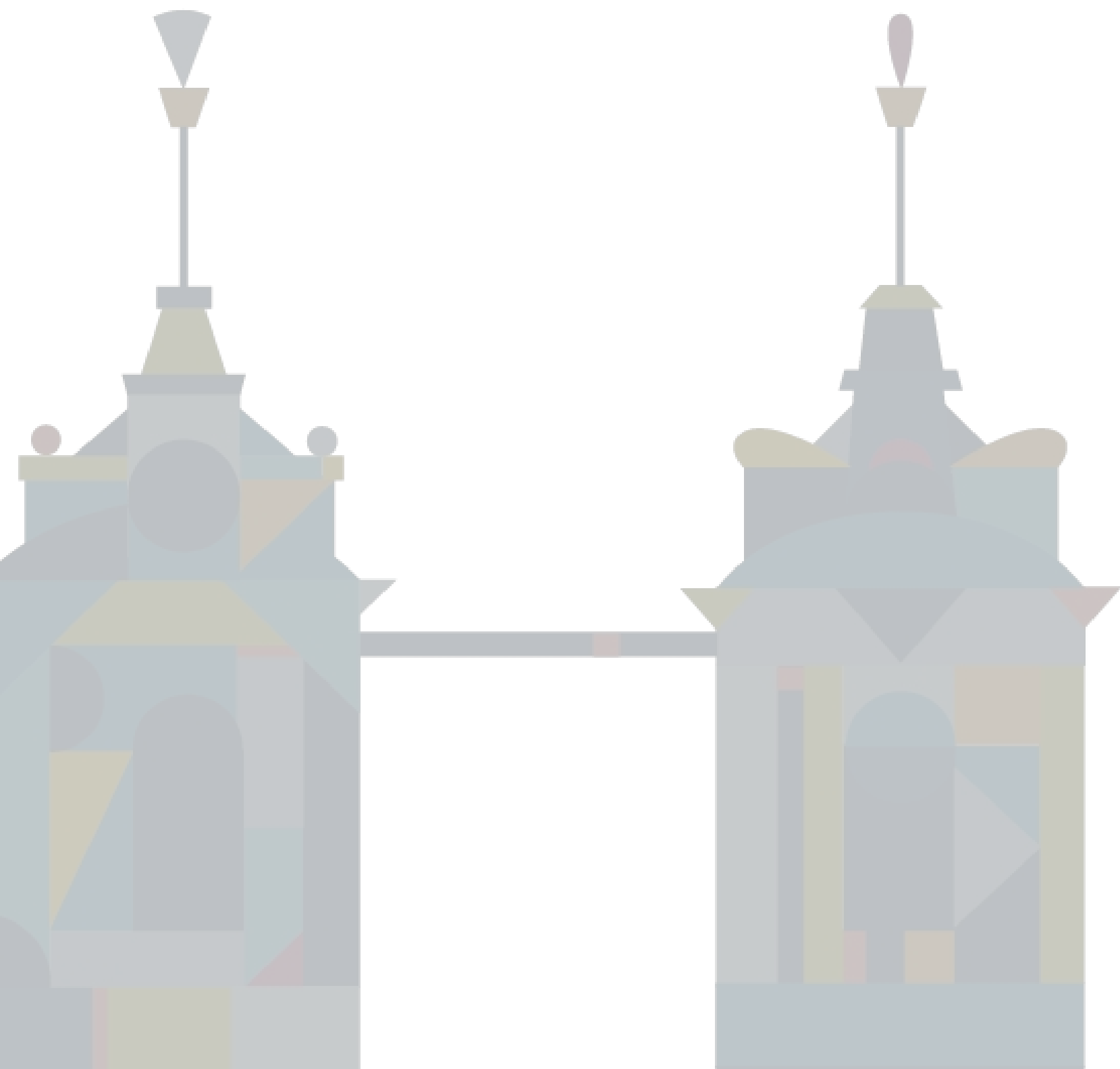
- Strengthening stability i consistency policy
equality policy at university level
- Decision-making based Data-driven decision-making and
performance monitoring
- Developing respectful equality attitudes
- Building an equality and diversity culture
- Facilitating navigating navigating system support system
i increasing the transparency of procedures
- Strengthening presence of women at prestigious visible
and decision-making positions



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PLAN DZIAŁAŃ RÓWNOŚCIOWYCH NA LATA 2020-2023



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