

# **Gender Equality Plan of the University of Pannonia**

**Accepted by the Senate: 9 December 2021**

**Responsible for maintenance: the Chair of the Equal Opportunities Committee**

## **1. The purpose of the Gender Equality Plan:**

The Gender Equality Plan is a comprehensive action plan aimed at promoting the integration of gender dimensions and gender equality through the institutional and cultural changes of research and innovation (R&I) organisations. Combined with the Plan for Equal Opportunities of the University of Pannonia, the Gender Equality Plan consists of strategic objectives, an analytical phase, the planned measures, and implementation and monitoring phases.

## **2. Terms**

**Sex:** Biological sex, or sex for short, refers to the biologically determined characteristics of male and female persons in terms of reproductive organs and functions.

**Gender:** Gender is a combination of (non-biological) characteristics, roles, and behaviours acquired during socialization expected from the individual based on their biological sex by society.

**Gender equality:** Equal rights, obligations and opportunities for women and men, girls and boys brought about by providing a context where individuals belonging to any sex or gender can freely make decisions and can freely develop their personal abilities without the strict limits set by the expected gender roles.

**Gender analysis:** A critical examination that establishes how differences in gender roles, activities, needs, opportunities and rights/entitlements impact women, men, girls, and boys in a given policy area, situation or context.

**Gender mainstreaming:** Systematically taking the different circumstances, situation and needs of men and women into consideration within the framework of various regulations, policies or other measures.

**Gender dimension:** the integration of gender analysis into research.

## **3. Strategic objectives**

The primary objective of the Gender Equality Plan (GEP) is to identify the most important Equal Opportunities Strategies and thereby create measures and an analysis and monitoring system, which, for the purpose of raising awareness, could achieve complete gender equality at the University of Pannonia.

Achieving gender equality is considered to be our objective in the following areas:

- recruitment
- measures for retainment
- supporting career development
- promotion of family-friendly policies
- overcoming gender bias and stereotypes
- preventing sexual harassment

**4. The analysis and design phase involves data collection, gender data collection, critical evaluation of processes and practices in order to identify gender inequalities and gender bias, according to the following criteria:**

- Gender ratio at university level
- Gender ratio of executives/non-executive staff
- Gender ratio by job function
- Gender ratio by age group
- Number of student complaints received regarding gender discrimination
- Number of complaints received from employees (complaints to the Ethics Committee about sexual harassment or sex discrimination in the evaluation of applications)
- Number of successful open job applications: .....persons, of which ..... are female.

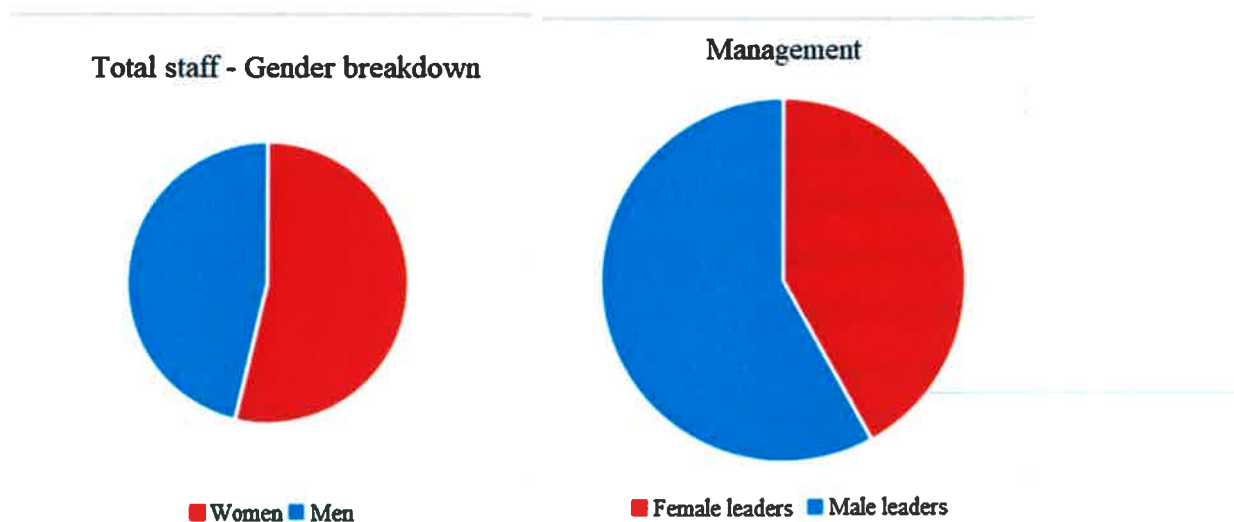
**Staff involved in the analysis and design phase:**

Dr. József Tóth Associate Professor (Chair of the Equal Opportunities Committee), Tamás Görög Executive Expert (Head of the Labour Department), Dóra Rotter Executive Expert (Development and Project Directorate), Krisztina Görögné Kővári Executive Expert (Development and Project Directorate), Szabolcs Fehérvölgyi Executive Expert (Development and Project Directorate), Dr. Viktória Csizmadiáné Czuppon Associate Professor (Faculty of Economics).

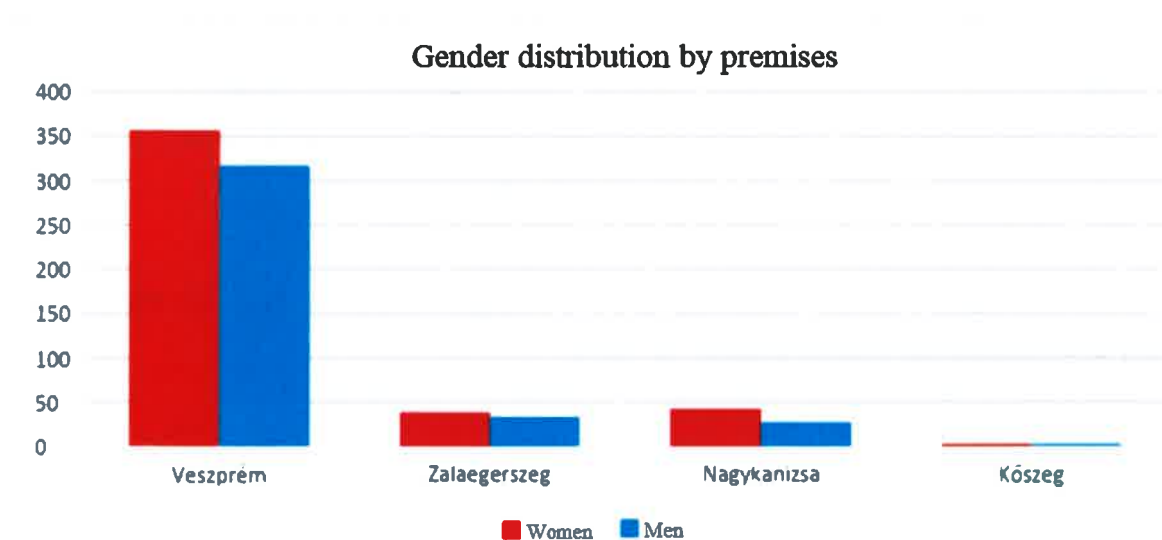
**The collection of data at the University of Pannonia providing the basis for the planned actions was carried out before August 31, 2021.**

In the past 12 months, the Equal Opportunities Committee has not received any reports of violations of gender equality.

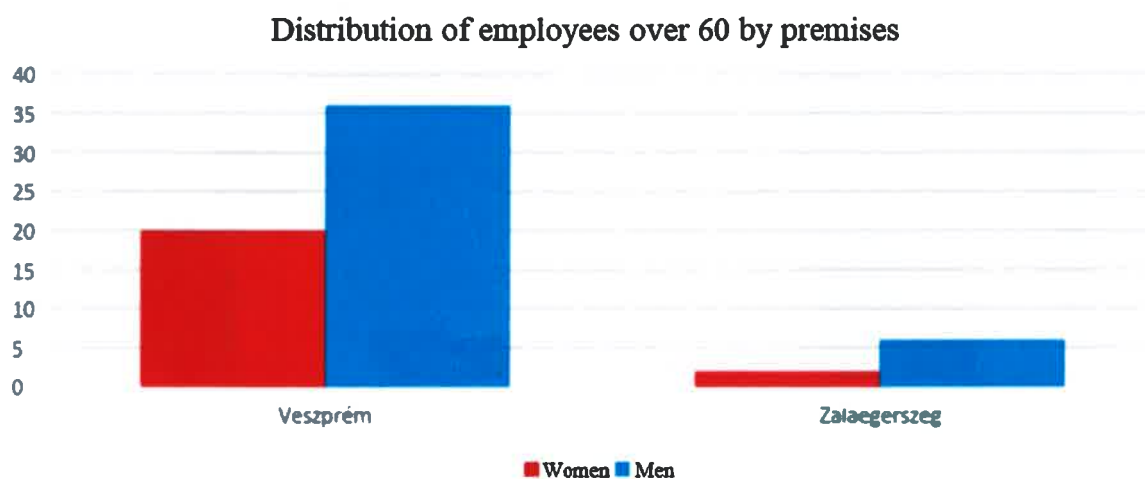
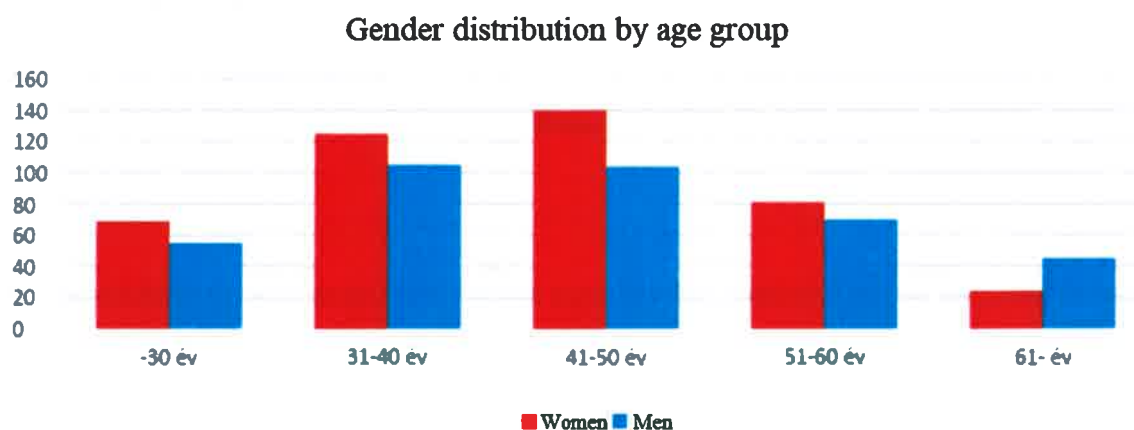
The detailed analysis of the headcount data has led to the following major findings: the ratio of women to men (53%-47%) showed an almost equal distribution at institutional level. However, this was not the case at managerial level, where despite a significant proportion of women in management (42%), men are still in the majority (58%).



No anomalies were found in the data by campuses in the examination of the headcount.

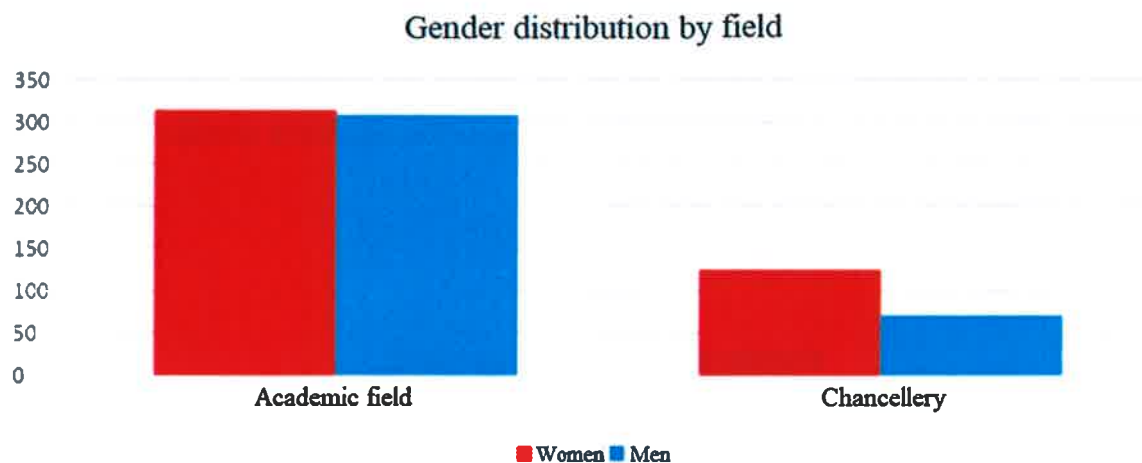


The gender distribution by age group shows a picture among over-60s differing from university level data significantly. For this age group, differences in rates are mainly found at the Veszprém and Zalaegerszeg campuses. As for the rest of the campuses, the ratio of men to women in this age group cannot be assessed in relation to the university average due to the low number of employees in this age group.

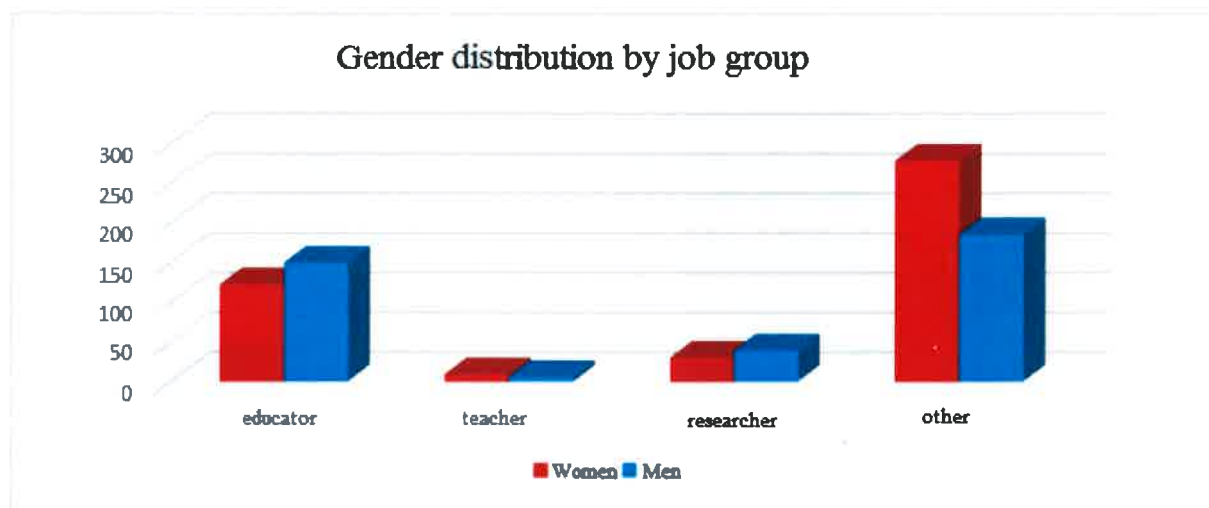


The gender rate in the academic field exhibits no divergence. Similarly, there was no difference in the results by campuses.

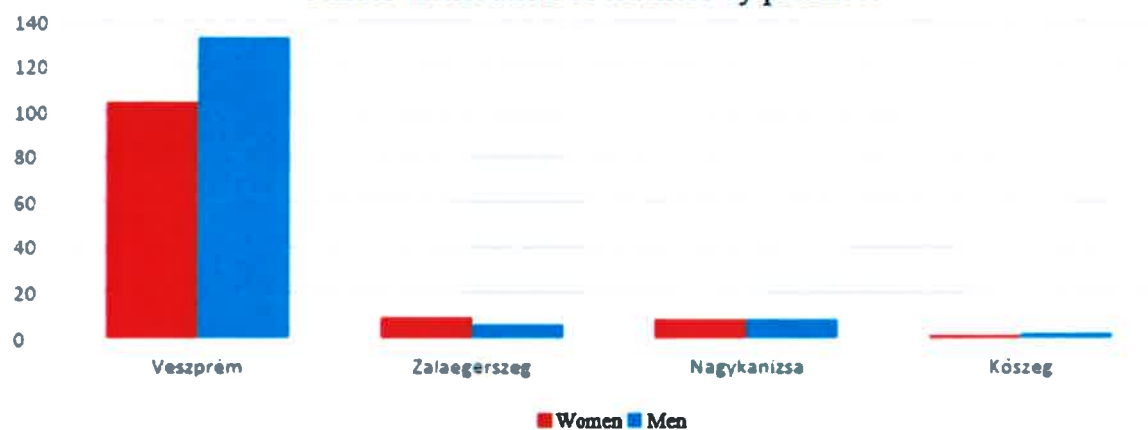
In the central university administration headed by the chancellor, the proportion of women is significantly higher than that of men.



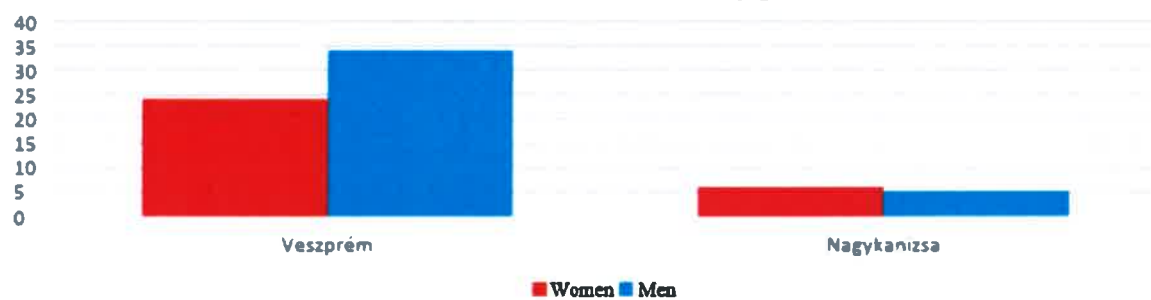
When broken down by job functions, a divergence from university rates is apparent for teaching and research jobs. This is primarily due to the differences present at the Veszprém campus, which is a product of the nationwide divergence from the average in the technical fields of training. There are also differences in employment for other positions, with a higher rate of women in administrative positions in particular.



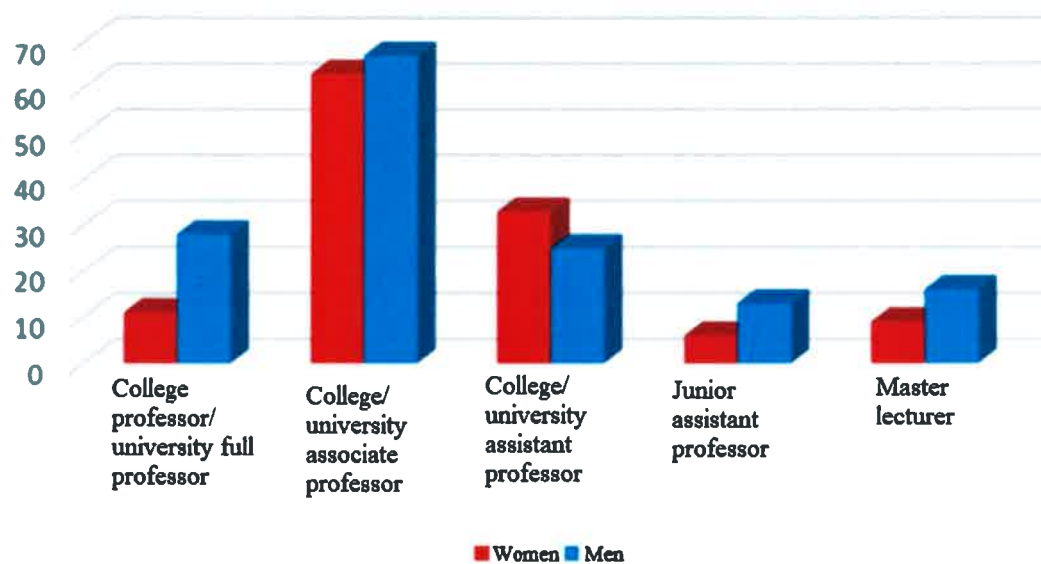
Gender distribution of teachers by premises



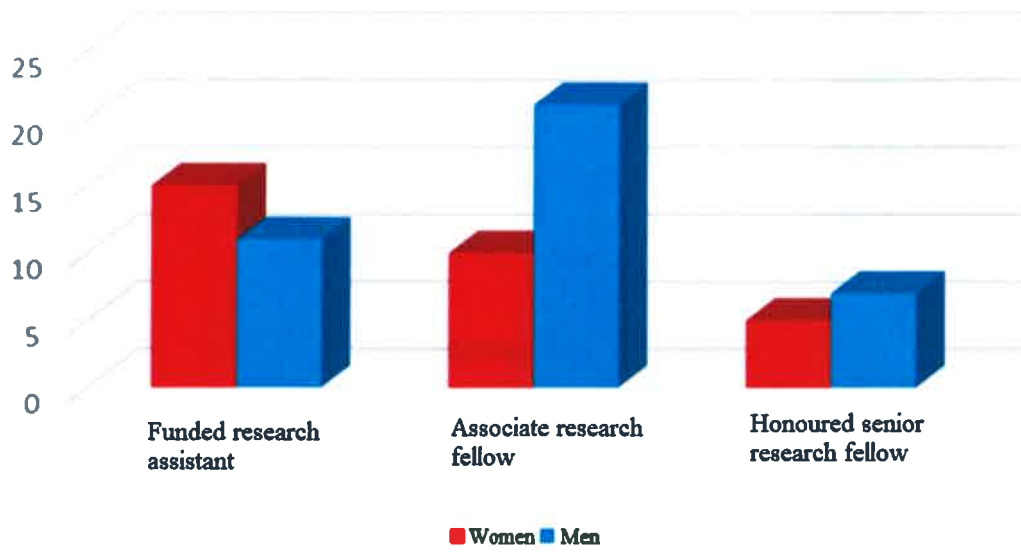
Gender distribution of researchers by premises



Gender distribution of teachers



Gender distribution of researchers





## 5. Planned measures

Operation	Liabe person	Deadline	Related strategic objectives*
<b>2022</b>			
Translating the Gender Equality Plan into English and publishing it on the website	Chairperson of Equal Opportunities Committee	March 31 <sup>st</sup> , 2022	1, 2, 3, 4, 5, 6
Using internal communication facilities to familiarise students and colleagues with the availability of complaints forums (development of offline/online materials)	Director of the Directorate of International Relations and Communications	June 30 <sup>th</sup> , 2022	1, 2, 3, 4, 5, 6
Development and introduction of rules applicable to the organisation of meetings (organisation of meetings during business hours in accordance with general work schedules)	Head of the Chancellor's Cabinet	June 30 <sup>th</sup> , 2022	3, 4
Establishment of a training plan for sensitivity training	Chairperson of Equal Opportunities Committee	June 30 <sup>th</sup> , 2022	1, 2, 3, 4, 5, 6
Organisation of sensitivity training for the members of the Equal Opportunities Committee	Chairperson of Equal Opportunities Committee	September 30 <sup>th</sup> , 2022	1, 2, 3, 4, 5, 6

Revision of home office rules, amendment of the regulation	Head of the Directorate of Labour	December 31 <sup>st</sup> , 2022	2, 4
Revision of Student Evaluation of Teaching Questionnaires, and identification of question items promoting gender equality	Director of Centre for Quality Development	December 31 <sup>st</sup> , 2022	5, 6
Networking, exchange of experience, establishing cooperation with national organisations (supporting women in engineering careers, re-employment of mothers, women in leadership positions)	Director of the Directorate of International Relations and Communications	December 31 <sup>st</sup> , 2022	2, 3, 4
Communication of the results achieved	Director of the Directorate of International Relations and Communications	continuous	1, 2, 3, 4, 5, 6
<b>2023</b>			
Organisation of sensitivity training for the executive	Chairperson of Equal Opportunities Committee	June 30 <sup>th</sup> , 2023	1, 2, 3, 4, 5, 6
Organisation of sensitivity training for employees, conducted on a voluntary basis	Chairperson of Equal Opportunities Committee	December 31 <sup>st</sup> , 2023	1, 2, 3, 4, 5, 6

Preparation of a detailed survey itemised by employee position and campuses with respect to the employees' salaries and their seniority	Head of the Directorate of Labour	December 31 <sup>st</sup> , 2023	1, 2, 3
Communication of the results achieved	Director of the Directorate of International Relations and Communications	continuous	1, 2, 3, 4, 5, 6

\*On basis of the objectives described in section 3: Recruitment (1); Retention (2), Career (3), Family-friendly policies (4), Overcoming stereotypes (5), Preventing harassment (6)

The Rector and the Chancellor shall appoint the person responsible for ensuring that the planned measures are implemented within their respective deadlines, and shall inform the Equal Opportunities Committee about their decision. The appointed person in charge shall regularly report to the Equal Opportunities Committee on the implementation of the tasks. The Committee shall be obliged to submit a semi-annual report on the progress of the tasks to the Senate.

## **6. Implementation and monitoring phase**

The purpose of the implementation phase is to monitor the implementation of the operations and to provide the necessary information to the participants.

a) Regular annual monitoring of the figures in Section Point 4. Person responsible: Chairman of the Equal Opportunities Committee

- a. Based on data from the Directorate of Human Resources
- b. Based on data from the Equal Opportunities Committee

b) Monitoring of the measures in Section 5 every six months. Person responsible: Chairman of the Equal Opportunities Committee

a. To be implemented at Senate meetings via presentation of the Equal Opportunities Committee's report based on the accounts of the persons in charge of the operations.


## 7. Communication

Bodies and persons responsible for communication (in relation to both students and employees):

- Chairman of the Equal Opportunities Committee
- [eselyegyenloseg@uni-pannon.hu](mailto:eselyegyenloseg@uni-pannon.hu)

The Senate has adopted the Gender Equality Plan of the University of Pannonia as Resolution 222/2021. (XII.9.).

Veszprém, December 9<sup>th</sup>, 2021

  
Dr. Gelencsér András  
rector



  
Csillag Zsolt  
chancellor