

Findings from the implementation of the UCM Gender Equality Plan

prof. Mgr. Ildikó Matušíková, PhD.

Vice Rector for Science and Research



Academic year 2022/2023

- 5 600 students
- more than 31 000 absolvents



Faculty of Arts



**Faculty of Mass Media
Communication**



Institute of Management



Faculty of Natural Sciences



Faculty of Social Sciences

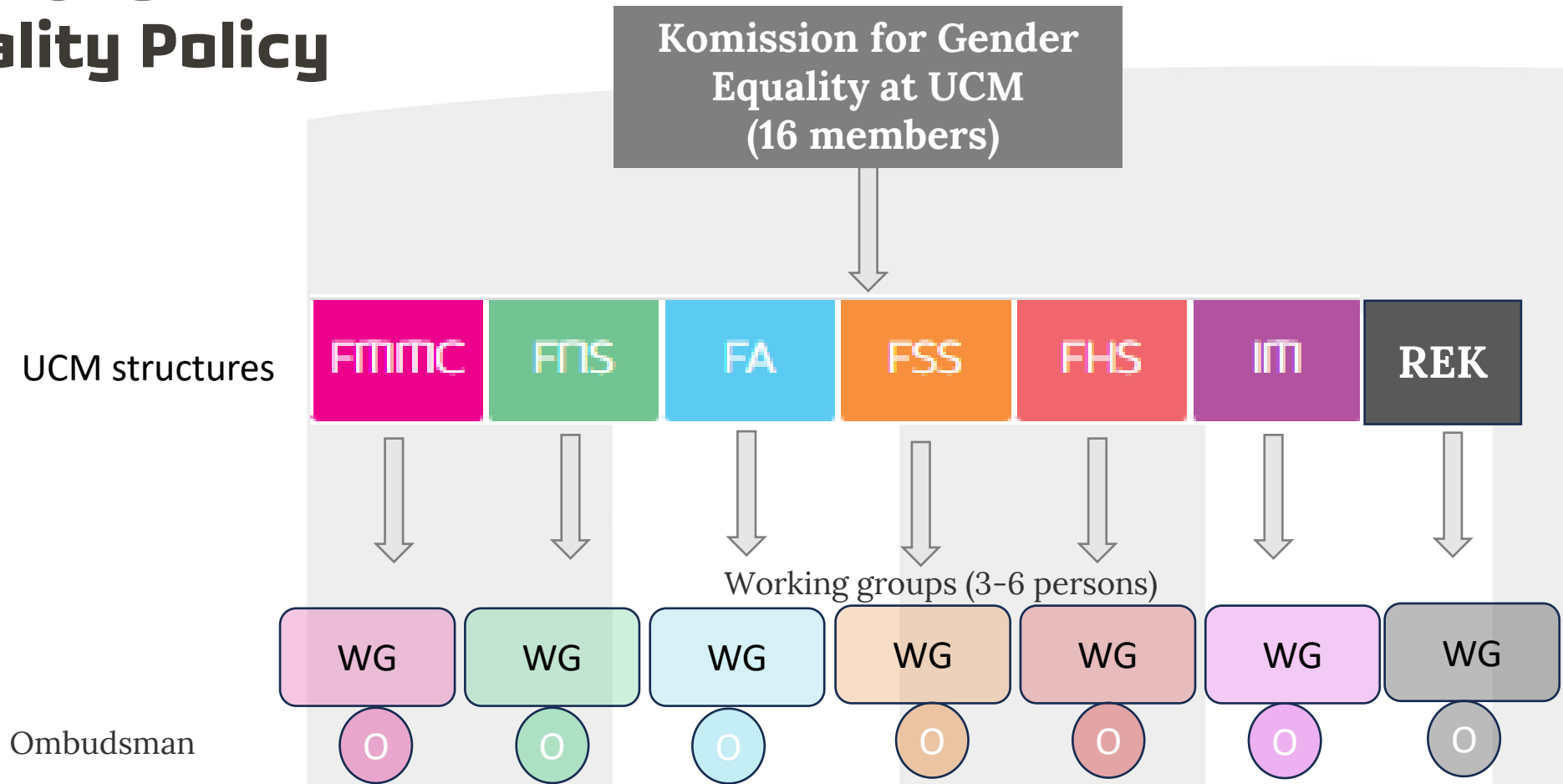


Faculty of Health Sciences

Institutional Infrastructure for Gender Equality Policy at UCM



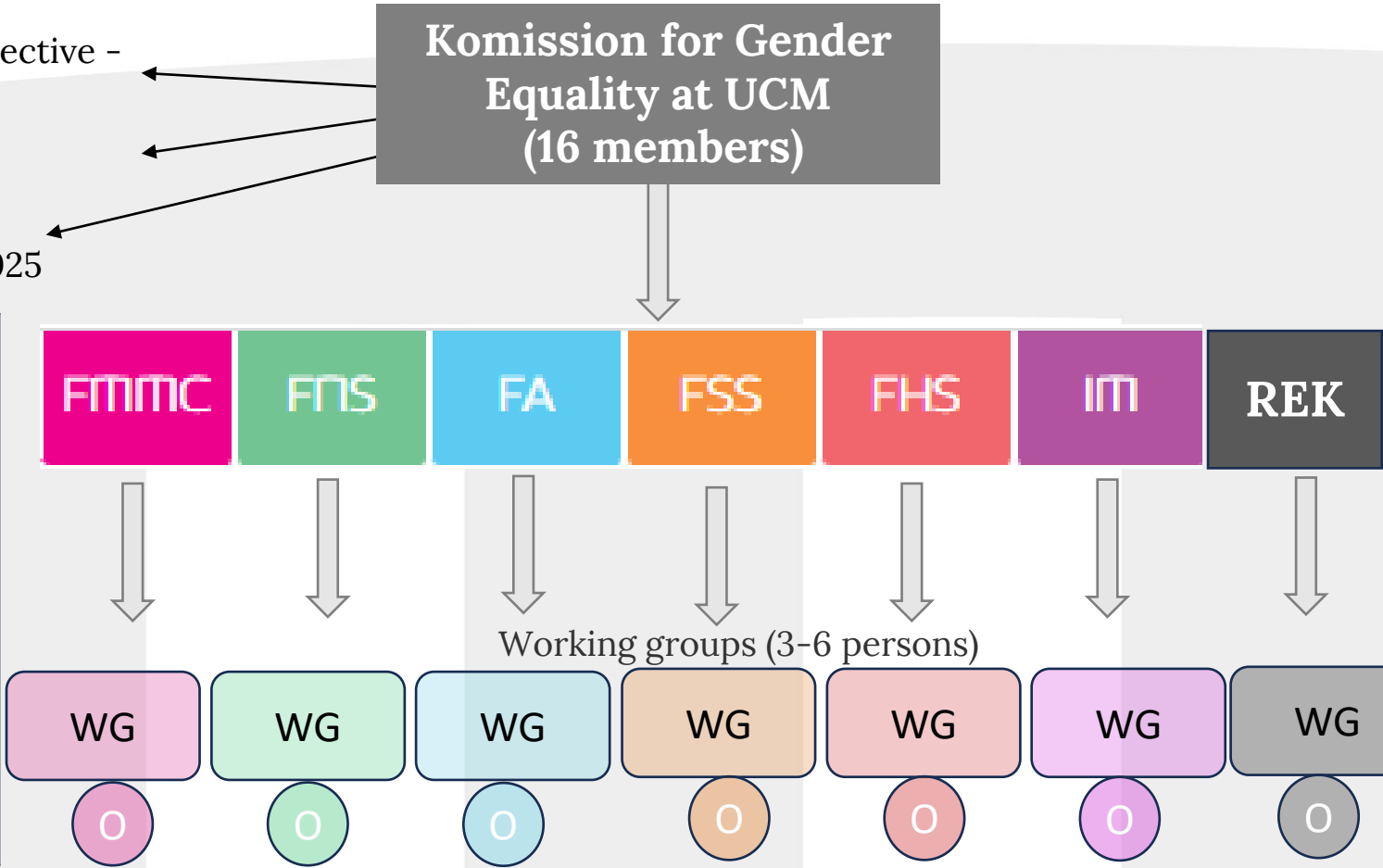
Univerzita sv. Cyrila a Metoda v Trnave
University of Ss. Cyril and Methodius in Trnava



Gender equality policy tools

- Equal Treatment and Protection from Discrimination Directive - Gender Equality (Internal Regulation 25/2021)
- Gender Equality Implementation Plan at UCM (Internal Regulation 8/2022)
- Gender Equality Implementation Action Plan for 2022-2025

- **Development of a strategy or plan** for achieving gender equality at UCM Trnava.
- **Definition of recommendations** for the development of gender equality policy instruments at UCM Trnava.
- **Monitoring the status** of gender equality at UCM Trnava.



Monitoring the state of GE at UCM

Basic statistics

Staff structure at UCM

Students at UCM in the academic year 2022/2023

Qualification structure of female and male employees at UCM

Academic self-government bodies and advisory bodies of UCM

Projects and research

Financial evaluation

Implementation of the (action) plan at UCM

Survey questionnaire(s)

Monitoring the state of GE at UCM

Basic statistics

Staff structure at UCM

Students at UCM in the academic year 2022/2023

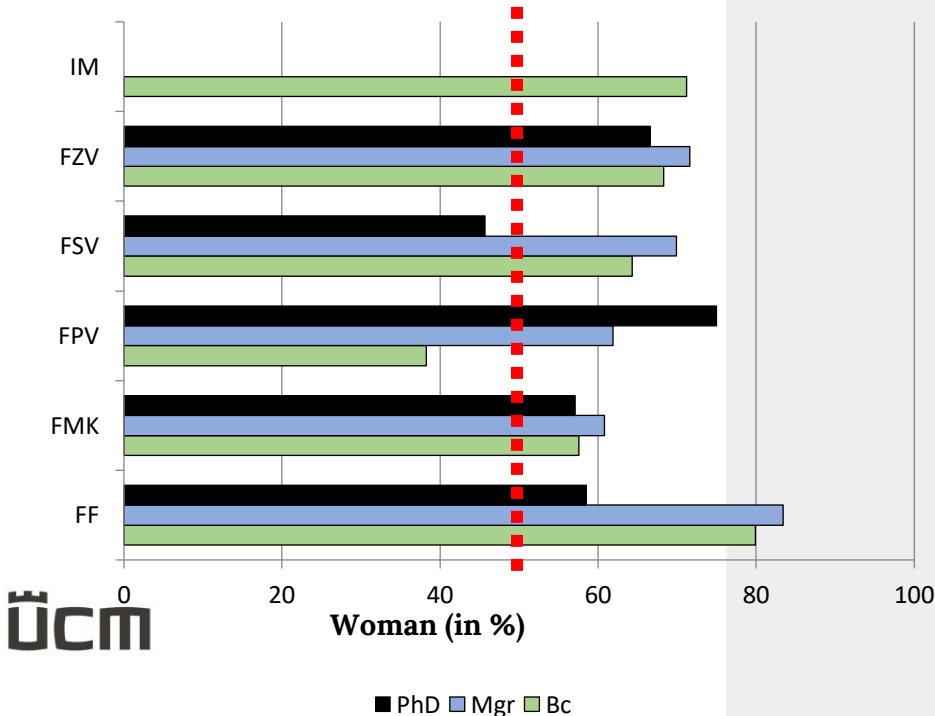
Qualification structure of female and male employees at UCM

Academic self-government bodies and advisory bodies of UCM

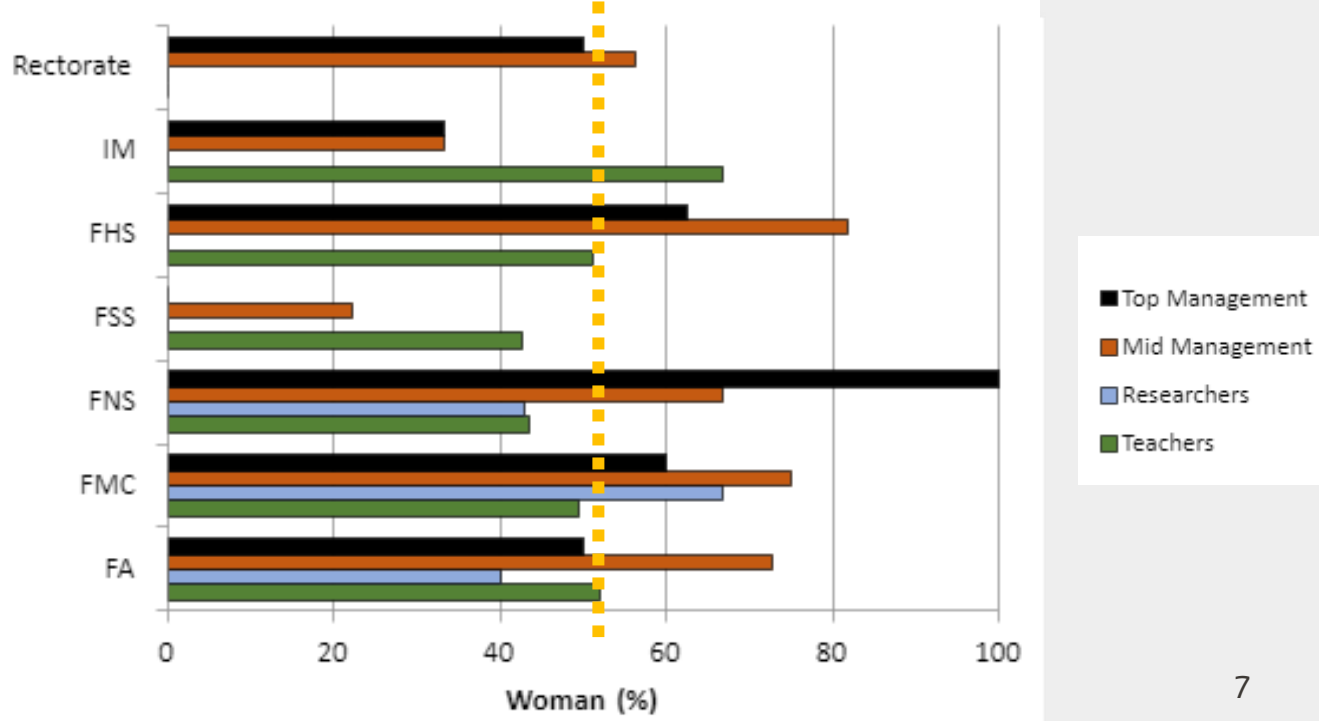
Projects and research

Financial evaluation

Students at UCM



Employees at UCM



Monitoring the state of GE at UCM

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Financial evaluation

	% of women in the Board at individual faculties					
	UCM	FF	FMMC	FNS	FSS	FHS
Grémium of the rector	50					
Governing Board	20					
Management	43	50	71	100	0	67
Collegia of rector / dean	47	63	75	70	25	82
Scientific board	40	48	52	36	44	53
Academic senate	69	64	60	75	42	55
Disciplinary Committee	40	50	67	100	33	83

Monitoring the state of GE at UCM

Basic statistics

Staff structure at UCM

Students at UCM in the academic year 2022/2023

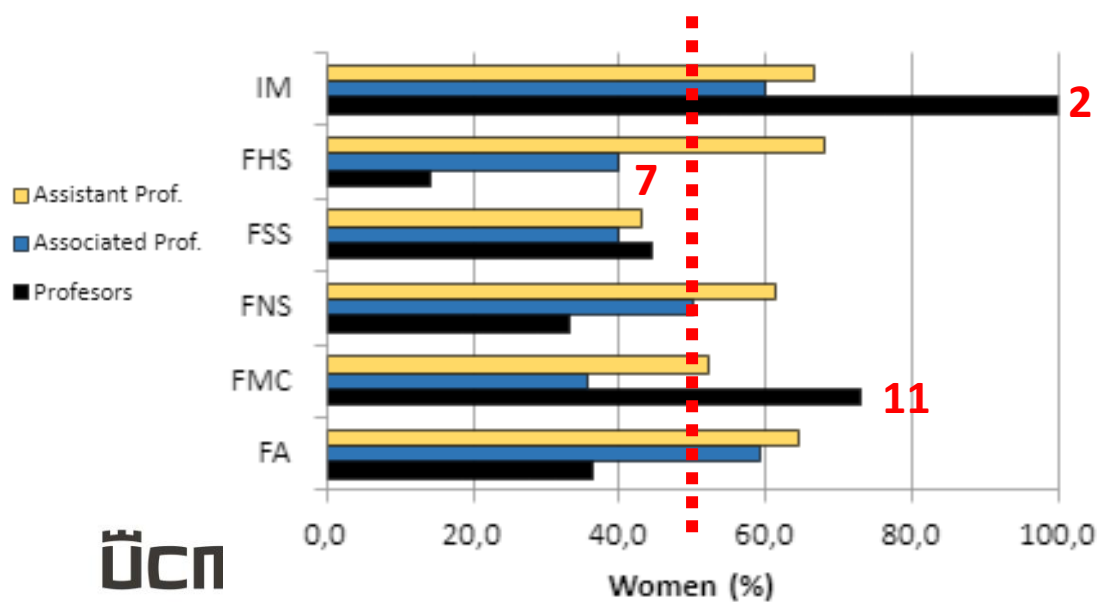
Qualification structure of female and male employees at UCM

Academic self-government bodies and advisory bodies of UCM

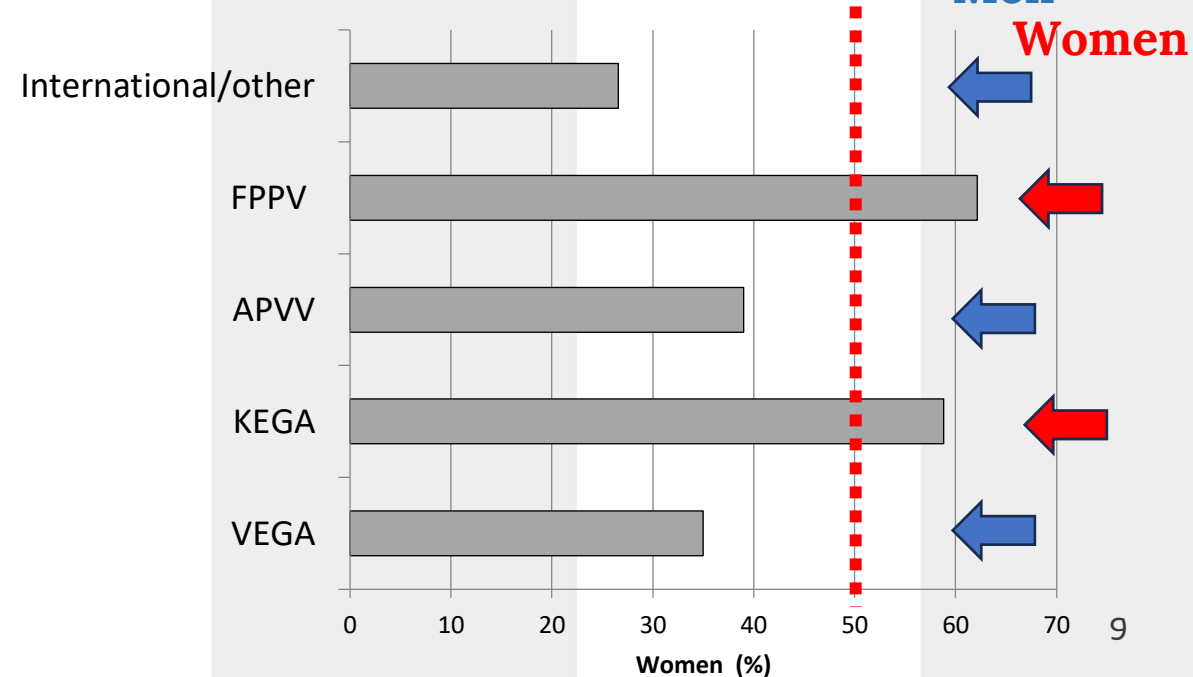
Projects and research

Financial evaluation

Qualification structure



PI of projects UCM



Monitoring the state of GE at UCM

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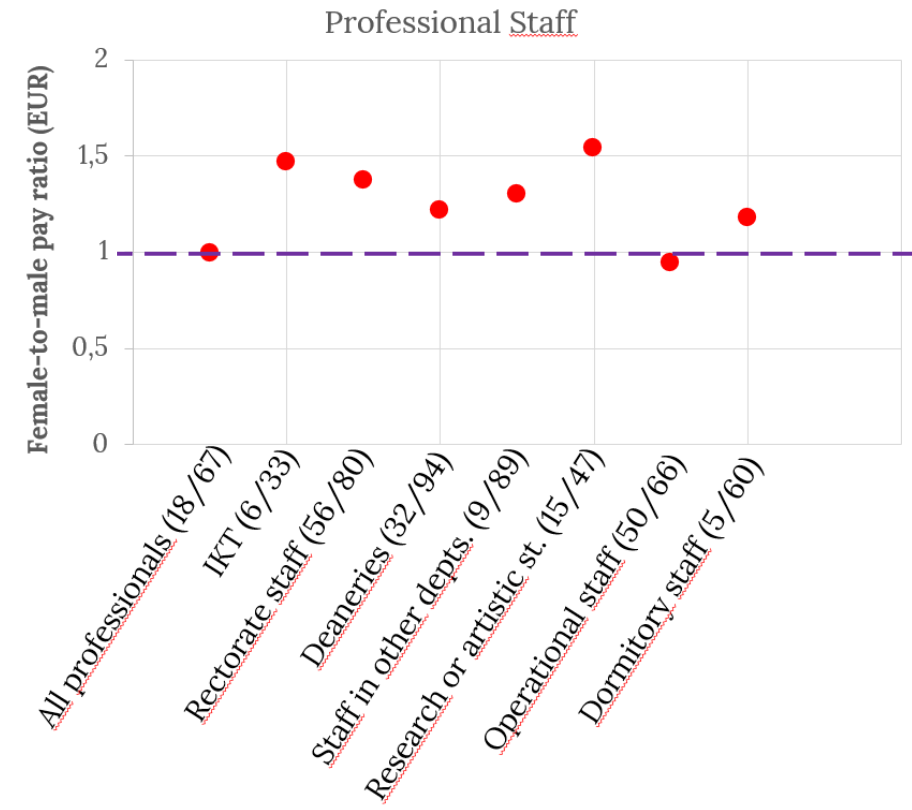
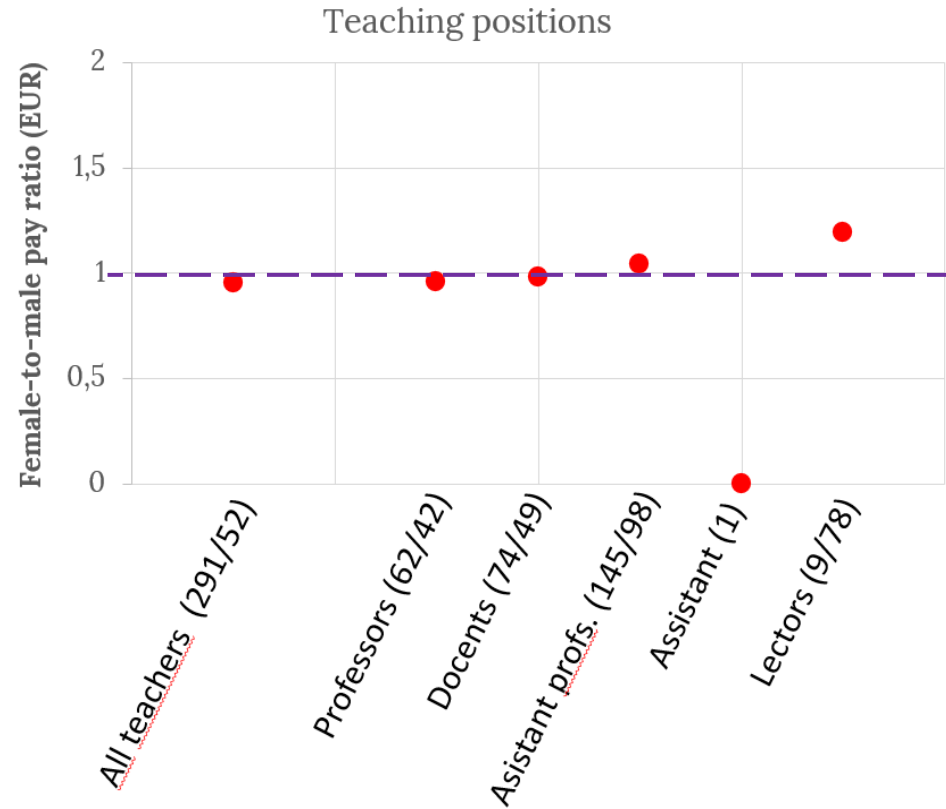
Qualification structure of female and male employees at UCM

Academic self-government bodies and advisory bodies of UCM

Projects and research

Financial evaluation

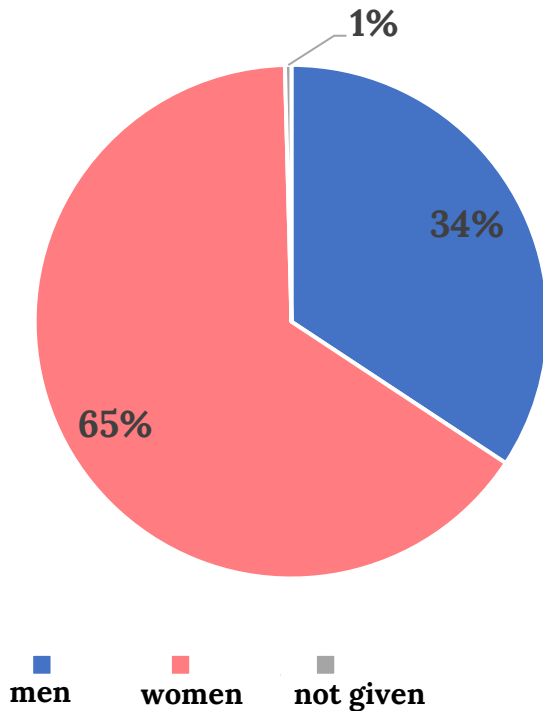
The numbers in brackets indicate number of persons / % of women.



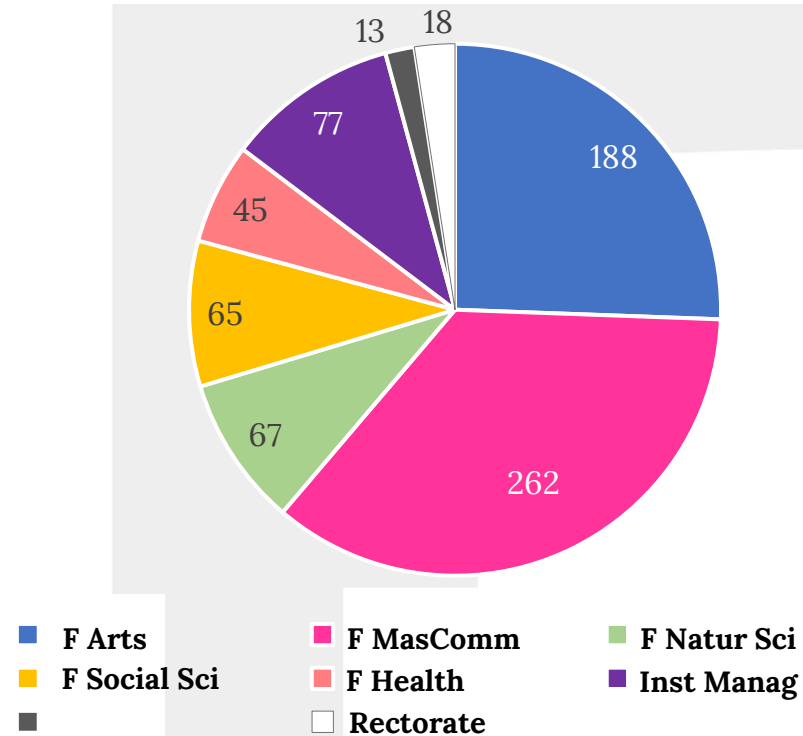
Monitoring the state of GE at UCM

Questionnaire - a historic first in 2022 (717 respondents)

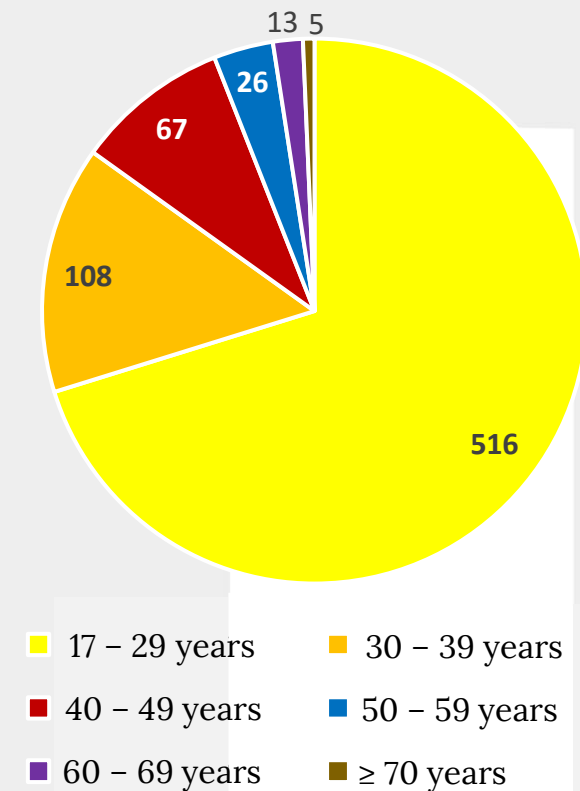
Who responded? – gender



Who responded? – faculty/institute



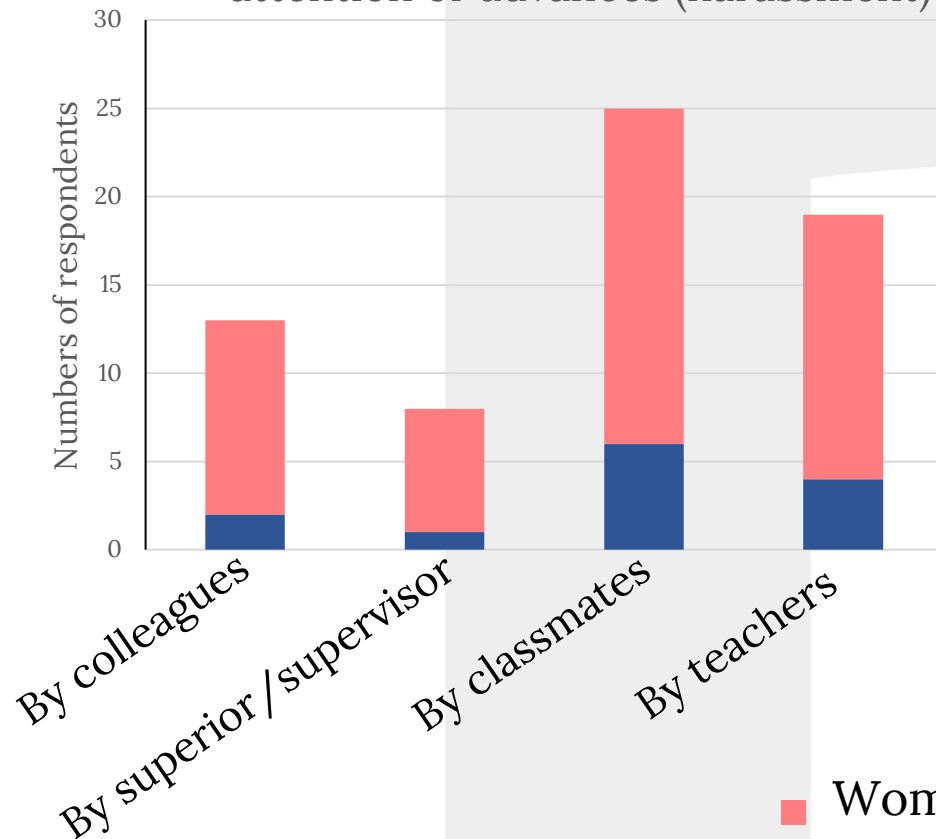
Who responded? – the age profile



Monitoring the state of GE at UCM

Questionnaire - a historic first in 2022 (717 respondents)

Positive experience of unwanted sexual comments, attention or advances (harassment)



MEASURE:

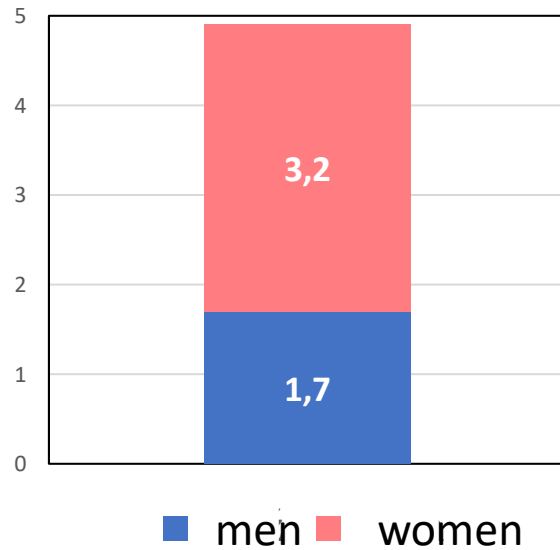
the status of an ombudsman

- Competencies
- Procedures
- Quality system

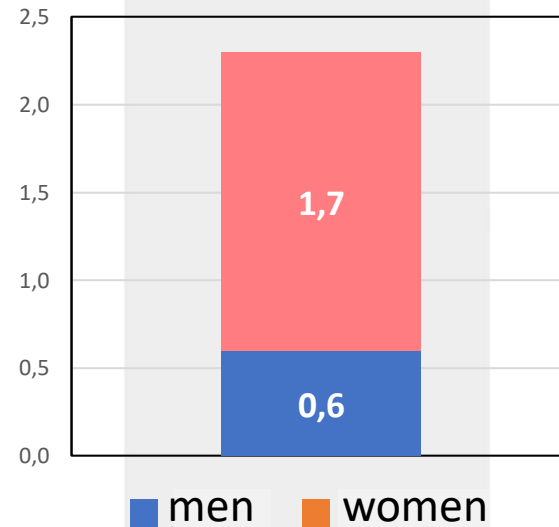
Monitoring the state of GE at UCM

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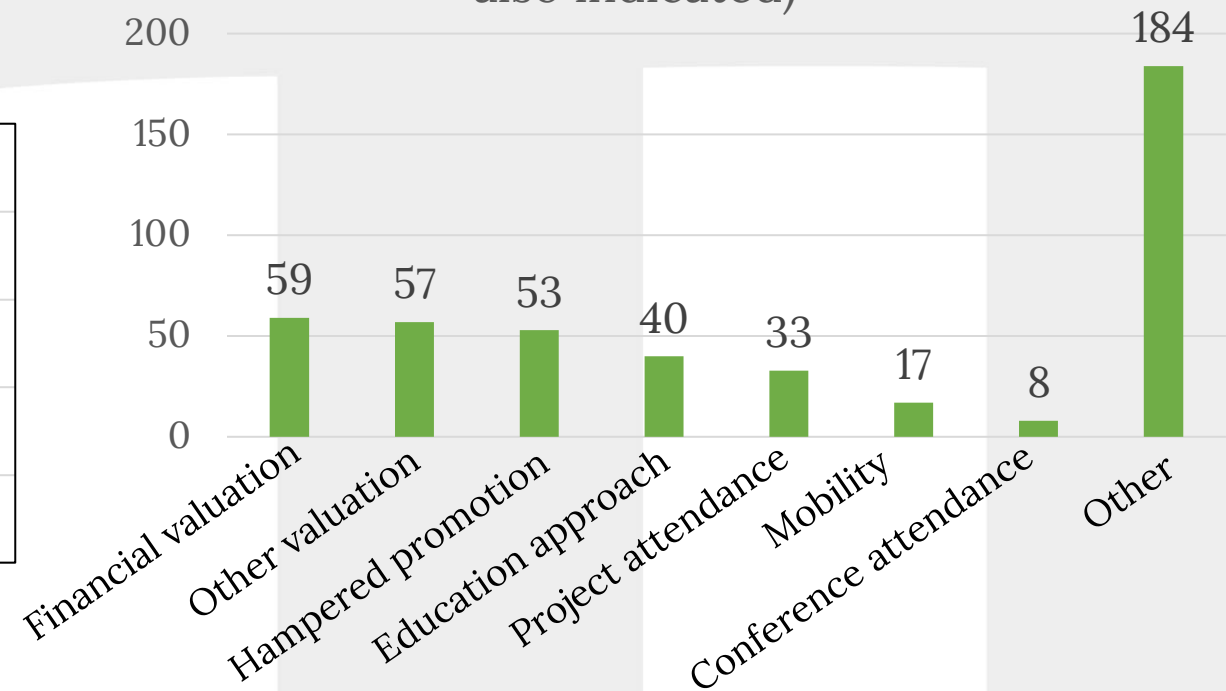
Lost benefits or opportunity due to gender in the last year? (%)



Gained benefits or opportunity due to gender in the last year? (%)



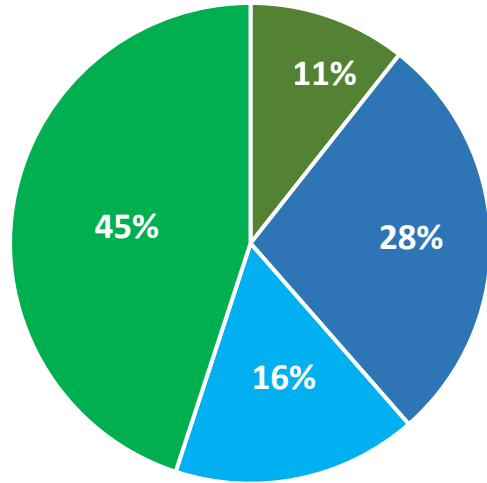
Barriers or negative influences perceived in relation to gender (multiple choices also indicated)



Monitoring the state of GE at UCM

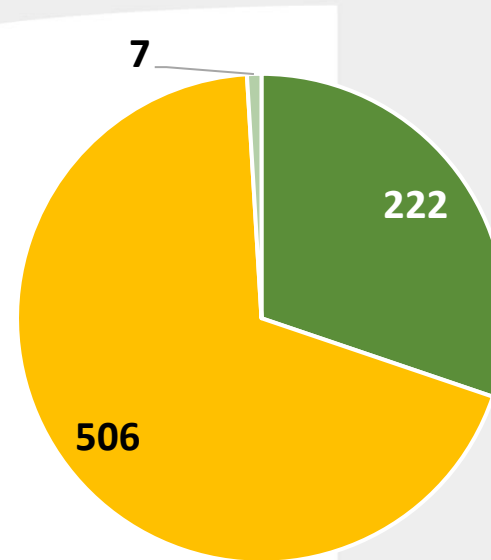
Questionnaire - a historic first in 2022 (717 respondents)

Do you know that UCM has legislation on equal treatment of women and men



- yes, and I am actively following this issue at UCM
- yes, but I am not interested in this issue
- no, and I'm not interested in the issue
- no, but I am interested in learning more about this issue

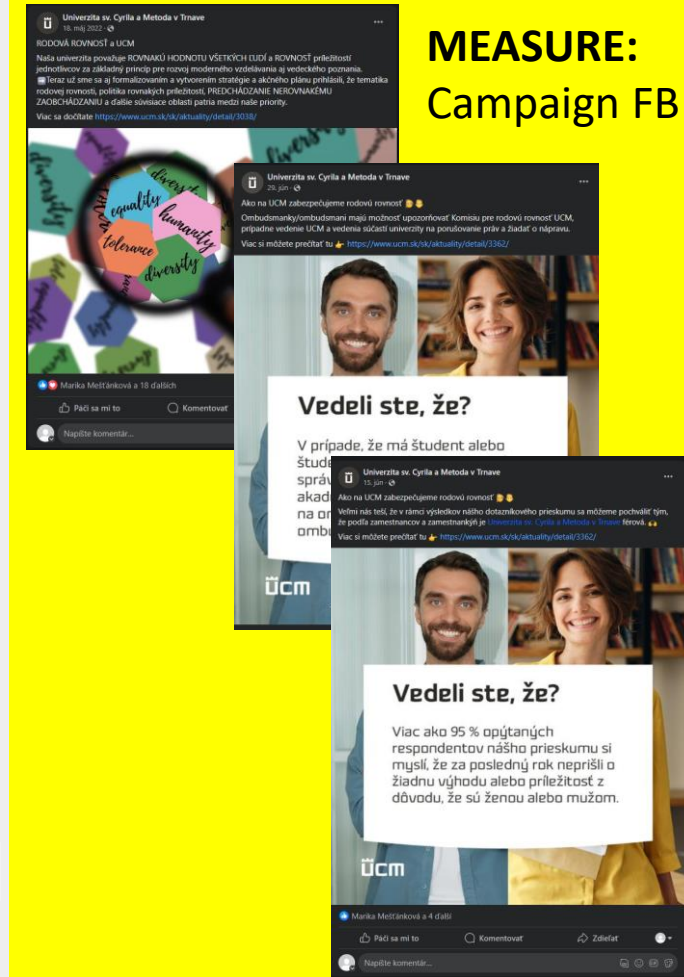
Do you know who you can contact if you are experiencing gender inequality at UCM?



■ yes ■ no ■ not given

UCM

MEASURE:
Campaign FB



MEASURES (collective agreement):

Non-returnable social assistance on the basis of a written application from the Social Fund for the birth of an employee's child in the amount of **€ 150 per child**

Mothers or single employees with children under 10 years old may request **unpaid leave** from the employer **during school holidays** for further childcare.

The employer will grant a parent caring for an unattended child up to 15 years old **one paid day off every three months, regardless of the number of children.**

...and some others....



Pedagóg Greguš: Aj ja patím do LGBTQ+ komunity

príbehy študentov | pomoc pre LGBTQ+ | alkohol na Slovensku

03 | november 2022 | 20. ročník

Gender Equality in the Context of Globalisation

Rudolf Husovíc ¹⁰⁰⁰⁰⁻⁰⁰⁰²⁻³⁷⁹¹⁻¹⁶⁴⁷¹, Ľubica Pechanová ¹⁰⁰⁰⁰⁻⁰⁰⁰²⁻⁰¹⁵⁴⁻⁵⁷⁸⁴¹, Dagmar Čagaňová ¹⁰⁰⁰⁰⁻⁰⁰⁰²⁻⁴⁸³⁴⁻⁴¹²⁰¹, and Jana Šujanová ²⁰⁰⁰⁰⁻⁰⁰⁰³⁻²⁷⁵³⁻⁶⁹⁶²¹

¹Slovak University of Technology in Bratislava, Trnava, Slovakia
²University of St. Cyril and Methodius, Trnava, Slovakia

rudolf.husovic@stuba.sk

Abstract. The main aim of this paper is introducing the issue of global management and gender equality by comparison of Slovakia and its neighbouring countries belonging to European Union: Poland, Czech Republic, Austria, Hungary. The first part of the paper explains the basics of the globalization, global management, diversity, gender equality and Gender Equality Index. In the paper, the research methods and materials are introduced, followed by the analytical part comparing obtained data about the share of women in leading positions, rate of employed women and the ratio difference between wages of female and male workers in the same job position in chosen countries. In conclusion, based on the theoretical knowledge and the analysis of obtained data, new findings are summarized and suggestions for further research are proposed.

Keywords: Diversity, Globalization, Global Management, Culture, Gender Equality, Gender Equality Index

1 Introduction

The growing globalization trend results in the need to focus on the development of diversity and multicultural competencies for the effective management

Pozvánka na vzdelávanie realizované v spolupráci s Univerzitou sv. Cyrila a Metoda v Trnave



MECHANIZMY A PRINCÍPY UPLATŇOVANIA RODOVEJ ROVNOSTI NA UNIVERZITE

24. 05.
9:00 — 12:30

VSTUP ZDARMA

Mgr.
MAGDALÉNA MUSILOVÁ
PhD., LL.M.

NÁMESTIE JOZEFA HERDU 2
TRNAVA

Ako prispieť k lepšiemu uplatňovaniu rodovej rovnosti na univerzite? • Vymedzenie pojmov v tematicke sexuálneho obťažovania • Legislatívne rámce postihovania sexuálneho obťažovania • Sexuálne obťažovanie v prostredí vysokých škôl • Prevencia a mechanizmy riešenia sexuálneho obťažovania v prostredí vysokých škôl

ZODPOVEDNÁ OSOBA
Sára Čincurová, MA, analytička v oblasti rodovej rovnosti
sara.cincurova@ivpr.gov.sk, +421 2 20 442 508



Suplement rodovej rovnosti a akvizície riešení

Pozývame Vás na besedu Slovenského národného strediska pre ľudské práva.



24. apríla 2023 o 10:00 hod.
miestnosť BU3, Bučianska 4/A, Trnava

ÜCMFSV

Žena v mužskom kolektíve. "Sledujú najprv ako vyzeráte, čo odpovedáte, tak to prijímajú a až potom si vás vážia."

25. April 2022 > [Dlhší rozhovor](#)

Pri príležitosti Medzinárodného dňa Žien v IT, ktorý pripadá na každý štvrtý štvrtok štvrtého mesiaca v roku (tentokrát 28. apríl) sa v dnešnom podcaste venujeme mužsko-ženskej téme: Ako sa ako žena prebojovať medzi tradičné mužské povolania? Príklad ženy v mužskom kolektíve je doc. Iveta Dirgová Luptáková, ktorá je prodejkou na Fakulte prírodných vied UCM v Trnave, kde vyučuje matematiku a aplikovanú informatiku. Porozprávala nám, že ani pedagógovia nie sú stále spravodliví, predstavila nám aj, že povedomie o matematike je vo všeobecnosti katastrofálne. Cieľom prodejkou je vzbudiť u študentov lásku k prírodným vedám, lebo sama v ňu verí. Okrem toho nám zhrnula aj štúdium na FPV UCM a na čo sa môžu budúci študenti tešiť.

Žena v mužskom kolektíve. "Sledujú najprv ako vyzeráte, čo odpovedáte, tak to prijímajú a až potom si vás vážia."



0:00

Tento podcast nájdete aj v [Spotify](#)



ANALÝZY

Ženy zarábajú takmer o tretinu menej ako muži. Zlyhali sme ako spoločnosť?

Platy, domáce práce, povolania či rodičovstvo. V spoločnosti sa stále stretávame s jednoznačným názorom



Komika Simona Salátová: Ľudia si myslia, že do mňa môžu kopat'

domáce násilie | transrodoví ľudia | ombudsmanka Hanzelová

06 | apríl 2022 | 19. ročník

Ženy za Železnou oponou: Feminizmus vtedy a dnes

Odborná prednáška pod odborným vedením doc. Josette Baer Hill, PhD. a Zuzany Podrackej, PhD.



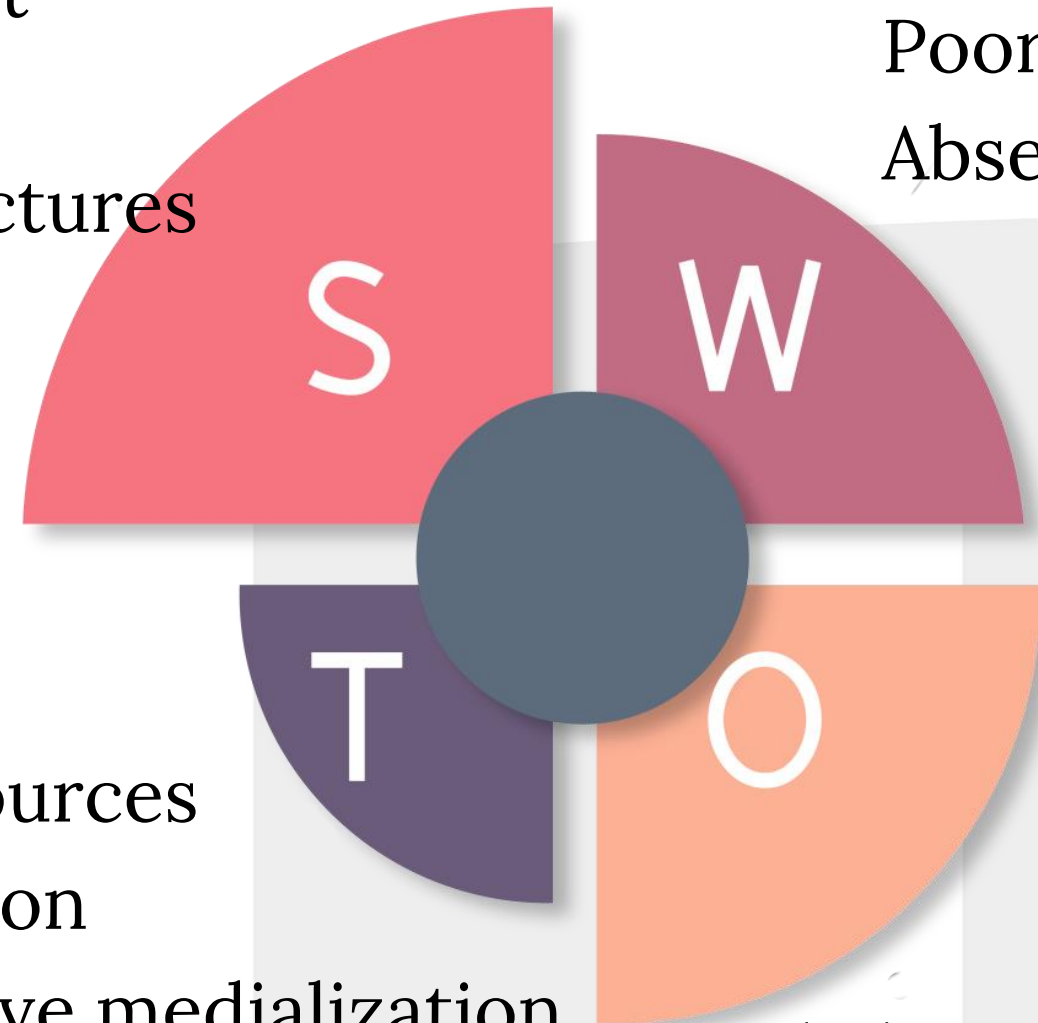
Čas a miesto: 15.3.2023 o 15:30
BU1 (malá aula), Bučianska 4/A, Trnava

ÜCMFSV



Research interest
priechnodnost'
Established structures

Poor awareness
Absence of personal politics



Absence of resources
poor coordination
Contraproductive medialization

Medial tool
Research agenda for several faculties

ÜCM

Thank you for
attention!

