



**The Gender Equality Plan
for the University of Gdańsk**
for the years 2024–2028



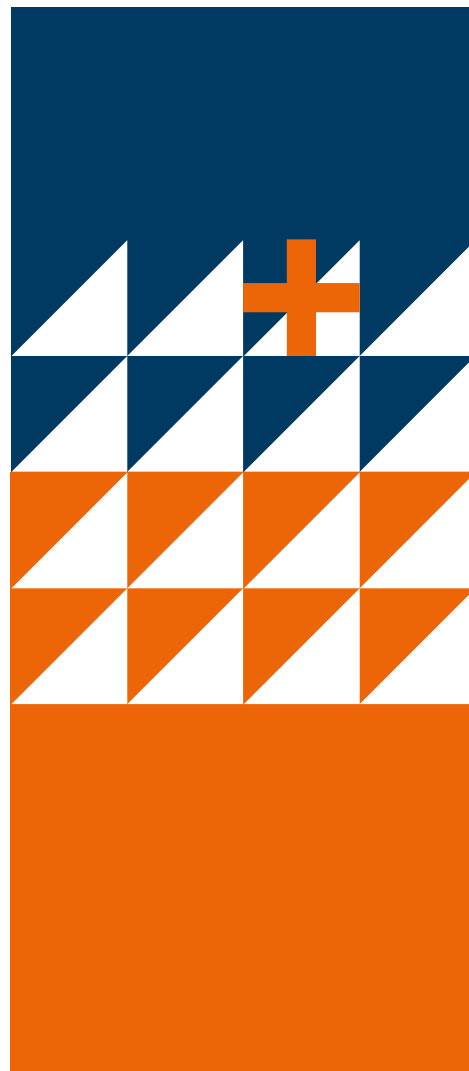


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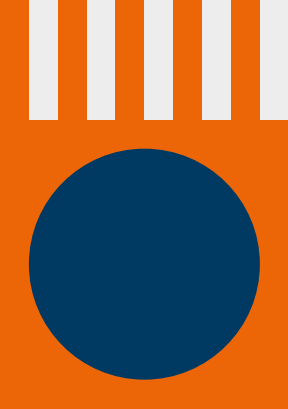
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The Gender Equality Plan for the University of Gdańsk for the years 2024–2028



SUSTAINABLE
DEVELOPMENT GOALS





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Preface

“The Gender Equality Plan for the University of Gdańsk for the Years 2024–2028” (GEP) constitutes one of the instruments in the implementation of the University of Gdańsk Strategy for the years 2024–2028. The Strategy aims to develop and adopt a model of social inclusion, build a sense of security, counteract discrimination and social inequality, and integrate other elements of the sustainable development policy such as the development and monitoring of the implementation of the anti-discrimination policy, shaping an academic community based on science culture equality as well as devising and implementing a coherent system for monitoring gender equality policy.

The developed GEP should provide male and female employees and students with a sense of security and allow for a future implementation of a system for assessing the risk of undesirable behaviours in order to devise, promote and undertake preventive measures.

The GEP was introduced by the University of Gdańsk Rector’s Decree no. 69/R/24 of 24 July 2024.





I. Introduction

“The Gender Equality Plan for the University of Gdańsk for the Years 2024–2028” comprises five objectives with corresponding actions, as well as indicators to be achieved.

Objective 1	Raising awareness of the importance of gender equality in the academic community
Objective 2	Decision-making bodies: gendering leaders and institutions
Objective 3	Balancing recruitment and career progression
Objective 4	Gendering research and teaching
Objective 5	Improving work-life balance

On the basis of the University of Gdańsk Rector’s Decree no. 118/R/21 of 17 August 2021, the **Gender Equality Plan Implementing Board (GEPIB)** was appointed at the University of Gdańsk. The Board was established in connection with the implementation of the MINDtheGEPs (Modifying Institutions by Developing Gender Equality Plans) Horizon 2020 project at the University of Gdańsk.

The responsibilities of the GEPIB members include:

- 1) participating in the meetings of the GEPIB regarding subsequent stages of developing, implementing and monitoring the GEP;
- 2) devising a formal and legal framework related to the development and implementation of the GEP for the UG for the years 2024–2028;
- 3) assisting the administration in matters related to the implementation of the GEP for the UG for the years 2024–2028;
- 4) establishing the MINDtheGEPs Delegates Network (MDN) comprising representatives of all UG units in order to facilitate communication with faculties and other general-university units regarding the establishment and implementation of the GEP at the University of Gdańsk;
- 5) conducting training sessions and periodic meetings with the members of the Delegates Network in order to monitor the effects and update the tasks connected with the implementation of the GEP at the University of Gdańsk. The GEPIB will prepare annual reports on its activity.



Instruments for implementing the activities of “The Gender Equality Plan for the University of Gdańsk for the years 2024–2028”

The University of Gdańsk has planned diversified sources of funding for the activities, amongst others, by allocating its own resources such as the working time of the employees involved in the implementation of the activities, or by using funds at its own disposal as well as other types of funding e.g. funds from the H2020 MINDtheGEPs project. Those involved in counteracting gender discrimination include: the team implementing the MINDtheGEPs project, employees of the Office of the Ombudsperson for Equality and Anti-harassment, the Disability Support Office and the Psychological Support Team. Moreover, the University of Gdańsk intends to obtain other financial resources for initiatives aimed at ensuring gender equality in order to continue its long-term activity in this domain.

The decision to apply the above-mentioned instruments for implementing the activities of the GEP was taken on the basis of conclusions arising from three detailed analyses of:

- 1) the effectiveness of the activities implemented as part of the GEP for the years 2022–2023¹⁾;
- 2) the quantitative data used for monitoring purposes at the University of Gdańsk;
- 3) the results of a quantitative study conducted amongst individuals employed at the UG between November and December 2023 which aim was to examine to what extent the University of Gdańsk is a place in which the academic community uses the potential of diversity and a place which promotes the culture of equality and respect.



II. “Women in science – diversity management and gender equality in the social responsibility of the University of Gdańsk. The 2022 Report”¹⁾

The University of Gdańsk has planned diversified sources of funding for the activities, amongst others, by allocating its own resources such as the working time of the employees involved in the implementation of the activities, or by using funds at its own disposal as well as other types of funding e.g. funds from the H2020 MINDtheGEPs project. Those involved in counteracting gender discrimination include: the team implementing the MINDtheGEPs project, employees of the Office of the Ombudsperson for Equality and Anti-harassment, the Disability Support Office and the Psychological Support Team. Moreover, the University of Gdańsk intends to obtain other financial resources for initiatives aimed at ensuring gender equality in order to continue its long-term activity in this domain.

¹⁾ The Report was prepared in December 2023 based on data as of 31 December 2022.

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- 1) the effectiveness of the activities implemented as part of the GEP for the years 2022–2023”;
- 2) the quantitative data used for monitoring purposes at the University of Gdańsk;
- 3) the results of a quantitative study conducted amongst individuals employed at the UG between November and December 2023 which aim was to examine to what extent the University of Gdańsk is a place in which the academic community uses the potential of diversity and a place which promotes the culture of equality and respect.

Three years after the publication of the first report “Women in science – diversity management and gender equality in the social responsibility of the University of Gdańsk. The 2020 Report” we would like to present its second edition. The report is consistent with the policy of implementing the GEP at the University of Gdańsk in that it achieves one of its principal objectives i.e. raising awareness of the importance of gender equality in the academic community. The following report provides an in-depth analysis of data regarding the employment structure and scientific activity of male and female academic teachers at the University of Gdańsk. The 2022 data was compared to the data from 2019 and 2020 presented in the first report and, as a result, it was possible to examine progress in the implementation of one of the three main goals of the university’s social responsibility policy i.e. gender equality. Additionally, the data collected has made it possible to identify areas which require further action to ensure equal opportunities for the development of scientific careers of male and female employees at the University of Gdańsk.

Monitoring data regarding the careers of male and female academic teachers leads to the conclusion that not only is the participation of women employed in senior scientific positions at the University of Gdańsk consistently on the rise but their academic activity is also becoming more prominent, amongst others in heading research projects or publishing monographs and articles in renowned scientific journals. Notably, there is also a consistent increase in the participation of women in the University’s authorities and managerial staff. The phenomena described would not be possible, and certainly not so significant, without the crucial support of the University’s authorities, the implementation of the Horizon 2020 project MINDtheGEPs and the collaborative effort of the academic community to shape the University as an open and socially responsible place.

The employment structure of women and men in subsequent scientific positions did not significantly change in 2022 in comparison to the previously studied period i.e. the year 2019, and resembles the employment structure of most European and North American countries.

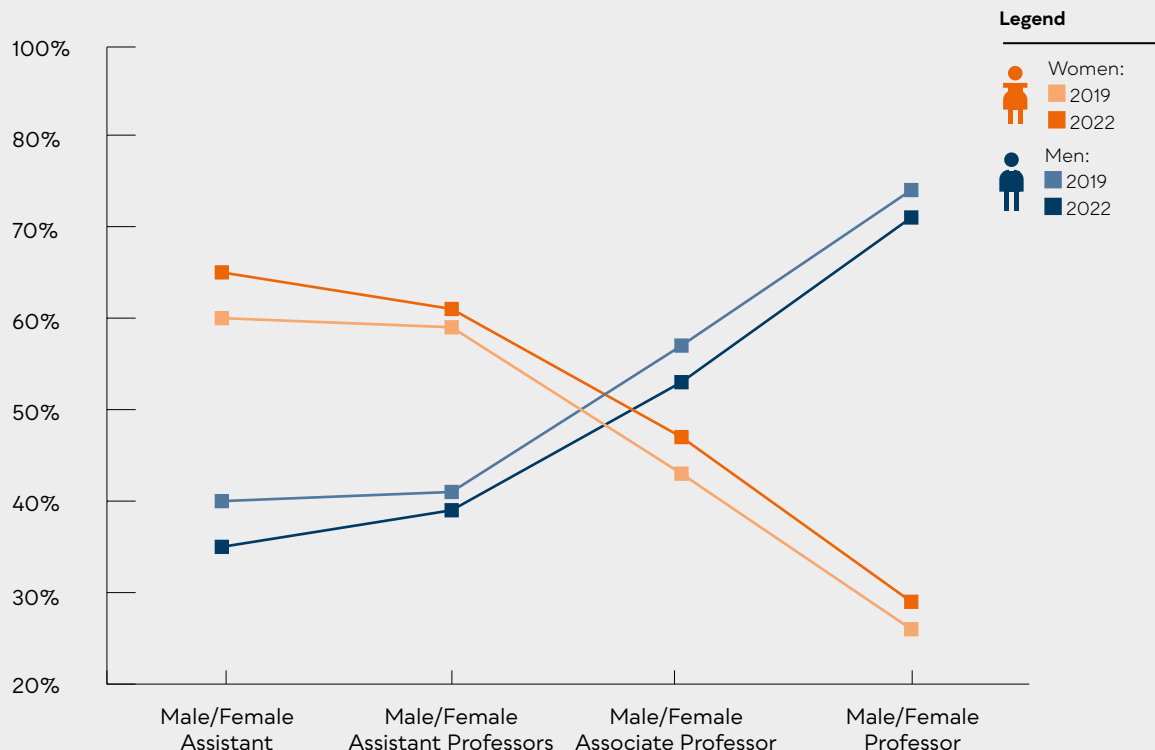
The comparison of data from 2019 and 2022 indicates that at the early stages in the scientific career, in assistant positions, the employment rate of women is around 65%. In the case of assistant professors, the participation of women employed in this position increased by around 2% over the last 4 years (59% and 61%, respectively, in 2019 and 2022) (Figure 1).

We can observe a positive phenomenon of a further consistent increase in the participation of women employed in the position of associate professor. Over the last 4 years employment in this position has increased from 43% in 2019 to 47% in 2022. As a result, women employed as associate professors constitute nearly 50% of the individuals holding this position. By comparison, in the case of the scientific



Figure 1.

Employment structure across different faculties – percentage of women and men holding various scientific positions at the UG in 2019 and 2022



title of professor, the percentage of women employed has increased by only 3% and remains at a low level (26% and 29%, respectively, in 2019 and 2022) (Figure 1).

In conclusion, there are still more women in the position of assistant and assistant professor, a relatively equal number in the position of associate professor and a significantly lower number in the position of professor (academic teachers with the scientific title of professor). The phenomenon of the so-called gender scissors can still be clearly observed.

The above-mentioned data regarding employment across the entire University of Gdańsk is reflected in the number of women and men employed in subsequent positions at particular faculties and research centres (Figure 2). The analysis of the data presented in the graphs demonstrates that in 2022 women in the assistant and assistant professor groups were in the majority at most UG faculties, the

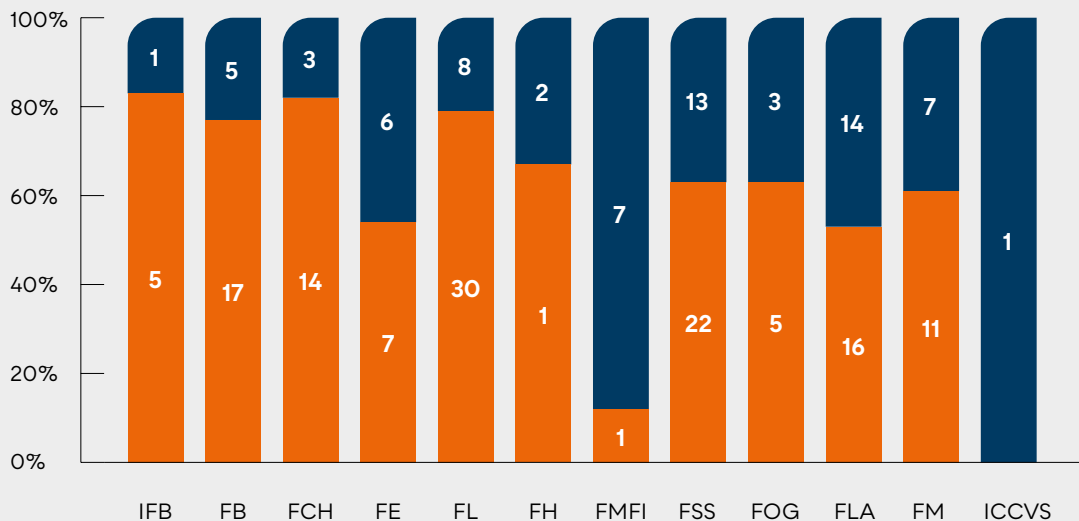
exception being the assistant group at the Faculty of Mathematics, Physics and Informatics where women constitute 13% of the total number of assistants. The percentage of women employed in the assistant professor group at the International Centre for Theory of Quantum Technologies is low, with women constituting 8% of the total number of assistant professors (Figures 2A and 2B).

It should be emphasized that, in comparison to 2019, the situation in the group of individuals employed in the position of associate professor has undergone a change. More women than men are employed in this position at 5 out of 11 faculties. At the Intercollegiate Faculty of Biotechnology, Faculty of Chemistry, Faculty of Oceanography and Geography, Faculty of Biology and the Faculty of Languages women employed in the position of associate professor constituted, respectively, 53%, 57%, 60%, 61% and 63% of the total number of those employed in this group (Figure 2C). At all faculties, however, considerably fewer women are employed in the position of professor (Figure 2D). The Faculty of Management and the International Centre for Cancer Vaccine Science are the only places where, respectively, more women than men and an equal number of women and men are employed in the position of professor.

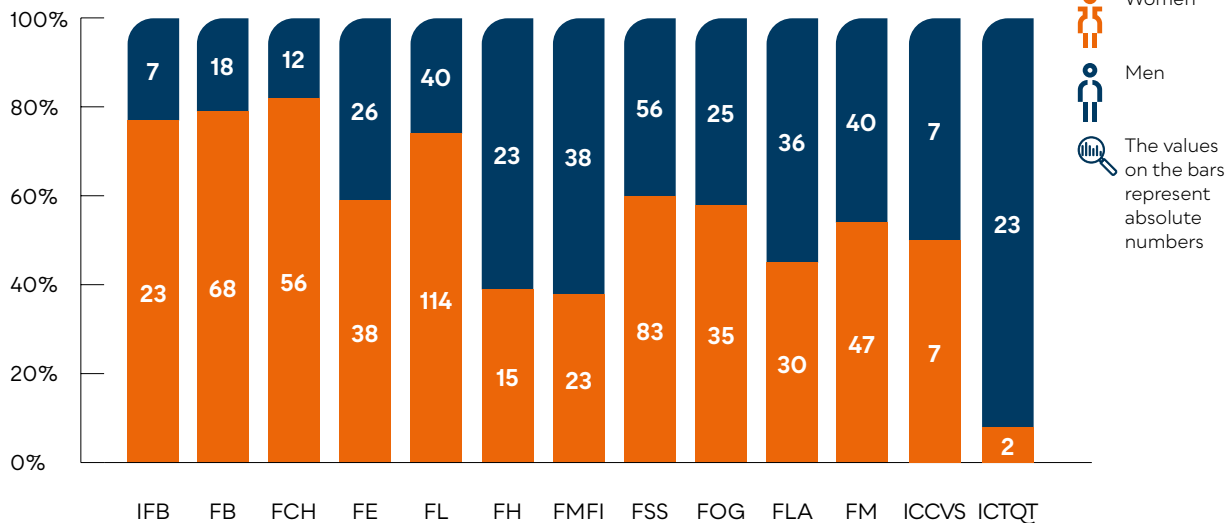
Figure 2.

Comparison of the number of women and men holding various positions at particular UG faculties

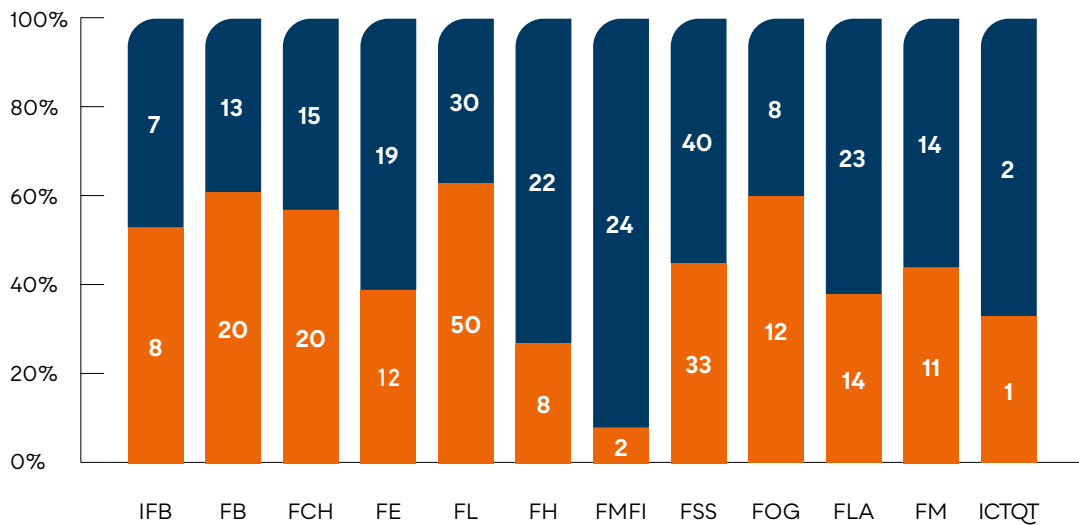
A. Male and Female Assistants



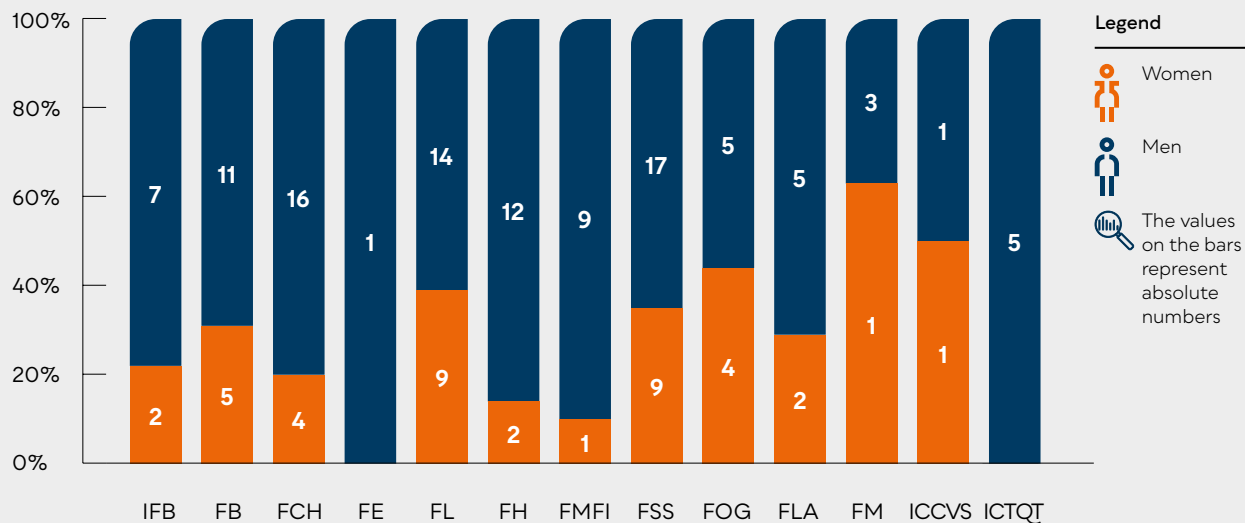
B. Male and Female Assistant Professors



C. Male and Female Associate Professors



D. Male and Female Professors



UG Units:

IFB Intercollegiate Faculty of Biotechnology UG&MUG

FB Faculty of Biology

FCH Faculty of Chemistry

FE Faculty of Economics

FL Faculty of Languages

FH Faculty of History

FMFI Faculty of Mathematics, Physics and Informatics

FSS Faculty of Social Sciences

FOG Faculty of Oceanography and Geography

FLA Faculty of Law and Administration

FM Faculty of Management

ICCVS International Centre for Cancer Vaccine Science

ICTQT International Centre for Theory of Quantum Technologies

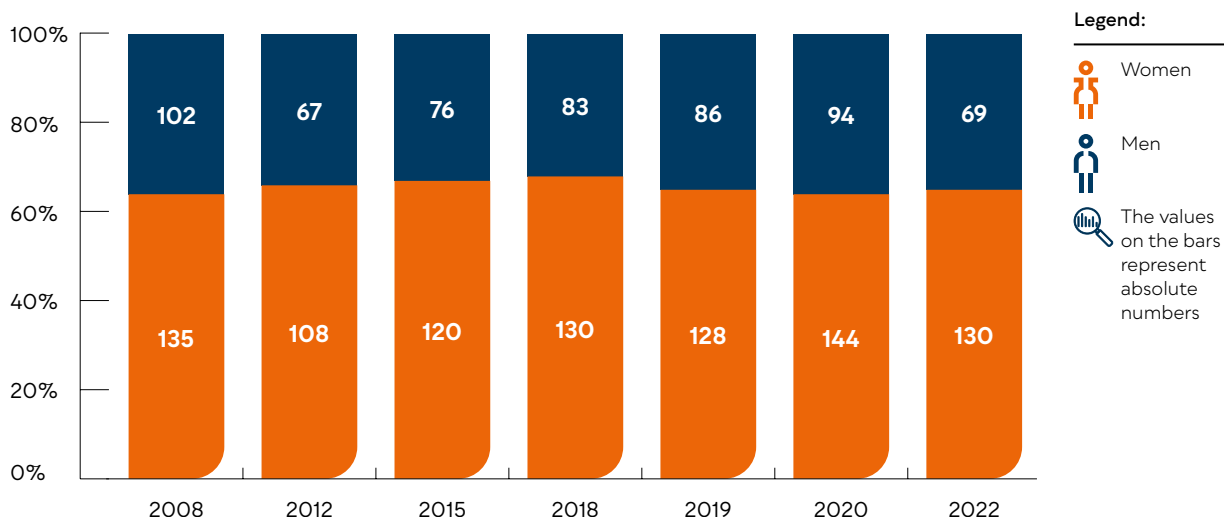
The analysis of the data from the years 2008–2022 (over the past 14 years) has led to the formulation of the following conclusions.

The percentage of women employed in all scientific positions is stable, with a moderate upward trend (Figure 3). More women than men continue to be employed in the position of assistant (around 65% – i.e. 112 women out of 173 individuals employed in this position). In this case the situation remains remarkably stable, with fluctuations of up to 4% (Figure 3A). In 2008, a similar proportion of women and men were employed in the position of assistant professor, 52% and 48%, respectively. The percentage of women employed in this position has been steadily increasing, in 2022 reaching 61%, i.e. 518 women out of 861 individuals employed in this position (Figure 3B). In the case of the two subsequent scientific positions, women are in the minority but an upward trend is also evident. In 2008, only 30% of those employed in the position of associate professor were women, with the number increasing to 47% in 2022 (192 out of 409 persons holding this position). In the case of this position, the highest percentage increase in the employment of women was observed (Figure 3C). By contrast, the percentage of women employed in the position of professor is increasing at a much slower pace, at only 22% in 2008 and rising to 29% in 2022 (which constitutes 44 individuals out of 106 employees in this position) (Figure 3D).

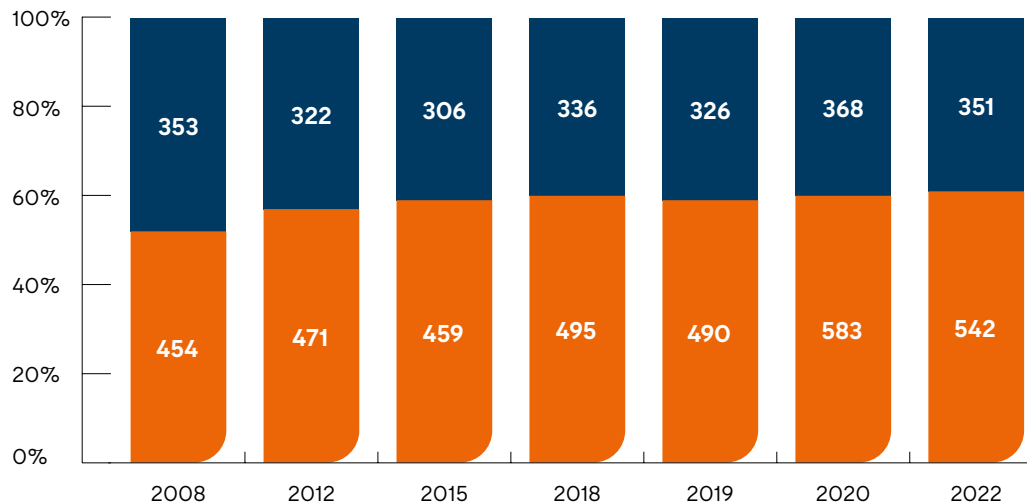
Figure 3.

Comparison of the number of women and men holding subsequent positions in the University's structure in the years 2008–2022

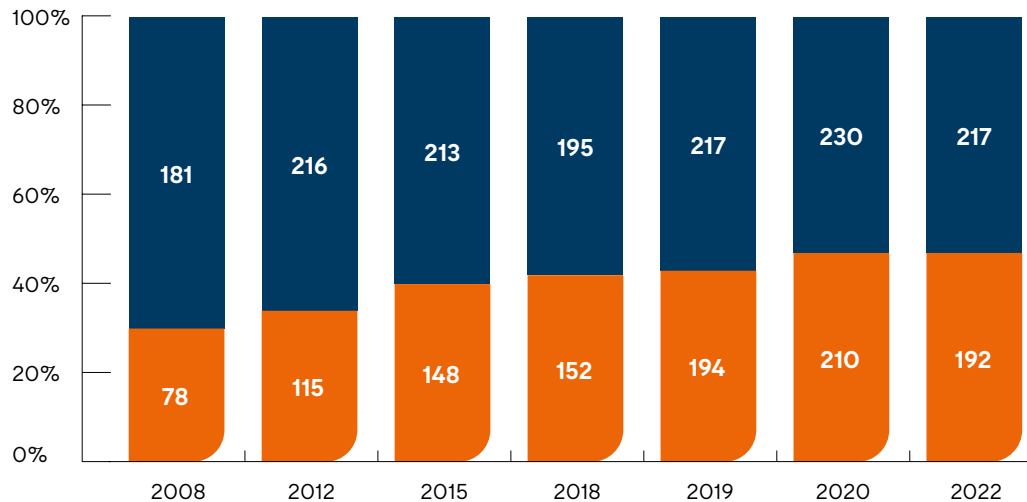
A. Male and Female Assistants



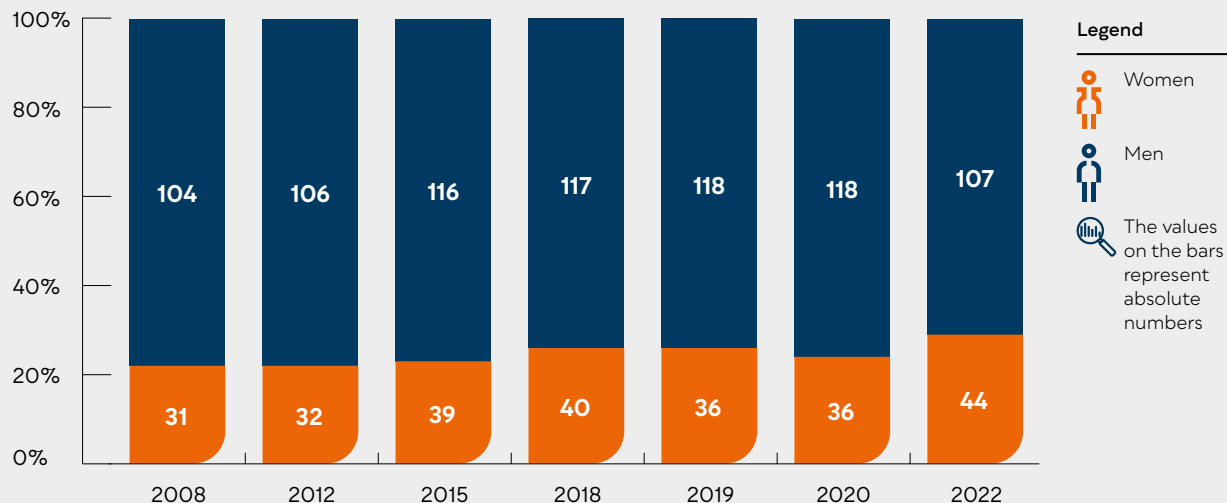
B. Male and Female Assistant Professors



C. Male and Female Associate Professors



D. Male and Female Professors



* Any discrepancies with the data presented in the first report "Women in Science. Managing Diversity and Gender Equality in the Social Responsibility of the University of Gdańsk" from 2020 may result from a different data collection system.

The mechanisms which hinder women's scientific and professional advancement are largely determined by social and cultural factors. Women's advancement process also tends to be slower due to the parenting stage, with this phenomenon sometimes referred to as "the motherhood penalty"²⁾. However, considering the increase in the number of women in the position of associate professor, a rise in the number and percentage of women employed in the position of professor may also be expected. A marked increase in the number of women holding the scientific title of professor and employed in the position of professor will likely be observed in the coming years, although this may require more time when compared to the evident changes in the position of associate professor.

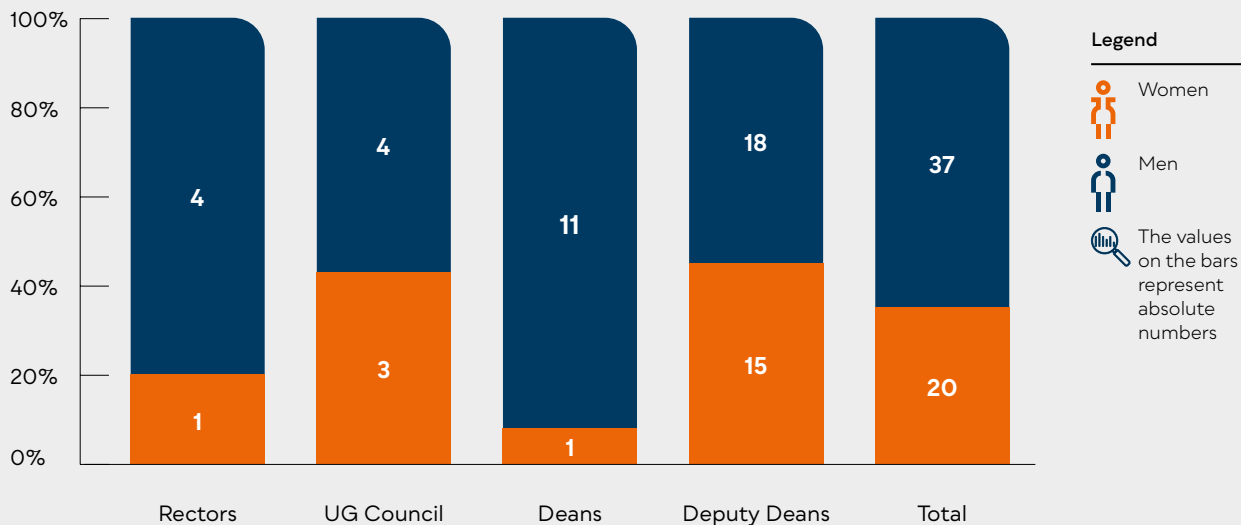
As in the 2016–2020 term in office, most managerial positions at the UG are held by men (Figure 4A). Positive changes may be observed in the 2020–2024 term, with two women among the four individuals holding the position of Vice-Rector (contrasted with only one woman in the previous term) (Figure 4B). Therefore, full parity has been achieved in this regard.

²⁾ M. Frawn, *The motherhood penalty and its impact of the career decisions of working women*, April 2015, DOI: 10.13140/RG.2.1.3070.9288.

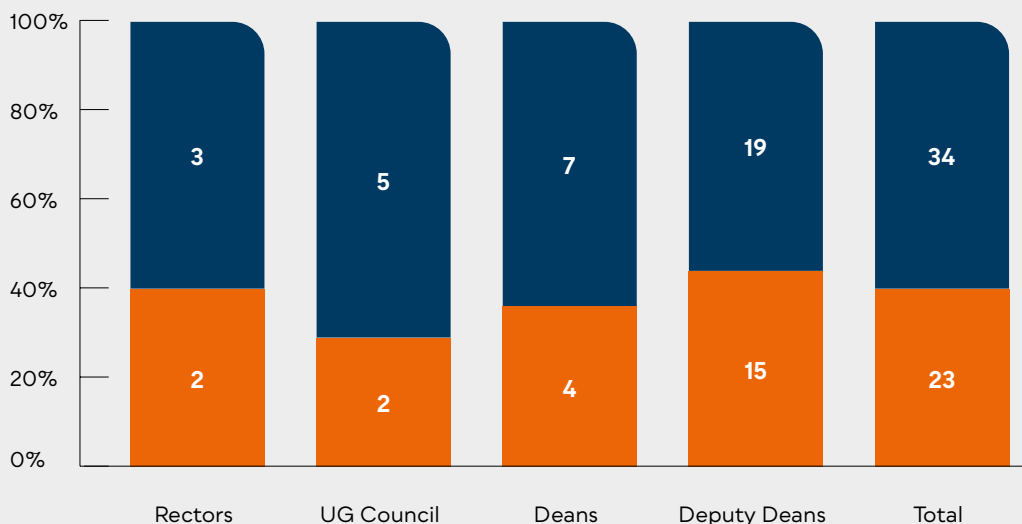


Figure 4.
Women in the UG authorities

A. Term in office 2016–2020



B. Term in office 2020–2024



At the University of Gdańsk in the 2020–2024 term, there are 11 deans, including four women. Although this constitutes 36% of the total number of deans, a significant increase may be observed, as only one woman served as dean in the previous term. The number of women deputy deans remains at a level similar to that compared with previous years (Figure 4B). A large disproportion may be observed in the number of women employed as directors of institutes, with one third of those holding this position being women, similar to the 2016–2020 term. The situation is no better as regards heads of departments, with only 21 women (one more when compared to the 2016–2020 term) holding this position, constituting 32% of the total number of department heads.

At the same time, it should be stressed that women hold other important positions at general-university units of the UG, heading such units as: the Doctoral School of Humanities and Social Sciences, International Centre for Cancer Vaccine Science, Memling Research Centre, Maritime Economy Research Centre, Foreign Languages Centre, University of Gdańsk Publishing House, Academic Psychological Support Centre, Academic Centre of Polish Language and Culture and the Centre for Didactic Development and Tutoring.

Women also hold senior positions in the university administration. The employment structure in managerial positions reflects the general employment structure in this employee group. Women constitute 78% of UG administration, with managerial positions (directors, heads) held by 73% women. Amongst others, women hold the positions of: deputy chancellor, financial director, directors of: the Human Resource Centre, UG Archive, Technology Transfer Centre, Organisation Office, Education Office and heads of: the Research Office, Project Implementation Support Office, Cooperation and International Relations Office, Cooperation and Development Office, Internal Audit Office, Admissions Office, Career Office, Disability Support Office or the Gdańsk University of the Third Age.

On the basis of the information obtained from the POL-on system, a data analysis was conducted regarding the participation of women in employment in particular positions, divided into the scientific disciplines represented at the University of Gdańsk (Figure 5). The male and female academic teachers were assigned to particular disciplines on the basis of the declarations on representing a discipline, submitted in accordance with the provisions of the Act of 20 July 2018 – Law on Higher Education and Science (consolidated text: Journal of Laws 2023, item 742 with amendments)³⁾.

On the basis of the declarations submitted, three fields of science were identified at the University of Gdańsk:

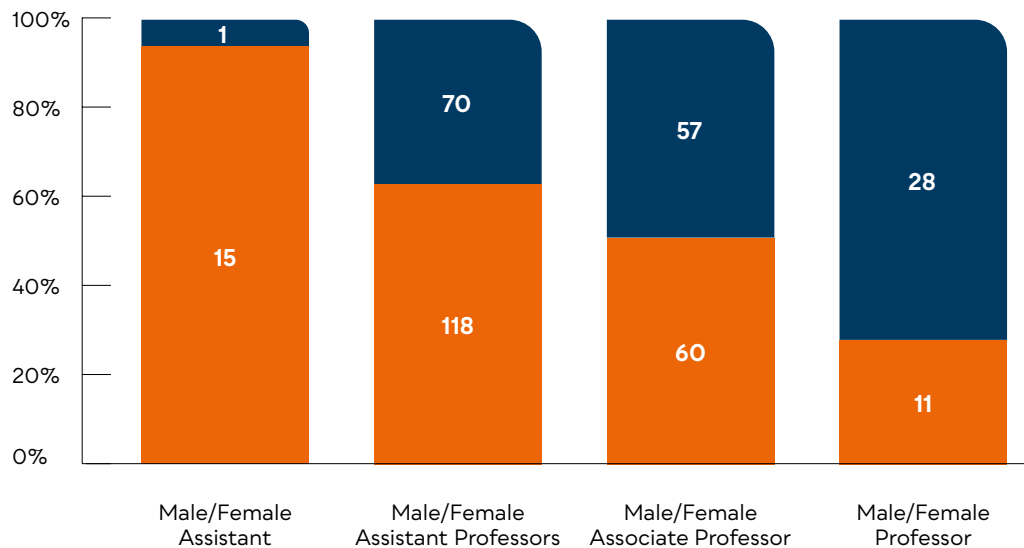
- 1) Humanities;
- 2) Social sciences;
- 3) Exact and natural sciences.

3) Some of the employees in the positions of assistant and assistant professor did not submit declarations on representing a scientific discipline. This is due to two reasons – they are either employed in the group of didactic employees or the UG is not their primary workplace. Moreover, 9 persons submitted their declarations in non-parametrised disciplines: 4 persons in Forest sciences, 3 persons in Veterinary science and one person each representing Agriculture and horticulture as well as Animal science and fisheries. These individuals were not included in the analyses presented

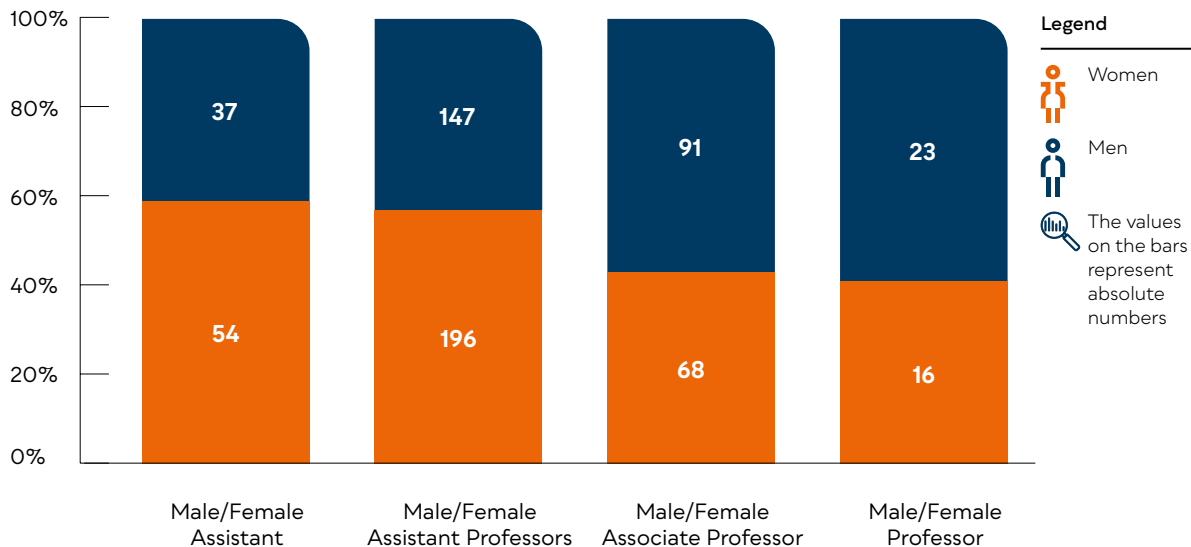
Figure 5.

Comparison of the number of women and men at subsequent stages of their scientific careers in the fields of science represented at the UG

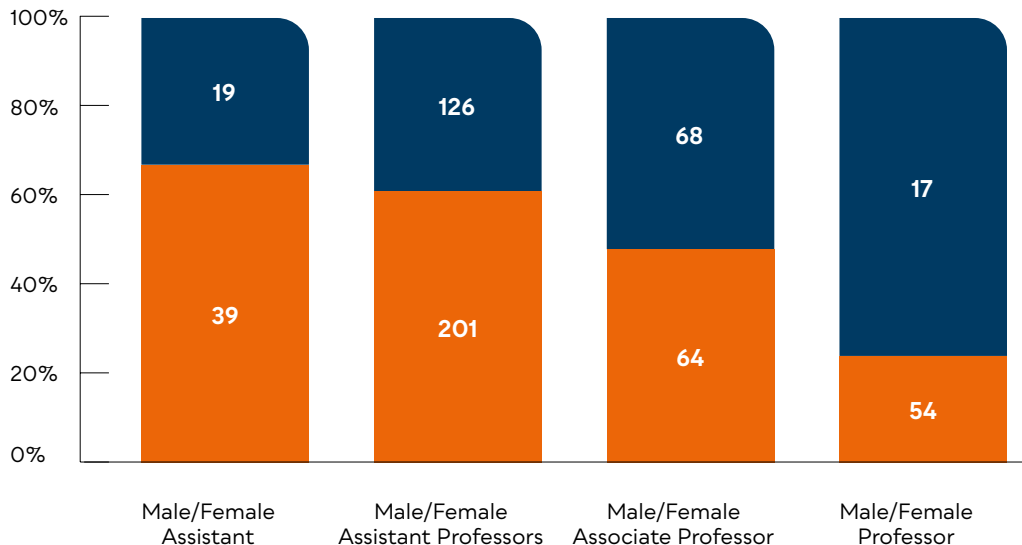
A. Field of science – Humanities



B. Field of science – Social sciences



C. Field of science – Exact and natural sciences



According to the data presented, in 2022 the gender structure in the field of Humanities comprised 57% women and 43% men (Figure 5A), which is consistent with the previously analysed period. A definitely higher proportion of women may be observed in the positions of assistant (15:1) and assistant professor (118:70). A similar number of women and men were employed in the position of associate professor (60:57). In the case of professors, only 28% of employees were women (11 people) and 72% men (28 people), with little change observed in this area and the female representation increasing by only 2% when compared to 2019.

The employment structure in the field of Social sciences was as follows: 334 positions were held by women (53%) and 298 by men (47%) (Figure 5B). In the group of assistants and assistant professors the employment structure with regard to gender was very similar, with women constituting, respectively, 59% and 57% of the workforce. There has been a noticeable, 8% increase in the employment of women in the position of assistant over the last three years. In the case of associate professors and professors, women are still in the minority and constitute 41% and 43%, respectively. However, it should be noted that there has been a clear 9% increase of women in the group of associate professors.

Figure 5C demonstrates the employment structure in the field of Exact and natural sciences where, as in the previously investigated period, women are in the majority, constituting 55% of employees. In this field, as in the other two, there are more women than men employed in the position of assistant (67%) and assistant professors (61%). In the case of associate professors, the gender disparity is small, with men representing only 2% more than women. Women in the position of professor constitute only 24% of those employed, the smallest percentage in all the fields. A 10% increase should be noted, however, in comparison to 2019, when women made up nearly 14% of the total number of professors in this field.

Summing up, the employment structure in the positions of academic teachers at the University of Gdańsk is as follows: among the 1,580 individuals employed, 54% are women and 46% men. Across all fields of science represented at the UG the highest percentage of women is employed in the position of assistant – 65% (108 persons). At the next level in the academic career, in the position of assistant professors, women are also notably in the majority (60%). This is also the largest employee group – 858 individuals, including 515 women. The number of women who have reached the next career level, i.e. the position of associate professor, is significantly lower, with 192 individuals, which in turn constitutes 47% of the number of individuals employed in this position. The lowest number of women are employed in the position of professor – 44 individuals (30%). However, in contrast to the previous period under investigation, a clear 7% increase may be observed in the highest position.

The first conclusion which may be drawn from the analysis of the following lists of international projects implemented at the UG is that parity has been achieved with regard to heading international projects. A significant 8% increase in the number of projects headed by women over the past four years is also evident. A higher percentage of women heading international projects can be observed at 3 out of 11 faculties, with a similar trend noted in the case of general-university projects (Tables 1 and 2).

Table 1.

Compilation of the number of international projects implemented at particular organisational units in the years 2017–2019 by female and male researchers employed at the UG

UG organisational unit*	Number of projects headed by women	Number of projects headed by men	Total
IFB	7	17	24
FB	6	9	15
FB + FOG	0	1	1
FCH	6	9	15
FE	2	5	7
FL	1	0	1
FH	0	1	1
FMFI	0	8	8
FSS	5	2	7
FOG	14	8	22
FLA	8	5	13
FM	3	2	5
ICCVS	1	2	3
ICTQT	1	5	6
Technology Transfer Centre	0	2	2
Total	54 (42%)	76 (58%)	130 (100%)



* See p. 12 for abbreviations of UG Units



Table 2.

Compilation of the number of international projects implemented at particular organisational units in 2022 by female and male researchers employed at the UG

UG organisational unit*	Number of projects headed by women	Number of projects headed by men	Total
IFB	4	7	11
FB	5	6	11
FCH	6	4	10
FE	1	3	4
FL	2	1	3
FH	0	1	1
FMFI	1	2	3
FSS	8	3	11
FOG	5	7	12
FLA	3	6	9
FM	2	2	4
ICCVS	3	5	8
ICTQT	1	0	1
Centre for Analysis and Expertise	4	1	5
General University Units	6	3	9
Administration	4	7	11
Total	51 (50%)	51 (50%)	102 (100%)



* See p. 12 for abbreviations of UG Units



Table 3.

Compilation of the number of projects financed by the National Science Centre and headed in the years 2017–2019 by female and male researchers employed at the UG



Programme	Number of projects headed by women	Number of projects headed by men	Total
PRELUDIUM	27	13	40
ETIUDA	2	3	5
MINIATURA	36	5	41
SONATINA	1	6	7
SONATA	15	8	23
SONATA BIS	3	4	7
OPUS	26	22	48
HARMONIA	5	1	6
MAESTRO	1	7	8
Other	2	2	4
Total	118 (62%)	71 (38%)	189 (100%)



Table 4.

Compilation of the number of projects financed by the National Science Centre and headed in 2022 by female and male researchers employed at the UG

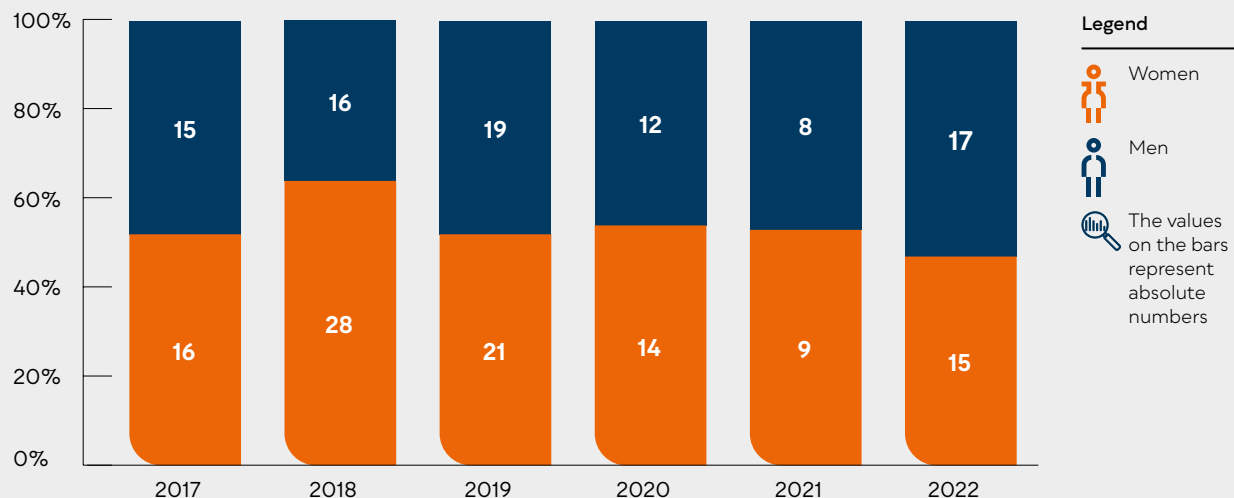
Programme	Number of projects headed by women	Number of projects headed by men	Total
PRELUDIUM	31	10	41
PRELUDIUM BIS	6	4	10
ETIUDA	0	1	1
MINIATURA	30	10	40
SONATINA	5	5	10
SONATA	24	11	35
SONATA BIS	5	8	13
OPUS	39	53	92
HARMONIA	5	1	6
MAESTRO	0	2	2
Other	5	12	17
Total	150 (56%)	117 (44%)	267 (100%)

With regard to heading national projects, women remained in the leading position in 2022, although a slight decrease in percentage can be observed in comparison to 2019.

The analysis of the number of international internships in the years 2017–2022 (Figure 6) was conducted on the basis of the data from the University of Gdańsk's internal register of international trips.

Figure 6.

International scientific internships completed by researchers in the years 2017–2022

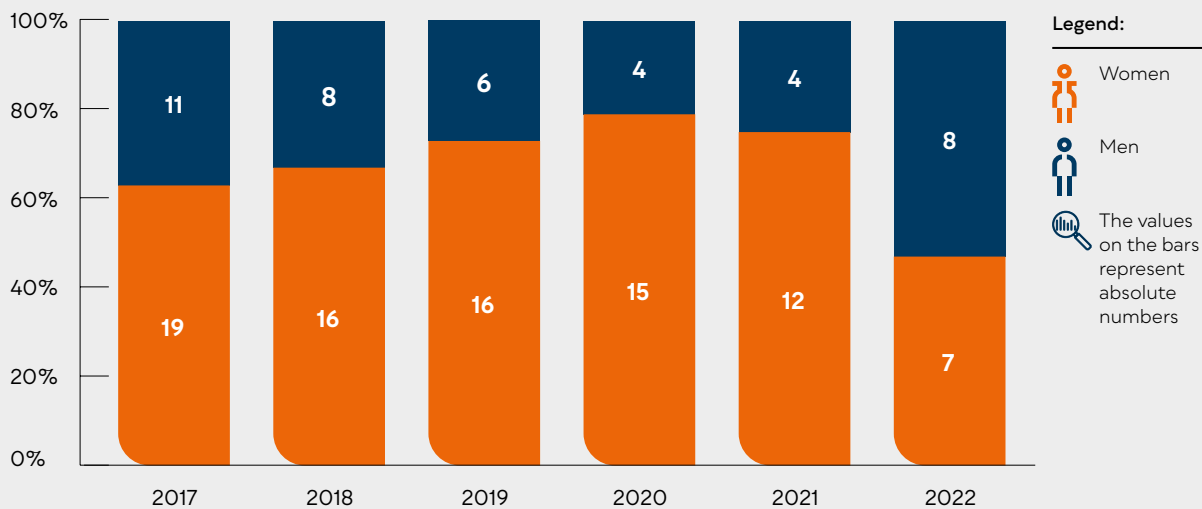


It should be noted, however, that the COVID-19 pandemic occurred during the analysed period; therefore the years 2020–2021 may not be fully reliable for the analysis of mobility, particularly international mobility. At the outbreak of the pandemic, in mid-March 2020, the borders of Poland were closed. As the pandemic progressed, numerous mobility restrictions were gradually introduced. The consequences of the lockdown are clearly reflected in Figure 6. In 2020, the number of international trips decreased by 35% in comparison to 2019, and in 2021 – by 67%. In both periods, however, the gender ratio for the trips was balanced. In 2022, when the state of the epidemic emergency was still in force but the restrictions had been eased or lifted, the number of trips increased (Figure 6). The percentage of men and women taking part in international internships did not significantly change, with balanced proportions consistently observed and the ratio of women to men being 15:17. Regrettably, however, this form of mobility remained invariably low and was completed by only 2% of the scientific staff in 2022.



Figure 7.

International scientific internships completed by doctoral students in the years 2017–2022

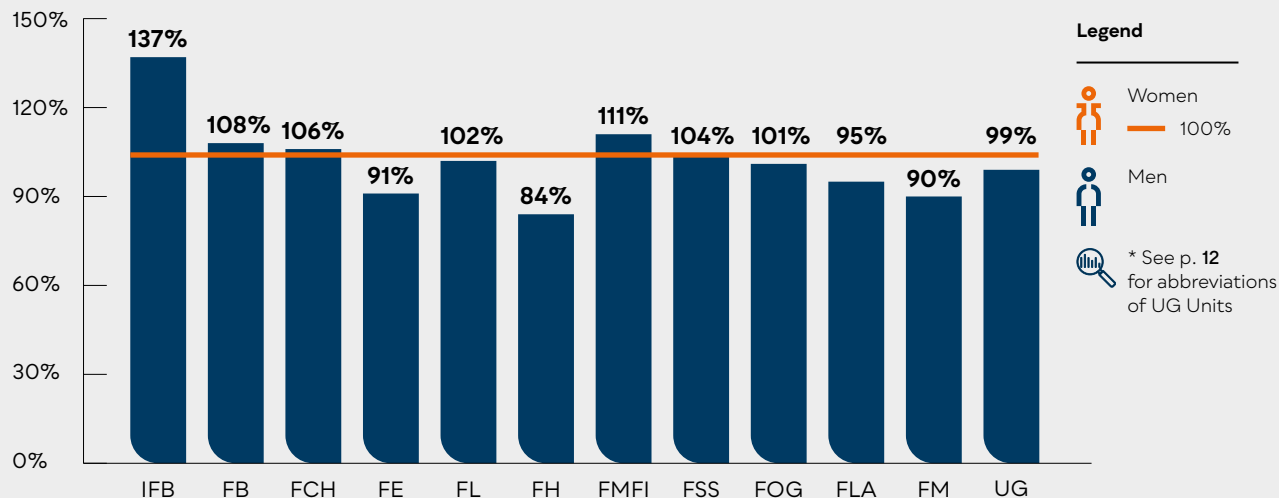


The same factors also affected the number of international internships completed by doctoral students. However, the prevailing downward trend did not reverse in 2022, and the number of international internships among doctoral students has witnessed a steady decline since 2017. In addition, the previously considerable predominance of women participating in this kind of mobility has significantly decreased. All in all, in 2022, nearly 3% of all doctoral students completed their internships abroad and the participation of women and men was balanced, with a ratio of 8:7 in favour of men (Figure 7).

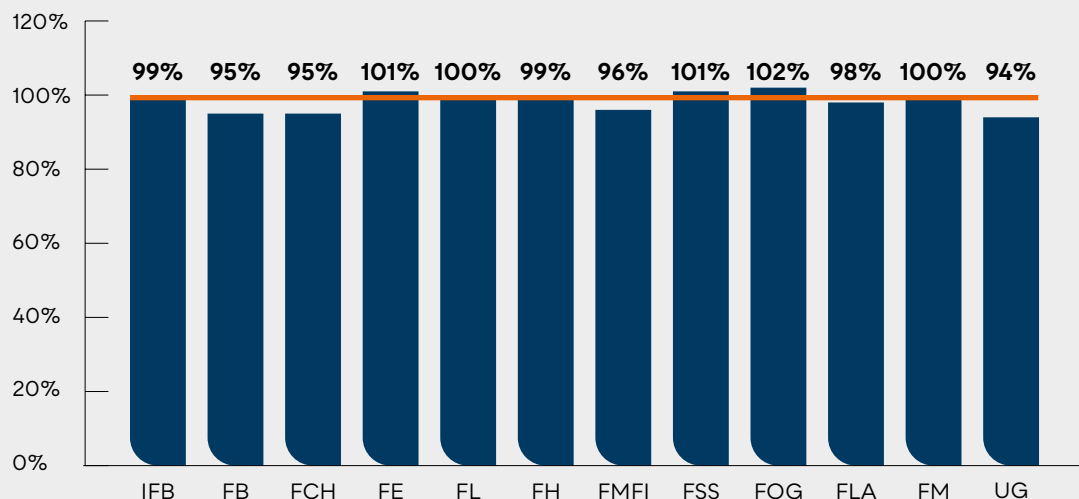
On the basis of data for 31 December 2022, obtained from the University of Gdańsk's Controlling Department, an analysis of the base salaries of women and men employed as academic teachers at particular faculties was conducted. The diagrams below demonstrate the ratio of men's to women's salaries across different positions (Figures 8A–D).

Figure 8.
Percentage ratio of men's to women's salaries by faculty*

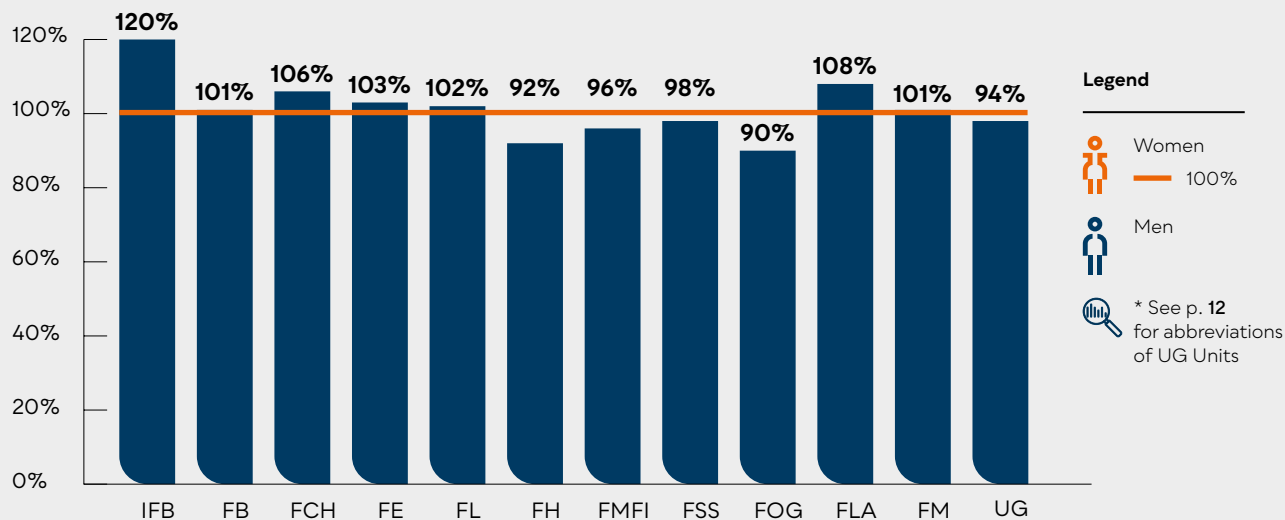
A. Assistants – ratio of men's to women's salaries, taken as 100% at each faculty



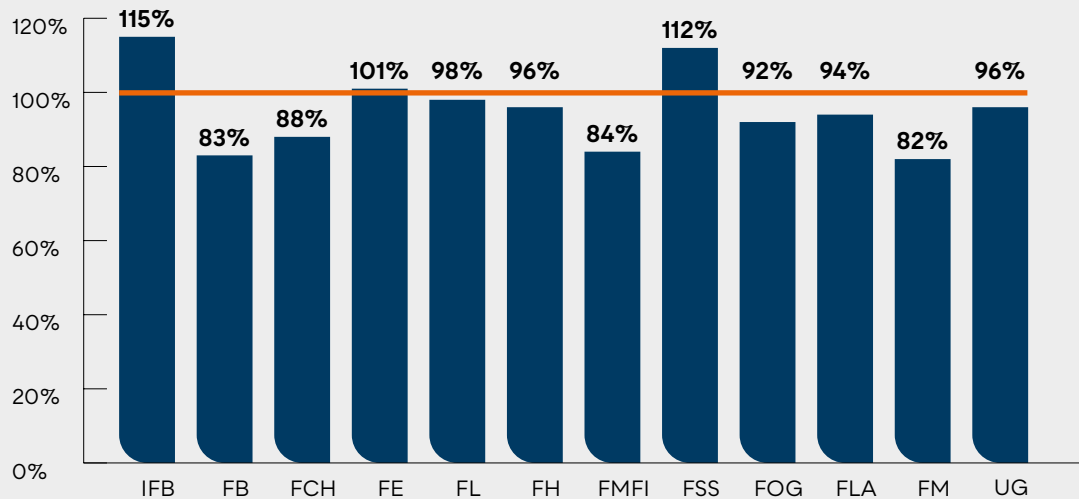
B. Assistant professors – ratio of men's to women's salaries, taken as 100% at each faculty



C. Associate professors – ratio of men’s to women’s salaries, taken as 100% at each faculty



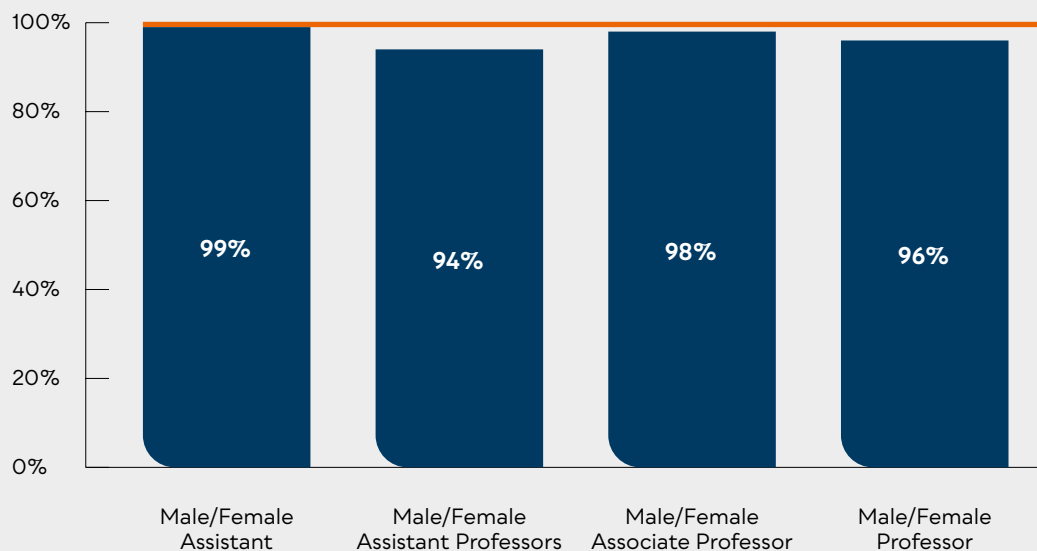
D. Professors – ratio of men’s to women’s salaries, taken as 100% at each faculty



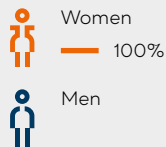
As figures 8A–D demonstrate, the differences between the salaries of women and men employed in particular positions at the University of Gdańsk are marginal. The smallest pay disparities can be observed at the Faculty of Languages where the differences in remuneration do not exceed 2% – in the case of assistants and associate professors in favour of women, with salaries in the group of assistants remaining equal and women’s salaries being lower in the group of professors. The greatest disparities are noted at the Intercollegiate Faculty of Biotechnology UG&MUG, where women in the positions of assistant, associate professor and professor earn more by 37%, 20% and 15%, respectively.

Figure 9.

General comparison of salaries between women and men employed in the same positions at the UG



Legend



What is significant, however, is that the average remuneration of women is lower in every position. In the position of professor the salary amounts to 8,272.48 PLN and is 4% lower than the remuneration of men, in the position of associate professor it is 6,533.92 PLN and is 2% lower, in the position of assistant professor it amounts to 5,984.4 PLN and is 6% lower, while in the position of assistant it is 3,896.46 PLN and is lower by 1% (Figure 9).

Summing up the data regarding the average remuneration of academic teachers, it must be said that women's average salaries are 4% lower than men's (6,075.31 PLN and 6,295.83 PLN, respectively). This difference has been reduced by half when compared to the previously researched period, as in 2019 it amounted to 8% (Figure 9). This was also a record year with regard to the pay gap in Poland which at the time, according to GUS data, stood at 8.8% ⁴⁾. According to the most recent data provided by GUS (for the years 2020 and 2021), the pay gap in Poland was 4.8%. In 2019 as well as 2022, the pay gap at the University of Gdańsk was 0.8% lower than the national pay gap.

The publishing activity of women was a new aspect of the scientific activity of women, not analysed in the previous report⁵⁾. Considering the fact that the majority of publications are multi-authored, it is extremely difficult to establish the rates of activity with regard to the author's gender. Different fields of science have their own rules regarding the order of authors' names. In view of the above, what was considered when describing the participation of women in publishing activity was the total number of publications affiliated with the University of Gdańsk, analysed with regard to the participation of at least one female co-author.

Despite the lower number of publications⁶⁾, it is evident that, in comparison to 2019, the percentage of women authors or co-authors has increased in nearly every category presented, rising in total by 5% in the case of scientific monographs and by 9% for ranked publications, amounting to 45% and 48%, respectively (Figures 10A–B). The percentage of female authors or co-authors of a chapter in a monograph has increased by 3%. In the case of editing a monograph, the percentage of women remains at a similar level of around 53%; however, in comparison to 2019, it has decreased by 7% for editing a ranked publication. In this aspect, however, women remain in the lead, with female participation reaching almost 53% in 2022. The authorship of articles in both, ranked journals and journals in general, remains stable and amounts to nearly 50% (Figures 10 C–D).

⁴⁾ The data published on the website of Statistics Poland (GUS) demonstrates a steady increase in the pay gap in the years 2010–2018, from 4.9% to 8.8%, followed by a decrease to 6.8% in 2019 and 4.8% in two subsequent years i.e. 2020 and 2021. The data by Statistics Poland is available at: https://sdg.gov.pl/statistics_nat/5-1-a/ [accessed: 20.10.2023].

⁵⁾ For the purpose of this report, data from 2019 was collected for comparison.

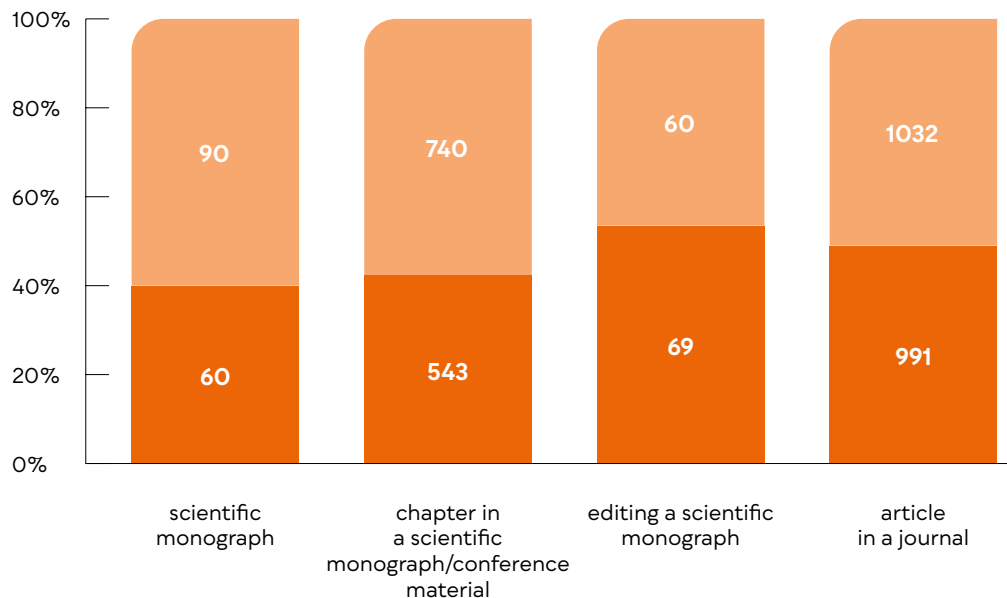
⁶⁾ The data regarding the number of publications is incomplete. As this report was being prepared, employees were still submitting their 2022 publications to the UG Repository. However, the data presented may be considered representative and for this reason the discussion refers to approximate percentage values.



Figure 10.

Percentage breakdown of scientific publications by male and female UG employees

A. Compilation of all scientific publications by male and female UG employees published in 2019



Legend



Women: ■ Number of publications with a female author or co-author

■ Number of publications whose author or one of the co-authors is not a woman

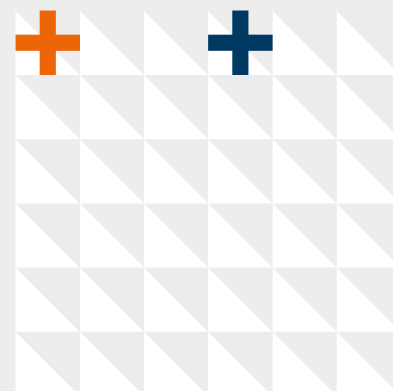
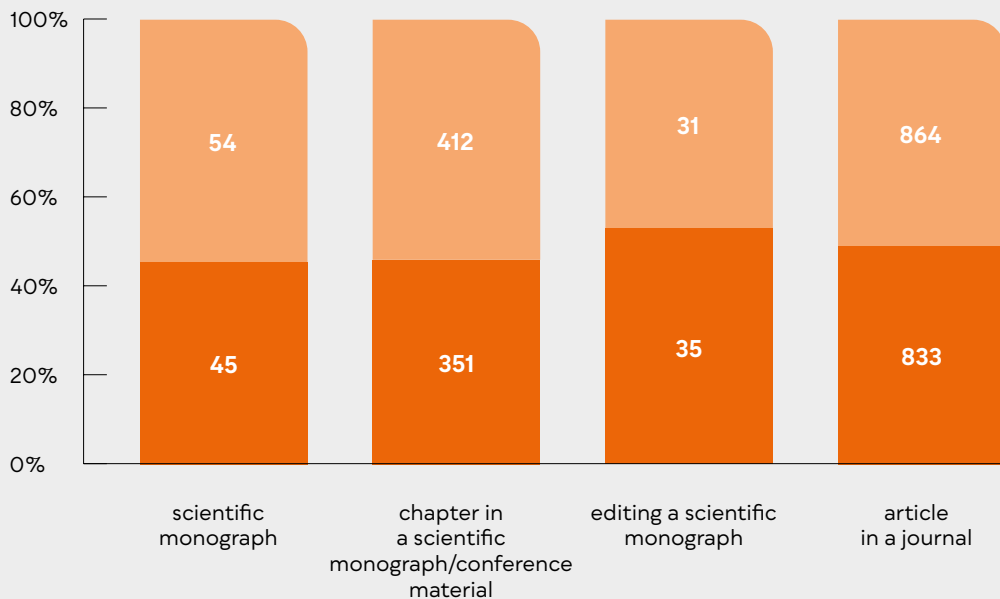


The values on the bars represent absolute numbers

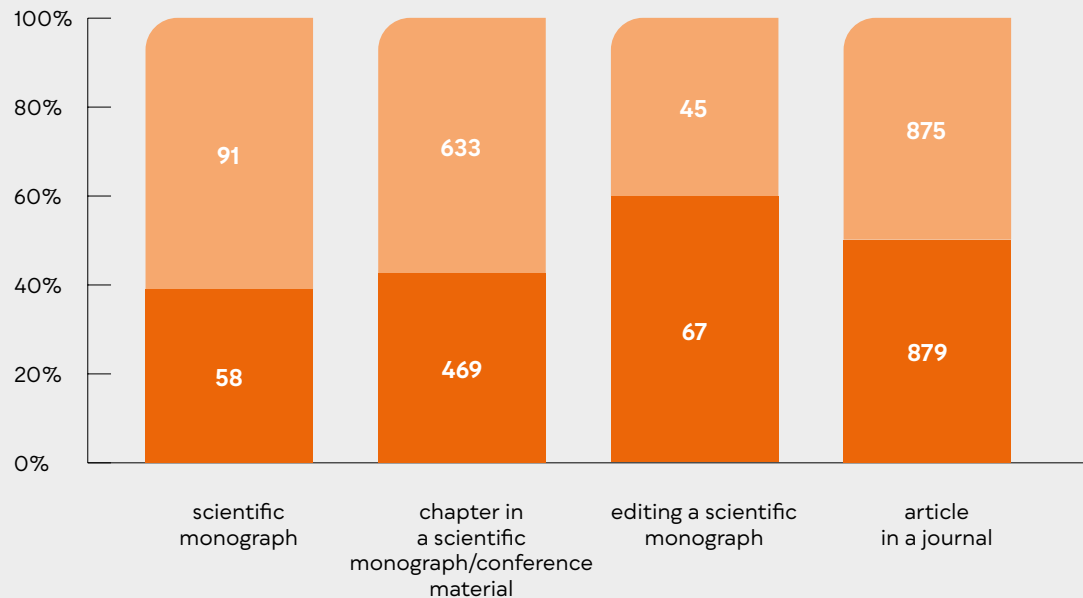




B. Compilation of all scientific publications by male and female UG employees published in 2022



C. Compilation of ranked scientific publications by male and female UG employees published in 2019



Legend



Women:

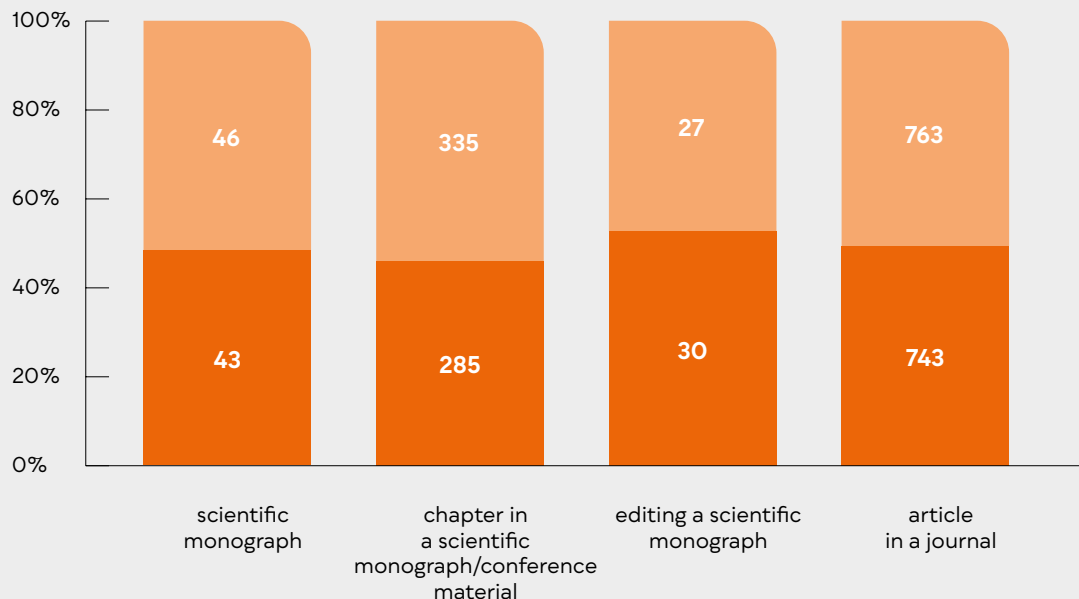
■ Number of publications with a female author or co-author

■ Number of publications whose author or one of the co-authors is not a woman



The values on the bars represent absolute numbers

D. Compilation of ranked scientific publications by male and female UG employees published in 2022



Legend



Women: ■ Number of publications with a female author or co-author

■ Number of publications whose author or one of the co-authors is not a woman



The values on the bars represent absolute numbers

Summary of the data analysis

The main challenge which became apparent following the analysis of the data included in the above-mentioned report is the deeply entrenched disparity in the employment of women and men in the lowest and highest scientific positions, with women being overrepresented in the position of assistant and men – in the position of professor (the gender scissors phenomenon mentioned at the beginning of the report). This situation is, to some extent, determined by the slower pace of women's

professional career development, resulting from their parenting and childcare duties as well as their restricted professional activity during this period. It is also connected with socio-cultural expectations which, in the case of women, tend to hinder the implementation of their professional plans. As a result, the lower representation of women in managerial positions has many negative implications for the development of women's scientific careers. It is evident that higher positions offer greater opportunities for obtaining funding for scientific research and, consequently, opportunities for conducting research and for personal growth.

The collection and analysis of the data presented form a foundation for the implementation of activities aimed at improving equal opportunities for women in the scientific community which, in turn, should have a positive impact on the development of mechanisms to enhance gender balance in different aspects of academic life. In the long term, this will result in a greater presence of women in higher scientific positions as well as in the University of Gdańsk decision-making bodies. The activities planned as part of the next "Gender Equality Plan" are focused on improving the equal opportunities of women and men at the University of Gdańsk.

III. Report presenting quantitative data for monitoring information on the careers of male and female academic teachers at the University of Gdańsk

In November and December 2023, a quantitative study was conducted among the employees of the University of Gdańsk. The study aimed to determine the extent to which the University of Gdańsk is a place where the academic community can utilize the potential of diversity and where the culture of equality and respect is actively promoted. The study was implemented as part of two research and development projects: MINDtheGEPs (Modifying Institutions by Developing Gender Equality Plans, G.A. No. 101006543, Horizon 2020) and SEA-EU (European University of the Seas). The results of the following study are used to effectively design actions benefiting the UG academic community as part of the GEP for the years 2024–2028". Some of the questions asked were used again in a similar study conducted at the UG in 2020. The findings presented include a comparison of this data.

The questionnaire was conducted in two languages, Polish and English, and involved 414 individuals (3% with a nationality other than Polish), 70% of whom were women, 27% – men and 3% – nonbinary persons or persons of other genders (Figure 11a). Most of the respondents were research and didactic employees but each UG employee group was represented in the study group (Figure 11b). Moreover, all UG faculties and general-university units were represented. The study consisted of quantitative as well open-ended questions.



Figure 11 A.
Participation of respondents in the questionnaire

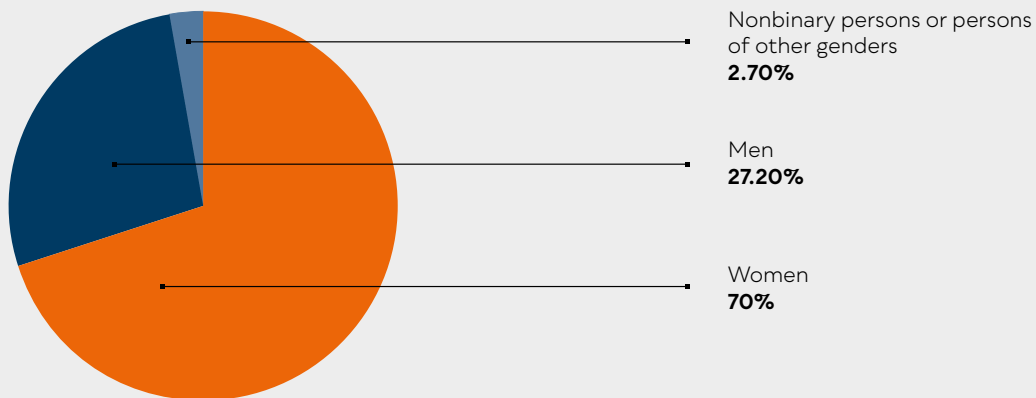
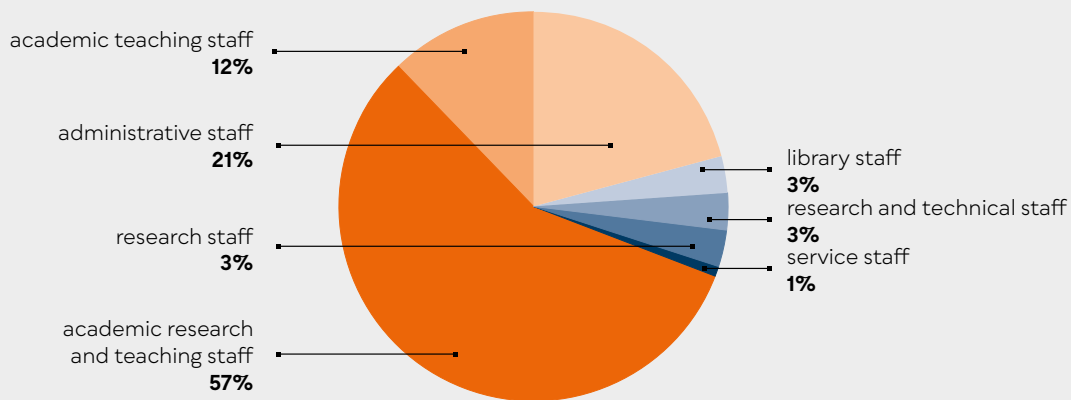


Figure 11 B.
Participation of particular employee groups in the questionnaire



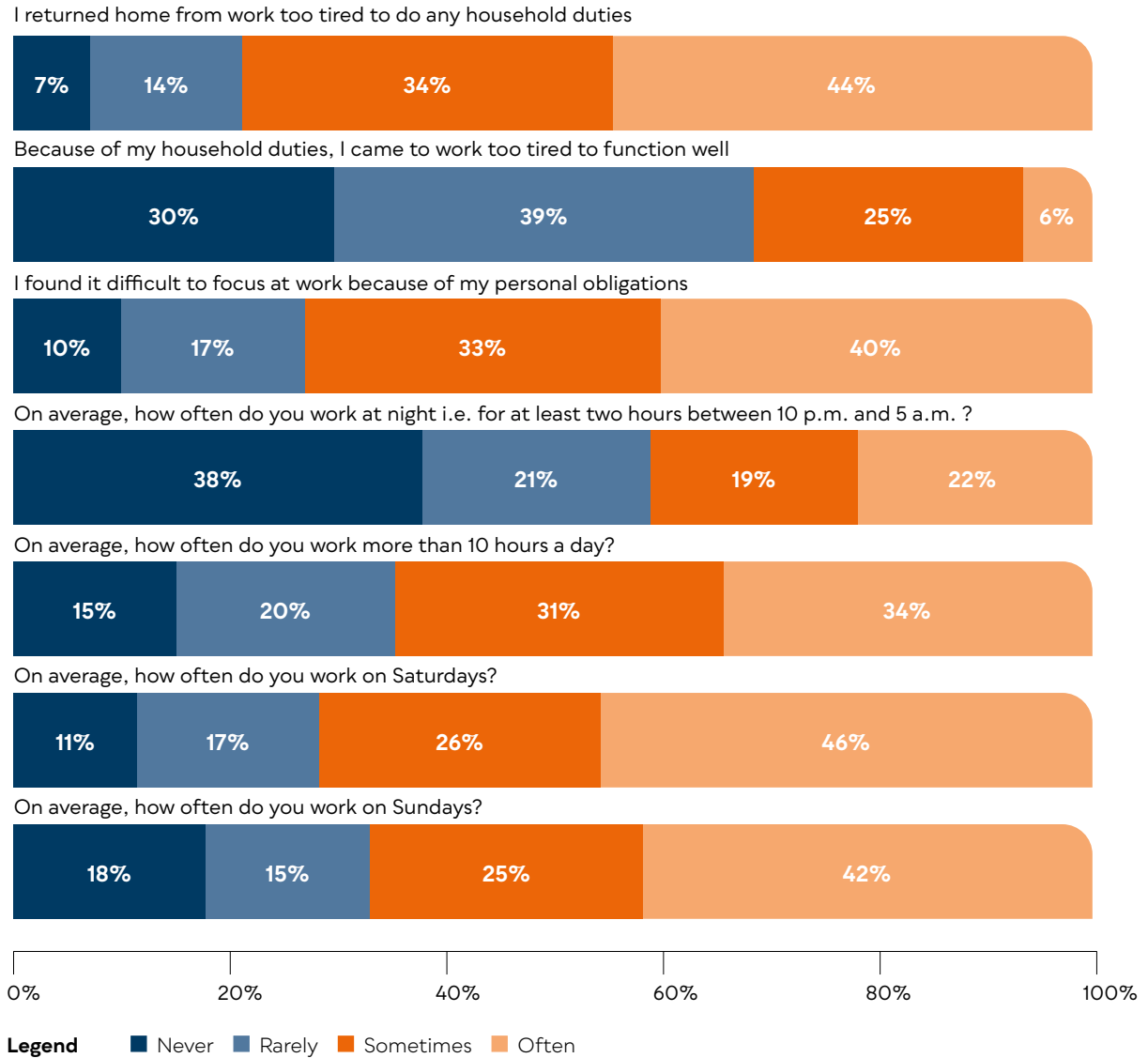
The presentation below includes selected findings of the study, which were used to develop the “Gender Equality Plan” at the University of Gdańsk for the years 2024–2028.

Work-life balance among employees of the University of Gdańsk

Achieving a balance between household and professional duties poses one of the greatest challenges among those employed at the UG. 47% of the respondents were parents or legal guardians to at least one school-aged child, while 5% regularly took care of an elderly person. At least 44.1% declared that they often returned home from work too tired to do any household duties (with 34.2% stating that this is sometimes the case), 39.2% found it difficult to focus at work because of their personal obligations, 21.4% of the respondents often worked at night, between 10 p.m. and 5 a.m. (with 19.1% sometimes working at night), 45.3% worked at weekends and 33.7% often worked more than 10 hours a day. Figure 12 presents the summary of the findings.



Figure 12.
Work-life balance as viewed by UG employees

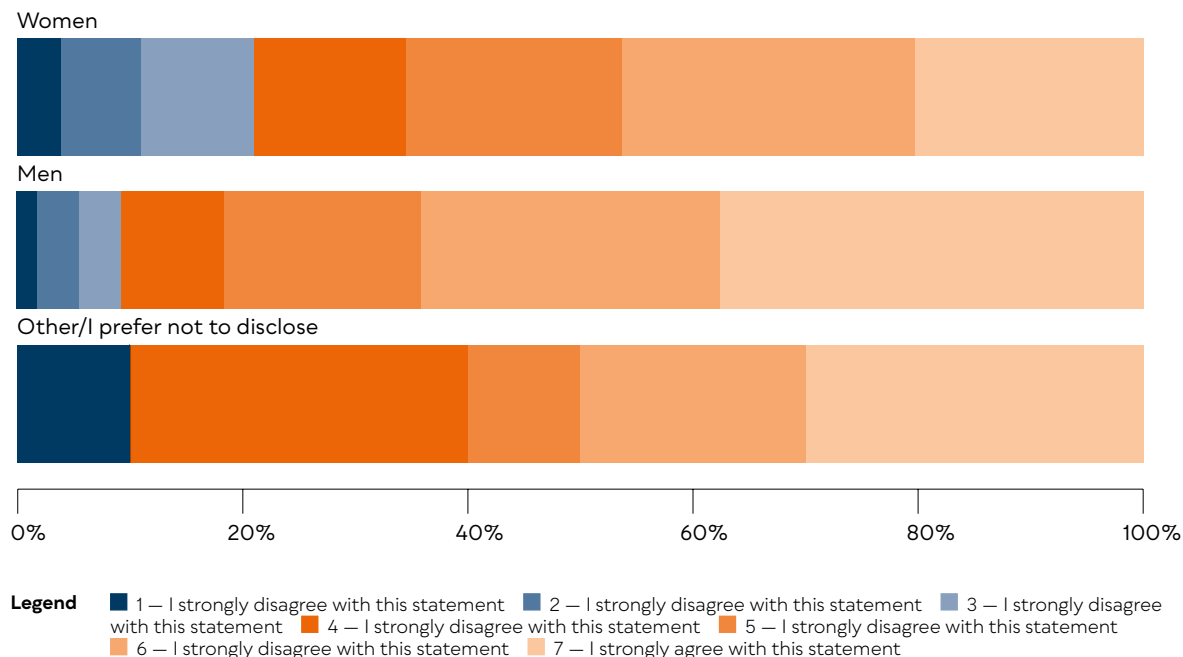


Security and equality at the University of Gdańsk

68% of respondents consider the University of Gdańsk a safe workplace (Figure 13).

Figure 13.

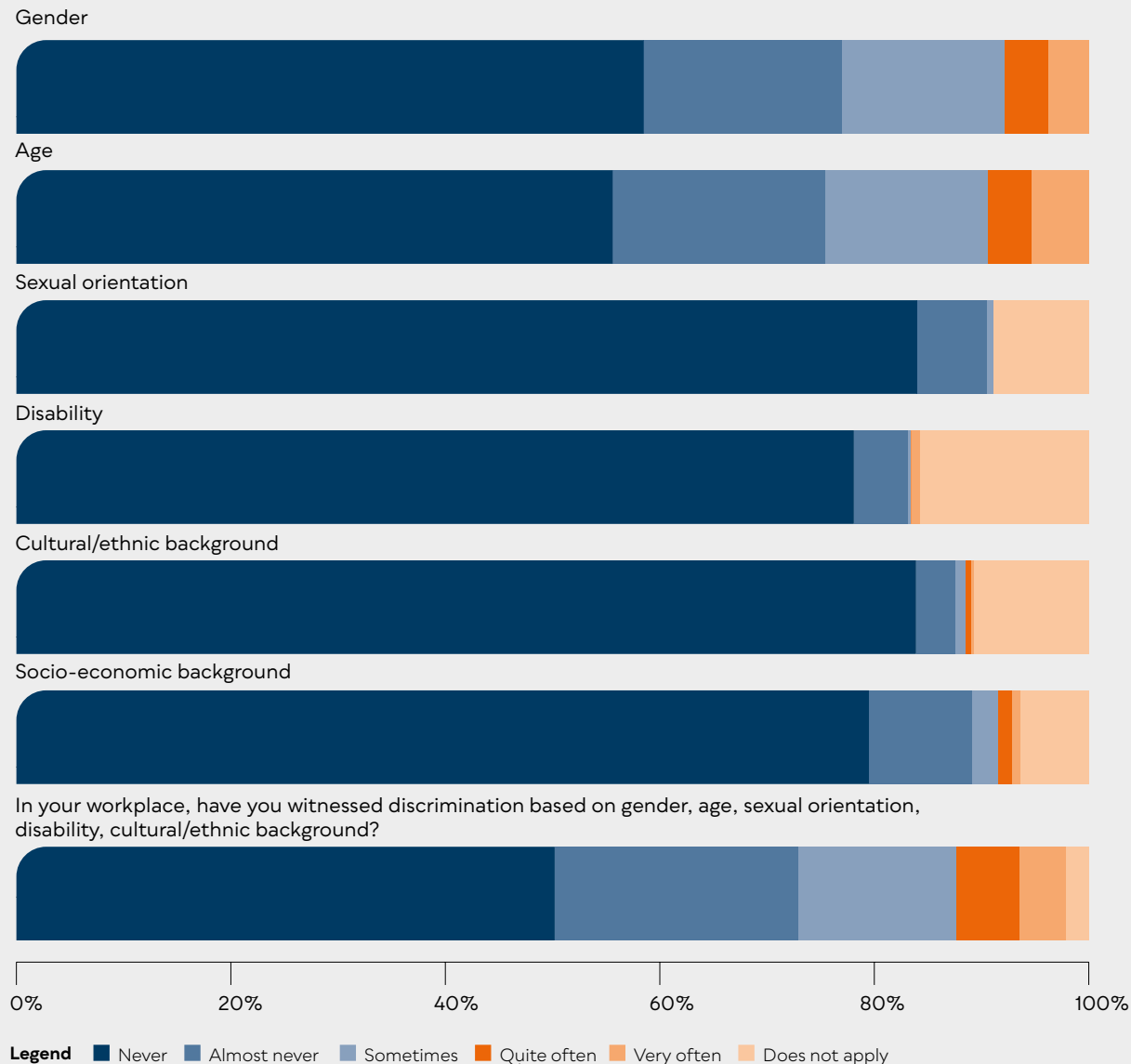
The University of Gdańsk is a safe workplace?



53% of respondents state that the University of Gdańsk is involved in promoting gender equality (with only 19% agreeing with this statement in 2020). In addition, 36% claim to know who should be contacted when they observe that the principles of equal treatment are being breached at the UG (here an increase may be observed when compared to only 24% in 2020) (Figure 13).

The most frequently experienced types of discrimination at the UG concern gender and age, with over 20% of those who answered the questionnaire (60 individuals) feeling occasional discrimination regarding their gender or age (Figure 14). Frequent feelings of gender or age discrimination were reported by around 8% of respondents. Over 10% of respondents regularly witness discrimination at the UG, while 15% of employees witness it at least occasionally.

Figure 14.
Experiences of discrimination at the University of Gdańsk

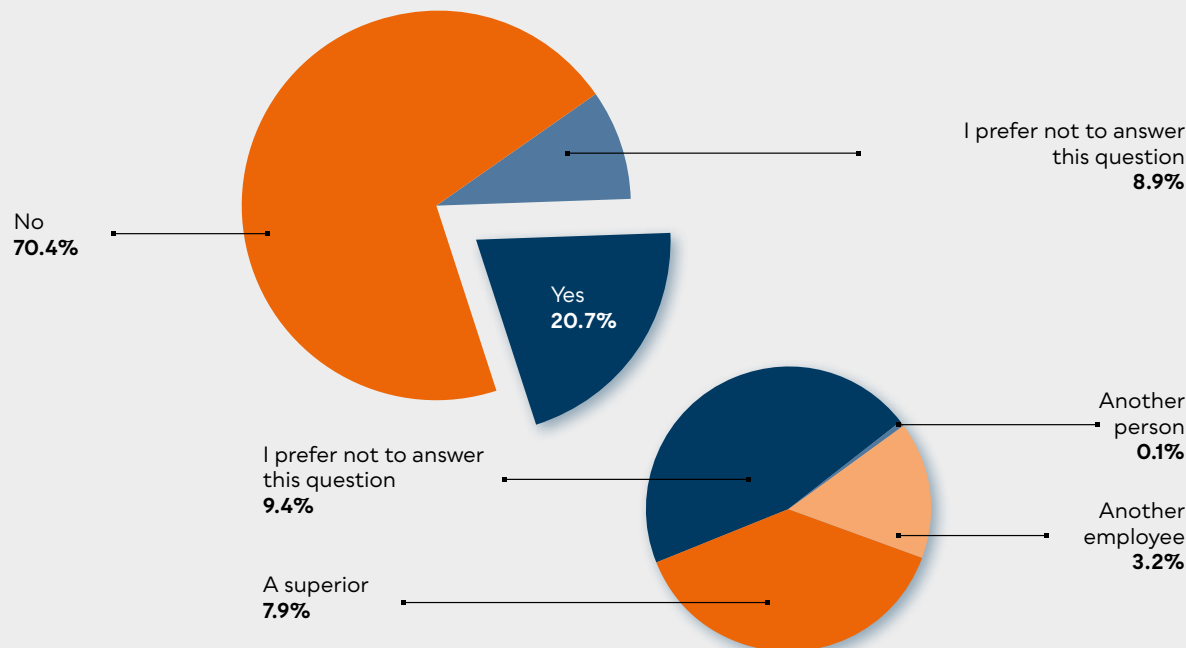


One in five respondents has experienced workplace harassment, with one in twelve declaring that they have experienced it from a superior, and one in thirty – from their colleagues. Five respondents have experienced sexual harassment from a superior or a colleague (Figure 15).

Figure 15.

Experiences of workplace harassment at the University of Gdańsk

Have you personally experienced workplace harassment in your institution/organisation over the past 12 months?

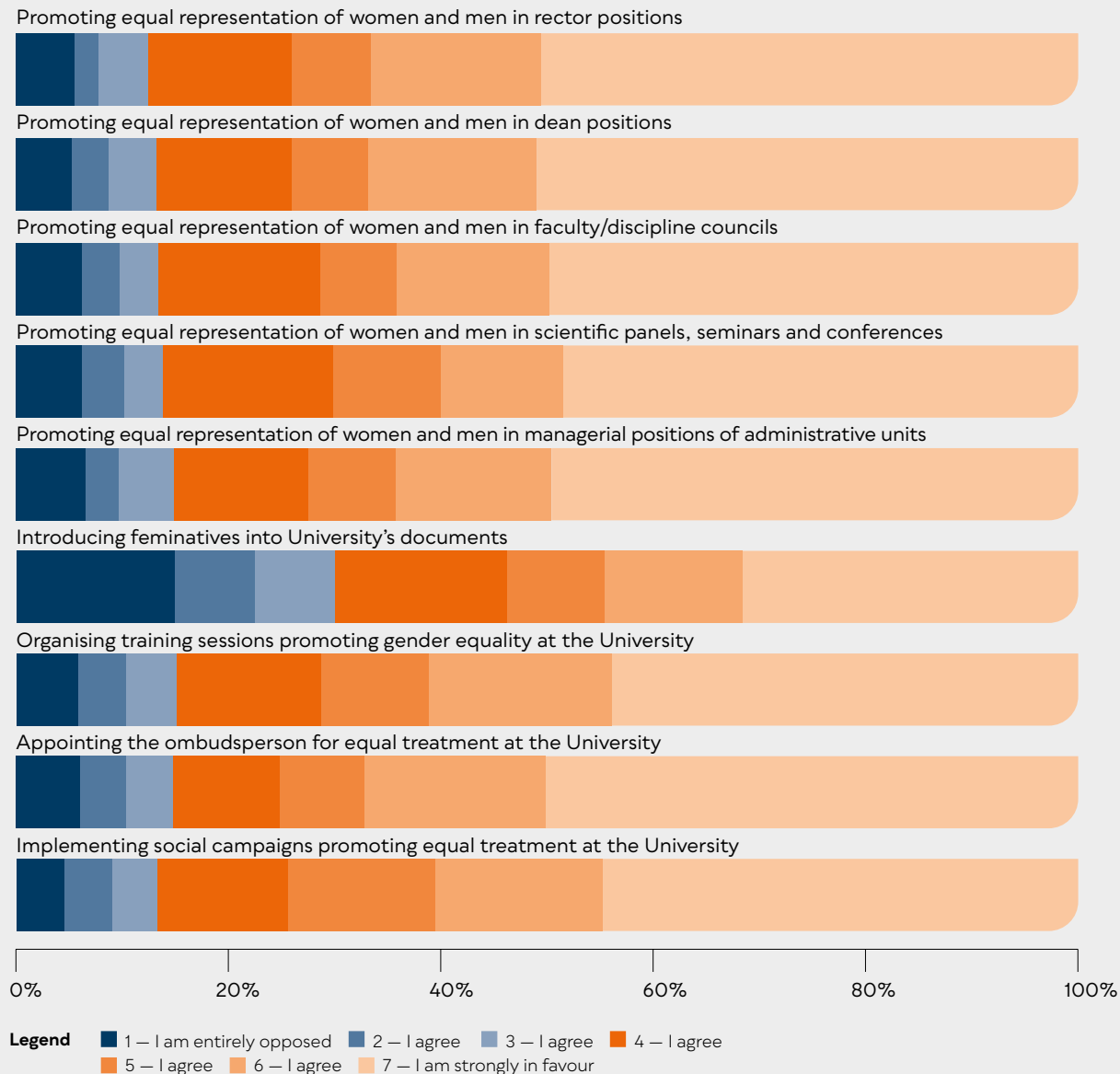


Perception of the equality initiatives implemented at the University of Gdańsk

Around 42% of the individuals who participated in the study had read the GEP for the years 2022–2023. A positive attitude towards equality initiatives was dominant amongst the study participants (Figure 16). Some of the most appreciated and supported initiatives included the promotion of equal representation of women and men in rector and dean positions and among members of faculty or discipline councils. The study participants also expressed their approval for the appointment of the Ombudsperson for Equal Treatment and Anti-harassment at the UG and for the organisation of training sessions to promote gender equality.

Figure 16.

Approval for activities connected with gender equality at the University of Gdańsk



The study participants were given the opportunity to share their ideas and recommendations regarding measures necessary for the promotion of gender equality. The most frequently mentioned idea concerned obligatory training on equal treatment for UG managerial staff, including heads of sections or departments. The necessity to implement a greater number of mentoring activities for a larger group of employees was additionally stressed. Activities to enhance work-life balance as well as organising childcare facilities within the UG were also of importance to the participants in the study. Another important issue concerned expanding equality measures by incorporating issues not only connected with the discrimination against women but also including the perspective of men and LGBTQ+ individuals. The above data was used in developing GEP for the University of Gdansk for the years 2024–2028.

IV. The Gender Equality Plan for the University of Gdańsk for the years 2024–2028

Objectives and areas

The five objectives presented below and included in the GEP are necessary to ensure balance in achieving gender equality at the University of Gdańsk. They have been set as a result of the analysis of the effects of the GEP for the years 2022–2023, the conclusions drawn from the analysis of quantitative data used to monitor the careers of male and female employees of the University of Gdańsk, as well as the analysis of a quantitative study conducted among UG employees between November and December 2023.



Objective 1.

Raising awareness of the importance of gender equality in the academic community

Action 1.1	Developing a concept for the synergy of all equality actions conducted at the University of Gdańsk by incorporating planned activities in the UG Strategy
Target group	Entire UG community
Time frame	2024
Units responsible	Rector's Team, University of Gdańsk Committee for Strategic Development and Process Modelling
Indicator	Implementation of specific individual objectives of the UG Strategy
Action 1.2	Establishing a feminatives committee – introducing feminatives into legal acts, agreements, the UG website and visual identification through a Senate resolution
Target group	UG employees, students and doctoral students
Time frame	Second half of 2024
Units responsible	Rector, Rector's representative
Indicator	Number of legal acts and documents into which feminatives have been introduced
Action 1.3	Online training: “Discrimination and sexual harassment at a higher education institution – responding and counteracting” – prepared in collaboration with the AGH University of Krakow (Annex 1)
Target group	UG employees
Time frame	Organising training sessions from 2024, preparing questionnaires – second half of 2024
Units responsible	Chancellor, HR, Centre for Didactic Development and Tutoring (CDDiT)/ Office of the Ombudsperson for Equality and Anti-harassment
Indicator	Number of questionnaires completed to assess the knowledge of UG employees regarding response procedures in contentious situations, as well as the number of cases reported and resolved

Action 1.4	Online training: “Discrimination and sexual harassment at a higher education institution – responding and counteracting” – prepared in collaboration with the AGH University of Krakow (Annex 1)
Target group	UG students and doctoral students
Time frame	Organising training sessions from 2024, preparing questionnaires – second half of 2024
Units responsible	Vice-Rector for Student Affairs, Chancellor, HR, CDDiT/Office of the Ombudsperson for Equality and Anti-harassment
Indicator	Number of questionnaires completed to assess the knowledge of UG students and doctoral students regarding response procedures in contentious situations, as well as the number of cases reported and resolved
Action 1.5	Research into how the student and doctoral student communities perceive equality and inclusiveness at the UG
Target group	UG students and doctoral students
Time frame	Conducting online questionnaires – from 2025
Units responsible	Office of the Ombudsperson for Equality and Anti-harassment
Indicator	Number of questionnaires completed to assess the knowledge of UG students and doctoral students regarding response procedures in contentious situations, as well as the number of cases reported and resolved
Action 1.6	Ongoing development of the UG subpage containing information on 1) women in UG history 2) women in UG management bodies and 3) the participation of women in decision-making bodies as well as gender equality indicators. Making biographical entries of women and men of importance to the history and management of the UG into Gedanopedia and Wikipedia
Target group	Academic community, local community
Time frame	Continuation of activities conducted since 2022; continuous development of websites
Units responsible	University of Gdańsk Committee for Social Responsibility
Indicator	Number of biographical entries of women posted on the UG website and in Gedanopedia/Wikipedia. Over the course of the MINDtheGEPs project, an annual increase of at least 10% in the number of biographical entries of women and men made into Gedanopedia/Wikipedia



Objective 2.

Decision-making bodies: gendering leaders and institutions

Action 2.1	Determining the recommendations regarding gender balance in managerial positions and decision-making bodies at the UG
Target group	UG management, UG employees
Time frame	Permanent action from the academic year 2024/25
Units responsible	Rector, Chancellor, HR, MINDtheGEPs Team
Indicator	Percentage of women in managerial positions, boards and conference organising committees
Action 2.2	Online training: “Managing diversity in the academic environment” – prepared in collaboration with the AGH University of Krakow (Annex 1)
Target group	UG students and doctoral students
Time frame	Implementing the course from the academic year 2024/25
Units responsible	Vice-Rector for Student Affairs, Chancellor, HR, MINDtheGEPs Team, IT Centre (making entries into the UG website and system), Centre for Personnel Affairs
Indicator	Number of students trained
Action 2.3	Training sessions for new heads of scientific and research projects (Annex 1)
Target group	Heads of research projects, PI following the award of a grant
Time frame	Preparation from 2024, implementation from 2025
Units responsible	Project Preparation Support Office – Project Incubator, Vice-Rector for Research, Chancellor, HR
Indicator	Number of individuals trained: the above-mentioned target group of UG employees



Action 2.4	Training sessions on team management for heads of scientific units (Annex 1)
Target group	Heads of UG units
Time frame	Preparation from 2024, implementation from 2025
Units responsible	Vice-Rector for Research, Chancellor, HR
Indicator	Implementing entity – possibility of employing an external entity
Action 2.5	Number of individuals trained: the above-mentioned target group of UG employees
Target group	Training sessions on team management for doctoral students (Annex 1)
Time frame	UG doctoral students
Units responsible	Preparation from 2024, implementation from 2025
Indicator	Vice-Rector for Research; implementing entity – the Division of Intercultural Psychology and Gender Psychology
Action 2.6	Number of doctoral students trained Monitoring the indicators of equal treatment of women and men: collecting and analysing personnel, financial and biometric data and monitoring the gender index
Target group	UG community
Time frame	Continuation of activities initiated in 2022
Units responsible	Rector, Rector's Representative for Monitoring Gender Equality at the UG
Indicator	Report by the Rector's Ombudsperson for Monitoring Gender Equality at the UG comparing study results across subsequent years



Objective 3.

Balancing recruitment and career progression

Action 3.1	Online training: “Equal treatment in recruitment and professional careers” – prepared in collaboration with the AGH University of Krakow (Annex 1)
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Target group	Heads of UG units
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Time frame	Course implementation from 2025
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Units responsible	Vice-Rector for Research, Chancellor, HR, MINDtheGEPs Team
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Indicator	Number of individuals trained
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Action 3.2	Mentoring for employees in research and didactic as well as research positions. Incorporating aspects of equal treatment of women and men and the specifics of women’s family situation into the “UG Staff Development Policy”
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Target group	New employees, UG employees – research and didactic path, research path (following a doctoral dissertation and habilitation). Annual groups consisting of 12 individuals (6 post-doctoral and 6 post-habilitation)
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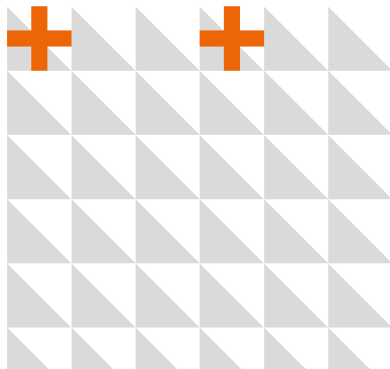
Time frame	Continuation of activities initiated in 2022
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Units responsible	CDDiT, Chancellor, HR
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Indicator	Number of individuals mentored
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Action 3.3	Mentoring for employees in administrative and technical positions. Incorporating aspects of equal treatment of women and men and the specifics of women’s family situation into the “UG Staff Development Policy”
Target group	New employees, UG employees – administrative and technical paths; test group: 12 individuals
Time frame	Commencement of activities – 2024
Units responsible	CDDiT, Chancellor, HR
Indicator	Number of individuals mentored
Action 3.4	Initiating actions to achieve balance in the remuneration of women and men: 1) through salary adjustments related to increased subsidies from the Ministry of Science and Higher Education 2) through promotions to higher positions 3) through new employment
Target group	UG Employees
Time frame	Commencement in 2022; implementation as part of ongoing activities through subsequent salary adjustments at the UG
Units responsible	Rector
Indicator	Indicators from the monitoring conducted by the Rector’s Ombudsman for Monitoring Gender Equality at the UG



Objective 4.

Gendering research and teaching

Action 4.1	Online training: “Managing diversity in research projects” – prepared in collaboration with the AGH University of Krakow (Annex 1)
Target group	Research and didactic employees
Time frame	Commencement of activities in 2024
Units responsible	Chancellor, HR, Vice-Rector for Research
Indicator	Number of individuals trained; annual minimum of 100 individuals; training prepared in advance as part of MINDtheGEPs in collaboration with the AGH University of Krakow
Action 4.2	Online training: “Managing diversity in research projects” – prepared in collaboration with the AGH University of Krakow (Annex 1)
Target group	UG students and doctoral students
Time frame	2024
Units responsible	Division of Intercultural Psychology and Gender Psychology, Chancellor, Vice-Rector for Student Affairs
Indicator	Number of individuals trained; around 100 individuals annually + all persons in doctoral schools
Action 4.3	Implementing an obligatory course “Equality and balance in research projects” for all doctoral schools (Annex 1)
Target group	UG doctoral students
Time frame	An annual obligatory full-time course in doctoral schools from 2025
Units responsible	Division of Intercultural Psychology and Gender Psychology, Chancellor, HR, Vice-Rector for Student Affairs
Indicator	Number of UG doctoral students trained

Action 4.4	A training session for students of doctoral schools on integrating the perspective of gender, diversity and equality in education (Annex 1)
Target group	Doctoral students
Time frame	Implementing the obligatory course in doctoral schools from 2025
Units responsible	Vice-Rector for Student affairs, Chancellor, HR, MINDtheGEPs Team
Indicator	Number of individuals trained
Action 4.5	Four annual awards for the best master's theses and doctoral dissertations which integrate the gender dimension in the research design and interpretation (one award each for MA and PhD students in exact and natural sciences, and one each for MA and PhD students in social sciences and humanities)
Target group	MA and PhD students of the UG
Time frame	Commencement of activities in 2022; continuing to present the awards in the years 2024–2028
Units responsible	The award committee appointed by the UG Rector
Indicator	Comparing the number of theses which integrate the gender dimension in research in the year preceding the introduction of the award with the number three years after the announcement of the competition and the introduction of the award
Action 4.6	The annual Johanna Schopenhauer Award for female academic teachers who have been awarded the title of professor
Target group	Women from the research and didactic path, as well as the research path, shortly after being awarded the title of professor
Time frame	Commencing work in 2023; announcing the competition in 2024
Units responsible	Rector, MINDtheGEPs Team, GEP Implementing Board and MINDtheGEPs Delegates Network, Centre for Sustainable Development
Indicator	Comparing the works which integrate the gender dimension in research in the year preceding the introduction of the award with the number three years after the announcement of the competition and the introduction of the award

Action 4.7	Organising an annual conference at the UG on gender equality in scientific research or incorporating an appropriate panel into another annually organised conference. The ultimate goal is to organise a separate annual conference on the aforementioned subject where the awarded works will be presented.
Target group	UG employees – research and didactic path, research path as well as didactic path, doctoral students, MA and PhD students of the UG
Time frame	The first edition of the panel/conference in 2025
Units responsible	Continuation of activities; meetings of, for example, the Fahrenheit Universities Women's Club may be transformed into a conference
Indicator	Number of participants (minimum 100 individuals)
Action 4.8	Integrating a gender perspective into scientific content and guidelines for authors of publications, journal boards as well as editorial and review teams of UG journals
Target group	Editors and other individuals involved in the publishing process of journals and publications; employees in research and didactic as well as research positions
Time frame	From 2024 organising “Train the trainers” sessions for CDDiT tutors
Units responsible	Vice-Rector for Research
Indicator	Number of individuals trained
Action 4.9	Introducing the “No panel without women” rule to ensure an equal representation of women in scientific events organised at the UG
Target group	Entire academic community
Time frame	From 2025
Units responsible	Vice-Rector for Research
Indicator	Number of events held at the UG in which women are present as organisers, speakers, panellists or experts

Action 4.10	Assistance in integrating a gender perspective into new UG projects, offered by the UG Project Incubator (after prior training) to individuals submitting applications; including a question regarding the integration of a gender perspective into the project charter used at the UG
Target group	All current and future heads of projects completing the UG project charter; research as well as research and didactic paths
Time frame	Implementation in 2024
Units responsible	Office for Scientific Projects, Vice-Rector for Research
Indicator	Number of projects in which the heads have identified the above-mentioned subject matter
Action 4.11	Introducing the training: “The role of gender in research and the scientific career” at selected faculties
Target group	All heads of projects completing the UG project charter; research as well as research and didactic paths, doctoral students of all doctoral schools
Time frame	From 2025
Units responsible	Vice-Rector for Research, Office for Scientific Projects
Indicator	Increase in the number of projects which have received funding; increase in the performance indicator



Objective 5.

Improving work-life balance

Action 5.1	Mentoring for research and didactic employees (12 individuals per year)
Target group	Scientific employees (research, research and didactic as well as didactic paths) and doctoral students
Time frame	Implementation from 2024
Units responsible	Chancellor, HR, CDDiT
Indicator	Number of individuals trained
Action 5.2	Mentoring for administrative employees (12 individuals per year)
Target group	UG employees
Time frame	From 2025
Units responsible	Chancellor, HR, CDDiT
Indicator	Number of individuals trained
Action 5.3	A promotional and information campaign encouraging men to take parental leave
Target group	UG employees
Time frame	Implementation in 2024
Units responsible	MNDtheGEPs Team, Social Affairs Section
Indicator	Number of men taking parental leave



Action 5.4	Organising a university event to celebrate free time for family/friends – as a category of importance to the University from the perspective of supporting its employees and their loved ones, Fahrenheit Science Picnic
Target group	Academic community, local community
Time frame	Continuation of activities initiated in 2022
Units responsible	Rector
Indicator	Number of participants
Action 5.5	Creating family rooms for parents of small children at various faculties or one well-equipped room e.g. in the UG Main Library
Target group	Parents of small children (employees, students, doctoral students), their partners and their children’s carers
Time frame	Commencing activities in 2022, two pilot projects at the ICCVS and the IFB
Units responsible	Rector, MINDtheGEPs Team, HR
Indicator	Number of rooms created; number of individuals using the rooms
Action 5.6	Creating recreational spaces on the UG Campus such as, for example, relaxation areas at various faculties, a playground, an outdoor gym or community gardens
Target group	Academic community, local community, UG Participatory budget
Time frame	From 2022
Units responsible	UG Chancellor, UG Participatory budget
Indicator	Number of modules created; estimated number of people using the recreational areas



Annex 1.

List of trainings and courses included in the GEP 2024–2028

NO.	TRAININGS	ACTION IN GEP	HEADS OF UG UNITS (FACULTIES, CENTERS, INSTITUTES, DEPARTMENTS, LABORATORIES, CENTRAL AND FACULTIES' ADMINISTRATION OFFICES)	NEW PROJECTS' LEADERS/PIs
1	Discrimination and sexual harassment at a higher education institution – responding and counteracting	Action 1.3	on-line obligatory training	
		Action 1.4		
		Action 2.2		
2	Managing diversity in the academic environment	Action 2.3		stationary obligatory training
		Action 2.4	stationary obligatory training	
		Action 2.5		
3	Equal treatment in recruitment and professional careers	Action 3.1	on-line obligatory training	
		Action 4.1		
4	Managing diversity in research projects	Action 4.2.		
		Action 4.3		
5	Equality and balance in research projects	Action 4.3		
6	Integrating the perspective of gender, diversity and equality in education	Action 4.4		

TARGET GROUPS

RESEARCH AND TEACHING STAFF	ALL STAFF	PhD STUDENTS	STUDENTS
	on-line recommended training		
		on-line obligatory training	on-line recommended training
		on-line obligatory training	on-line recommended training
		stationary obligatory training	
on-line recommended training			
		on-line recommended training	on-line recommended training
		stationary obligatory training	
		stationary obligatory training	

V. Summary

The University of Gdańsk is involved in actions for gender equality. “**The Gender Equality Plan for the University of Gdańsk for the years 2024–2028**” sets out specific objectives and actions as well as indicators to achieve them. The activities undertaken at the UG also include monitoring data, collecting information on good practices, analysing and promoting these practices, providing information on equality-oriented courses and training sessions, as well as developing and implementing a system to monitor gender equality. Raising awareness, sharing knowledge about gender equality, and developing competence and effective communication form the foundation of science culture equality at the University of Gdańsk.



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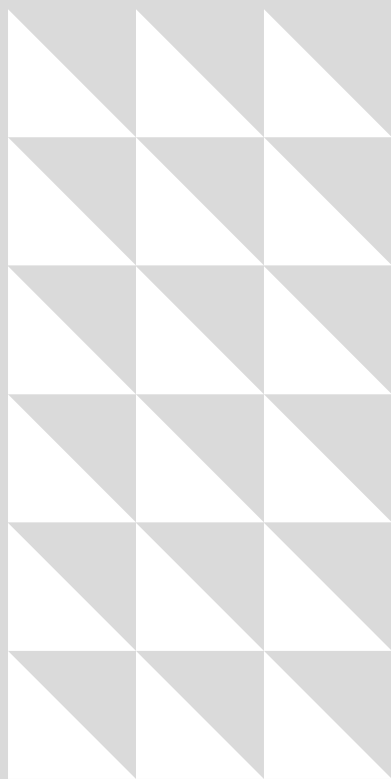




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