Gender Equality Plan

Appendix to Order No. Z.130.2022.2023 of 12 June 2023

Bydgoszcz University of Science and Technology
named after Jan and Jędrzej Śniadecki

TABLE OF CONTENTS

1. Introduction
2. Context
3. Objectives of the Gender Equality Plan
4. Stages of Work
5. Data Analysis
   5.1. Dataset Obtained for Analysis
   5.2. Employment
   5.2.1. Overall Female-to-Male Ratio
   5.2.2. Overall Employment Structure
   5.2.3. Employment Structure by Gender Across BUT Faculties and Units
   5.3. Structure of Scientific Discipline Councils
   5.4. Characteristics of the Management Staff of Bydgoszcz University of Science and Technology
   5.5. Employee Remuneration
   5.6. Teaching Workload
   5.7. Participation in Training
   5.8. Promotions
   5.9. Awards
6. Conclusions and Synthesis
   6.1. Measurable Criteria – Assessment of the Current State of Gender Equality at BUT
   6.2. Non-Measurable Criteria
7. Recommendations and Action Plan

---

1. INTRODUCTION

The **Gender Equality Plan of Bydgoszcz University of Science and Technology** is an official document introduced by an Order of the Rector of Bydgoszcz University of Science and Technology.

The Gender Equality Plan of Bydgoszcz University of Science and Technology is a **public document**.

The Plan was developed in February 2023 by a team consisting of the following members (in alphabetical order):

- Prof. Michał Choraś, PhD, DSc, Eng.
- Rafał Kozik, PhD, DSc, Eng., BUT Professor
- Marek Pawlicki, PhD, Eng.

The data used and analysed in the Gender Equality Plan of Bydgoszcz University of Science and Technology were up to date as of the end of 2022.

---

2. CONTEXT

The Gender Equality Plan is consistent with the BUT Strategy developed in June 2021 and implemented by the University authorities and community. In particular, the Gender Equality Plan is consistent with the following values listed in the Strategy: **Diversity and Cooperation**.

The Gender Equality Plan presents the current situation and gender-related data at the University, provides an analysis of these data, and contains recommendations for the future.

The Gender Equality Plan is an element of promoting and raising awareness of diversity and equality with regard to gender, origin, beliefs, religion, etc.

As indicated by its title, this document focuses specifically on and presents gender-related data. However, it should be regarded as part of a broader policy supporting diversity and equality (including in accordance with the publication *"Gender Equality Plans (GEPs) in Horizon Europe – A Guide for Polish Public Entities: How to Understand and Develop a GEP in Order to Apply for Horizon Europe Funding"*).

Gender-related data were collected and analysed because, as an employer, the University cannot and does not intend to collect data concerning other aspects such as religion, lack of religious affiliation, sexual preferences, etc.

A Gender Equality Plan for public organisations is required by the European Commission, including for Horizon Europe projects, and is also an element in building the brand of Bydgoszcz University of Science and Technology as a modern and employee-friendly employer.

This Gender Equality Plan was developed in accordance with the methodology proposed by **EIGE (European Institute for Gender Equality)** and meets the required criteria for Gender Equality Plans (GEPs):

- it is a public document introduced by the Rector of BUT;
- the University has the resources necessary to implement the Plan;
- the document presents an analysis of collected gender equality data;
- the document recommends training in equality, diversity and equal treatment.

Among other things, the document collects and presents data concerning the organisational culture of Bydgoszcz University of Science and Technology, gender balance in management positions, and gender equality in promotions.

---

3. OBJECTIVES OF THE GENDER EQUALITY PLAN

Bydgoszcz University of Science and Technology **MUST BE** an employer and organisation that promotes and supports diversity and equal treatment among its employees, students and the wider community.

Bydgoszcz University of Science and Technology **MUST NOT** discriminate against anyone (an employee, candidate, student or any other person) on the grounds of gender, origin, race, beliefs, religion (of any kind) or lack of religious affiliation, age, manner of dress, political views (provided they comply with the law), or sexual preferences (provided they comply with the law).

Bydgoszcz University of Science and Technology **MUST** support gender equality, diversity and multiculturalism (different perspectives, different generations and different backgrounds) among its employees and students.

Bydgoszcz University of Science and Technology **MUST** eliminate all attitudes and procedures that lead to inequality and discrimination.

Bydgoszcz University of Science and Technology **IS** a scientific institution that promotes a scientific approach. Therefore, as an institution, it **IS NOT AND MUST NOT BE** affiliated with any faith, religion, religious denomination or political party.

---

4. STAGES OF WORK

December 2022

- Commencement of conceptual work by the authors of the Gender Equality Plan:
  - Prof. Michał Choraś, PhD, DSc, Eng.
  - Rafał Kozik, PhD, DSc, Eng., BUT Professor
  - Marek Pawlicki, PhD, Eng.
- Analysis of needs and preparation of the work plan.

- Analysis of methodologies, reports and requirements concerning the development of Gender Equality Plans.
- Submission of a request for a dataset to the Rector.

January 2023

- Acquisition of data.
- Data analysis.
- Data visualisation.

February 2023

- Work on the Gender Equality Plan.
- Completion of work on and editing of the Gender Equality Plan.
- Presentation of the proposed Gender Equality Plan to the Rector.

March 2023

- Correction of inconsistencies, editing and preparation of the final version.

---

5. DATA ANALYSIS

5.1. Dataset Obtained for Analysis

In the fourth quarter of 2022, the team working on the Gender Equality Plan submitted a request for aggregated data, broken down by men and women, including the following categories:

Employment:

- by employment group;
- across eight faculties.

Salaries:

- by employment group (administration, PhD, habilitated doctor, BUT professor, professor, etc.);
- across eight faculties.

In addition, data were requested concerning:

- composition of the management staff;
- composition of scientific discipline councils, programme councils, the Senate, governing bodies, etc.;
- projects – project managers;
- awards, medals and nominations;
- promotions;

- average teaching workload;
- completed training;
- number of maternity/paternity leaves.

Time periods or specific dates (points in time) were specified for the above data. After receiving the data, the team analysed and selected them. The data that best illustrated aspects of equal treatment and gender equality are presented in the following subsections of this document.

5.2. Employment

This section presents a statistical breakdown of the number of women and men in individual positions and faculties.

Employment information constitutes baseline data that are also used as a reference value for further analyses.

5.2.1. Overall Female-to-Male Ratio

This section presents an overall summary of the number of employees in 2021–2022, with particular emphasis on the female-to-male ratio.

According to the data presented in Figures 1 and 2, the overall numbers of women and men employed at the University are similar, indicating a balance in employment in both 2021 and 2022.

Figure 1. Employment in 2021

- Women: 571
- Men: 465

Figure 2. Employment in 2022

- Women: 570
- Men: 447

5.2.2. Overall Employment Structure

This section presents the female-to-male ratio taking into account positions within the BUT organisational structure.

According to the current employment structure data:

- Among BUT employees who are not academic teachers, more than twice as many women as men are employed.
- The overall number of academic teachers is similar for both genders, with men forming a slight majority.

- The numbers of employees holding a Master's degree or equivalent qualification and those holding a doctoral degree are similar for women and men.
- Among employees holding a habilitated doctoral degree, almost twice as many men as women are employed.
- Among employees holding the title of professor, almost three times as many men as women are employed.

These data reflect the general employment situation at universities in Poland [National Science Centre Report: *The Functioning of Women and Men in Science. Survey Results*, 2022], characterised by similar numbers of women and men at the early stages of an academic career (doctoral level) and a significant predominance of men at later stages of academic careers (habilitation and professorship).

Figure 3. Female-to-male ratio by position

Position	Women	Men
Habilitated doctor	36	68
Doctor	130	145
Master's degree	66	50
Non-academic teacher	325	149
Professor	13	35

5.2.3. Employment Structure by Gender Across BUT Faculties and Units

This section presents the overall female-to-male ratio across different BUT faculties. A similar analysis was also conducted taking into account the positions held.

Figure 4. Female-to-male ratio by BUT faculty and unit

Figure 5. Number of women in individual positions by BUT faculty and unit

Figure 6. Number of men in individual positions by BUT faculty and unit

---

5.3. Structure of Scientific Discipline Councils

This section presents the overall female-to-male ratio on the Scientific Discipline Councils at BUT. Members of Scientific Discipline Councils are elected within their respective disciplines.

Comparing the data in Figure 7 with the overall employment situation in the faculties (although faculties do not necessarily correspond directly to disciplines, their employment profiles are similar), the following observations can be made:

- At WRiB, more women than men are employed (61:37), whereas the Scientific Discipline Council for Agriculture and Horticulture has more men than women (13:12).
- Women have proportionally lower representation on the Scientific Discipline Councils for Chemical Sciences and Chemical Engineering relative to their employment at WTiCH; nevertheless, women still outnumber men on these councils.
- On the other Scientific Discipline Councils, the situation is similar to the employment structure within the respective faculties.

It should be noted that members of Scientific Discipline Councils do not have to hold a habilitated doctoral degree or the title of professor; for example, they may hold doctoral degrees.

Figure 7. Female-to-male ratio on individual Scientific Discipline Councils

Disciplines presented in the figure:

- Information and Communication Technology
- Automation, Electronics and Electrical Engineering
- Chemical Engineering
- Civil Engineering and Transport
- Mechanical Engineering
- Chemical Sciences
- Management and Quality Studies
- Agriculture and Horticulture
- Fine Arts and Art Conservation
- Animal Science and Fisheries

5.4. CHARACTERISTICS OF THE MANAGEMENT STAFF OF BYDGOSZCZ UNIVERSITY OF SCIENCE AND TECHNOLOGY

This section presents the overall female-to-male ratio in BUT management positions.

It should be noted that the position of Rector is filled through an election by the academic community. The remaining positions are filled by appointment, meaning that a gender equality policy can be implemented in relation to these positions.

The data obtained and presented in Table 1 indicate gender equality in appointed management positions (most often appointed by the Rector). Of particular note is the equal number of women and men among Vice-Rectors and Deans.

Table 1. Management Staff of Bydgoszcz University of Science and Technology

Position	Men	Women
Rector (elected)	1	–
Vice-Rectors	1	1
Deans	4	4
Vice-Deans	2	6
Bursars	1	2
Chancellor	1	–
Directors	2	1

Figure 8. Number of women and men in management positions by faculty and unit

---

5.5. EMPLOYEE REMUNERATION

This section presents the situation concerning remuneration.

As illustrated in Figure 9, there are no gender-related disparities in remuneration at the University. This is an important aspect because gender equality is often considered in terms of soft and symbolic issues, whereas remuneration is a highly practical and "tangible" aspect.

Reducing the Gender Pay Gap in the European Union is one of the main strategic objectives identified in the document *A Union of Equality: Gender Equality Strategy 2020–2025*, Brussels 2020.

At the University, the following indicators:

- **Gender Pay Gap** [Eurostat], and
- **Wage equality for similar work** [World Economic Forum: *Global Gender Gap Report 2022*]

are at levels indicating gender equality in remuneration.

Compared with the remuneration data presented in the above-mentioned reports, Bydgoszcz University of Science and Technology performs significantly better as an employer that maintains balance in remuneration and does not discriminate against either gender.

Figure 9. Average salaries of women and men by position, 2021–2023

Position	Women	Men
Assistant Professor	5,030	5,157
Assistant	3,865	3,893
Non-academic teacher	3,530	3,792
Professor	7,473	7,364
University Professor	6,070	6,079

5.6. TEACHING WORKLOAD

This section presents the situation concerning teaching workload.

As illustrated in Figures 10–12, there are no significant gender-related disparities in teaching workload at the University.

Based on university-wide data, women can be observed to have a slightly higher average teaching workload (264:252).

Similarly, across individual faculties (Figure 12), the teaching workload is almost evenly distributed between both genders.

The only element indicating a certain disparity is that only men have, on average, a teaching workload below the required minimum workload (Figure 12: WRiB, WTiCH).

Figure 10. Average teaching workload for women and men in individual academic years

Academic Year	Women	Men
2020/21	272	267

Academic Year	Women	Men
2021/22	259	234
2022/23	260	255

Figure 11. Average teaching workload for women and men (2022/23)

Women: 255
Men: 260

Figure 12. Average teaching workload (2022/23) for women and men by faculty

---

5.7. PARTICIPATION IN TRAINING

This section presents data concerning participation in training.

As illustrated in Figure 13, women at the University participate in a greater number of professional development training courses.

Figure 13. Total number of training courses completed, 2020–2022

Year	Women	Men
2020	55	40
2021	79	39
2022	91	36

5.8. PROMOTIONS

This section presents promotion data broken down by gender.

As illustrated in Figure 14, the number of promotions among women and men was almost identical in 2020–2022.

The number of promotions at individual stages of an academic career was also relatively evenly distributed (Figure 15):

- Almost the same number of women and men obtained doctoral degrees (10 women:11 men).

- Significantly more women obtained habilitated doctoral degrees (10 women:6 men).
- More men obtained the title of professor (7 men:5 women).

At Bydgoszcz University of Science and Technology, neither gender has been favoured over the last three years in terms of opportunities to obtain academic degrees and titles.

Figure 14. Total number of promotions, 2020–2022

- Women: 25
- Men: 24

Figure 15. Total number of promotions by type, 2020–2022

Academic advancement	Women	Men
Doctoral degree	10	11
Habilitated doctoral degree	10	6
Professor	5	7

5.9. AWARDS

This section presents data concerning awards granted, broken down by gender.

As illustrated in Figure 16, the number of awards granted to women was higher than the number granted to men in 2020–2022. The difference was disproportionately large in relation to the employment numbers of women and men at the University (Figure 1).

Women also received more Rector’s Awards (Figure 17).

Figure 16. Total number of awards granted in 2019–2022

- Women: 821
- Men: 560

Figure 17. Total number of awards granted in 2019–2022, by type

Type	Women	Men
Rector’s Awards	757	506
Decorations awarded	64	54

6. CONCLUSIONS AND SYNTHESIS

6.1. Measurable Criteria – Assessment of the Current State of Gender Equality at BUT

Based on the data, gender equality is at a **very good (exemplary) level** with regard to the following criteria:

- Equal participation of women and men in university authorities and important management positions. At present, gender equality exists at Bydgoszcz University of Science and Technology: both genders are equally represented in the University authorities and decision-making bodies.
- Equal levels of remuneration and no Gender Pay Gap.
- Balanced average employment levels.
- High participation of women in training, awards and promotions over the last three years.

Based on the data, gender equality is at a **good level** with regard to the following criteria:

- Balanced teaching workloads.
- Proportional gender representation on most Scientific Discipline Councils.

Based on the data, gender equality is at an **unsatisfactory level** with regard to the following criterion:

- The predominance of men among employees holding habilitated doctoral degrees and the title of professor. However, promotion data for the last three years show that at Bydgoszcz University of Science and Technology neither gender has been favoured during this period in terms of opportunities to obtain academic degrees and titles.

6.2. Non-Measurable Criteria

The University participates in initiatives promoting the participation of women in science and engineering, including:

- **Girls Go to Universities of Technology**
- **Women in IT**

In addition, the University carries out internal promotional activities presenting women in science. For example, on the occasion of International Women's Day, interviews with female researchers from Bydgoszcz University of Science and Technology were recorded and published on BUT social media.

Such activities are very important for raising awareness of gender equality, including in science and engineering. The University should eliminate outdated prejudices, superstitions and discrimination against women.

Furthermore, significant attention should be paid to eliminating hate speech and manifestations of discrimination, including ridicule, directed against members of minority groups and people who differ in any respect, including style, clothing or background.

Another important element is building awareness and a culture of diversity and equal treatment, including providing specific and practical knowledge on how to behave in difficult situations.

Therefore, training for management staff and the broader BUT academic community should be continued and expanded.

It is worth noting positively that a number of training courses have already been organised by an external company and external trainers for Vice-Rectors, Deans and Vice-Deans, including:

- Communication with, support for and work with students during or after gender reassignment.
- Students with disabilities – optimisation of the educational process and development of a long-term university strategy addressing legal requirements and barriers in the educational process.
- Communication with a person with a mental disorder in an academic environment – training for team leaders.

Bydgoszcz University of Science and Technology will be stronger through diversity!

---

7. RECOMMENDATIONS AND ACTION PLAN

The current situation concerning equal treatment and gender equality at Bydgoszcz University of Science and Technology is very good. Nevertheless, the following measures are recommended for implementation over the next 18 months.

R1 – Deadline: 06/2023

Establishment of an Equal Treatment Team at BUT (or inclusion of these matters within the responsibilities of another team).

There is no place at Bydgoszcz University of Science and Technology for discrimination against persons (employees, candidates, students or external persons) on the grounds of gender, origin, race, beliefs, religion (of any kind) or lack of religious affiliation, age, manner of dress, political views (provided they comply with the law), sexual preferences (provided they comply with the law), etc.

Any violations in this respect, including those involving language and hate speech, should be condemned and penalised.

Indicator: Establishment of one Team.
Responsibility: Rector of BUT

R2 – Deadline: 08/2023

Work towards establishing a university nursery/kindergarten for the children of BUT employees.

As a first step, potential interest among employees in establishing a kindergarten should be examined and assessed.

A university kindergarten may contribute to an employee-friendly working environment and enable women to return to effective academic work sooner.

Indicator: Analysis and decisions concerning the kindergarten.
Responsibility: Chancellor of BUT

R3 – Deadline: 05/2023

Consideration and introduction of rules concerning opportunities for remote work and flexible working hours.

Flexible working hours and voluntary, rather than compulsory, remote work may in some cases support the development of the academic careers of both women and men by enabling them to reconcile family and professional life.

Remote work is an element of an employee-friendly working environment and can, among other things, enable women to return to effective academic work sooner after childbirth.

Indicator: Introduction of rules/regulations concerning remote work (so-called home office).
Responsibility: Rector of BUT

R4 – Deadline: 03/2024

Further training for BUT management staff in equal treatment, diversity and multiculturalism.

Continuation of training for management staff and leaders.

Indicator: Every employee to receive training on equal treatment at least once.
Responsibility: Rector of BUT

R5 – Deadline: 03/2024

Planning training on equal treatment, diversity and multiculturalism.

Training should be provided to a broad section of the academic community.

Training is an element of staff development policy in the areas of gender equality, diversity and equal treatment.

Training contributes to building a culture of non-discrimination and inclusion.

Training should also counter discriminatory attitudes and all forms of cultural and religious prejudice.

Training should also promote a culture of positive responses to pregnancy and support both men and women in reconciling family, private and professional life (so-called **work-life balance**).

It is also recommended that courses concerning multiculturalism and working in a multicultural environment be introduced into students' curricula.

Indicator: Every employee to receive training on equal treatment at least once.
Responsibility: Vice-Rector for Education and Student Affairs

---

R6 – Deadline: 03/2024

Conducting a survey examining employees' and students' perceptions of the current situation regarding equal treatment and diversity at BUT.

This document presents a considerable amount of data and numerous figures concerning gender equality. However, figures and data do not always reflect non-measurable aspects or employees' perceptions and experiences.

Therefore, conducting a survey is recommended.

Indicator: One survey to be distributed to every BUT employee.
Responsibility: Vice-Rector for Education and Student Affairs

---

R7 – Deadline: 10/2024 and 10/2025

Monitoring the Gender Equality Plan and the situation regarding equal treatment at BUT.

The situation and data concerning the Gender Equality Plan and equal treatment at BUT should be monitored on an ongoing basis.

This is one of the objectives and responsibilities of the Equal Treatment Team referred to in Recommendation R1.

Indicator: One annual report monitoring the Gender Equality Plan (GEP) and the situation regarding equal treatment.
Responsibility: Equal Treatment Team

Bydgoszcz University of Science and Technology
pbs.edu.pl

English translation of the content of the supplied Polish Gender Equality Plan.