

Technical University in Zvolen

R-10814/ 2022

Organizational Directive 4/2022

**Institutional strategy – Gender Equality Plan at the Technical
University in Zvolen**

2022

Content

Article 1 Introductory provisions 3

Article 2 Gender equality plan of the Technical University in Zvolen 3

Article 3 Implementation of the Gender Equality Plan 4

Article 4 Final provisions 4

Article 1

Introductory provisions

- 1) The Technical University in Zvolen (hereinafter referred to as "TUZVO"), as an important educational, scientific and artistic institution, has a clearly defined mission in its long-term objective, which it consistently fulfills through the strategy and processes of quality assurance of higher education, quality of research, development, artistic or other creative activities.
- 2) The institutional strategy - the gender equality plan at TUZVO, was created in 2022 in accordance with the procedures for applying gender equality in all the main and supporting activities of the university that have been followed so far, which enable the integration of gender equality in all bodies, in the career progression of employees, in the admission of applicants for studies, in everyday research practice and in education.
- 3) The gender equality plan at TUZVO is an integral part of the internal quality assurance system at TUZVO. Its basic principle is the fulfillment of the values of TUZVO set out in the current long-term goal, which are: humanism, correctness, morality, equal opportunities, respect, loyalty, efficiency, progress, quality and diversity.
- 4) The Gender Equality Plan is a flexible tool with activities stimulating a gender-conscious organizational culture that reinforces democratic and humanistic values and contributes to the development of non-discrimination, respect and open communication.

Article 2

Gender equality plan of the Technical University in Zvolen

- 1) Key areas of the Gender Equality Plan:
 - A. Gender equality in leadership and decision-making.
 - B. Gender equality in recruitment, career progression and admission.
 - C. Gender equality and organizational culture.
 - D. Gender equality in research and education.
 - E. Gender equality and reconciling personal and professional life.
 - F. Gender equality and prevention of gender-based violence.
- 2) The main objectives of the Gender Equality Plan are:

Objective A1: Sustained development of gender awareness in management activities.

Objective B1: Consistent application of the gender dimension in transparent recruitment procedures for employment and studies.

Objective C1: Influencing public opinion on gender sensitivity and accountability.

Objective D1: Promote the visibility of women in science and pedagogy.

Objective E1: Introducing tools for reconciling personal and professional life.

Objective F1: Rejection of gender-based verbal and physical violence.

- 3) Activities of the Gender Equality Plan:
 - A1.1 Monitoring the representation of women in individual job positions and functions.
 - A1.2 Creation of a support system for suitable female candidates for selected positions with under-representation of women.
 - B1.1 Monitoring the application of the gender approach in selection and admission procedures.
 - B1.2 Preparation of training for human resources management and study departments.
 - C1.1 Monitoring the collection of gender-sensitive statistical data for the preparation of annual reports of faculties and TUZVO.
 - C1.2 Draft methodological guidance for the collection and processing of gender-sensitive data.
 - D1.1 Monitoring gender representation in research teams and programme boards.
 - D1.2 Promotion of successful women scientists, teachers and students on the TUZVO website.
 - E1.1 Monitoring the requirements of employees for flexible working hours and new forms of work for reconciling personal and professional life.
 - E1.2 Supporting staff in caring for children and relatives.
 - F1.1 Monitoring of manifestations of gender-based violence, including sexual harassment.
 - F1.2 Proposal for resolution mechanisms in cases of gender-based violence and sexual harassment.

Article 3

Implementation of the Gender Equality Plan

- 1) The implementation of the Gender Equality Plan and the report on its status will be ensured by the Gender Equality Commission of the TUZVO appointed by the Rector.
- 2) The committee will be represented by coordinators of the gender equality plan from the faculties (on the proposal of the deans, 4 members), other organizational components (on the proposal of the heads of the OOS, 2 members) and student representatives of the individual degrees of study (on the proposal of the student section of the TUZVO Academic Community, 6 members).
- 3) The Commission's report on the implementation of the objectives and activities of the Gender Equality Plan will be part of the regular deduction of the implementation of the Long-Term Objective of TUZVO for the years 2017-2023.

Article 4

Final provisions

- 1) The Gender Equality Plan is fulfilled by all parts of TUZVO, all employees, all students and all partners of TUZVO.
- 2) The Gender Equality Plan is implemented in line with the Long-term plan of TUZVO for 2017-2023.

- 3) This internal regulation was discussed by the TUZVO management on 14. 11. 2022.
- 4) This internal regulation shall enter into force and effect on the date of approval in the Academic Senate of the TUZVO on 08. 12. 2022.

.....

Dr. h. c. prof. Ing. Rudolf Kropil, PhD.

Rector of the Technical University in Zvolen