

# GENDER EQUALITY AND EQUALITY ACTIONS PLAN FOR 2022-2025

## I. Introduction

Taking into account that:

- the essence of the mission of the John Paul II Catholic University of Lublin, summarized in the motto *Deo et patriae*, is determined by its Catholic character, as well as the conviction that the idea of *universitas magistrorum et scholarium* is expressed in a common pursuit of truth, while maintaining freedom and responsibility and respecting the dignity of every human person,
- The University, as a Catholic higher education institution, is guided by the provisions of canon law, the indications contained in the documents of the Holy See and the statutes in accordance with the provisions of generally applicable law,

in addition, respecting:

- expressed in art. 18 of the Constitution of the Republic of Poland the principle of protection and support by public authorities for motherhood and parenthood
- expressed in art. 33 in connection with art. 70 section 4 and 5 of the Constitution of the Republic of Poland, the principle of equality between women and men in family, political, social and economic life, implemented through the obligation to ensure the equal right of both sexes to education, employment meaning freedom of work and prohibition of discrimination on grounds of sex in its implementation, promotion, which also means the prohibition of discrimination on grounds of sex in determining the criteria for holding managerial positions in the workplace, equal remuneration for work of equal value, social security, holding positions, performing functions and obtaining public dignity, decorations,
- the need to guarantee the obligation referred to in art. 73 of the Constitution of the Republic of Poland, which is freedom of artistic creation, scientific research and announcement of their results, freedom of teaching, as well as freedom to use cultural goods.

as well as following the principles expressed in:

- the act of 3 December 2010 on the implementation of certain provisions of the European Union regarding equal treatment, implementing Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
- the Convention on the elimination of all forms of discrimination against women, adopted by the United Nations General Assembly on 18 December 1979, as well as other provisions of international law of a general nature

and preserving:

- Catholic tradition, and above all – as recorded in the documents – the teaching

*Magisterium Ecclesiae* on the nature of the human person, from which the vision of sexuality arises,

- especially referring to the message of the Great Professor and Patron of the University, Pope St. John Paul II, which has repeatedly given and gives expression to concern for the integral perception of man, respect for his dignity and equality of woman and man, and the idea of sexuality and social life with the science of the family,
- the conviction that a Catholic university by its very nature is an institution that opens the way to the truth for all men and women of all nations and cultures who want it and helps them to reach it,
- the teaching that every university, especially a Catholic one, is called to act for the benefit of all people and every person, including those who are rejected by society and unaccepted by some people,

this' Gender Equality and Equality Actions Plan for 2022-2025 '(hereinafter referred to as the ' Gender Equality Plan ') is hereby implemented.

## II. Diagnosis

Basic figures for the University (as of 31 December 2021):

the University staff,

Total Staff		1917
including:		
women	1019	
men		898

University lecturers:		1086
women		
	498	
men		588

Non-academic staff, including:		831
women		
	521	
men		310

Management Staff

The University authorities (rector and vice-rectors), including:		5
women	3	
men		2

Faculty authorities (deans and vice-deans), including:		16
women	5	
men		11
Directors of the institutes, including:		18
women	6	
men		12
Directors and heads of university-wide administration units including:		40
women	19	
men		21

### 2.3. Students and doctoral students

Total students (first-cycle, second-cycle, uniform master's degree) including:		8302
Female	5382	
Male		2920
First-cycle students, including:		3951
women	2492	
men		1459
Second-cycle students, including:		1645
women	1114	
men		531
Students of uniform master's studies, including:		2706
women	1776	
men		930
Students of third-cycle (doctoral) studies, including:		469
women	253	
men		216
Participants of the Kul Doctoral School, including:		91
women	44	
men		47

Participants of the Theological Undergraduate and Specialist Theological Course 121  
including:

women	20	
men		101

Participants of postgraduate studies 462  
including:

women	307	
men		155

#### 2.4. Participation in research financed from external sources

National Projects		78
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Project managers		78
Women	41	

men		37
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Project contractors,		197
including:		

women	102	
men		95

International Projects		12
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Project managers		5
women	4	

men		1
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Coordinators of the KUL team (if the project leader is a foreign institution) 5  
including:

women	4	
men		1

Project Contractors		41
including:		

women	28	
men		13

The University is a family-friendly employer by respecting and promoting activities facilitating return to work after breaks related to parenting, making working time more flexible and allowing it to be adapted to the needs of working parents. The source of rights and obligations of the parties to the employment relationship in this respect is generally applicable legal acts and the provisions of the Work Regulations of the John Paul II Catholic University of Lublin resulting from them.

In addition, the University provides its employees with protection against discrimination, unequal treatment and mobbing in accordance with the provisions of strategic documents, such as the Kul Statute, and internal procedures developed for this purpose, such as the Internal Procedure for Counteracting Mobbing. Both the employer and employee representatives exercise control over the functioning of the protection, e.g.: Plenipotentiary of the Rector of KUL for counteracting mobbing, Academic Spokesperson of KUL.

### **III. Specific goals**

1. The Gender Equality Plan, based on the above-mentioned legal acts, proposes, develops and integrates the existing activities of the University for the equal treatment of all members of the university community.

2. The Gender Equality Plan is of a programmatic nature, and its general objective is to counteract discrimination against all members of the university community on the basis of biologically conceived gender and all factors related to it, as well as to introduce solutions supporting the integral development of each employee, student and doctoral student, and in particular facilitating the reconciliation of personal and family life and the associated obligations regarding, in particular, the care and upbringing of children with professional and student activity.

3. In addition, taking into account the financial instrument of the European Commission, i.e. the currently implemented Horizon Europe 2021-2027 framework programme, the priorities of the European Research Area, in particular the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers", the University's objectives are in particular:

- 3.1. Raising awareness of the principle of equality and non-discrimination;
- 3.2. Facilitating the reconciliation of family and professional life, having children and real career development of students and employees;
- 3.3. Compliance with the principles of non-discrimination and equality and implementation of anti-mobbing policy;
- 3.4. Planning gender perspectives in research.

#### IV. Measures to achieve the objectives of the Gender Equality Plan

Specific objective	Actions	Indicators and timetable of activities	Target group	Entity responsible
<b>3.1. Raising awareness of the principle of equality and non-discrimination</b>	3.1.1. Training in the form of stationary, online or webinar for students and doctoral students, KUL employees in equality and non-discrimination	developing the content of the training and conducting the training for at least 20% of the target group by the end of 2025	students, doctoral students, all people employed at KUL	The University Centre for Competence Development, Department of Academic Projects
<b>3.2. Facilitating the reconciliation of family and professional life, having children and the actual career development of students and employers</b>	3.2.1. Data reporting (e.g. number of people taking parental leave, paternity leave, flexible working hours, dean's leave, IOS)	publication of data annually by 2025	students, doctoral students, all people employed at KUL	Human Resources Department, departmental administration
<b>3.3. Compliance with the principles of non-discrimination and equality and implementation of anti-mobbing policy</b>	3.3.1. Reporting data on the number of cases, interventions related to the issue of mobbing or discrimination	publication of data annually by 2025	students, doctoral students, all people employed at KUL	KUL Rector's Plenipotentiary for Counteracting Mobbing, Academic Spokesperson, Vice-Deans for Student Affairs
	3.3.2. Reporting data on employment in KUL	publication data annually by	all people employed at KUL	HR Department

	by gender in the annual reports/ reports on activities of the University	2025		
	3.3.3.Reporting data on students, KUL doctoral students by gender in annual reports/ reports from activities of the University	publication of data annually by 2025	students, doctoral students of KUL	Department of Education, Doctoral School
<b>3.4. Gender perspective planning in research</b>	3.4.1. Consultation and verification of developed research projects	at least 50 project applications per year by 2025	doctoral students, research and research-didactic employees at KUL	Department of Scientific Projects

## **V. Monitoring**

Ongoing monitoring of the situation at the University in terms of equal treatment, compliance with the principles of non-discrimination and equality, implementation of anti-mobbing and anti-discrimination policy and evaluation of the implementation of the objectives of this Plan is entrusted to the Plenipotentiary of the Rector of KUL for Equal Treatment. The responsibilities of the Plenipotentiary include, in particular:

1. Conducting surveys in electronic and/or traditional (paper) form. This task is dictated by the need to aggregate current data, keep data and monitor the equality situation at the University on an ongoing basis.
2. Monitoring and promoting good practices and solutions leading to counteracting discrimination (including gender discrimination) at the University.
3. Initiating, implementing, coordinating or monitoring, with the knowledge and consent of the Rector or at his request, activities aimed at ensuring equal treatment, as well as protection against discrimination against employees and students, in particular on the basis of gender, marital and family status in all areas of academic life.

Rector of the John Paul II Catholic  
University of Lublin  
Rev. Prof. Dr. Habil. Mirosław Kalinowski