



PANNON EGYETEM

**Gender Equality Plan
of the University of Pannonia**

Accepted by the Senate: 9 December 2021

Responsible for maintenance: the Chair of the Equal Opportunities Committee

1. The purpose of the Gender Equality Plan:

The Gender Equality Plan is a comprehensive action plan aimed at promoting the integration of gender dimensions and gender equality through the institutional and cultural changes of research and innovation (R&I) organisations. In conjunction with the Plan for Equal Opportunities of the University of Pannonia, the Gender Equality Plan sets out strategic objectives, an analytical phase, planned measures, and implementation and monitoring phases.

2. Terms

Sex: Biological sex, or sex, refers to the biologically determined characteristics of male and female persons in terms of reproductive organs and functions.

Gender: Gender is a combination of (non-biological) characteristics, roles and behaviours acquired during socialization, which is expected from the individual according to their sex by society.

Gender equality: Equal rights, obligations and opportunities for women and men, girls and boys. Providing a context where individuals belonging to any sex or gender can freely make decisions, and can freely develop their personal abilities without the strict limits of gender roles.

Gender analysis: A critical examination that establishes how differences in gender roles, activities, needs, opportunities and rights/entitlements impact women, men, girls and boys in a given policy area, situation or context.

Gender mainstreaming: The systematic respect of the different circumstances, situation and needs of men and women within the framework of various regulations, policies or other measures.

Gender dimension: the integration of gender analysis into research.

3. Strategic objectives

The primary objective of the Gender Equality Plan (GEP) is to identify the most important Equal Opportunities Strategies and thereby create measures and an analysis and monitoring system that, for the purpose of raising awareness, could achieve complete gender equality at the University of Pannonia.

Achieving gender equality should be our objective in the following areas:

- recruitment
- measures for retainment
- supporting career development
- promotion of family-friendly policies
- overcoming gender bias and stereotypes
- preventing sexual harassment

4. The analysis and design phase will involve data collection, gender data collection, critical evaluation of processes and practices in order to identify gender inequalities and gender bias, according to the following criteria:

- Gender ratio at university level
- Gender ratio of managers/non-managers
- Gender ratio by job function
- Gender ratio by age group
- Number of student complaints received regarding gender discrimination
- Number of complaints received from employees (complaints to the Ethics Committee about sexual harassment or sex discrimination in the evaluation of applications)
- Number of successful open job applications:persons, of which women:persons

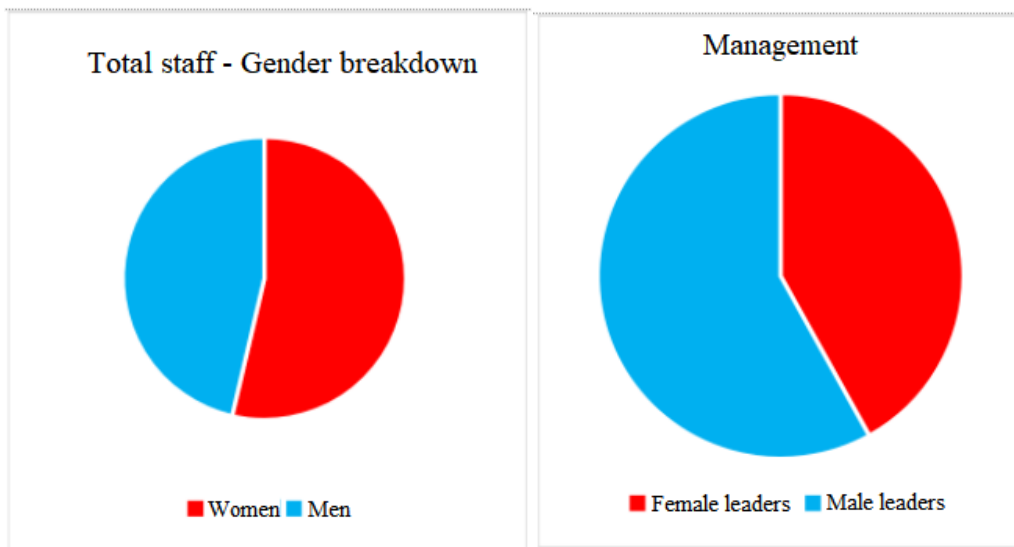
Staff involved in the analysis and design phase:

Dr. József Tóth Associate Professor (Chair of the Equal Opportunities Committee), Tamás Görög Executive Expert (Head of the Labour Department), Dóra Rotter Executive Expert (Development and Project Directorate), Krisztina Görögné Kővári Executive Expert (Development and Project Directorate), Szabolcs Fehérvölgyi Executive Expert (Development and Project Directorate), Dr. Viktória Csizmadiáné Czuppon Associate Professor (Faculty of Economics).

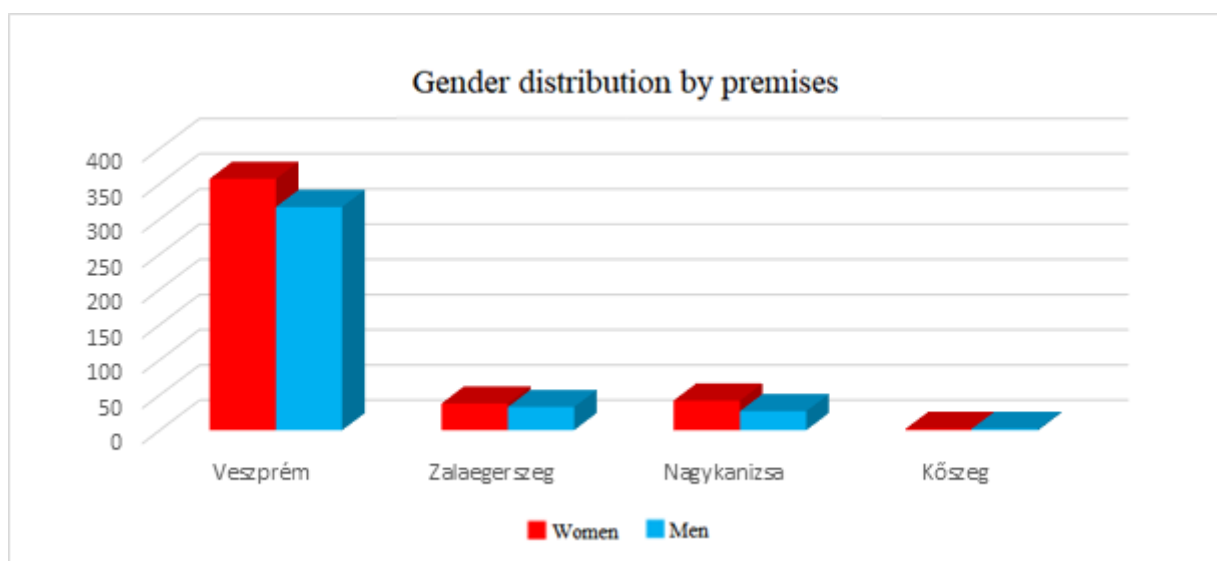
At the University of Pannonia, the analysis of the data whose findings form the basis for the planned actions was carried out up until 31.08.2021.

In the past 12 months, the Equal Opportunities Committee has not received any reports of violations of gender equality.

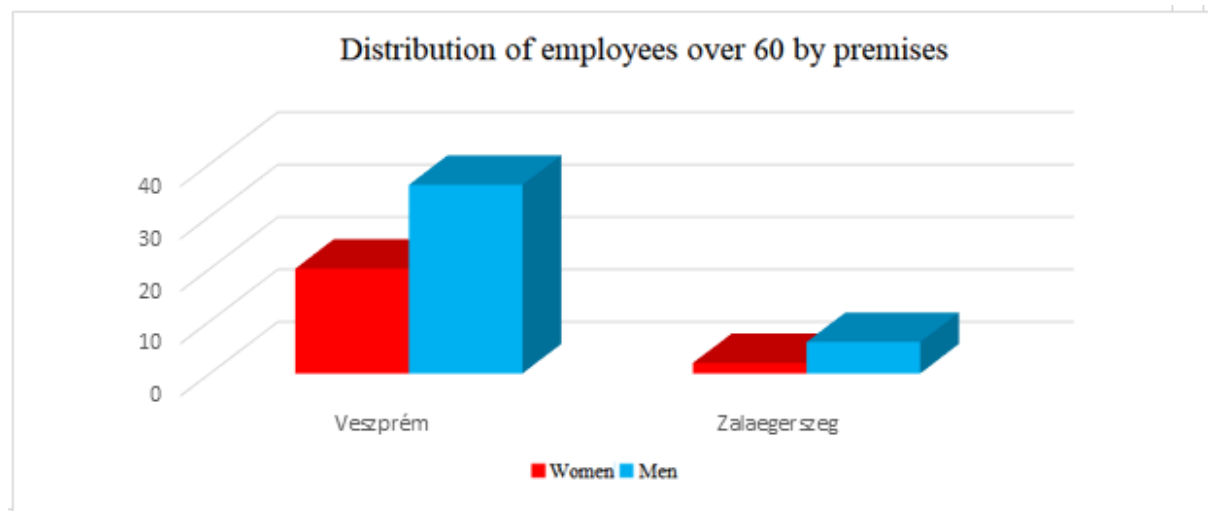
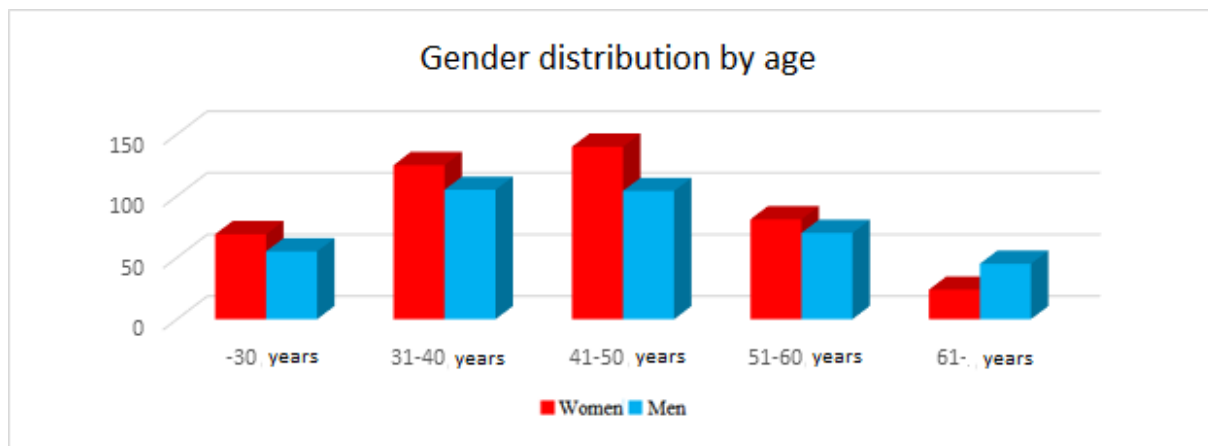
The detailed analysis of the headcount data has led to the following major findings. The ratio of women to men (53%-47%) also showed an almost equal distribution at the university level, although not at the managerial level. Despite a significant proportion of women in management (42%), men are still in the majority (58%).



No anomalies were found in the data by premises in the examination of the headcount.

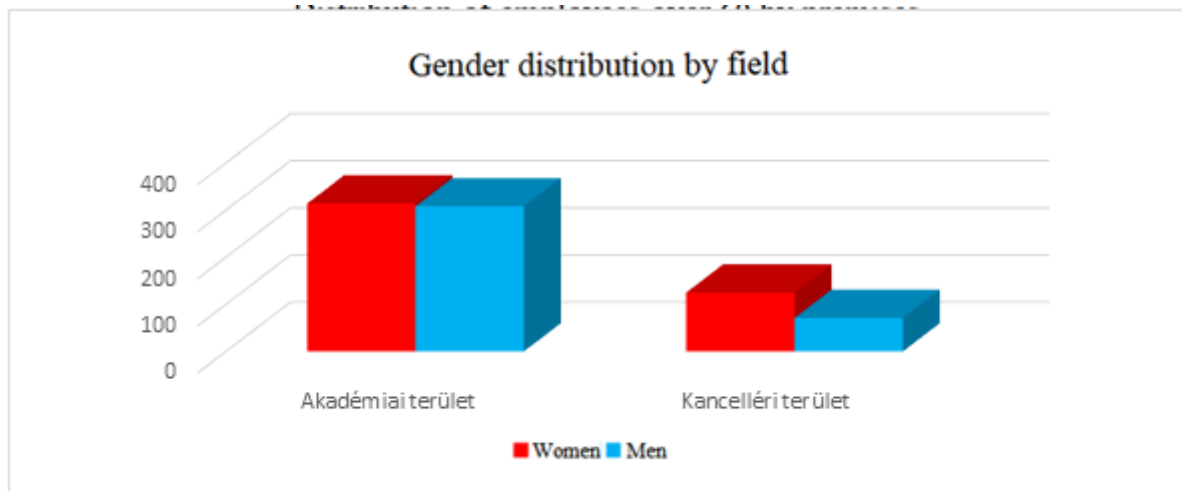


The gender distribution by age group shows a different picture among over-60s compared to the university level. For this age group, differences in rates are mainly found in the premises in Veszprém and Zalaegerszeg. As for the rest of the premises, the ratio of men to women in this age group cannot be assessed in relation to the university average due to the low number of employees in this age group.

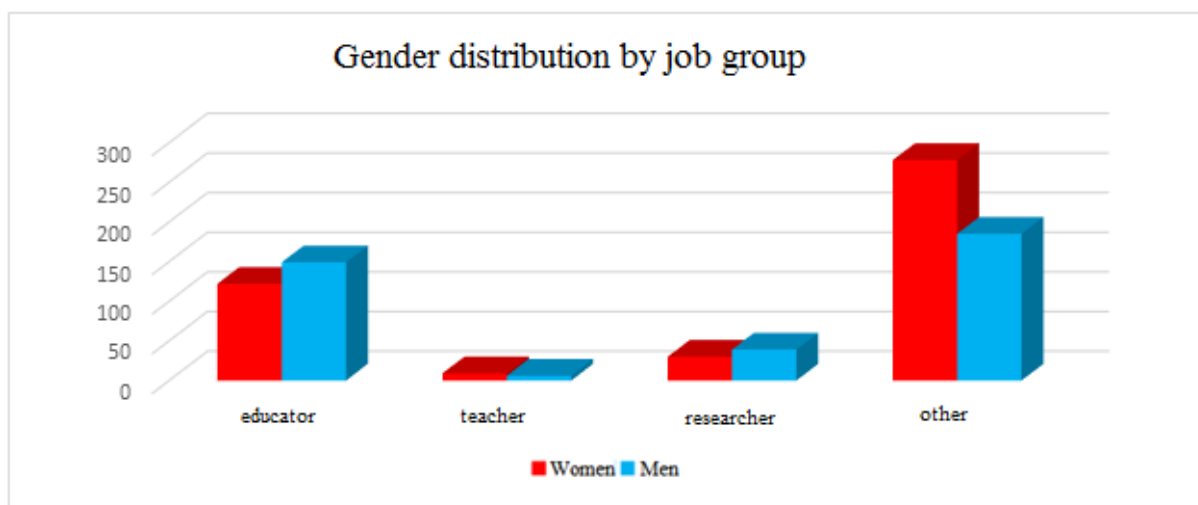


The gender rate in the academic field exhibits no divergence. Similarly, there was no difference in the results by premises.

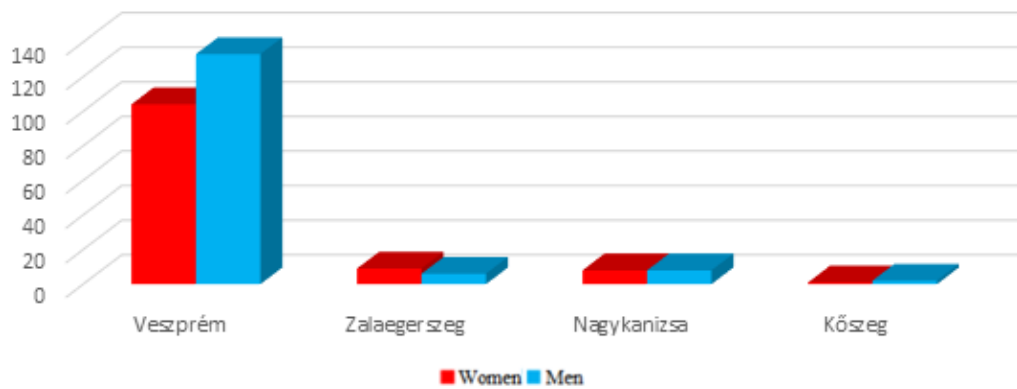
Among the chancellery, the proportion of women is significantly higher than the proportion of men.



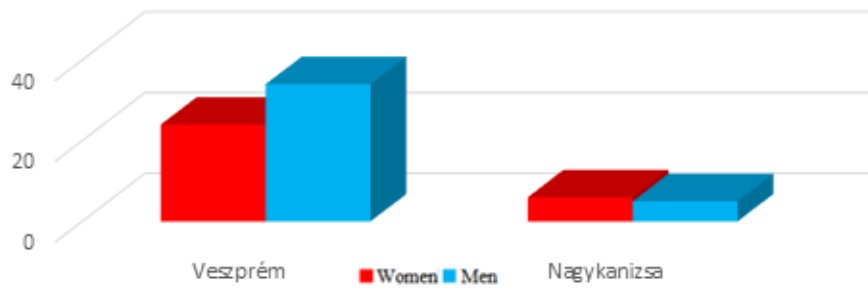
When broken down by job group, a divergence from university rates is apparent for teaching and research jobs compared to the university rates. This is primarily due to the differences at the premises in Veszprém, which is a product of the nationwide difference in technical training. There are also differences in employment for other positions, with a higher rate of women in administrative positions in particular.



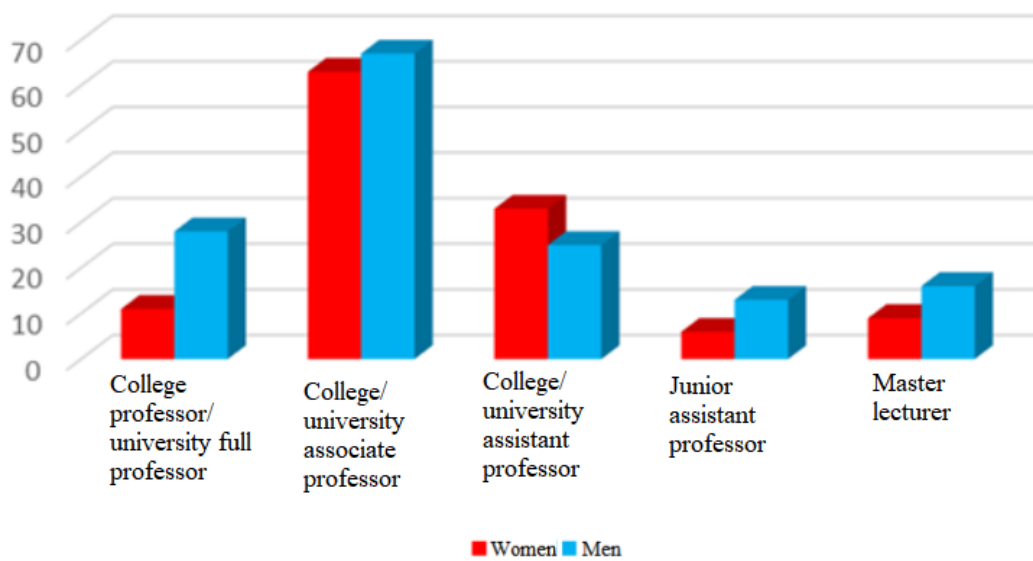
Gender distribution of educators by premises



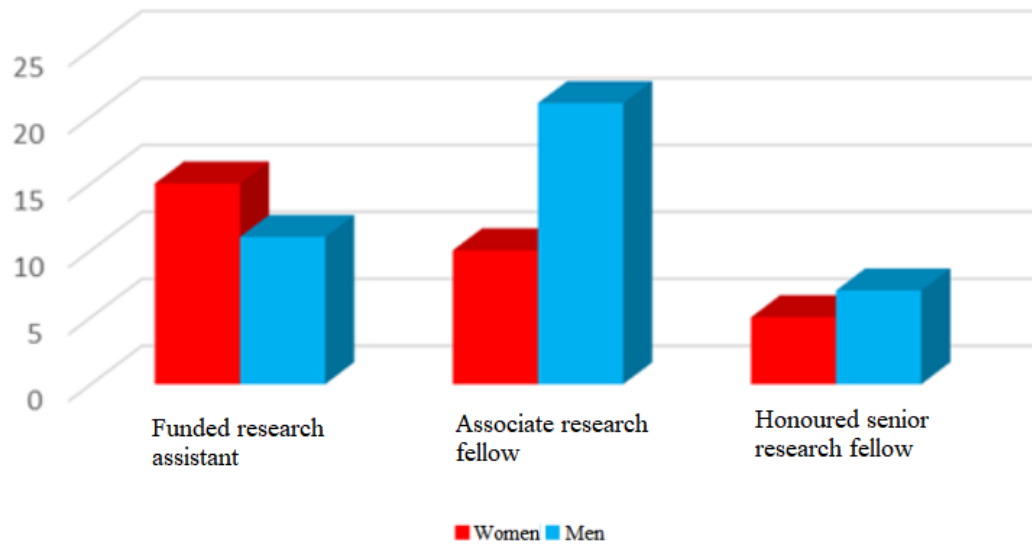
Gender distribution of researchers by premises



Gender distribution of teachers



Gender distribution of researchers



5. Planned measures

Operation	Liable person	Deadline	Related strategic objectives*
2022			
Translating the Gender Equality Plan into English and publishing it on the website	Chairperson of Equal Opportunities Committee	2022.03.31.	1, 2, 3, 4, 5, 6
Using internal communication facilities to familiarise students and colleagues with the availability of complaints forums (development of offline/online materials)	Director of the Directorate of International Relations and Communications	2022.06.30.	1, 2, 3, 4, 5, 6
Development and introduction of rules applicable to the organisation of meetings (organisation of meetings during business hours in accordance with general work schedules)	Head of the Chancellor's Cabinet	2022.06.30.	3, 4
Establishment of a training plan for sensitivity training	Chairperson of Equal Opportunities Committee	2022.06.30.	1, 2, 3, 4, 5, 6
Organisation of sensitivity training for the members of the Equal Opportunities Committee	Chairperson of Equal Opportunities Committee	2022.09.30.	1, 2, 3, 4, 5, 6

Revision of home office rules, amendment of the regulation	Head of the Directorate of Labour	2022. 12. 31.	2, 4
Revision of Student Evaluation of Teaching Questionnaires, and identification of issues promoting gender equality	Director of Centre for Quality Development	2022. 12. 31.	5, 6
Networking, exchange of experience, establishing cooperation with national organisations (supporting women in engineering careers, re-employment of mothers, women in leadership positions)	Director of the Directorate of International Relations and Communications	2022. 12. 31.	2, 3, 4
Communication of the results achieved	Director of the Directorate of International Relations and Communications	continuous	1, 2, 3, 4, 5, 6
2023			
Organisation of sensitivity training for all of the management	Chairperson of Equal Opportunities Committee	2023. 06. 30.	1, 2, 3, 4, 5, 6
Organisation of sensitivity training for employees, conducted on a voluntary basis	Chairperson of Equal Opportunities Committee	2023. 12. 31.	1, 2, 3, 4, 5, 6

Preparation of a detailed survey itemised by position and premises in respect of the employees' salaries, with regard to seniority	Head of the Directorate of Labour	2023. 12. 31.	1, 2, 3
Communication of the results achieved	Director of the Directorate of International Relations and Communications	continuous	1, 2, 3, 4, 5, 6

*On basis of the objectives described in point 3: Recruitment (1); Retention (2), Career (3), Family-friendly policies (4), Overcoming stereotypes (5), Preventing harassment (6)

The Rector and the Chancellor shall designate the person responsible for ensuring that the planned measures are implemented within their respective deadlines, and shall inform the Equal Opportunities Committee about their decision. The designated person in charge shall regularly report to the Equal Opportunities Committee on the implementation of the tasks. The Committee shall be obliged to submit a semi-annual report on the progress of the tasks to the Senate.

6. Implementation and monitoring phase

The purpose of the implementation phase is to monitor the implementation of the operations and to provide information as necessary.

a) Regular monitoring of the figures under Point 4 (annually). Person liable: Chairman of the Equal Opportunities Committee

- a. Based on data from the Directorate of Labour
- b. Based on data from the Equal Opportunities Committee

b) Monitoring of the measures under Point 5 (semi-annually). Person responsible:
Chairman of the Equal Opportunities Committee

a. During the Senate session, based on the account of the persons in charge of the operations, via the report created by the Equal Opportunities Committee.

7. Communication

Bodies responsible for communication (in relation to both the students and the employees):

- Chairman of the Equal Opportunities Committee
- eselyegyenloseg@uni-pannon.hu

The Senate has adopted the Gender Equality Plan of the University of Pannonia through Resolution 222/2021. (XII.9.).

Veszprém, 9 December 2021

Dr. Gelencsér András
rector

Csillag Zsolt
chancellor