

# GENDER EQUALITY AND EQUALITY ACTION PLAN FOR 2022-2025

## I. Introduction

Whereas:

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

furthermore respecting:

- expressed in Art. 18 of the Constitution of the Republic of Poland, the principle of protection and care by public authorities over maternity and parenthood,
- expressed in Art. 33 in conjunction with Art. 70 sec. 4 and 5 of the Constitution of the Republic of Poland, the principle of equality between men and women in family, political, social and economic life, implemented through the obligation to ensure persons of both sexes equal rights to education and employment, meaning freedom of work and the prohibition of gender discrimination in its implementation, promotions, also meaning the prohibition of gender discrimination in establishing criteria for managerial positions in the workplace, equal remuneration for work of equal value, social security, holding positions, performing functions and obtaining public honours and decorations,
- the need to guarantee the specified in Art. 73 of the Constitution of the Republic of Poland freedom of artistic creativity, scientific research and the publication of its results, freedom of teaching, also freedom to use cultural property,

as well as following the principles expressed in:

- the act of 3 December 2010 on the implementation of certain provisions of the European Union on 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 women and men in the field of employment and labour,
- Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly on 18 December 1979 and other international laws of a general nature,

as well as retaining

- Catholic tradition and, above all, the recorded teaching of the *Magisterium Ecclesiae* on

the nature of humans, from which the vision of sexuality is derived,  
 - especially referring to the message of the Great Professor and Patron of the University, Pope Saint John Paul II, which has repeatedly expressed and continues to express concern for the integral perception of a man, respect for their dignity and equality between men and women, as well as the idea of sexuality and social life along with family science,  
 - the conviction that a Catholic university by its very nature is an institution that opens the way to truth and helps all men and women of all nations and cultures to find it,  
 - the teaching that every university, especially a Catholic university, is called to act for the benefit of all people and every human being, including those who are rejected by society and not accepted by some people,

introduces this "Gender Equality and Equality Action Plan for 2022-2025" (hereinafter: "Gender Equality Plan").

## II. Diagnosis

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

### 2.1. University employees

|   |       |
|---|-------|
| Total number of employees                 | 1,917 |
| including:                                |       |
| women                                     | 1,019 |
| men                                       | 898   |
| <br>                                      |       |
| University teachers                       | 1,086 |
| including:                                |       |
| women                                     | 498   |
| men                                       | 588   |
| <br>                                      |       |
| Employees who are not university teachers | 831   |
| including:                                |       |
| women                                     | 521   |
| men                                       | 310   |

### 2.2. Executives

|  |    |
|--|----|
| University authorities (Rector and Vice-Rectors) | 5  |
| including:                                       |    |
| women  | 3  |
| men  | 2  |
| <br>   |    |
| Faculty authorities (Deans and Vice-Deans)       | 16 |

|   |    |    |
|---|----|----|
| including:  |    |    |
| women   | 5  |    |
| men   | 11 |    |
| Heads of institutes   | 18 |    |
| including:  |    |    |
| women   | 6  |    |
| men   | 12 |    |
| Directors and heads of university-wide administrative units |    | 40 |
| including:  |    |    |
| women   | 19 |    |
| men   | 21 |    |

### 2.3. Students and doctoral students

|   |       |       |
|---|-------|-------|
| Total students (first-cycle, second-cycle, long-cycle Master degree)                  |       | 8,302 |
| including:  |       |       |
| women   | 5,382 |       |
| men   | 2,920 |       |
| First-cycle programme students  | 3,951 |       |
| including:  |       |       |
| women   | 2,492 |       |
| men   | 1,459 |       |
| Second-cycle programme students   | 1,645 |       |
| including:  |       |       |
| women   | 1,114 |       |
| men   | 531   |       |
| Long-cycle Master degree programme students   | 2,706 |       |
| including:  |       |       |
| women   | 1,776 |       |
| men   | 930   |       |
| Doctoral programme students   | 469   |       |
| including:  |       |       |
| women   | 253   |       |
| men   | 216   |       |
| Participants in the Doctoral School of the John Paul II Catholic University of Lublin | 91    |       |
| including:  |       |       |
| women   | 44    |       |
| men   | 47    |       |

|   |     |     |
|---|-----|-----|
| Participants of the Licentiate Theological Studies and Specialised Theological Scholar Course | 121 |     |
| including:  |     |     |
| women   |     | 20  |
| men   |     | 101 |
| Participants in postgraduate programmes   | 462 |     |
| including:  |     |     |
| women   |     | 307 |
| men   |     | 155 |

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

|  |     |     |
|--|-----|-----|
| National projects  | 78  |     |
| Project managers   | 78  |     |
| including:   |     |     |
| women  |     | 41  |
| men  |     | 37  |
| Project implementers   | 197 |     |
| including:   |     |     |
| women  |     | 102 |
| men  |     | 95  |
| International projects   | 12  |     |
| Project managers   |     | 5   |
| including:   |     |     |
| women  |     | 4   |
| men  |     | 1   |
| Coordinators of the University team (if the project leader is a foreign institution) | 5   |     |
| including:   |     |     |
| women  |     | 4   |
| men  |     | 1   |
| Project implementers   |     | 41  |
| including:   |     |     |
| women  |     | 28  |
| men  |     | 13  |

The University is a family-friendly employer that respects and promotes measures to

facilitate the return to work after breaks related to parenthood, that makes working hours more flexible and accommodates the needs of working parents. The sources of the rights and obligations of the parties to the employment relationship in this regard are generally applicable legal acts and the resulting provisions of the Work Regulations of the John Paul II Catholic University of Lublin.

Moreover, the University ensures its employees protection against discrimination, unequal treatment and mobbing in accordance with the provisions of strategic documents, such as the Statute of the University, and internal procedures developed for that purpose, such as the Internal Procedure for Counteracting Mobbing. Control over the functioning of protection is exercised by representatives of the employer and employees, e.g.: the Rector's Plenipotentiary for counteracting mobbing, the Academic Ombudsman.

### **III. Specific objectives of the plan**

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

2. The Gender Equality Plan is programmatic in nature, with the main goal of counteracting discrimination of any member of the University community due to biologically understood gender and any factors related to it, as well as introducing solutions that support the integral development of each employee, student and doctoral student and, in particular, facilitating the reconciliation of personal and family life and the associated responsibilities related to, in particular, child care and upbringing with professional and student activity.

3. Moreover, 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 goal is, in particular:

- 3.1. Raising awareness of the principle of equality and non-discrimination;
- 3.2. Facilitation of reconciliation of family and work life, having children and career development of students and employees;
- 3.3. Adherence to the principles of non-discrimination and equality and implementation of the anti-mobbing policy;
- 3.4. Planning a gender perspective in scientific research.

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

| Specific objective   | Activities   | Indicators and activities schedule   | Target group  | Entity in charge   |
|--|--|--|---|--|
| <b>3.1. Raising awareness of the principle of equality and non-discrimination</b>  | 3.1.1. On-site, online or webinar training for students, doctoral students and University employees in the field of equality and non-discrimination            | development of training content and implementation of the training by the end of 2025 at least 20% of the target group | students, doctoral students, all persons employed at the John Paul II Catholic University of Lublin | University Centre for Competence Development, Department of Academic Projects  |
| <b>3.2. Facilitation of reconciliation of family and work life, having children and career development of students and employees</b> | 3.2.1. Data reporting (e.g. number of people taking parental leave, paternity leave, flexible working hours, dean's leave, individual organisation of studies) | publication of data annually until 2025  | students, doctoral students, all persons employed at the John Paul II Catholic University of Lublin | Human Resources Department, faculty administration   |
| <b>3.3. Adherence to the principles of non-discrimination and equality and implementation of the anti-mobbing policy</b>             | 3.3.1. Reporting data on the number of cases, undertaken interventions related to the phenomenon of mobbing or discrimination                                  | publication of data annually until 2025  | students, doctoral students, all persons employed at the John Paul II Catholic University of Lublin | Plenipotentiary of the Rector of the John Paul II Catholic University of Lublin for anti-mobbing, Academic Ombudsman, Vice-Deans for Student Affairs |
|  | 3.3.2. Reporting data on employment at the John Paul II  | publication of data annually until 2025  | all persons employed at the John Paul II  | Human Resources Department   |

|  |  |  |  |                                       |
|--|--|--|--|---------------------------------------|
|  | Catholic University of Lublin by gender in annual reports or statements on the University's activities   |  | Catholic University of Lublin  |                                       |
|  | 3.3.3. Reporting data on students and doctoral students of the John Paul II Catholic University of Lublin by gender in annual reports or statements on the University's activities | publication of data annually until 2025              | students, doctoral students of the John Paul II Catholic University of Lublin                                  | Education Department, Doctoral School |
| <b>3.4. Planning a gender perspective in scientific research</b> | 3.4.1. Consultations and verification of developed scientific projects   | at least 50 project applications per year until 2025 | doctoral students, research, and research and teaching staff of the John Paul II Catholic University of Lublin | Scientific Projects Department        |

## **V. Monitoring**

Ongoing monitoring of the situation at the University in the field of equal treatment, compliance with the principles of non-discrimination and equality, implementation of the 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 the John Paul II Catholic University for Equal Treatment. The tasks of the Plenipotentiary include, in particular:

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