

ORDER NO. 21
of the Rector of the West Pomeranian University of Technology in Szczecin
of 10 February 2022

on the introduction of a Gender Equality Plan
for the West Pomeranian University of Technology in Szczecin

Pursuant to Article 23 of the Act of 20 July 2018 Law on Higher Education and Science (Journal of Laws of 2021, item 478, as amended), it is ordered as follows:

§ 1.

The Gender Equality Plan for the West Pomeranian University of Technology in Szczecin is introduced, which is annexed hereto.

§ 2.

The Order shall come into force on the day of adoption hereof.

Rector

dr hab. inż. Jacek Wróbel, prof. ZUT

Appendix to Resolution no. 21 of the Rector of the West
Pomeranian University of Technology in Szczecin of 10
February 2022

Gender Equality Plan for the West Pomeranian University of Technology in Szczecin

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Introduction

The main objective of the Gender Equality Plan for the West Pomeranian University of Technology in Szczecin, hereafter referred to as the "Plan", is to promote equality and diversity as those principles that affect the well-being of people working and studying at the University, to develop and fulfil their potential and increase their autonomy of thought and action. At the same time, they increase security, autonomy and fight against the objectification of the entire academic environment.

The adoption of this Plan complements and extends the range of pro-equality and anti-discrimination measures, implementing the commitments made by the University in connection with the award of the 'HR Excellence in Research' distinction by the European Commission¹.

It is also intended to implement the European Commission's recommendations on the implementation of the Gender Equality Plan in research units².

Irrespective of the fulfilment of the obligations incumbent on the University, the Plan is also intended to respond to the need for systematic action to counteract discrimination and promote equality, as indicated by the conclusions of research on the phenomenon of discrimination, including sexual harassment at Polish universities³. The need for action in this area was also pointed out by the Minister of Science and Higher Education⁴.

The Equality Plan is the result of the work of the Equality Commission at ZUT established by order⁵ of the Rector of the West Pomeranian University of Technology in Szczecin, prof. Jacek Wróbel, on 4 February 2022. The document was developed on the basis of an analysis of similar types of documents in force at Polish and European universities and based on the results of a diagnosis carried out at the University in the last quarter of 2021.

¹ Website dedicated to the implementation of the recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the West Pomeranian University of Technology in Szczecin <https://www.zut.edu.pl/zut-strona-glowna/hrs4r-zut.html>.

² European Institute for Gender Equality website dedicated to gender equality in academic institutions and research, <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>.

³ See RPO, Experience of harassment among male and female students. Analysis and recommendations, Ombudsman's Office, Warsaw 2018,

<https://bip.brpo.gov.pl/sites/default/files/Do%20C5%9Bwiadczanie%20molestowania%20w%20C5%9Br%20C3%B3d%20studentek%20i%20student%20C3%B3w,%202018.pdf>; Gerlich Julia, Harassment at Polish public universities, Helsinki

Foundation for Human Rights, Warsaw 2019.

⁴ See response of the Ministry of Science and Higher Education to the RPO on irregularities at the Medical University of Silesia in Katowice, 24.06.2020,

<https://bip.brpo.gov.pl/sites/default/files/Odpowied%20C5%BA%20MNSzW%20dla%20RPO%20w%20sprawie%20nieprawid%20C5%82owo%20C5%9Bci%20w%20C5%9AUM%20w%20Katowicach%20C%2024.06.2020.pdf>

⁵ Order No. 17 of the Rector of ZUT of 4 February 2022 on the appointment of the Team for Equal Treatment at ZUT - https://www.zut.edu.pl/fileadmin/pliki/users/206/2022/zarz_17_2022.pdf

1. Equality and discrimination at the West Pomeranian University of Technology in Szczecin - current status analysis

1.1. Gender structure at ZUT

The first steps taken to diagnose the situation of women and men at the University involved the collection and analysis of figures related to the gender structure of employment in individual posts and units. The following summary is based on data collected in the fourth quarter of 2021.

Authorities of the West Pomeranian University of Technology in Szczecin

The function of the Rector of ZUT⁶ was held by a man during the period indicated, as were the functions of the Vice-Rectors: for Organisation and Development of the University, for Science, for Students' Affairs and for Education. The functions of the ZUT Bursar and Chancellor are held by women. There are currently seven members of the University Council, including two women⁷. The figures are shown in Tab. 1. ZUT authorities and collegiate bodies from a gender perspective: as well as Fig. 1. ZUT authorities and collegiate bodies from a gender perspective. The Director of the ZUT Doctoral School is also a woman.

Tab. 1. ZUT authorities and collegiate bodies from a gender perspective

	ZUT authorities and collegiate bodies	Female	Male	Total	Women [%]	Men [%]	Women1[%]	Men2 [%]
ZUT authorities	Rector		1	1	30,77%	69,23%	37,50%	62,50%
	Prorectors		4	4				
	Chancellor and Quaestor	2		2				
	Director of the Doctoral School	1		1				
ZUT	Senate	15	35	50			29,82%	70,18%
	University Council	2	5	7				

Individual columns in Tab. 1. ZUT authorities and collegiate bodies from a gender perspective:

- Women [%] - percentage of women in the Senate, University Council and University authorities in total;
- Men [%] - percentage of men in the Senate, University Council and University authorities in total;
- Women1 [%] - percentage of women in the ZUT authorities and collegiate bodies;
- Men1 [%] - percentage of men in the ZUT authorities and collegiate bodies.
- Figure/graph title - to be removed from the graph itself.

⁶ <https://www.zut.edu.pl/uczelnia/wladze-uczelni.html>

⁷ <https://radauczelni.zut.edu.pl/rada-uczelni/sklad-rady.html>

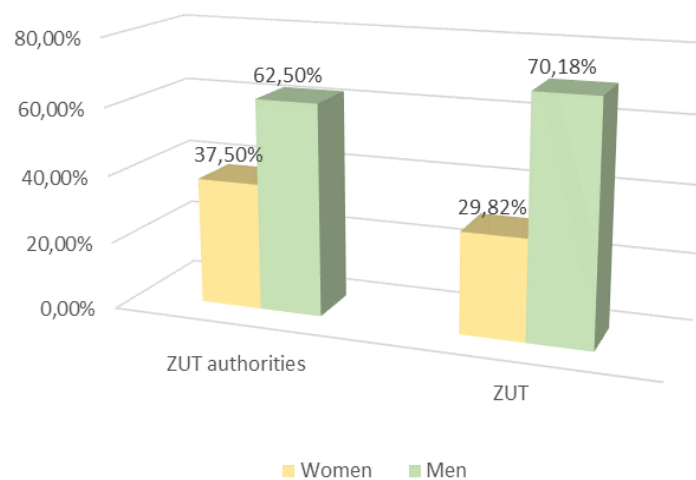


Fig. 1. ZUT authorities and collegiate bodies from a gender perspective

ZUT faculty authorities

Among faculty authorities at the West Pomeranian University of Technology in Szczecin, the ratio of women to men is currently close to balance (nearly 40% of women, approximately 60% of men). Of the 11 people serving as deans, 10 are men.

There is no clear link noted between the number of women and men employed in the faculties and the distribution of gender representation among the authorities of these units. At the faculty where the Dean's position is held by a woman, the gender ratio among the faculty authorities is also 3women to 1man. At one of the more feminised faculties, i.e. the Faculty of Chemical Technology and Engineering, the dean is a man while the faculty authorities are predominantly women. The Faculty of Electrical Engineering is managed entirely by men, while the Faculty of Computer Science and Information Technology as well as the Faculty of Mechanical Engineering and Mechatronics are managed predominantly by men. At the same time, these are faculties with a high degree of masculinisation, both among staff and students, which is largely due to the highly technical nature of these units.

The details in this regard are shown in Tab. 2. Representation of women and men in the ZUT faculty authorities by function.

Tab. 2. Representation of women and men in the ZUT faculty authorities by function.

	Management function	Female	Male	Total	Women	Men
	Dean	1	10	11	9,09%	90,91%
ZUT faculties	Faculty of Architecture		1	1		
	Faculty of Biotechnology and Animal Husbandry		1	1		
	Faculty of Civil and Environmental Engineering	1		1		
	Faculty of Economics		1	1		
	Faculty of Electrical Engineering		1	1		
	Faculty of Computer Science and Information Technology		1	1		
	Faculty of Mechanical Engineering and Mechatronics		1	1		
	Faculty of Environmental Management and Agriculture		1	1		
	Faculty of Food Science and Fisheries		1	1		
	Faculty of Maritime Technology and Transport		1	1		
	Faculty of Chemical Technology and Engineering		1	1		
	Vice Dean for Students and Education	13	10	23	56,52%	43,48%
ZUT faculties	Faculty of Architecture		1	1		
	Faculty of Biotechnology and Animal Husbandry	2		2		
	Faculty of Civil and Environmental Engineering	1	1	2		
	Faculty of Economics	2		2		
	Faculty of Electrical Engineering		2	2		
	Faculty of Computer Science and Information Technology	1	2	3		
	Faculty of Mechanical Engineering and Mechatronics	1	2	3		
	Faculty of Environmental Management and Agriculture	1	1	2		
	Faculty of Food Science and Fisheries	1	1	2		
	Faculty of Maritime Technology and Transport	2		2		
	Faculty of Chemical Technology and Engineering	2		2		
	Vice Dean for Organisation and Development	5	7	12	41,67%	58,33%
ZUT faculties	Faculty of Architecture	1	1	2		
	Faculty of Biotechnology and Animal Husbandry		1	1		
	Faculty of Civil and Environmental Engineering	1		1		
	Faculty of Economics	1		1		
	Faculty of Electrical Engineering		1	1		
	Faculty of Computer Science and Information Technology		1	1		
	Faculty of Mechanical Engineering and Mechatronics		1	1		
	Faculty of Environmental Management and Agriculture	1		1		
	Faculty of Food Science and Fisheries		1	1		
	Faculty of Maritime Technology and Transport		1	1		
	Faculty of Chemical Technology and Engineering	1		1		
	Total	19	27	46	41,30%	58,70%

Individual columns in Tab. 2. Representation of women and men in the ZUT faculty authorities by function.

- Women [%] - percentage of women in the ZUT faculty authorities;
- Men [%] - percentage of men in the ZUT faculty authorities.

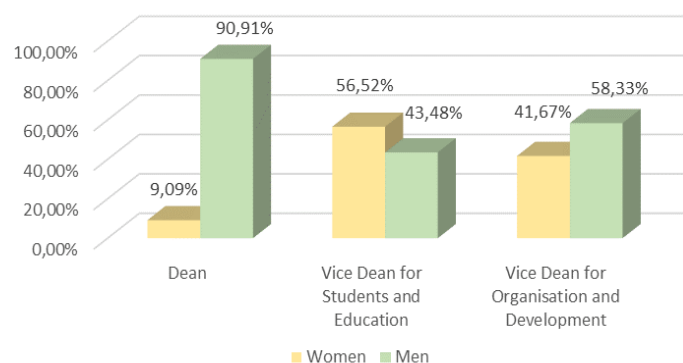


Fig. 2. Representation of women and men in the ZUT faculty authorities by function

In Tab. 3. Women and men in the faculty authorities - in general as well as in Fig. 3. Women and men in the faculty authorities - in general the following are shown:

- Women [%] - percentage of women in individual ZUT faculty authorities;
- Men [%] - percentage of men in individual ZUT faculty authorities.

Tab. 3. Women and men in the faculty authorities - in general.

ZUT faculty		Women	Men
ZUT faculties	Faculty of Architecture	25%	75%
	Faculty of Biotechnology and Animal Husbandry	50%	50%
	Faculty of Civil and Environmental Engineering	75%	25%
	Faculty of Economics	75%	25%
	Faculty of Electrical Engineering	0%	100%
	Faculty of Computer Science and Information Technology	20%	80%
	Faculty of Mechanical Engineering and Mechatronics	20%	80%
	Faculty of Environmental Management and Agriculture	50%	50%
	Faculty of Food Science and Fisheries	25%	75%
	Faculty of Maritime Technology and Transport	50%	50%
	Faculty of Chemical Technology and Engineering	75%	25%
	Total	42,27%	57,73%



Fig. 3. Women and men in the faculty authorities - in general

The next set of data shows the share of women and men in the authorities of a given faculty in the populations of women and men, respectively, in the authorities of all ZUT faculties:

- Women [%] - percentage of women in individual ZUT faculty authorities in the population of women in the authorities of all faculties at ZUT;
- Men [%] - percentage of men in individual ZUT faculty authorities in the population of men in the authorities of all faculties at ZUT.

Tab. 4. Women and men in the ZUT faculty authorities from the perspective of the faculty authorities population

	ZUT faculty	Women	Men
ZUT faculties	Faculty of Architecture	5,26%	11,11%
	Faculty of Biotechnology and Animal Husbandry	10,53%	7,41%
	Faculty of Civil and Environmental Engineering	15,79%	3,70%
	Faculty of Economics	15,79%	3,70%
	Faculty of Electrical Engineering	0,00%	14,81%
	Faculty of Computer Science and Information Technology	5,26%	14,81%
	Faculty of Mechanical Engineering and Mechatronics	5,26%	14,81%
	Faculty of Environmental Management and Agriculture	10,53%	7,41%
	Faculty of Food Science and Fisheries	5,26%	11,11%
	Faculty of Maritime Technology and Transport	10,53%	7,41%
	Faculty of Chemical Technology and Engineering	15,79%	3,70%
	Total	100,00%	100,00%

The following faculties (see Fig. 4 Women and men in the ZUT faculty authorities - the share in the faculty authorities population) are noteworthy: Faculty of Civil and Environmental Engineering (WBiłŚ), Faculty of Economics (WEkon) and Faculty of Chemical Technology and Engineering, where 75% of the faculty management team is made up of women (Figure 3. Women and men in faculty authorities - in general, thus representing a significant percentage (15.79%) despite not being the most numerous teams in terms of faculty authorities (see Tab. 2. Representation of women and men in the ZUT faculty authorities by function).

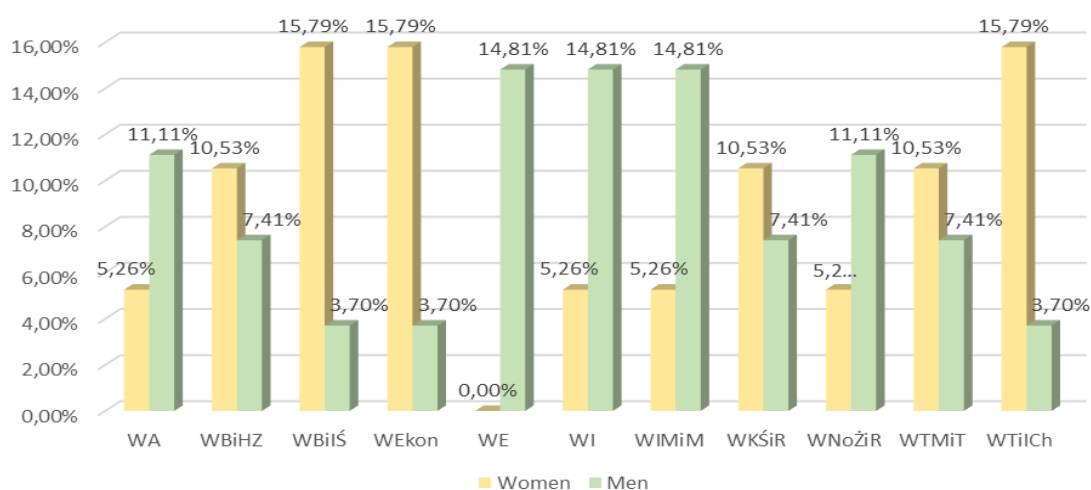


Fig. 4. Women and men in the ZUT faculty authorities - the share in the faculty authorities population

In Tab. 5. The proportion of women in management roles in the faculties, the columns denote:

- Women [%] - percentage of women in management roles in the population of the authorities of all faculties at ZUT;
- Men [%] - percentage of men in management roles in the population of the authorities of all faculties at ZUT.

Tab. 5. The proportion of women in management roles in the faculties

	Management function	Women	Men
Function	Dean	9,09%	90,91%
	Vice Dean for Students and Education	56,52%	43,48%
	Vice Dean for Organisation and Development	41,67%	58,33%
	Total	35,76%	64,24%

The figures in Tab. 5. The proportion of women in management roles at the faculties are shown in Fig. 2. Representation of women and men in the ZUT faculty.

The next subsection focuses on analysing of the composition of the research councils at ZUT.

Research councils

At the West Pomeranian University of Technology in Szczecin, 14 scientific disciplines are subject to evaluation. An equivalent number of research councils have thus been established, which are not collegiate bodies as of today.

Tab. 6. Representation of women and men in the research councils

	Role at ZUT	Female	Male	Total	Women	Men
	Member of research councils	141	193	334	42,22%	57,78%
Research councils	Architecture and urban planning	8	13	21		
	Automatic Control, Electronics and Electrical Engineering	1	24	25		
	Economics and finance	7	7	14		
	Computer Engineering	5	25	30		
	Chemical engineering	15	12	27		
	Civil engineering and transport	10	16	26		
	Materials Engineering	13	8	21		
	Mechanical Engineering	6	23	29		
	Environmental engineering, mining, energy	15	13	28		
	Chemical Sciences	10	7	17		
	Agriculture and horticulture	13	16	29		
	Visual arts and art conservation	7	6	13		
	Food Technology and Human Nutrition	15	7	22		
	Zootechnics and fisheries	16	16	32		
	Chairman of research councils	7	7	14	50,00%	50,00%
Research councils	Architecture and urban planning		1	1		
	Automatic Control, Electronics and Electrical Engineering		1	1		
	Economics and finance		1	1		
	Computer Engineering		1	1		
	Chemical engineering	1		1		
	Civil engineering and transport	1		1		
	Materials Engineering	1		1		
	Mechanical Engineering		1	1		
	Environmental engineering, mining, energy		1	1		
	Chemical Sciences	1		1		
	Agriculture and horticulture	1		1		
	Visual arts and art conservation	1		1		
	Food Technology and Human Nutrition		1	1		
	Zootechnics and fisheries	1		1		
	Total	148	200	348	42,53%	57,47%

The research councils are headed by the same number of women as men (Tab. 6. Representation of women and men in the research councils):

- Women [%] - total percentage of women in research councils;
- Men [%] - total percentage of men in research councils;

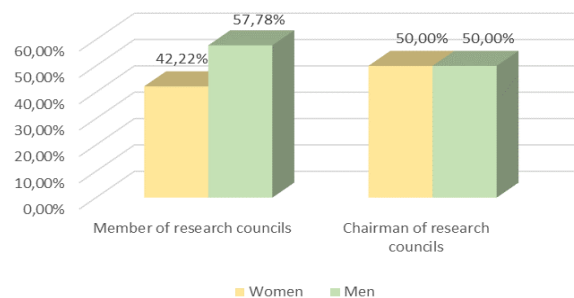


Fig. 5. Women and men in the research councils at ZUT

The proportion of women in research councils shows that at ZUT three research councils are typically male (Tab. 7. The ratio of the number of women and men in the research councils at ZUT). These are the following research councils:

- Automatic Control, Electronics and Electrical Engineering,
- Computer Engineering,
- Mechanical Engineering.

Research Councils with a clear majority of women are the councils representing the following disciplines:

- Materials Engineering,
- Chemical Sciences,
- Food Technology and Human Nutrition.

Tab. 7. The ratio of the number of women and men in the research councils at ZUT

	Research councils	Women	Men
Research councils	Architecture and urban planning	36,36%	63,64%
	Automatic Control, Electronics and Electrical Engineering	3,85%	96,15%
	Economics and finance	46,67%	53,33%
	Computer Engineering	16,13%	83,87%
	Chemical engineering	57,14%	42,86%
	Civil engineering and transport	40,74%	59,26%
	Materials Engineering	63,64%	36,36%
	Mechanical Engineering	20%	80%
	Environmental engineering, mining, energy	51,72%	48,28%
	Chemical Sciences	61,11%	38,89%
	Agriculture and horticulture	46,67%	53,33%
	Visual arts and art conservation	57,14%	42,86%
	Food Technology and Human Nutrition	65,22%	34,78%
	Zootechnics and fisheries	51,52%	48,48%
	Total	42,53%	57,47%

Columns of Tab. 7. The ratio of the number of women and men in the research councils at ZUT denote the following:

- Women [%] - percentage of women in an individual research council;
- Men [%] - percentage of men in an individual research council;

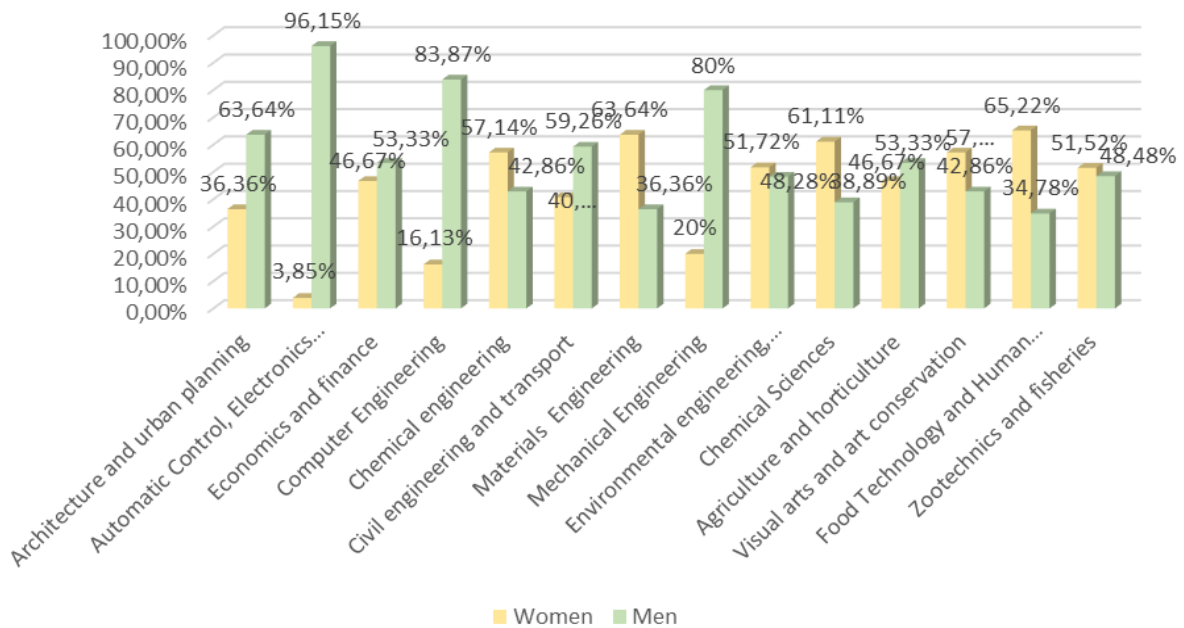


Fig. 6. Research councils at ZUT from gender perspective

Fig. 7. Research councils at ZUT from a gender perspective (synthesis) presents, in a synthetic manner, the results of an analysis of the current composition of the research councils at ZUT from a gender perspective. It is clear which councils are predominantly female and male.

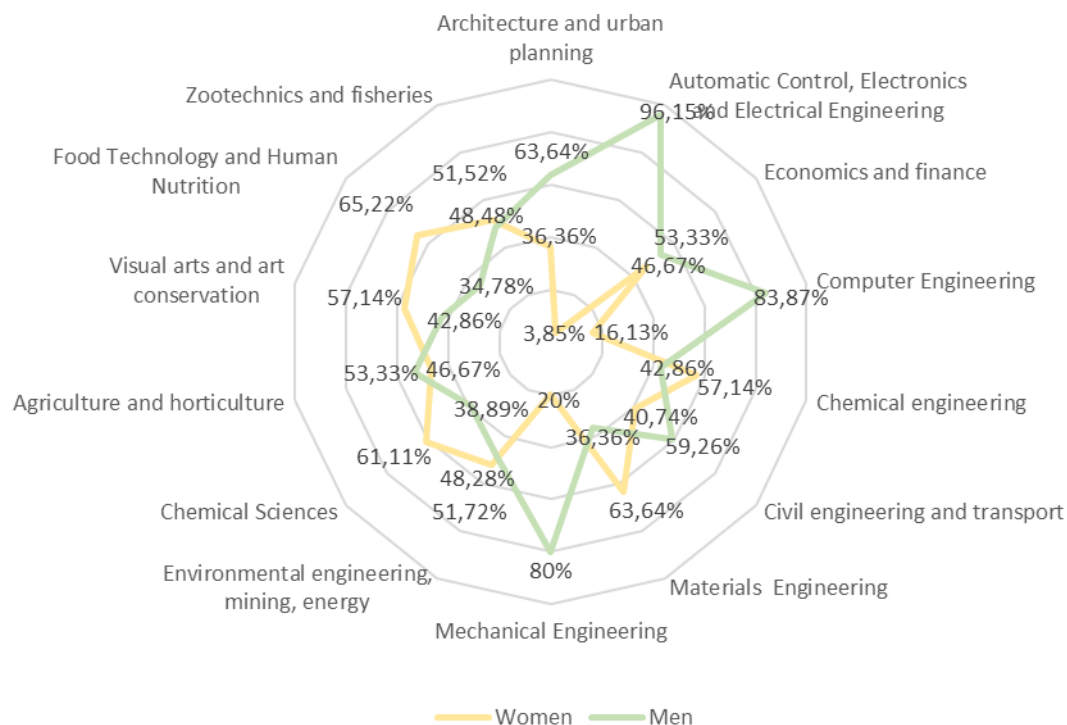


Fig. 7. Research councils at ZUT from gender perspective (synthesis)

Columns of Tab. 8. The ratio of women and men in research councils to all women and men - members of the research councils should be read as follows:

- Women [%] - percentage of women in individual ZUT faculty authorities in the population of women in all research councils at ZUT;
- Men [%] - percentage of women in individual ZUT faculty authorities in the population of men in all research councils at ZUT.

Tab. 8. The ratio of women and men in research councils to all women and men - members of the research councils.

Reserach councils		Women	Men
Research councils	Architecture and urban planning	5,41%	7,00%
	Automatic Control, Electronics and Electrical Engineering	0,68%	12,50%
	Economics and finance	4,73%	4,00%
	Computer Engineering	3,38%	13,00%
	Chemical engineering	10,81%	6,00%
	Civil engineering and transport	7,43%	8,00%
	Materials Engineering	9,45%	4,00%
	Mechanical Engineering	4,05%	12,00%
	Environmental engineering, mining, energy	10,13%	7,00%
	Chemical Sciences	7,43%	3,50%
	Agriculture and horticulture	9,46%	8,00%
	Visual arts and art conservation	5,41%	3,00%
	Food Technology and Human Nutrition	10,14%	4,00%
	Zootechnics and fisheries	11,49%	8,00%
	Total	100,00%	100,00%

The data on the composition of the research councils presented in this way confirm the conclusions presented at the beginning of the subsection.

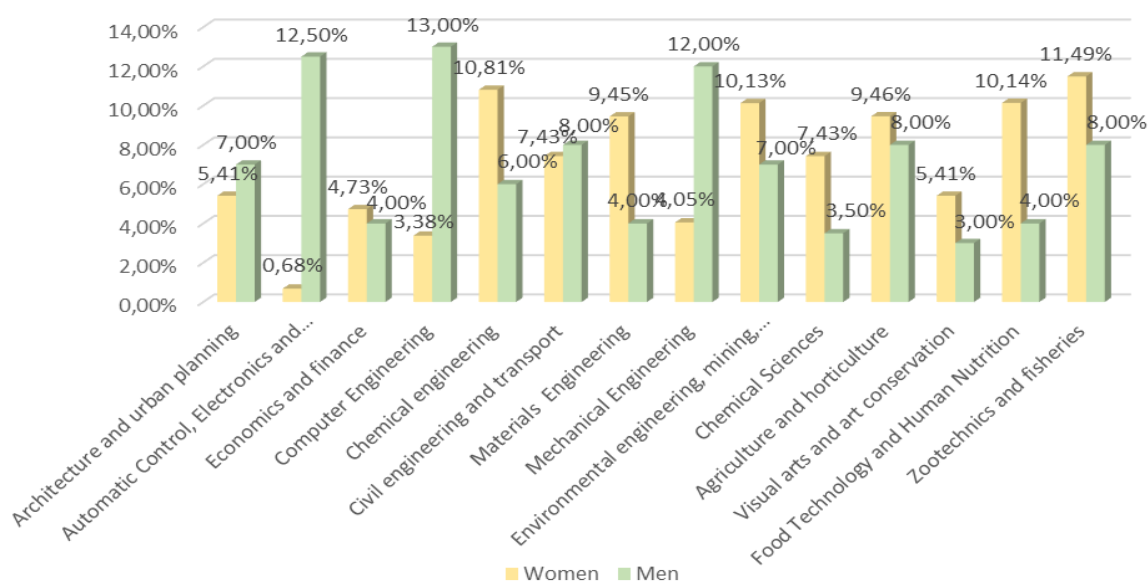


Fig. 8. The ratio of women and men in research councils to all women and men - members of the research councils

The research councils with a high ratio (this time in relation to the overall population of members of the research councils) include the research council of Chemical Engineering.

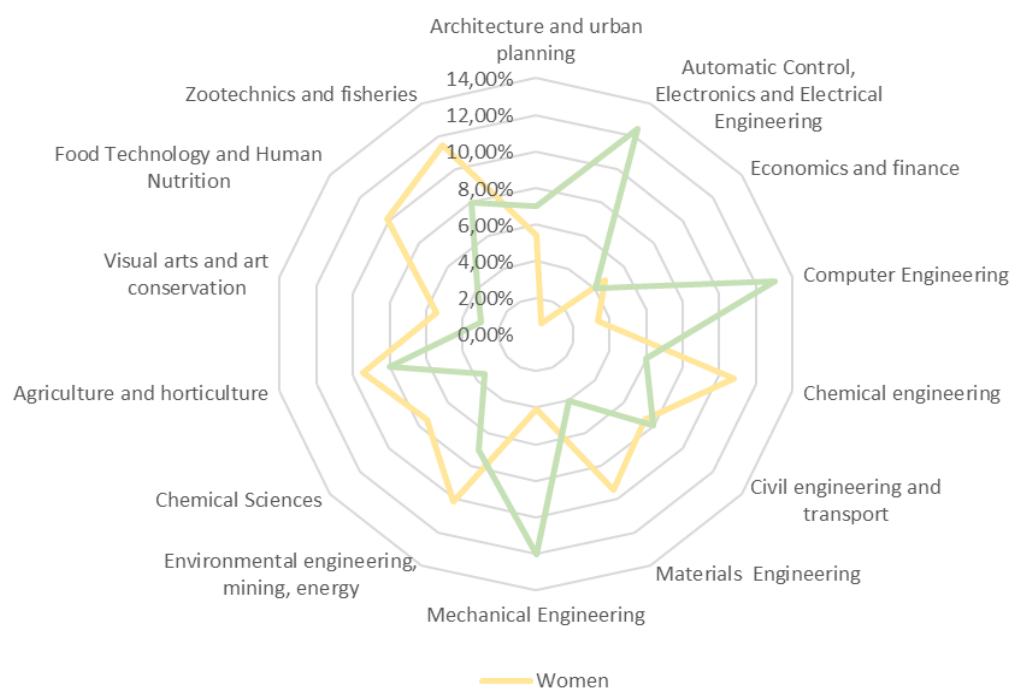


Fig. 9. The ratio of women and men in research councils to all women and men - members of the research councils

It can be concluded that, to a large extent, the proportion of women and men in research councils at ZUT is balanced, while, in terms of research council management - it is a model one - at 50% of women and 50% of men.

People employed at ZUT

Another area of analysis of ZUT from a gender perspective is employment in the job groups indicated in the title.

The percentage of women within the employee group in the total ZUT employee population is presented in Tab. 9. Employee groups in the ZUT employee population from a gender perspective and Tab. 10. Representation of women and men in the employee groups at ZUT:

- Women [%] - total percentage of women employed at ZUT;
- Men [%] - total percentage of men employed at ZUT;
- Women [%] - percentage of women of an individual employee group in the population of ZUT employees;
- Men [%] - percentage of men of an individual employee group in the population of ZUT employees.

Tab. 9. Employee groups in the ZUT employee population from a gender perspective

Employee group	Female	Male	Total	Women	Men
Professors and ZUT professors	116	170	286	40,56%	59,44%
Other university teachers	240	310	550	43,64%	56,36%
Non-teaching staff	664	239	903	73,53%	26,47%
Total, average	1020	719	1739	58,65%	41,35%

In total, of the 1,739 ZUT employees, women (1,020) account for nearly 60% of the workforce (Tab. 10. Representation of women and men in the employee groups at ZUT).

Tab. 10. Representation of women and men in the employee groups at ZUT

	Employee group	Female	Male	Total	Women	Men
	Professors and ZUT professors	116	170	286	40,56%	59,44%
Organisational units of the University	Central administration			0		
	Interdepartmental units	1	1	2		
	Faculty of Architecture	7	13	20		
	Faculty of Biotechnology and Animal Husbandry	21	15	36		
	Faculty of Civil and Environmental Engineering	8	7	15		
	Faculty of Economics	6	3	9		
	Faculty of Electrical Engineering	1	24	25		
	Faculty of Computer Science and Information Technology	1	18	19		
	Faculty of Mechanical Engineering and Mechatronics	6	26	32		
	Faculty of Environmental Management and Agriculture	19	22	41		
	Faculty of Food Science and Fisheries	15	10	25		
	Faculty of Maritime Technology and Transport	2	11	13		
	Faculty of Chemical Technology and Engineering	29	20	49		
	Other university teachers	240	310	550	43,64%	56,36%
Organisational units of the University	Central administration			0		
	Interdepartmental units	39	25	64		
	Faculty of Architecture	18	24	42		
	Faculty of Biotechnology and Animal Husbandry	12	6	18		
	Faculty of Civil and Environmental Engineering	22	32	54		
	Faculty of Economics	28	18	46		
	Faculty of Electrical Engineering	4	50	54		
	Faculty of Computer Science and Information Technology	17	58	75		
	Faculty of Mechanical Engineering and Mechatronics	22	43	65		
	Faculty of Environmental Management and Agriculture	18	17	35		
	Faculty of Food Science and Fisheries	24	10	34		
	Faculty of Maritime Technology and Transport	7	9	16		
	Faculty of Chemical Technology and Engineering	29	18	47		
	Non-teaching staff	664	239	903	73,53%	26,47%
Organisational units of the University	Central administration	279	96	375		
	Interdepartmental units	16	8	24		
	Faculty of Architecture	17	4	21		
	Faculty of Biotechnology and Animal Husbandry	22	7	29		
	Faculty of Civil and Environmental Engineering	35	10	45		
	Faculty of Economics	26	6	32		
	Faculty of Electrical Engineering	37	11	48		
	Faculty of Computer Science and Information Technology	40	11	51		
	Faculty of Mechanical Engineering and Mechatronics	31	24	55		
	Faculty of Environmental Management and Agriculture	53	19	72		
	Faculty of Food Science and Fisheries	31	14	45		
	Faculty of Maritime Technology and Transport	21	8	29		
	Faculty of Chemical Technology and Engineering	56	21	77		
	Total, average	1020	719	1739	58,65%	41,35%

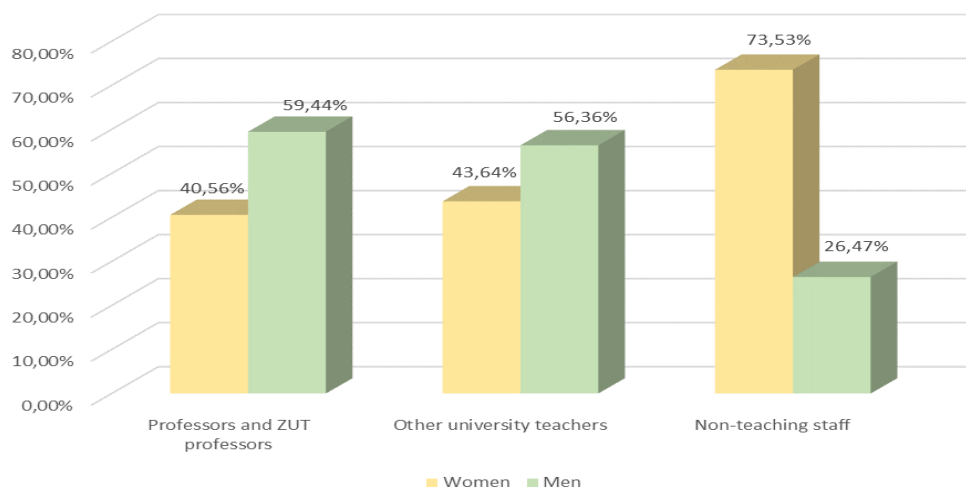


Fig. 10. Representation of women and men in the employee groups at ZUT from gender perspective

Analysis of the representation of women and men in individual ZUT units:

- Women [%] - percentage of women in an individual ZUT organisational unit;
- Men [%] - percentage of men in an individual ZUT organisational unit;

identifies three faculties (Faculty of Electrical Engineering, Faculty of Computer Science and Information Technology and Faculty of Mechanical Engineering and Mechatronics) as typically male in terms of average employment from a gender perspective.

Tab. 11. Women and men in individual ZUT units from a gender perspective

	Organisational unit	Women	Men
Organisational units of the University	Central administration	74,40%	25,60%
	Interdepartmental units	62,22%	37,78%
	Faculty of Architecture	50,60%	49,40%
	Faculty of Biotechnology and Animal Husbandry	66,27%	33,73%
	Faculty of Civil and Environmental Engineering	57,02%	42,98%
	Faculty of Economics	68,97%	31,03%
	Faculty of Electrical Engineering	33,07%	66,93%
	Faculty of Computer Science and Information Technology	40,00%	60,00%
	Faculty of Mechanical Engineering and Mechatronics	38,82%	61,18%
	Faculty of Environmental Management and Agriculture	60,81%	39,19%
	Faculty of Food Science and Fisheries	67,31%	32,69%
	Faculty of Maritime Technology and Transport	51,72%	48,28%
	Faculty of Chemical Technology and Engineering	65,90%	34,10%
	Average	56,70%	43,30%

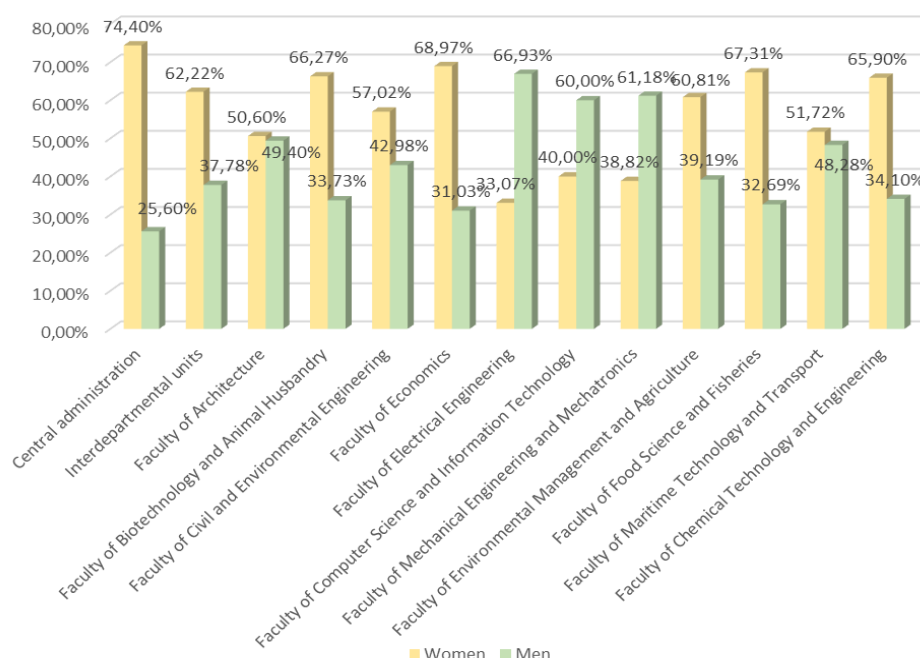


Fig. 11. Representation of women and men in individual ZUT units

Tab. 12. Women and men in individual units in relation to the total number of employees at ZUT presents the following:

- Women [%] - percentage of women of an organisational unit in the population of women in all organisational units at ZUT;
- Men [%] - percentage of men of an organisational unit in the population of men in all organisational units at ZUT.

The data is interesting in that it shows one faculty with a low number of female employees relative to the female employee population at ZUT (Faculty of Marine Technology and Transportation) and three faculties with a high number of male employees relative to the male employee population at ZUT (Faculty of Electrical Engineering, Faculty of Computer Science and Information Technology, Faculty of Mechanical Engineering and Mechatronics). The Faculty of Chemical Technology and

Engineering, on the other hand, employs a significantly high number of women compared to the rest of the university.

The data will be commented on later in the subsection.

Tab. 12. Women and men in individual units in relation to the total number of employees at ZUT

	Organisational unit	Women	Men
Organisational units of the University	Central administration	27,35%	13,35%
	Interdepartmental units	5,49%	4,73%
	Faculty of Architecture	4,12%	5,70%
	Faculty of Biotechnology and Animal Husbandry	5,39%	3,89%
	Faculty of Civil and Environmental Engineering	6,37%	6,82%
	Faculty of Economics	5,88%	3,76%
	Faculty of Electrical Engineering	4,12%	11,82%
	Faculty of Computer Science and Information Technology	5,69%	12,10%
	Faculty of Mechanical Engineering and Mechatronics	5,78%	12,93%
	Faculty of Environmental Management and Agriculture	8,82%	8,07%
	Faculty of Food Science and Fisheries	6,86%	4,73%
	Faculty of Maritime Technology and Transport	2,94%	3,89%
	Faculty of Chemical Technology and Engineering	11,18%	8,21%
	Total	100,00%	100,00%

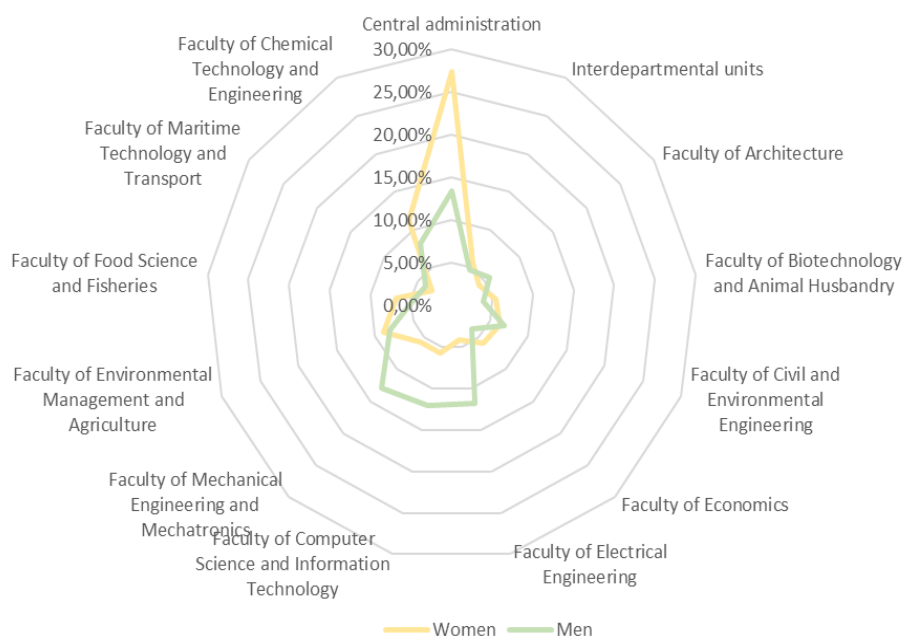


Fig. 12. Representation of women and men in individual units in relation to the total number of employees at ZUT

The columns of Tab. 13. Representation of women and men in the employee groups at ZUT within individual units includes the following data:

- Women [%] - percentage of women of an employee group in an individual ZUT organisational unit;
- Men [%] - percentage of men of an employee group in an individual ZUT organisational unit.

The data from the table above is shown in Figure 13. Representation of women and men by employee groups. Tab. 14. The employment structure of teachers at ZUT, in turn, presents detailed data on the employment structure of teachers at ZUT. The data make the discussion so far more detailed without significantly changing the theses and conclusions reached.

Tab. 13. Representation of women and men in the employee groups at ZUT within individual units

Organisational unit	Employee group	Women	Men
Central administration	Professors and ZUT professors	0,00%	0,00%
	Other university teachers	0,00%	0,00%
	Non-teaching staff	100,00%	100,00%
Interdepartmental units	Professors and ZUT professors	1,79%	2,94%
	Other university teachers	69,64%	73,53%
	Non-teaching staff	28,57%	23,53%
Faculty of Architecture	Professors and ZUT professors	16,67%	31,71%
	Other university teachers	42,86%	58,54%
	Non-teaching staff	40,48%	9,76%
Faculty of Biotechnology and Animal Husbandry	Professors and ZUT professors	38,18%	53,57%
	Other university teachers	21,82%	21,43%
	Non-teaching staff	40,00%	25,00%
Faculty of Civil and Environmental Engineering	Professors and ZUT professors	12,31%	14,29%
	Other university teachers	33,85%	65,31%
	Non-teaching staff	53,85%	20,41%
Faculty of Economics	Professors and ZUT professors	10,00%	11,11%
	Other university teachers	46,67%	66,67%
	Non-teaching staff	43,33%	22,22%
Faculty of Electrical Engineering	Professors and ZUT professors	2,38%	28,24%
	Other university teachers	9,52%	58,82%
	Non-teaching staff	88,10%	12,94%
Faculty of Computer Science and Information Technology	Professors and ZUT professors	1,72%	20,69%
	Other university teachers	29,31%	66,67%
	Non-teaching staff	68,97%	12,64%
Faculty of Mechanical Engineering and Mechatronics	Professors and ZUT professors	10,17%	27,96%
	Other university teachers	37,29%	46,24%
	Non-teaching staff	52,54%	25,81%
Faculty of Environmental Management and Agriculture	Professors and ZUT professors	21,11%	37,93%
	Other university teachers	20,00%	29,31%
	Non-teaching staff	58,89%	32,76%
Faculty of Food Science and Fisheries	Professors and ZUT professors	21,43%	29,41%
	Other university teachers	34,29%	29,41%
	Non-teaching staff	44,29%	41,18%
Faculty of Maritime Technology and Transport	Professors and ZUT professors	6,67%	39,29%
	Other university teachers	23,33%	32,14%
	Non-teaching staff	70,00%	28,57%
Faculty of Chemical Technology and Engineering	Professors and ZUT professors	25,44%	33,90%
	Other university teachers	25,44%	30,51%
	Non-teaching staff	49,12%	35,59%

It is difficult to expect the employment of professors, university professors and other teachers in the central administration of ZUT. In the Interdepartmental Units, the gender share is fairly even.

What is noticeable, thanks to the KJ3 and Mj3 indicators, is the clear proportion of women in almost all faculties in the non-teaching staff group. The Faculty of Biotechnology and Animal Husbandry (38.18% female faculty) is the only one with a high proportion of female staff who are among the university's professors and ordinary professors.

At the same faculty, the proportion of ordinary professors and university professors among men is also at a high level (53.57%).

At the faculties of: Electrical Engineering, Computer Science and Information Technology, Maritime Technology and Transport, there are the fewest female professors on average in the female populations (respectively: 2.38%, 1.72% and 6.67% - by numbers: 1, 1 and 2 - Tab. 10. Representation of women and men in the employee groups at ZUT).

Similarly, these faculties have the highest percentage of female non-teaching staff (after, of course, ZUT central administration).

This should not be attributed to any ill-will on the part of the faculty authorities - it is clearly due to the nature of the scientific disciplines practised in these faculties, which have not been popular among women in Poland for many years.

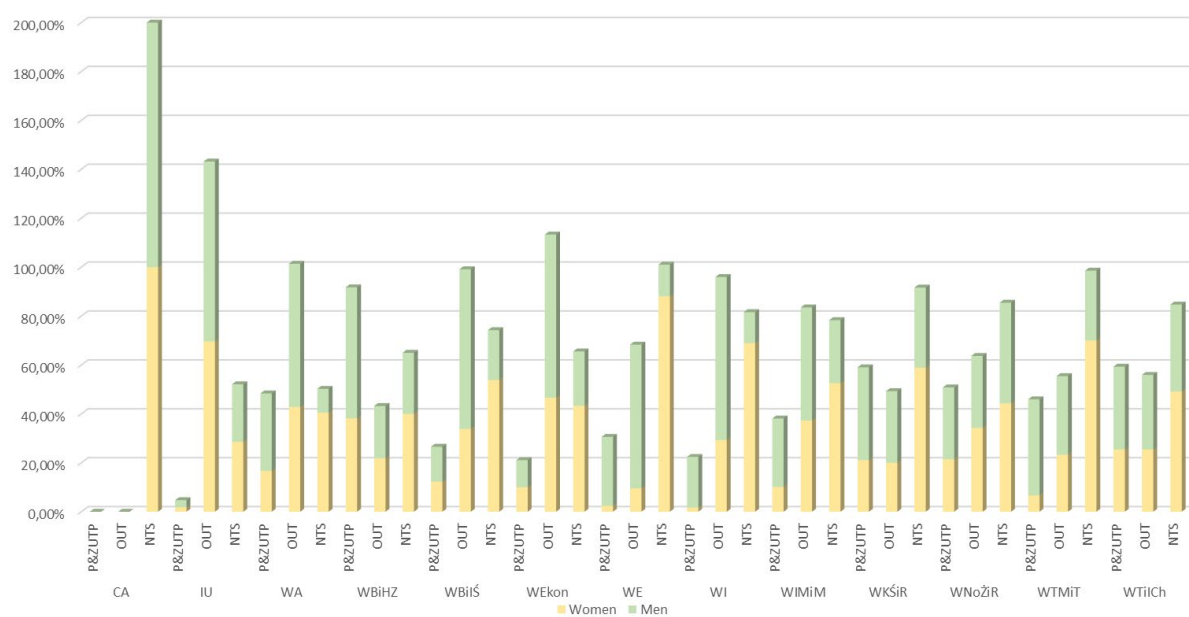


Fig. 13. Representation of women and men by employee groups

Undergraduate students

Detailed data on the numbers of students at ZUT as at the date of this Plan are included in Tab. 15. Numbers of students studying at ZUT by the educational cycles and faculties providing education.

Tab. 15. Numbers of students studying at ZUT by the educational cycles and faculties providing education

	Educational cycles	Female	Male	Total	Women [%]	Men [%]
	S1	1529	2637	4166	36,70%	63,30%
ZUT faculties	Faculty of Architecture	280	77	357		
	Faculty of Biotechnology and Animal Husbandry	279	47	326		
	Faculty of Civil and Environmental Engineering	196	282	478		
	Faculty of Economics	164	137	301		
	Faculty of Electrical Engineering	32	498	530		
	Faculty of Computer Science and Information Technology	78	699	777		
	Faculty of Mechanical Engineering and Mechatronics	83	369	452		
	Faculty of Environmental Management and Agriculture	119	161	280		
	Faculty of Food Science and Fisheries	120	76	196		
	Faculty of Maritime Technology and Transport	79	212	291		
	Faculty of Chemical Technology and Engineering	99	79	178		
	N1	244	675	919	26,55%	73,45%
ZUT faculties	Faculty of Architecture			0		
	Faculty of Biotechnology and Animal Husbandry	58	8	66		
	Faculty of Civil and Environmental Engineering	56	150	206		
	Faculty of Economics	46	26	72		
	Faculty of Electrical Engineering	3	117	120		
	Faculty of Computer Science and Information Technology	21	152	173		
	Faculty of Mechanical Engineering and Mechatronics	34	172	206		
	Faculty of Environmental Management and Agriculture	26	50	76		
	Faculty of Food Science and Fisheries			0		
	Faculty of Maritime Technology and Transport			0		
	Faculty of Chemical Technology and Engineering			0		
	S2	240	284	524	45,80%	54,20%
ZUT faculties	Faculty of Architecture	79	34	113		
	Faculty of Biotechnology and Animal Husbandry			0		
	Faculty of Civil and Environmental Engineering	20	43	63		
	Faculty of Economics	31	15	46		
	Faculty of Electrical Engineering	6	46	52		
	Faculty of Computer Science and Information Technology	10	55	65		
	Faculty of Mechanical Engineering and Mechatronics	14	24	38		
	Faculty of Environmental Management and Agriculture	20	13	33		
	Faculty of Food Science and Fisheries	34	2	36		
	Faculty of Maritime Technology and Transport	4	24	28		
	Faculty of Chemical Technology and Engineering	22	28	50		
	N2	174	255	429	40,56%	59,44%
ZUT faculties	Faculty of Architecture	11	3	14		
	Faculty of Biotechnology and Animal Husbandry	23	5	28		
	Faculty of Civil and Environmental Engineering	87	90	177		
	Faculty of Economics			0		
	Faculty of Electrical Engineering	4	68	72		
	Faculty of Computer Science and Information Technology	0	25	25		
	Faculty of Mechanical Engineering and Mechatronics	35	59	94		
	Faculty of Environmental Management and Agriculture	12	5	17		
	Faculty of Food Science and Fisheries	2	0	2		
	Faculty of Maritime Technology and Transport			0		
	Faculty of Chemical Technology and Engineering			0		
	Total	2187	3851	6038	36,22%	63,78%

The meaning of columns in Tab. 16. Numbers of students studying at ZUT by the educational cycles and Tab. 15. Numbers of students studying at ZUT by the educational cycles and faculties providing education:

- Women [%] - total percentage of female students at ZUT;
- Men [%] - total percentage of male students at ZUT;
- Women [%] - percentage of female students within a cycle of studies in the population of the female students of all faculties at ZUT;
- Men [%] - percentage of male students within a cycle of studies in the population of the male students of all faculties at ZUT.

Tab. 16. Numbers of students studying at ZUT by the educational cycles

	Level of study	Women	Men
Level	S1	36,70%	63,30%
	N1	26,55%	73,45%
	S2	45,80%	54,20%
	N2	40,56%	59,44%
	Avarage	52,58%	47,42%

At this level of generality, it can be concluded that there are, on average, almost twice as many women studying at ZUT as men.

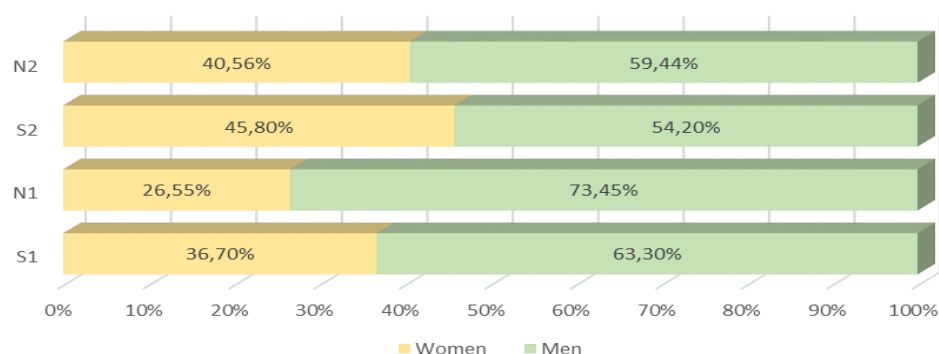


Fig. 14. The ratio of the representation of women and men among people studying at ZUT by the cycle of studies

Tab. 17. The proportion of women and men in the student populations of individual faculties at ZUT presents:

- Women [%] - percentage of female students at ZUT faculties, regardless of the cycle of studies;
- Men [%] - percentage of male students at ZUT faculties, regardless of the cycle of studies.

Tab. 17. The proportion of women and men in the student populations of individual faculties at ZUT

	ZUT faculty	Women	Men
ZUT faculties	Faculty of Architecture	76,45%	23,55%
	Faculty of Biotechnology and Animal Husbandry	85,71%	14,29%
	Faculty of Civil and Environmental Engineering	38,85%	61,15%
	Faculty of Economics	57,52%	42,48%
	Faculty of Electrical Engineering	5,81%	94,19%
	Faculty of Computer Science and Information Technology	10,48%	89,52%
	Faculty of Mechanical Engineering and Mechatronics	21,01%	78,99%
	Faculty of Environmental Management and Agriculture	43,60%	56,40%
	Faculty of Food Science and Fisheries	66,67%	33,33%
	Faculty of Maritime Technology and Transport	26,02%	73,98%
	Faculty of Chemical Technology and Engineering	53,07%	46,93%
	Average	44,11%	55,89%

At the faculties of: Architecture, Biotechnology and Animal Husbandry, Economics as well as Food Sciences and Fisheries, there are noticeably more women studying. On the other hand, the faculties of: Electrical Engineering, Computer Studies and Information Technology, Mechanical Engineering and Mechatronics as well as Maritime Technology and Transport are faculties with a high proportion of male students.

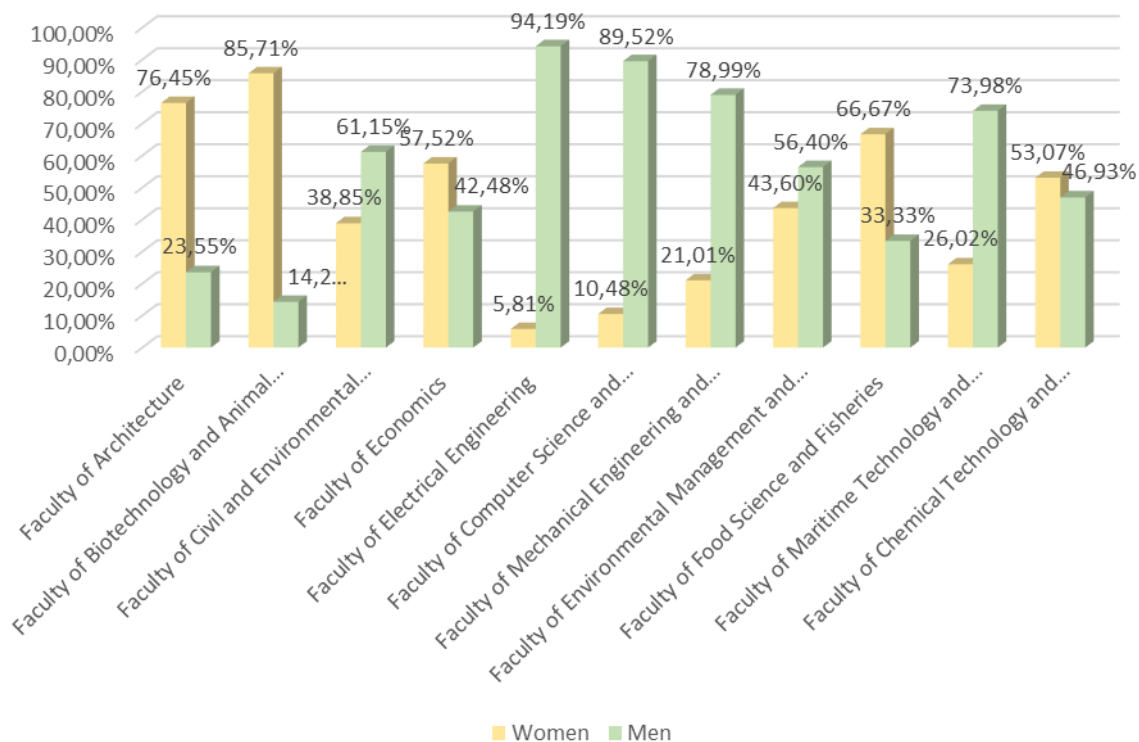


Fig. 15. The ratio of the representation of women and men among people studying at individual faculties

Among women studying at ZUT, most selected the following faculties: Faculty of Architecture, Faculty of Biotechnology and Animal Husbandry, Faculty of Civil and Environmental Engineering, whereas men mostly (the men studying at ZUT) selected the following faculties: Faculty of Computer Studies and Information Technology, Faculty of Mechanical Engineering and Mechatronics as well as Faculty of Civil and Environmental Engineering.

Tab. 18. Women and men studying at individual faculties from the perspective of the population of women and men studying at ZUT

ZUT faculty		Women	Men
ZUT faculties	Faculty of Architecture	16,92%	2,96%
	Faculty of Biotechnology and Animal Husbandry	16,46%	1,56%
	Faculty of Civil and Environmental Engineering	16,42%	14,67%
	Faculty of Economics	11,02%	4,62%
	Faculty of Electrical Engineering	2,06%	18,93%
	Faculty of Computer Science and Information Technology	4,98%	24,18%
	Faculty of Mechanical Engineering and Mechatronics	7,59%	16,20%
	Faculty of Environmental Management and Agriculture	8,09%	5,95%
	Faculty of Food Science and Fisheries	7,13%	2,03%
	Faculty of Maritime Technology and Transport	3,80%	6,13%
	Faculty of Chemical Technology and Engineering	5,53%	2,78%
Total		100,00%	100,00%

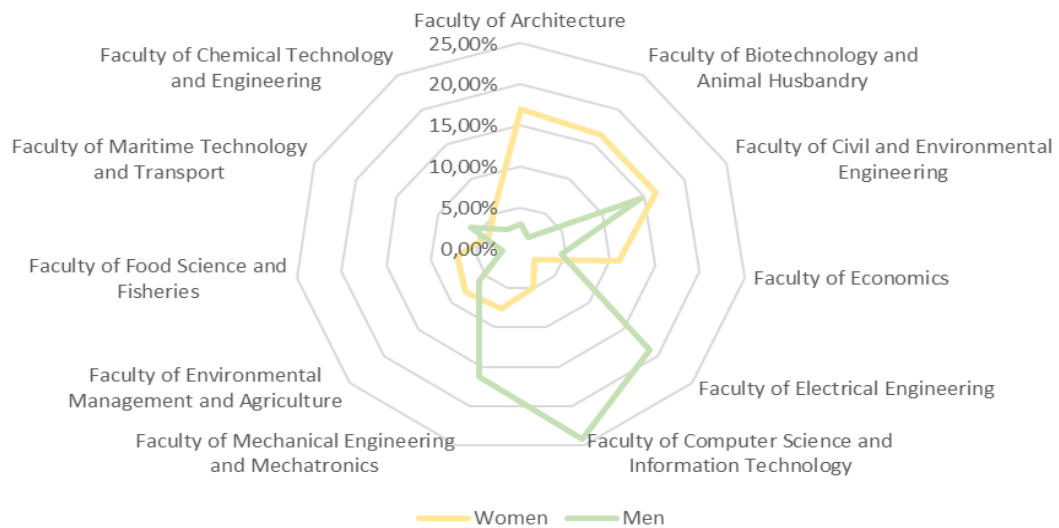


Fig. 16. Representation of women and men studying at individual faculties in relation to the total number of students at ZUT

Columns of Tab. 18. Women and men studying at individual faculties from the perspective of the population of women and men studying at ZUT denote the following:

- Women [%] - percentage of female students at the faculties in the population of female students at all ZUT faculties;
- Men [%] - percentage of male students at the faculties in the population of male students at all ZUT faculties;

Tab. 19. Percentage of female and male students by faculty within individual cycles of studies

	Cycle of studies	Women	Men
WA	S1	75,68%	67,54%
	N1	0,00%	0,00%
	S2	21,35%	29,82%
	N2	2,97%	2,63%
WBiHZ	S1	77,50%	78,33%
	N1	16,11%	13,33%
	S2	0,00%	0,00%
	N2	6,39%	8,33%
WBiIŠ	S1	54,60%	49,91%
	N1	15,60%	26,55%
	S2	5,57%	7,61%
	N2	24,23%	15,93%
Wekon	S1	68,05%	76,97%
	N1	19,09%	14,61%
	S2	12,86%	8,43%
	N2	0,00%	0,00%
WE	S1	71,11%	68,31%
	N1	6,67%	16,05%
	S2	13,33%	6,31%
	N2	8,89%	9,33%
WI	S1	71,56%	75,08%
	N1	19,27%	16,33%
	S2	9,17%	5,91%
	N2	0,00%	2,69%
WIMiM	S1	50,00%	59,13%
	N1	20,48%	27,56%
	S2	8,43%	3,85%
	N2	21,08%	9,46%
WKŠiR	S1	67,23%	70,31%
	N1	14,69%	21,83%
	S2	11,30%	5,68%
	N2	6,78%	2,18%
WNoŽiR	S1	76,92%	97,44%
	N1	0,00%	0,00%
	S2	21,79%	2,56%
	N2	1,28%	0,00%
WTMiT	S1	95,18%	89,83%
	N1	0,00%	0,00%
	S2	4,82%	10,17%
	N2	0,00%	0,00%
WTiCh	S1	81,82%	73,83%
	N1	0,00%	0,00%
	S2	18,18%	26,17%
	N2	0,00%	0,00%

At most ZUT faculties, the proportion of female students at S1 level in relation to all female students at the faculties is between 70 and 76%. All women studying in the S2/N2 cycle account for nearly 30% of women studying at the faculty, at the following faculties: Faculty of Architecture, Faculty of Civil and Environmental Engineering as well as Faculty of Mechanical Engineering and Mechatronics. In the case of men, the percentage of S2/N2 cycle students in relation to all male faculty students reaches 30% only at the Faculty of Architecture and 26% at the Faculty of Chemical Technology and Engineering.

This indicates a greater determination, relative to female students in general, to complete a two cycles of studies.

The meaning of columns:

- Women [%] - percentage of female students within a cycle of studies at an individual ZUT faculty;
- Men [%] - percentage of male students within a cycle of studies at an individual ZUT faculty.

Doctoral students

The Doctoral School is currently being run at ZUT. A total of 40 women and 48 men are conducting their studies in eleven scientific disciplines.

Tab. 20. Data on women and men by organisational units

Organisational unit	Female	Male	Total	Women	Men
Doctoral school	40	48	88	45,45%	54,55%
Architecture and Urban Planning	1	1	2		
Automation, Electronics and Electrical Engineering	1	5	6		
Technical informatics and telecommunications	0	5	5		
Chemical engineering	12	10	22		
Civil engineering and transport	1	0	1		
Materials Engineering	10	9	19		
Mechanical Engineering	1	11	12		
Environmental engineering, mining, energy	1	0	1		
Agriculture and Horticulture	2	1	3		
Food Technology and Human Nutrition	3	3	6		
Zootechnics and fisheries	8	3	11		
Faculty of Architecture	3	0	3	100,00%	0,00%
Architecture and Urban Planning	3	0	3		
Faculty of Biotechnology and Animal Husbandry	17	1	18		
Biotechnology	11	0	11		
Zootechnics	6	1	7		
Faculty of Civil and Environmental Engineering	3	2	5		
Construction	3	1	4		
Environmental Engineering	0	1	1		
Faculty of Economics	2	10	12		
Automation and Robotics	1	3	4		
Electrical engineering	1	7	8		
Faculty of Computer Science and Information Technology	1	9	10		
Informatics	1	9	10		
Faculty of Mechanical Engineering and Mechatronics	5	5	10		
Mechanical engineering and operation	4	4	8		
Materials Engineering	1	1	2		
Faculty of Environmental Management and Agriculture	8	6	14		
Agronomy	2	1	3		
Agricultural Engineering	0	2	2		
Environmental protection and conservation	3	3	6		
Horticulture	3	0	3		
Faculty of Food Science and Fisheries	6	4	10		
Fisheries	2	2	4		
Food Technology and Human Nutrition	4	2	6		
Faculty of Chemical Technology and Engineering	19	22	41		
Chemical engineering	3	6	9		
Chemical Technology	16	16	32		
Total	104	107	211	49,29%	50,71%

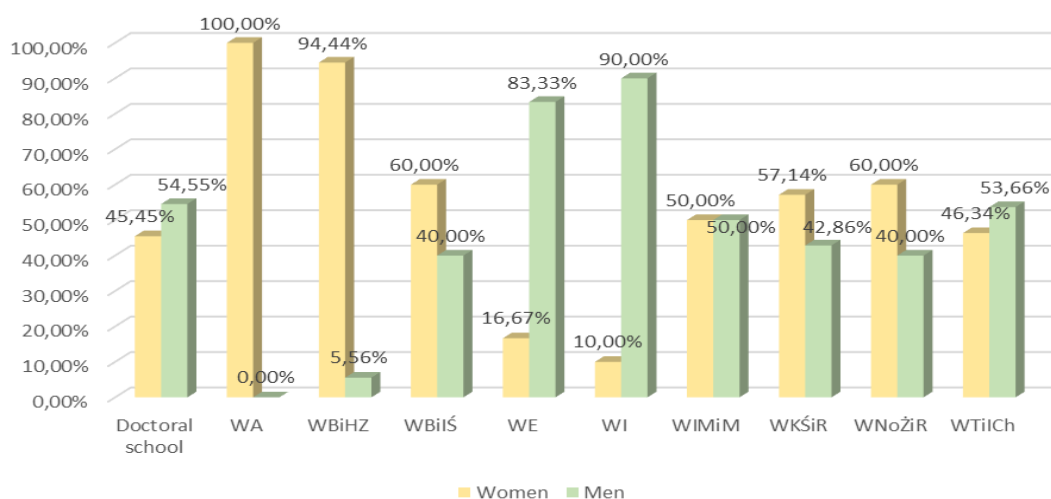


Fig. 17. Representation of women and men among doctoral students by ZUT units

Tab. 20. Data on women and men by organisational units contains information on women and men studying at ZUT in the third cycle by ZUT units:

- Women [%] - percentage of female doctoral students at ZUT;
- Men [%] - percentage of male doctoral students at ZUT.

Division into scientific disciplines is the subject of data in Tab. 21. Women and men pursuing PhDs in scientific disciplines:

- Female - share of female doctoral students in scientific disciplines at ZUT (also percentage Women [%]);
- Male - share of male doctoral students in scientific disciplines at ZUT (also percentage Men [%]);

Tab. 21. Women and men pursuing PhDs in scientific discipline

Scientific disciplines	Female	Male	SUMA	Women	Men
Agronomy	2	1	3	66,67%	33,33%
Architecture and Urban Planning	4	1	5	80,00%	20,00%
Automation and Robotics	1	3	4	25,00%	75,00%
Automation, Electronics and Electrical Engineering	1	5	6	16,67%	83,33%
Biotechnology	11	0	11	100,00%	0,00%
Mechanical engineering and operation	4	4	8	50,00%	50,00%
Construction	3	1	4	75,00%	25,00%
Electrical engineering	1	7	8	12,50%	87,50%
Informatics	1	9	10	10,00%	90,00%
Technical informatics and telecommunications	0	5	5	0,00%	100,00%
Chemical engineering	15	16	31	48,39%	51,61%
Civil engineering and transport	1	0	1	100,00%	0,00%
Materials Engineering	11	10	21	52,38%	47,62%
Mechanical Engineering	1	11	12	8,33%	91,67%
Agricultural Engineering	0	2	2	0,00%	100,00%
Environmental engineering	0	1	1	0,00%	100,00%
Environmental engineering, mining, energy	1	0	1	100,00%	0,00%
Environmental protection and conservation	3	3	6	50,00%	50,00%
Horticulture	3	0	3	100,00%	0,00%
Agriculture and Horticulture	2	1	3	66,67%	33,33%
Fisheries	2	2	4	50,00%	50,00%
Chemical Technology	16	16	32	50,00%	50,00%
Food Technology and Human Nutrition	7	5	12	58,33%	41,67%
Zootechnics	6	1	7	85,71%	14,29%
Zootechnics and fisheries	8	3	11	72,73%	27,27%
Total	104	107	211	49,29%	50,71%

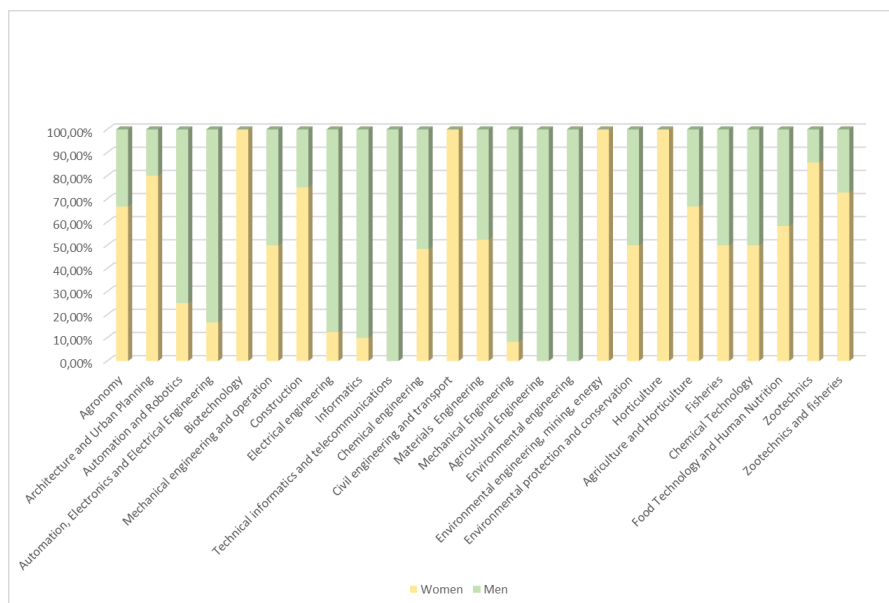


Fig. 18. Ratio of female to male representation among doctoral students in all scientific disciplines at ZUT

The last set of data in this subsection concerns the ZUT scientific disciplines chosen by women and men (as at 04.02.2022):

- Kdr2 [%] - percentage of female doctoral students in the population of female doctoral students in all scientific disciplines;
- Mdr2 [%] - percentage of male doctoral students in the population of male doctoral students in all scientific disciplines.
-

Tab. 22. Women and men working on doctoral theses by disciplines

Scientific disciplines	Women	Men
Agronomy	1,92%	0,93%
Architecture and Urban Planning	3,85%	0,93%
Automation and Robotics	0,96%	2,80%
Automation, Electronics and Electrical Engineering	0,96%	4,67%
Biotechnology	10,58%	0,00%
Mechanical engineering and operation	3,85%	3,74%
Construction	2,88%	0,93%
Electrical engineering	0,96%	6,54%
Informatics	0,96%	8,41%
Technical informatics and telecommunications	0,00%	4,67%
Chemical engineering	14,42%	14,95%
Civil engineering and transport	0,96%	0,00%
Materials Engineering	10,58%	9,35%
Mechanical Engineering	0,96%	10,28%
Agricultural Engineering	0,00%	1,87%
Environmental engineering	0,00%	0,93%
Environmental engineering, mining, energy	0,96%	0,00%
Environmental protection and conservation	2,88%	2,80%
Horticulture	2,88%	0,00%
Agriculture and Horticulture	1,92%	0,93%
Fisheries	1,92%	1,87%
Chemical Technology	15,38%	14,95%
Food Technology and Human Nutrition	6,73%	4,67%
Zootechnics	5,77%	0,93%
Zootechnics and fisheries	7,69%	2,80%
Total	100,00%	100,00%

The scientific disciplines chosen by the majority of female doctoral students at ZUT include:

- Chemical Technology,
- Chemical Engineering,
- Biotechnology,
- Materials Engineering,

The scientific disciplines mostly chosen by male doctoral students at ZUT include:

- Chemical Technology,
- Chemical Engineering,
- Mechanical Engineering,
- Materials Engineering,
- Computer Science and Information Technology.

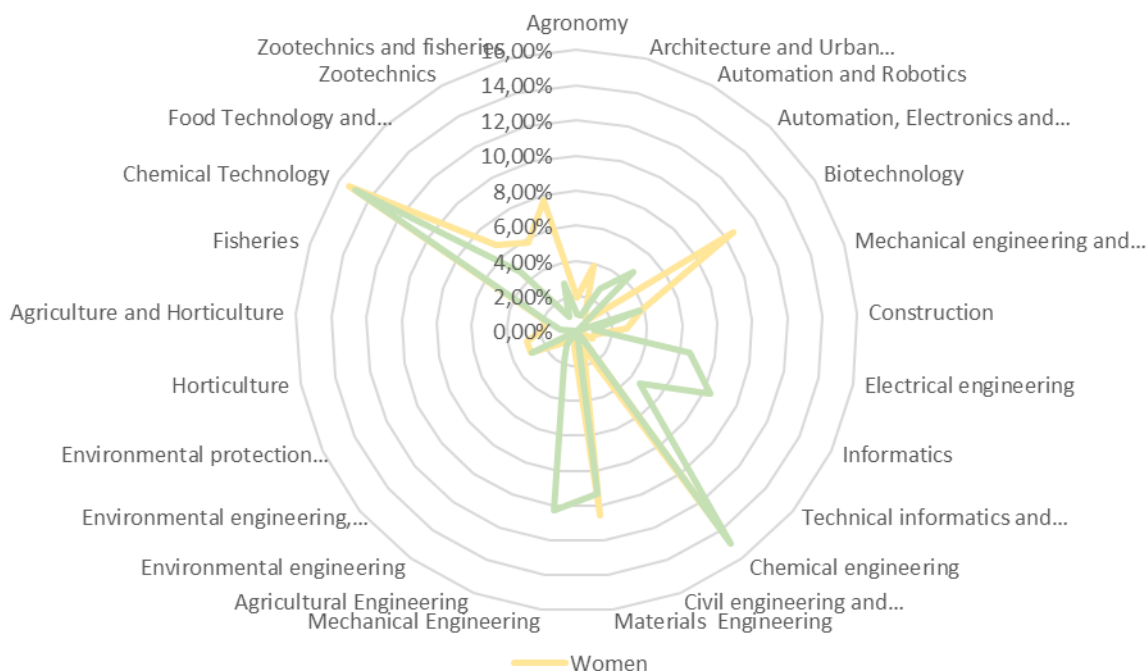


Fig. 19. Representation of female and male doctoral students in all disciplines at ZUT (synthesis)

Postgraduate studies

A total of 12 different postgraduate programmes are being run at six faculties of ZUT. Half of these have a preponderance of female participants, although not as much as the other six. Individual columns in Tab. 23. Participants of postgraduate studies at ZUT from gender perspective:

- Women [%] - percentage of women among participants of postgraduate studies at ZUT;
- Men [%] - percentage of men among participants of postgraduate studies at ZUT.

Tab. 23. Participants of postgraduate studies at ZUT from gender perspective

Faculty	Women	Men
Faculty of Biotechnology and Animal Husbandry	68,97%	31,03%
Animal rehabilitation	87,50%	12,50%
Sustainable agriculture	46,15%	53,85%
Faculty of Civil and Environmental Engineering	58,14%	41,86%
Health and safety at work	56,06%	43,94%
Road engineering	65,00%	35,00%
Faculty of Economics	55,56%	44,44%
Health and safety management	55,56%	44,44%
Faculty of Computer Science and Information Technology	7,69%	92,31%
Certified Microsoft Windows Administrator	0,00%	100,00%
Certified VMware vSphere Administrator	0,00%	100,00%
Computer programming	16,67%	83,33%
Programming with embedded systems elements	12,50%	87,50%
Faculty of Mechanical Engineering and Mechatronics	14,29%	85,71%
Welding engineering in the IWE competence area	14,29%	85,71%
Faculty of Environmental Management and Agriculture	50,00%	50,00%
Agriculture and agricultural crop condition assessment	60,00%	40,00%
Water treatment and environmental purification	30,77%	69,23%
Total	44,65%	55,35%

Five of the twelve postgraduate courses offered at ZUT are aimed explicitly at men. The others have clearly gender-independent addressees.

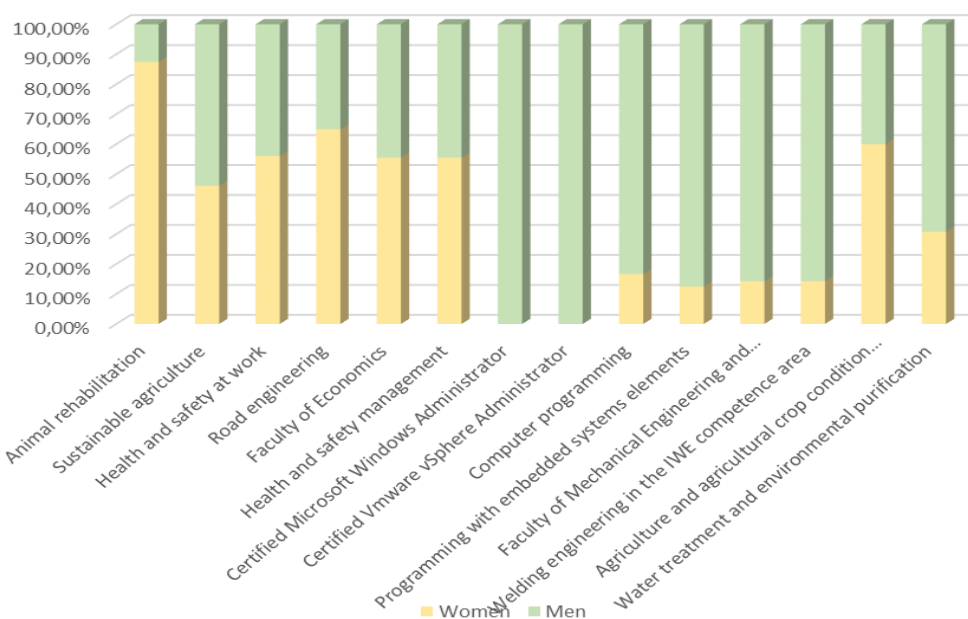


Fig. 20. Women and men - participants in postgraduate studies at ZUT

Women in projects at ZUT

The percentage of women and men carrying out tasks for externally funded projects is the subject of the last analysis.

Tab. 24. Share of women and men in projects conducted at ZUT.

Role in the project	Female	Male	Total	Women	Men
Project managers	43	56	99	43,43%	56,57%
Project staff	488	394	882	55,33%	44,67%

It is difficult to find any regularity in this data - women at ZUT generally manage a similar number of projects as men.

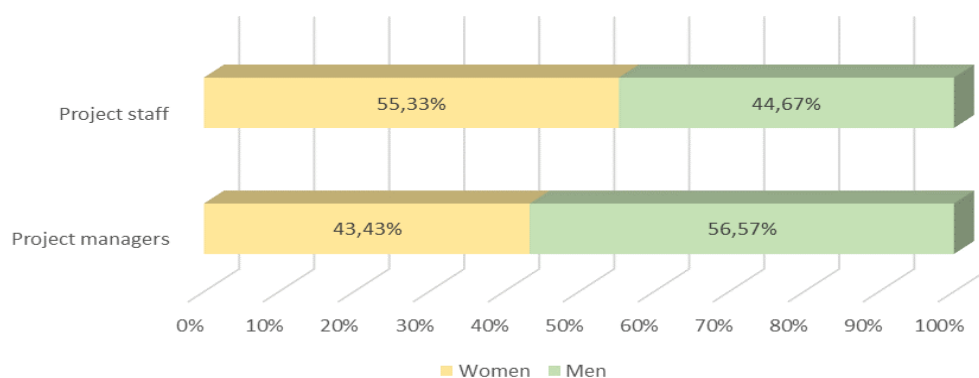


Fig. 21. Share of women and men in projects conducted at ZUT

Similarly, the participation of women in projects at ZUT is at a similar level to that of men. No relation to gender shall be found in this area, but rather a relation to the experience and capacity of the teams raising project funding.

Summary of the analyses

In terms of data quality, the analyses presented in the Plan can be divided into two groups:

- information of a static nature that does not change frequently (faculty boards, composition of discipline councils, collegiate bodies of the university such as the Senate, staff composition of the university),
- information of a dynamic nature - numbers of female students, doctoral students (lesser dynamics of changes).

It thus seems advisable to develop procedures and tools that will make it possible in the future to analyse, on an ongoing basis, the data presented in this Plan with regard to gender participation in the groups defined here.

1.2. Survey concerning equal treatment and discrimination

A survey concerning equal treatment and discrimination will be conducted at West Pomeranian University of Technology in Szczecin in 2022 as part of the implementation of the HR management strategy.

At present, a survey resulting from HR Excellence in Research⁸ distinction has been conducted. 646 full replies were collected in the survey, 284 from women and 362 from men.

According to the respondent, no signs of discrimination are notices at ZUT, including gender discrimination.

Tab. 25. Selected issues of the survey relating to gender equality

	Agree [%]	Difficult to say [%]	Disagree [%]
There are clearly defined standards and procedures for the admission of researchers at the university	68,42	21,98	9,6
Recruitment for each vacancy is carried out by an objective selection committee	67,33	23,85	8,82
There is a gender balance at the university, i.e. there are roughly equal numbers of women and men in each unit and at each career level	54,64	29,72	15,64
In terms of gender, the university has a policy of equal opportunities at the recruitment stage, subsequent career steps and also in access to further development	74,61	20,59	4,8
At the university, attention is paid to integrating the gender dimension into the research undertaken	31,27	57,58	11,15
The university's organisational culture builds a sense of community between different groups of employees	50,77	27,71	21,51
At the university, I notice discrimination on the basis of gender, age, origin, language, sexual orientation, beliefs, religion, etc.	11,77	13,31	74,92

1.3. Selected actions for promotion equality and counteracting discrimination so far

The following is the presentation of the activities taken at ZUT⁹ in counteracting discrimination and preventing broadly understood exclusion.

DZ1. Implementation of principles and recommendations on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers

The European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers are one of the most important documents of the European policy for improving the attractiveness of work conditions and development of researchers careers in Europe. The West Pomeranian University of Technology in Szczecin, as a university that observes the principles of the Charter and the Code, is obligated to behave responsibly, in a manner that recognises dignity of humans and life.

Adapting to the recommendations collected in the Charter and the Code, the Code of Ethics of an Academic Teacher (Order no. 148 of the Rector of ZUT dated 5 October 2020¹⁰) was prepared and issued at the West Pomeranian University of Technology.

⁸ The survey relating to preparing the report „Opinion survey on work and employment conditons at ZUT” was conducted by the West Pomeranian University of Technology in Szczecin. Its purpose was opinion survey on work and employment conditions at ZUT. Academic teachers and doctoral students are eligible to fil lit in. Its results are necessary to make a report of implementing the provisions of the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers at the university

⁹ DZ –ZUT activities in promoting equality nad counteracting discrimination

¹⁰ Order no. 148 of the Rector of ZUT dated 5 October 2020 on the Code of Ethics of an Academic Teacher of the West Pomeranian University of Technology in Szczecin. <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju->

The Code of Ethics of an Academic Teacher presents the most important ethical standards and values, as well as the principles of conduct and obligations of an academic teacher that guarantee observing such ethical values as equal treatment of all people, in particular with a view to the development of an attractive, open, and balanced European work market for researchers.

DZ2. Information for the employees concerning equal treatment in employment

Circular no. 7 of the Rector of the West Pomeranian University of Technology in Szczecin dated 13 April 2021 on the Procedure of Job Recruitment and Professional Development of the Employees of the West Pomeranian University of Technology in Szczecin was issued in 2021¹¹. The procedure was implemented as part of activities resulting from holding „HR Excellence in Research” distinction, which obligated the university to take actions called the Employment Guide Including Good Academic Practise in this Respect.

The Guide was supposed to determine the principles of recruitment, employment, and other issues at various stages of the employees’ career, also in order to considerably improve the employment conditions by honest, open, effective, and transparent recruitment procedure at the university.

DZ3. Support for persons with special needs, including persons with disabilities

Architectural, digital, informational, and communicational accessibility is being successively increased at ZUT. At present, there are two paths of securing the needs of persons with special needs, including persons with disabilities (PwD).

The first path includes current tasks relating to adapting of the recruitment and learning process and is executed by the Plenipotentiary for Student with Disabilities in co-operation with Vice Rector for Education. Pierwsza ścieżka obejmuje bieżące zadania związane z dostosowaniem procesu rekrutacji i kształcenia realizowane są przez Pełnomocnika ds. studentów i doktorantów z niepełnosprawnościami we współpracy w Prorektorem ds. kształcenia. In recent years the activities included:

- at requests of deans and heads of interfaculty units, didactic rooms have been equipped with high-resolution multimedia projectors, computers with touchscreens, or laboratory tables for persons on wheelchairs;
- equipment for the Office for Support of Persons with Disabilities (BON¹²) used for adapting didactic materials has been purchased: e.g., PIAF heaters, Braille label machine, electronic magnifying glass, scanning and reading device, as well as tactile walking *surface* indicators have been installed and Braille plates have been bought to be installed in the building where the office is located;
- fitting Dean’s Offices and receptions with induction loops to support hearing of persons with hearing disfunction has been started;
- the first batch of evacuation chairs for safe evacuation of persons with moving problems has been purchased. As part of current actions, teaching assistants of students who need this kind of suport are being employed, and specialist trainings for teachers to increase competence in supporting PwDs are financed.

uczelnizut.edu.pl/dzial-organizacyjny-prawny/najnowsze-akty-prawne/article/zarzadzenie-nr-148-rektora-zut-z-dnia-5-pazdziernika-2020-r-w-sprawie-kodeksu-etyki-nauczyciela-aka.html

¹¹ <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju-uczelnizut.edu.pl/dzial-organizacyjny-prawny/najnowsze-akty-prawne/article/pismo-okolne-nr-7-rektora-zut-z-dnia-13-kwietnia-2021-r-w-sprawie-procedury-zatrudniania-oraz-przeb.html>

¹² <https://bon.zut.edu.pl/index.php?id=24483>

- open online workshop „A Student in Pandemic - Awareness of Defence Mechanisms in a Pandemic Situation” for ZUT community (students, doctoral students, employees) has been organised.

The second path was executed from 1 January 2020 to 30 June 2023 as part of a project called „Eliminating barriers in access to education - perfectly adapted” (POWR.03.05.00-00-A050/19-00), the purpose of which is to increase accessibility of the university for persons with disabilities by organisational changes, improving the awareness of ZUT managerial, administration, and academic staff in rational adaptation to the needs of persons with various disabilities. The project included:

- the Office for Persons with Disabilities was established, a person with disability as the administrative Staff and a psychologist was employed;
- a team for accessibility to education was formed, which consists of representatives of academic teachers, administrative Staff, whose task is to monitor and submit rational ideas concerning eliminating barriers in the academic space; creating and updating procedures and standards concerning functioning of BON, recruitment, education, accessibility for persons with special needs, a catalogue of possible support, etc.; and reviewing and initiating adapting legal acts of the university to the needs of persons with special needs, including persons with disabilities;
- thanks to the activities of the consultant for digital accessibility and her assistant (employees of the University Information Technology Centre), the accessibility of the Internet sites was increased, the effect of which is a considerable increase in the accessibility of the university sites to persons with sight disfunctions. In May 2021, the university sites were assessed as the best in the Report on Digital Accessibility of Universities in Poland;
- a series of trainings will be conducted with the purpose of increasing competence of the didactic and administrative staff in support for persons with disabilities. Awareness trainings are planned, including more than 450 academic teachers and 90 administrative Staff, and additionally specialist training in the support of persons with sight disfunctions, hearing disfunctions, and with mental disorders, as well as the Polish Sign Language trainings for at least 15 persons.

ZUT has an increasing awareness of the needs of persons with special needs and constantly wants to improve in this respect, the proof of which are consecutive projects concerning broadly understood accessibility and support for persons with disabilities, i.e., “Accessible Space Shaping Academy” (POWR.03.05.00-00-PU13/19-00)¹³ and a partnership project with Szczecin University called “University Centre of Accessibility Knowledge” (POWR.03.05.00-00-CW03/20-00).

DZ4. Taking account of gender aspect in recruitment campaigns

The employees of the Students Section and the members of the Faculty Recruitment Committees who recruit candidates to study, care for all candidates with the same involvement, regardless their gender, citizenship, or other aspects. The principles of the recruitment resolution ensure just treatment of candidates, and examinations checking candidates’ talents organised for artistic programmes of studies are conducted using coding of works. We encourage female candidates to study at masculinised faculties, e.g., by „Girls to Technical Universities” action, but apart from

¹³ <http://symulatorium.zut.edu.pl/>

advising candidates, we cannot interfere with their individual preferences concerning the choice of a programme of studies.

The university creates favourable conditions for candidates with disabilities, in particular for those who have artistic skills test or interview. A candidate with disability, before they start their recruitment procedure, contacts BON in a convenient form in order to agree on a type of support during the recruitment process and to establish a candidate's needs at a chosen programme of studies. There is a possibility to adapt the conditions and the form of the examination to the needs of a candidate with disability, for instance by prolonging the examination duration, adapting the font size, using technical facilities, using an assistant.

We can observe every year an increasing number of female candidates in relation to the general number of candidates at ZUT. When analysing the statistical data concerning the university structure, we should notice the fact that the most feminised faculties at the university are: the Faculty of Biotechnology and Animal Husbandry (85,71% of women), Faculty of Architecture (76,45%), and Faculty of Food Sciences and Fisheries (66,67%), the least per cent of female students are at the Faculty of Computer Science and Information technology and Faculty of Maritime Technology and Transport.

2. Objectives and action plan

2.1. Objective 1: Making the community of West Pomeranian University of Technology in Szczecin aware of discrimination and the principles of equal treatment.

The objectives of the Gender Equality Plan for ZUT were drawn up basing on the meetings with the representatives of the authorities, administrative units, university committees. Six basic objectives were accepted to implementation:

- increasing awareness of the community of the West Pomeranian University of Technology in Szczecin of discrimination and the principles of equal treatment,
- pursuing to balance the gender composition in all groups of employees,
- pursuing to balance the gender composition of students,
- supporting the scientific career development of women,
- counteracting all kinds of discrimination phenomena,
- making the researchers and students of ZUT aware of taking account of gender aspect in scientific research.

D1.1. Creating a tab concerning the Plan implementation on the university Internet site

Starting and updating the „Equal and Transparent at ZUT” Internet site¹⁴ to popularise equality attitudes and counteract discrimination among the students and employees.

D1.2. Preparing the system of internal communication for students and teachers

Transmitting the information concerning anti-discrimination procedures and the principles of equal treatment via internal e-mails to the whole academic community.

It is planned as part of internal communication to create a network of contacts administered in co-operation with the Plenipotentiary for Equal Treatment using ZUT e-mails and other social networks. The dedicated e-mail address rownizut@zut.edu.pl was created to facilitate the communication.

D1.3. Drawing up and distributing a leaflet concerning discrimination for the academic community of ZUT

Drawing up a leaflet (traditional, electronic, poster) containing basic information defining the forms of discrimination with the procedure of reporting violations.

Leaflets in a form of a poster should be placed in places accessible to the whole academic community, such as Dean’s Offices, International Mobility Department, student hostels, HR Department. An electronic leaflet (a banner) should be permanently placed in a visible place on the university’s site.

D1.4. Awareness trainings for the academic community of ZUT

Online trainings are planned dedicated to the whole academic community of ZUT about counteracting mobbing and discrimination. The aim of the trainings will be to increase the knowledge of discrimination, violence, and harassment, which will increase the ability to recognise the phenomena and to react in an appropriate way.

¹⁴ Internet site <https://www.rowni.zut.edu.pl/>

2.2. Objective 2: pursuing to balance the gender composition in all groups of employees.

The West Pomerania University of Technology in Szczecin takes actions aiming at balancing the gender structure in all groups of employees and at all levels of employment at the university pursuing to reach the gender equality. The numbers indicated in the first part present the employment structure at individual posts and in individual units according to gender. Attaining gender equality should be treated as a long-term objective without the deadline for execution. The first activity is to apply equality in the recruitment process. All employees and candidates for work participating in the recruitment process must have equal rights concerning identical responsibilities. The conditions for employment should be competence and experience. It should be noted that there are situations in which differentiation of the employees' situation is legally justified and is not treated as a violation of the principles of equal treatment, therefore each case requires an in-depth analysis. The West Pomeranian University of Technology in Szczecin takes compensatory measures, which are legally allowed method to prevent discrimination conditioned by gender and strengthening equal chances of women and men.

D2.1. Analysis of needs in respect of compensating gender representation in groups of employees

The analysis of compensating gender representation in groups of employees and preparing the guidelines for the principles of appointing persons to managerial positions at the West Pomeranian University of Technology in Szczecin, taking into account compensating gender representation in the university authorities, competition committees, and various units and expert and review commissions, enables indicating the guidelines in the internal regulations of ZUT until the end of the year 2023.

D2.2. Analysis of needs and formulating guidelines concerning taking account of compensating gender representation aspect in competition procedures

The West Pomeranian University of Technology in Szczecin undertakes to prepare solutions concerning taking account of compensating gender representation in competition procedure. All kinds of advertisements concerning competitions for research, research-didactic, and didactic positions should include gender equality. The guidelines in this respect should be prepared and communicated to the university units to the end of 2022.

D2.3. Popularisation of taking account of gender representation compensation aspect in recruitment procedures

The West Pomeranian University of Technology in Szczecin undertakes to pay special attention to the fact that the message of recruitment campaigns should include the aspect of compensating gender representation of persons applying to become a ZUT student. Promotional materials should encourage women to study at faculties with the majority of men and to encourage men to study at faculties with the female majority. Apart from its own promotion campaign, ZUT will involve in the activities of other entities that promote the action „Girls to Technical Universities”.

2.3. Objective 3: pursuing to balance the gender composition of students.

Direct promotional and informational activities that are part of the agenda are meetings with secondary-school graduates and students in their schools, at education fairs, open air events, and open days. The meetings are planned to stress to encourage women to study university programmes where they are in minority. The encouragement will consist in indicating the achievements of our female students and teachers, as well as showing examples of women in business who were successful in Poland and internationally after graduating from technical universities. We will try to invite in particular ZUT female students to co-operate in presenting the university's offer during open-air events.

Indirect activities will be based on:

- the execution of projects devoted to women in which gender parity in employing in the projects execution will be applied;
- advertising such as: radio spots, internet banners, social media advertising, where a presented image on photos or in audio information is always selected in such a manner that there is a male and a female.

D3.1. Analysis of needs in respect of compensating gender equality in recruitment campaigns.

Analysis of this kind have so far been made for the needs of recruitment processes for projects financed from the funds of the Operational Programme Human Capital and Operational Programme Knowledge Education Development¹⁵. Thanks to that, the access to projects was equal where current disproportions were noticed, which could result in less participation of women. The Equal Treatment Unit appointed at ZUT will make a survey until the third quarters of 2024 to prepare recommendations for ZUT recruitment activities, regardless the guidelines concerning projects funding, which in turn will result in suggested actions to balance gender representation in various ZUT recruitment campaigns, both for candidates and students.

¹⁵ <https://www.zut.edu.pl/dps/zrealizowane-projekty.html>
<https://www.zut.edu.pl/dps/realizowane-projekty/zut-20-nowoczesny-zintegrowany-uniwersytet-power.html>
<https://www.zut.edu.pl/dps/realizowane-projekty/zut-40-kierunek-przyszlosc-power.html>

2.4. Objective 4: supporting the scientific career development of women.

Responding the needs of women who build their scientific career is also noticing the needs of young mothers who want to pursue their careers. Thus, it is planned to successive creation of facilities supporting activities of young mothers who for some reasons will have to take care of their children in their workplace.

Thanks to allocating appropriate space, women will be able to feed or change their children and spend a statutory break with them. Such rooms should be finally equipped with comfortable seats (e.g., an armchair/sofa), or a changing table, and have access to a fridge, for mothers to keep milk, and a microwave oven to heat the meal.

Moreover, it is predicted to provide games, toys, or colouring books for a bit older child to make a parent's time at work as comfortable and attractive as possible, and not stressful.

Additionally, it is planned to place poster/cork boards on the university premises where pictures of female scientists and their children (families), or children's works, leaflets concerning grants for young mothers, or other magazines or promotional materials relating to childcare and life-work balance could be posted.

D4.1. Making diagnosis of needs of female researchers employed at ZUT in respect of possibilities to support their career development and promotion.

Making a diagnosis of needs that will allow to answer the questions what problems in their careers are encountered by ZUT female researchers and teaching researchers as women and, first of all, what support they would expect from the university in this respect. The process should include consultations using methods not only based on surveys, but also on behavioural interviews or focus research. The diagnosis of needs should be conducted until the end of 2023.

D4.2. Formulating recommendations and suggestions in respect of activities for active support of women's scientific careers.

Basing on the results of the diagnosis of needs in respect of equal treatment¹⁶ the team prepares a set of recommendation and suggestions concerning possible specific activities for active support of support of women's scientific careers at the West Pomeranian University of Technology in Szczecin, which will be taken into consideration in the plan's update. The recommendations should be formulated until the end of the third quarters of 2024.

¹⁶ <https://www.rowni.zut.edu.pl/index.php?id=31784>

2.5. Objective 5: counteracting all kinds of discrimination phenomena.

Counteracting discrimination is one of the basic objectives that will shape the changes in Anti-discrimination policy, will help to prevent and react to discrimination situations at the West Pomeranian University of Technology in Szczecin. Developing procedures, training programmes, information materials directed to all employees, doctoral students and other students will help to prevent all signs of unequal treatment and discrimination.

D5.1. Adopting and implementing the procedure of reporting and considering discrimination cases. Updating anti-mobbing procedures.

The West Pomeranian University of Technology in Szczecin undertakes to conduct a diagnosis of the actual state among employees concerning the identification and occurrence of discrimination and on that basis to attempt to formulate recommendations of implementing an equality career model. It is planned to update the Procedure of Counteracting Mobbing at ZUT on the basis of the obtained information (Order no. 27 of Rector of ZUT dated 18th April 2018¹⁷).

D5.2. Reviewing codes of ethics in force at ZUT¹⁸ and selected internal legal acts in view of the provisions concerning discrimination and equality.

The Commission for Equal Treatment at ZUT, in co-operation with the Rector's Commission for Ethics, will verify the Code of Ethics of a ZUT Academic Teacher (Order no. 148 of Rector of ZUT dated 5th October 2020¹⁹) paying special attention to discrimination and equality. It will possibly make changes in the document basing on the analyses. It should be considered whether the document should be extended by the remaining employees.

D5.3. Diagnosis of main causes for discrimination experiences of persons who are not academic teachers and formulating recommendations for implementing more equality-oriented model of careers at those positions.

It should be pointed out that an explicit diagnosis of the causes of discrimination and mobbing cannot be presented without making a survey concerning discrimination (and mobbing) among employees who are not academic teachers. It seems, looking at isolated cases, that the major reason is a low awareness of identifying discrimination and mobbing, and the possibilities of taking preventive actions. Another reason is an attempt to marginalise incidents and postponing actions. Anonymous periodic evaluation surveys concerning abuses of discrimination character dedicated to employees that are not teachers are recommended. A basic activity in respect of implementing equality career model will be trainings on increasing awareness of equality and discrimination issues.

¹⁷ Order no. 27 of Rector of ZUT dated 18 April 2018 on the Implementation of the Procedure of Counteracting Mobbing at the West Pomeranian University of Technology in Szczecin. <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju-uczelni/dzial-organizacyjno-prawny/najnowsze-akty-prawne/article/zarzadzenie-nr-27-rektora-zut-z-dnia-18-kwietnia-2018-r-w-sprawie-wprowadzenia-procedury-przeciwdzi.html>

¹⁸ Order no. 46 of Rector of ZUT dated 22 April 2021 on the Rector's Commission for Ethics at the West Pomeranian University of Technology in Szczecin. <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju-uczelni/dzial-organizacyjno-prawny/najnowsze-akty-prawne/article/zarzadzenie-nr-46-rektora-zut-z-dnia-22-kwietnia-2021-r-w-sprawie-rektorskiej-komisji-ds-etyki-w-z.html>

¹⁹ Order no. 148 of Rector of ZUT dated 5 October 2020 on the Code of Ethics of an Academic Teacher of the West Pomeranian University of Technology in Szczecin. <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju-uczelni/dzial-organizacyjno-prawny/najnowsze-akty-prawne/article/zarzadzenie-nr-148-rektora-zut-z-dnia-5-pazdziernika-2020-r-w-sprawie-kodeksu-etyki-nauczyciela-aka.html>

2.6. Summary of objectives and planned activities.

The summary of the objectives contained in the current version of the Plan can be found in Tab. 26. Objectives and action plan. Gantt chart with resolutions of one quarter is presented.

Tab. 26. Objectives and action plan

Cel	Action	Deadline
C1. Increasing awareness of the community of the West Pomeranian University of Technology in Szczecin of discrimination and the principles of equal treatment,	D1.1. Creating a tab concerning the Plan implementation on the university Internet site	Whole period of the Plan execution
	D1.2. Preparing the system of internal communication for students and teachers	Until the end of 2022
	D1.3. Drawing up and distributing a leaflet concerning discrimination for the academic community of ZUT	Until the end of 2022
	D1.4. Awareness trainings for the academic community of ZUT	Whole period of the Plan execution
C2. Pursuing to balance the gender composition in all groups of employees	D2.1. Analysis of needs in respect of compensating gender representation in groups of employees	Until the end of 2023
	D2.2. Analysis of needs and formulating guidelines concerning taking account of compensating gender representation aspect in competition procedures	Until the end of 2022
	D2.3. Popularisation of taking account of gender representation compensation aspect in recruitment procedures	Whole period of the Plan execution
C3. Pursuing to balance the gender composition of students	D3.1. Analysis of needs in respect of compensating gender equality in recruitment campaigns	Until the end of third quarter of 2024
C4. Supporting the scientific career development of women	D4.1. Making diagnosis of needs of female researchers employed at ZUT in respect of possibilities to support their career development and promotion	Until the end of 2023
	D4.2. Formulating recommendations and suggestions in respect of activities for active support of women's scientific careers	Until the end of third quarter of 2024
C5. Counteracting all kinds of discrimination phenomena	D5.1. Adopting and implementing the procedure of reporting and considering discrimination cases. Updating anti-mobbing procedures	Until the end of 2022
	D5.2. Reviewing codes of ethics in force at ZUT ²⁰ and selected internal legal acts in view of the provisions concerning discrimination and equality	Until the end of 2023
	D5.3. Diagnosis of main causes for discrimination experiences of persons who are not academic teachers and formulating recommendations for implementing more equality-oriented model of careers at those positions	Until the end of third quarter of 2024

²⁰ Order no. 46 of Rector of ZUT dated 22 April 2021 on the Rector's Commission for Ethics at the West Pomeranian University of Technology in Szczecin. <https://www.zut.edu.pl/pion-prorektora-ds-organizacji-i-rozwoju-uczelni/dzial-organizacyjno-prawny/najnowsze-akty-prawne/article/zarzadzenie-nr-46-rektora-zut-z-dnia-22-kwietnia-2021-r-w-sprawie-rektorskiej-komisji-ds-etyki-w-z.html>

Cel	Działanie	Termin realizacji	2022				2023				2024			
			1	2	3	4	1	2	3	4	1	2	3	4
C1. Uświadamianie społeczności ZUT na temat dyskryminacji i zasady równego traktowania	D1.1. Utworzenie zakładki poświęconej wdrażaniu Planu na stronie WWW uczelni	Cały okres realizacji Planu												
	D1.2. Opracowanie systemu komunikacji wewnętrznej dla osób studiujących oraz naukowych	Do końca 2022 r.												
	D1.3. Opracowanie i dystrybucja ulotki dotyczącej dyskryminacji dla społeczności akademickiej ZUT	Do końca 2022 r.												
	D1.4. Szkolenia świadomościowe dla społeczności akademickiej na ZUT	Cały okres realizacji Planu												
C2. Dążenie do równoważenia reprezentacji pici wśród wszystkich grup pracowniczych	D2.1. Analiza potrzeb w zakresie równoważenia reprezentacji pici wśród grup pracowniczych	Do końca 2023 r.												
	D2.2. Analiza potrzeb i sformułowanie wytycznych dotyczących uwzględniania aspektu równoważenia reprezentacji pici w procedurach konkursowych	Do końca 2022 r.												
	D2.3. Popularyzacja uwzględniania aspektu równoważenia reprezentacji pici w procedurach rekrutacyjnych	Cały okres realizacji Planu												
C3. Dążenie do równoważenia reprezentacji pici osób	D3.1. Analiza potrzeb w zakresie równoważenia reprezentacji pici w kampaniach rekrutacyjnych	Do końca trzeciego kwartału 2024 r.												
C4. Wspomaganie rozwoju karier naukowych kobiet	D4.1. Przeprowadzenie diagnozy potrzeb zatrudnionych w ZUT badaczek pod kątem możliwości wplewania ich rozwoju i awansu zawodowego	Do końca 2023 r.												
	D4.2. Sformułowanie rekomendacji i propozycji w zakresie działań na rzecz aktywnego wspomagania karier naukowych kobiet	Do końca trzeciego kwartału 2024 r.												
	D5.1. Przyjęcie i wdrożenie procedury zgłaszania i procedowania przypadków dyskryminacji. Aktualizacja procedur antymobbingowych	Do końca 2022 r.												
	D5.2. Dokonanie przeglądu obowiązujących na ZUT kodeksów etycznych i wybranych wewnętrznych aktów prawnych pod kątem treści dotyczących dyskryminacji i równości	Do końca 2023 r.												
C5. Przeciwdziałanie wszelkim zjawiskom dyskryminacji	D5.3. Diagnoza głównych przyczyn doświadczeń dyskryminacyjnych osób niebędących nauczycielami akademickimi oraz sformułowanie rekomendacji w zakresie wdrożenia bardziej równościowego modelu kariery na tych stanowiskach	Do końca trzeciego kwartału 2024 r.												

Fig. 22. Gantt chart for the execution of the Plan's objectives

3. Implementation of the Equality Plan at the West Pomeranian University of Technology in Szczecin.

The implementation of the Equality Plan will be divided into three main stages: administering of the execution, monitoring, and communicating both inside the university as well as outside, and the verification and updating of the Plan. The current version of the Plan will be extended by next activities together with collecting information from specific areas included in the plan.

3.1. Administering of the Plan execution.

The West Pomeranian University of Technology in Szczecin will take appropriate measures in order to execute and co-ordinate the actions stipulated in the Plan, monitoring the Plan's execution and reporting. The administrative support of this Plan's execution and proceeding on the issues concerning discrimination is the Plenipotentiary for Equal Treatment and the Team for Equal Treatment, which are part of ZUT structure.

3.2. Monitoring, reporting, and communicating.

The provisions of the Plan will be constantly updated if there is a justified need. The report of the conducted actions will be prepared in a form of an annual report. The main tasks of the entities responsible for the Plan's execution at the West Pomeranian University of Technology in Szczecin will be finding solutions that will facilitate systematic monitoring of changes in compensating genders and the scale of discrimination issues at the university. Long-term monitoring of the employment structure in respect of gender at the West Pomeranian University of Technology is particularly significant. On that basis it will be possible to determine what the gender balance at ZUT is. Moreover, we should also bear in mind the systematic monitoring of the levels of differences in earnings between women and men employed at the university. Periodic reporting will allow to take appropriate actions in case of the occurrence of possible instances of discrimination in order to eliminate them. The statistical data will be collected in a yearly system after the end of a given calendar year in the form of a report. The first evaluation of this Plan's execution will be conducted in 2023.

3.3. Verification and updating of the Plan.

The execution of the objectives intended in the Plan will be connected with the implementation of various kinds of innovative solutions. Therefore, their implementation and the Plan itself must be subject to a periodic verification and updating. In this regard, at the beginning of each Rector's term, a new appointed Plenipotentiary for Equal Treatment and Team for Equal Treatment will assess the implemented solutions. Also, the Plan itself will be subject to analysis in the context of new external circumstances and changes in the regulations in force.

3.4. Responsibility for the Plan's execution.

The Rector of the West Pomeranian University of Technology is responsible for the execution of the Plan. The support for the Rector in this respect is the Plenipotentiary for Equal Treatment and the Team for Equal Treatment.

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