

Gender equality and diversity management

Report for the Medical University of Lodz

December 2020

CONTENTS

INTRODUCTION	2
DIAGNOSIS OF CURRENT SITUATION	2
GOOD PRACTICES.....	5
COMMISSION FOR COUNTERACTING MOBBING.....	5
GUIDELINES FOR GOOD PRACTICES IN THE RECRUITMENT AND EMPLOYMENT PROCESS	6
WOMEN EMPOWERMENT DAY	6
DIVERSITY CHARTER.....	6
WORK-LIFE BALANCE.....	7
RECOMMENDATIONS	7

INTRODUCTION

The University should be a safe place, functioning with respect for the principles of equality and diversity. One of the key values of the Medical University of Lodz is equality. The University makes every effort to ensure that members of its community feel fairly and equally treated. In performing its statutory tasks, the *University implements the principle of equal opportunities and non-discrimination, in particular with regards to gender, disability, age, race, religion, nationality, political beliefs, trade union membership, ethnic origin or religion* (§ 6 of the Statute of the Medical University of Lodz).

The Medical University of Lodz was awarded the status of HR Excellence in Research for observing the principles of the *European Charter for Researchers and the Code of Conduct for recruitment of researchers*, thus creating a friendly working environment and transparent rules for recruiting researchers. This is not only an appreciation, but above all, an obligation for the organisation to continuously improve its human resources and recruitment policies, including monitoring the situation of gender equality and taking action to ensure equal opportunities and diversity management.

The report is an attempt to diagnose the current situation in terms of observing the principles of gender equality in various areas of the functioning of the university - in the area of employment, academic promotion and research. The report also includes presents current procedures and good practices in the field of gender equality and diversity management, as well as recommendations that will enable to plan further activities of the university.

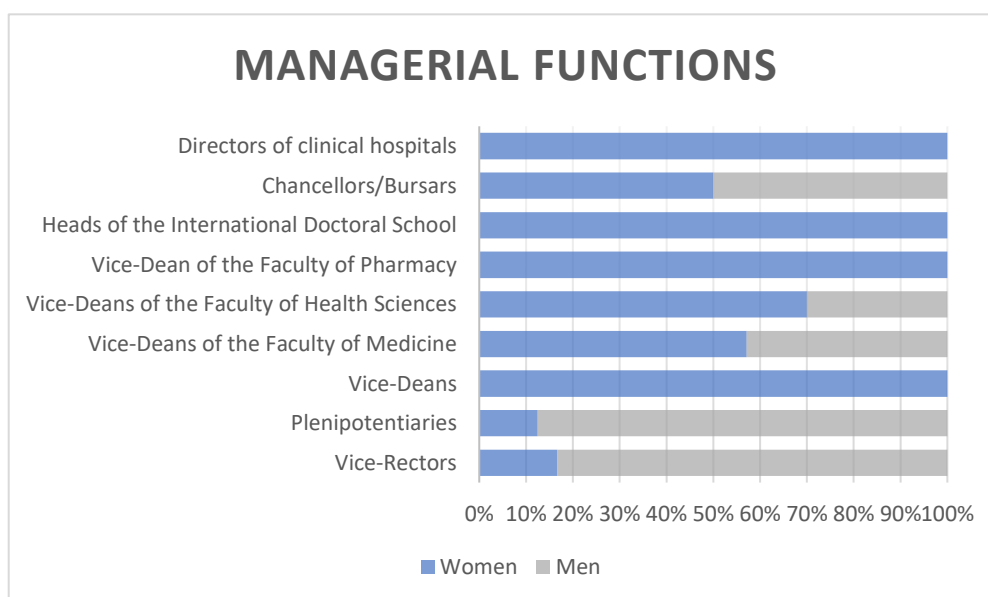
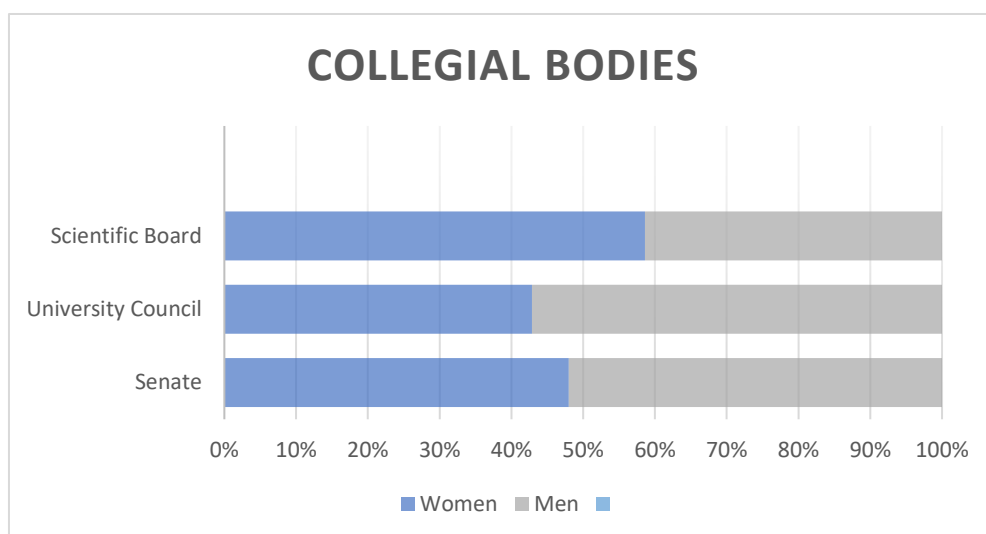
According to the *She Figures 2018*¹ report, compiled upon request of the European Commission, the number of women in Europe pursuing scientific careers is slowly increasing. However, women are still considerably underrepresented and their potential is not fully recognised and valued. Equality between women and men is a fundamental value of the European Union, actively promoted by the European Commission in all walks of life, including science and education. In its strategy, called *Equality Union: a strategy for gender equality 2020-2025*, the European Commission stresses that gender equality is neither inevitable nor irreversible. Thus, the European Union, being a leader in the area of gender equality, is not relieved of responsibility for further intensive development of this area. Countries as well as institutions, companies and organisations should share the same opinion.

DIAGNOSIS OF CURRENT SITUATION

¹ The report presents data on involvement of women in the scientific-research sector and is published every three years. It is prepared by the Directorate-General for Research and Innovation (DG RTD) and Eurostat in cooperation with statistical data correspondents of the Helsinki Group on Women and Science

The starting point for the analysis of the current situation in the university is a presentation of the gender distribution among its employees is, with particular consideration given to academic teachers.

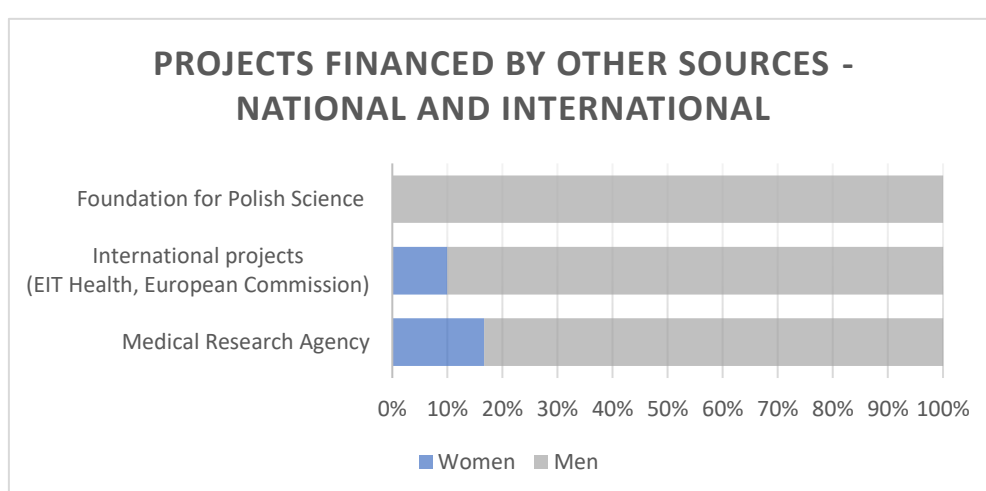
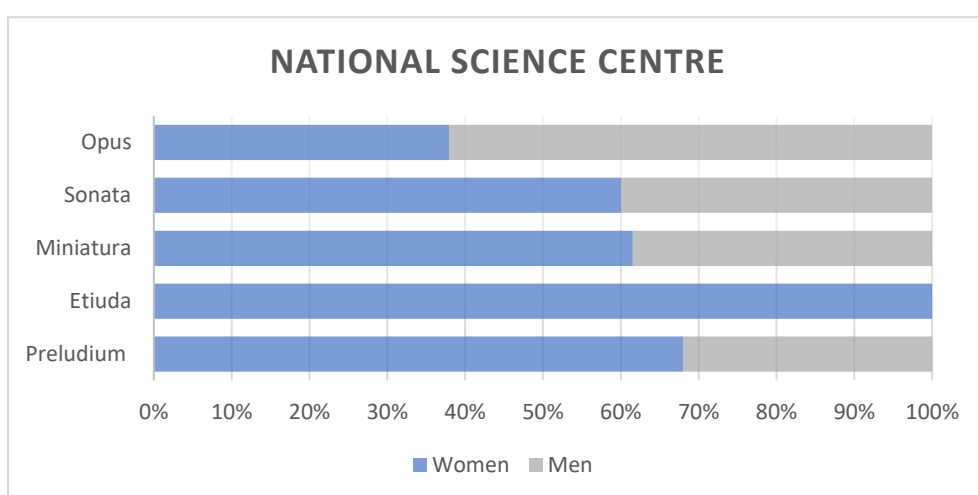
Currently, the university employs more women; they account for 65% of the personnel (as of 31 of December 2020). Women prevail in all staff groups - academic teachers, scientific and technical staff, administration and service personnel. Women slightly outnumber men with regards to the university's managerial staff (heads, directors of administrative units and heads of scientific and teaching units) - 54%. Three of the university faculties are headed by women. Besides, female vice-deans of these faculties also outnumber male vice-deans.



In the collegial bodies of the University, i.e. the Senate, the Scientific Board and the University Council, the number of males and females is equal. Women holding managerial positions at the University outnumber men. Gender disproportion is observed only among Vice-Rectors and Plenipotentiaries.

Of the University employees who obtained a postdoctoral degree between 2017 and 2020, women made up 68%. In the same period, 21 female academics and 19 male academics were awarded a degree of professor.

Figures on the distribution of women and men in scientific project management were also analysed. The analysed data relate to projects financed by the National Science Centre, the Medical Research Agency, the Foundation for Polish Science as well as to international projects carried out in the years 2017-2020.



In 2019, The National Science Centre announced its position on *equal access of women and men to funds for scientific research*. This document confirms the implementation of a policy ensuring equal access to research funds for different groups of researchers, regardless of age, gender, nationality, degree

and scientific discipline, and the only criterion determining this support is the high quality of the proposed scientific research. The National Science Centre also initiates a number of actions aimed at equal treatment of women and men in their applying for research funds. Such actions include ensuring equal representation of women and men in expert and reviewing teams or promoting female participation in competitions by creating a model of a woman researcher.

The analysis of data on employment, scientific promotions and research projects shows that the gender balance at the Medical University of Lodz is kept. In some cases, e.g. in management positions, women outnumber men. This does not mean, however, that the issues of gender equality and diversity management do not concern the university community. On the contrary, the situation requires constant monitoring and efforts to prevent and eliminate discriminatory practices and harmful stereotypes.

GOOD PRACTICES

Currently, the university does not have a comprehensive document (policy, strategy) on gender equality or diversity management in the organisation. However, the gender perspective is taken into account in many activities of the university (e.g. in the recruitment process or implementation of projects). The following are examples of good practice introduced at the university.

COMMISSION FOR COUNTERACTING MOBBING

Unequal treatment is not a problem only limited to gender. Discrimination can also be manifested in age, religion, origin or sexual orientation. Statistics show that male and female employees of an organisation are often at risk of being subjected to unequal treatment from those who occupy higher positions in the university hierarchy. Such behaviour can be identified with bullying.

In 2019, the Medical University of Lodz created the Commission for Counteracting Mobbing. Its main task is to analyse actions or behaviours directed against employees of the Medical University of Lodz that can be identified with mobbing. In its operation, the Commission complies with the Regulations of the Policy Against Mobbing, Discrimination and Sexual Harassment at the Medical University of Lodz².

² Regulation no 72/2019 of 19 September 2019 of the Rector of the Medical University of Lodz on appointing the Commission for Counteracting Mobbing and introducing the Regulations of the Policy Against Mobbing, Discrimination and Sexual Harassment at the Medical University of Lodz

The University actively counteracts mobbing or sexual harassment in the workplace and in relation to work. It organizes trainings on this issue and methods of counteracting this phenomenon, as well as creates information materials and makes them available to the public.

GUIDELINES FOR GOOD PRACTICES IN THE RECRUITMENT AND EMPLOYMENT PROCESS

Compliance with the principles of equality in the recruitment and employment process is a responsibility of every employer. In order to improve the competence of members of recruitment committees and the need to draw attention to equality issues, the University has designated and disseminates guidelines for good practices for those involved in the recruitment and employment process. The document also points out the appropriate composition of recruitment committees. Their members, both males and females, have different experience and qualifications.

WOMEN EMPOWERMENT DAY

In 2018, the Medical University of Lodz for the first time, in cooperation with IESE Business School, organised an international workshop on the role of women in science and education. The workshop was conducted by female experts from Poland and abroad. They covered topics such as leadership, collaboration and the use of the design thinking method in creating innovations. The meeting was mainly organized for female doctoral students and researchers starting their scientific career, within the EIT Health - We Health project, aimed at strengthening the position of female innovators and at promoting diversity in the healthcare sector.

DIVERSITY CHARTER

The Diversity Charter is an international initiative supported by the European Commission. It is a commitment signed by organisations which decide to ban discrimination in the workplace and to work towards creating and promoting diversity, and expresses the company willingness to involve all its employees and co-operators in these activities. Organisations which choose to implement this instrument work towards social cohesion and equality. The Medical University of Lodz is an organisation that demonstrates its support for diversity in the workplace. The University has decided to join the Diversity Charter initiative, which means:

- joining the international group of organisations included in the European Commission Diversity Charter Platform,
- showing the employer's openness and respect towards diverse employees, strengthening the dialogue on diversity inside and outside the organization,
- joining organisations that are leaders in diversity management in Poland,
- getting involved in trendsetting processes in diversity management and equal opportunities policy;
- strengthening the image of an organisation which is responsible for and committed to equal treatment in the workplace,
- a possibility of strong intersectoral cooperation (business - public administration – NGO),
- implementing the Diversity Charter ideas into real practice,
- commitment that implies a revision of the Diversity Charter policies; guidelines for the Diversity Charter allow for better monitoring of diversity management at the operational level, conducting audit and its monitoring.

WORK-LIFE BALANCE

The Medical University of Lodz makes efforts to support its employees in achieving a work-life balance. The University offers:

- flexible working hours, task-based working system,
- reduced working time for women returning from maternity leaves,
- social package - financing recreational and sports activities,
- trainings and workshops on soft skills, e.g. stress management, work organisation, assertiveness,

RECOMMENDATIONS

The main objective of the Medical University of Lodz is to build organisational culture based on kindness, respect and openness. The University cares about maintaining gender equality in its key areas of activity and new projects. Besides, the University does its best to effectively manage diversity of any kind, so that all members of the academic community will feel equally and fairly treated.

Recommended activities:

- further monitoring of the situation at the University (additional guidelines), making results of reports and analyses available to the public,
- promoting good practices and positive role models,
- improving competences of managers and employees in diversity management,
- implementing projects considering the needs of underrepresented, excluded groups,
- systematic implementation of and adherence to the Diversity Charter,
- clarifying terminology (mobbing, discrimination) and relevant documents and regulations,
- raising awareness of differences between bullying and discrimination,
- monitoring the number of staff members participating in training on e.g. bullying and discrimination, equal treatment etc. checking whether information about such training get to all staff members, both administrative, research and teaching personnel,
- systematic collection of data verifying whether employees of the University feel discriminated and whether they are actually discriminated (subjective and objective aspect) and if they were victims of mobbing or harassment (anonymous surveys).
- gathering employees' opinions on initiatives taken by the University promoting equal treatment.