

Warsaw University of Technology

Gender Equality Plan for 2022-2024

Warsaw, 2022

Design and Editing

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of Technology

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Rector's Plenipotentiary for Equal Treatment

Elaboration of the study

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Introduction

A friendly ecosystem enhancing relations between all members of the academic community of the Warsaw University of Technology follows from "Development strategy of the Warsaw University of Technology until 2030", referring, among others, to the collection of ethical values such as: freedom, righteousness, dignity, justice, tolerance, equality, loyalty, solidarity, kindness, which was adopted in December 2021. The instrumental values also include diversity, which should be understood as "taking into account and accepting all the aspects in which members of the community may differ, i.e. differences in age, gender, race, fitness level, education, knowledge, experience, skills and competences, personalities, beliefs, value system and identity"¹. One of the words repeatedly mentioned in the strategy is "responsibility", which can be understood as "a moral or legal obligation to be responsible for one's own or someone else's actions or assuming the obligation to take care of someone or something"². This is also reflected in the "Strategy of Social Responsibility of the Warsaw University of Technology", adopted by the Senate on June 23, 2021, in which the word "CARE" is the motto. In this document, the principle of equal treatment applies not only to gender, but, in line with the "WUT Work Regulations", refers to age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, religion, sexual orientation, temporary or indefinite employment, or full-time or part-time work³.

Since 2019, the Warsaw University of Technology has been a signatory to the "Declaration of Social Responsibility of the University" (Pol. abbr. DSOU), in which "the dissemination of the idea of equality, diversity, tolerance, and respect for and protection of human rights in relation to the entire academic community and its environment"⁴ is one of the twelve principles. The dissemination of the principles of social responsibility of universities, which were defined by the academic community in the DSOU, is dealt with by the Working Group on Social Responsibility of the University, functioning as part of the Team for Sustainable Development and Corporate Social Responsibility – an auxiliary body functioning at the Ministry of Development Funds and Regional Policy, in which the Warsaw University of Technology has its representatives. The University also has the Rector's Committee for Social Responsibility of the Warsaw University of Technology, responsible, among others, for supervising and implementing the aforementioned "Strategy of Social Responsibility of the Warsaw University of Technology". Warsaw University of Technology Business School is a PRME

¹ "Development strategy of the Warsaw University of Technology until 2030", p. 7-8.

² <https://sjp.pwn.pl/slowniki/odpowiedzialno%C5%9B%C4%87.html>, date accessed 21.12.2021

³ „Warsaw University of Technology Work Regulations”, p. 4.

⁴ <https://www.gov.pl/web/edukacja-i-nauka/grupa-robocza-do-spraw-spoecznej-odpowiedzialnosci-uczelni>, date accessed 21.12.2021

signatory member (*Principles for Responsible Management Education*) - an initiative supported by the United Nations, which is a platform for raising the profile of sustainable development in schools around the world⁵.

The overreaching objective of the organisation, taking into account and implementing the concept of social responsibility, is to maximise its contribution to sustainable development⁶, one of the 17 objectives of which - is to achieve gender equality and empower women and girls, by ensuring equal access to education, healthcare, decent work and participation in decision-making processes⁷.

In the "Development Strategy of the Warsaw University of Technology until 2030", the word "talent" appears repeatedly, and refers to both candidates for studies: students, doctoral students, as well as employees. That denotes that gender is by no means a criterion for promotion and recognition at the University, whose "duty is to foster relationships with employees and students in such a way as to identify their potential and talent, support each person in comprehensive personal development and maximise their success in the workplace"⁸.

The Warsaw University of Technology is a member of the ENHANCE alliance of European universities, which strives for responsible social transformation. Its aim is to "use science and technology for the welfare of the society so as to transform global challenges into development opportunities"⁹. The issues pertaining to gender equality and diversity have been addressed separately (WP6: „*Gender Equality and Diversity*). It is worth pointing out that these are taken into account in the implementation of all project tasks.

The mission of the Warsaw University of Technology refers directly to the ideas of Stanisław Staszic, who believed that: "equality, freedom and ownership are the most necessary and simplest conclusion derived from human rights"¹⁰. Regarding the tradition of the University in the area of social responsibility, it is worth mentioning the achievements of the professor of the Warsaw University of Technology - Karol Adamiecki, who noted nearly 100 years ago that there is "a third type of harmony, concerning only the human factor, which unfortunately cannot be contained within the charts facilitating harmonisation. This is, namely, spiritual harmony, which should unite all human individuals, cooperating in one collective organism, which each manufacturing plant in reality is."¹¹

⁵ <https://www.unprme.org/about>, date accessed 21.12.2021

⁶ Polish Committee for Standardization: PN-ISO Standard 26000:2012 *Guidelines on social responsibility*, Warsaw, 2012, p. 22.

⁷ <http://www.un.org.pl/cel5>, date accessed 21.12.2021

⁸ „*Development strategy of the Warsaw University of Technology until 2030*”, pp. 33.

⁹ <https://enhanceuniversity.eu/pol/>, date accessed 21.12.2021.

¹⁰ <https://zyciorysy.info/stanislaw-staszic/>, date accessed 21.12.2021

¹¹ Adamiecki K.: "On the Scientific Essence of Organization", Students Research Circle of the WUT, Warsaw 1938, p. 270.

The Warsaw University of Technology boasts the prestigious HR Excellence in Research Award, which is granted by the European Commission as part of the *Human Resources Strategy for Researchers – HRS4R*, aimed at increasing the attractiveness of working conditions, career development, mobility, as well as substantive and financial assistance in research projects¹². The analysis of women's participation in decision-making bodies, senate and rectoral commissions and competition commissions of the Warsaw University of Technology is one of the activities planned for implementation at the University, resulting from the weaknesses and strengths of the organization identified in the analysis. In order to make employees aware of the implementation of the gender balance policy by WUT when determining the composition of committees and other bodies of the University, the action plan includes the elaboration of "Strategy for improving gender balance in the bodies of the Warsaw University of Technology"¹³.

This document is designed to plan activities that meet the needs and expectations of all members of the academic community in the area of gender equality and ensuring a work-life balance. Identifying needs and proposing and implementing concrete actions, in addition to the University's fulfillment of its obligations and recommendations of the European Commission regarding the implementation of the gender equality plan, can make it a more friendly workplace.

The gender equality plan for the Warsaw University of Technology is based on the following legal acts:

1. Constitution of the Republic of Poland of 2 April 1997 (Journal of Laws of 1997, No. 78, item 483);
2. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (Official Journal of the European Union L 2006. 204. 23);
3. The Act of 25 February 1964, Family and Guardianship Code (i.e. Journal of Laws of 2020, item 1359, as amended),
4. The Act of April 23, 1964 - Civil Code (i.e. Journal of Laws of 2020, item 1740, as amended).
5. The Act of 26 June 1974, the Labor Code (i.e. Journal of Laws of 2020, item 1320, as amended);
6. The Act of 6 June 1997 Polish Penal Code (i.e. Journal of Laws of 2020, item 1444, as amended);

¹² <https://www.pw.edu.pl/engpw/News/The-prestigious-award-of-HR-Excellence-in-Research-for-the-Warsaw-University-of-Technology>, date accessed 21.12.2021.

¹³ <https://www.pw.edu.pl/engpw/Research/HR-Excellence-in-Research>, date accessed 21.12.2021

and refers to good practices described in other documents, e.g. the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers".

The document consists of two main parts, i.e. diagnosis and identification of goals and activities scheduled to be implemented in the current term, i.e. until 2024. Many University units were involved in the development of this document, i.e. Research and Analysis Department (DBiA) Innovation and Technology Transfer Management Centre (CZiITT), Office of Personal Affairs, Department for Studies, the Department of Doctoral Studies and the Rector's Office. The Team for the preparation of the gender equality plan at the Warsaw University of Technology, who are responsible for coordinating the work and developing the final draft of the document, would like to thank all those involved in the preparation of data and conducting research, as the basis for identifying goals and planning specific actions for the coming years.

1. Gender Equality at the Warsaw University of Technology

- diagnosis of the current state

1.1 Gender Structure at the Warsaw University of Technology¹⁴

The analysis of the employment structure of WUT employees was prepared on the basis of data provided by the Office of Human Resources according to the status as of December 31 of each year, with the exception of 2021 – as of 30 November 30. The analyses presented, unless otherwise indicated, relate to data in the form of full-time jobs, excluding people on a long-term leave, such as an unpaid leave and a parental leave.

Analyses concerning the Senate and Senate Committees, Scientific Discipline Councils and Rector's and Disciplinary Committees were prepared on the basis of information provided by the WUT Rector's Office.

Information on the number of students, graduates and doctoral students was created on the basis of data from the POL-on system, as of the status at the end of the year, i.e., 31 December. The data from 2021 was prepared based on the status as of December 7, when the statements were generated.

WUT Employees

Regardless of the analysed year, the majority of employees of the Warsaw University of Technology were men, and their share in the number of WUT employees stayed nearly the same (56.6% in 2018 and 56.5% in 2021).

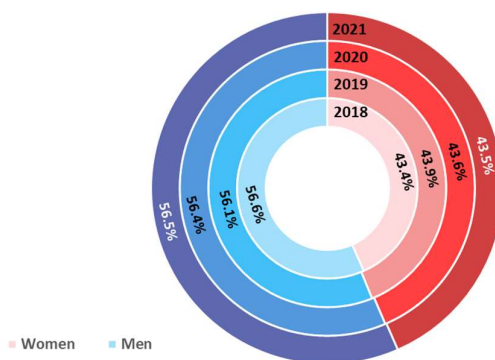


Figure 1. WUT employees, percentages calculated on the basis of the number of employees

Source: Office of Human Resources of WUT, own study of Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology - (DBA CZiITT PW)

¹⁴ Zgutka M., Płaszczycza M., Modrzejewska K. (coordination): "Social research for the needs of the Rector's Team for the preparation of a gender equality plan at the Warsaw University of Technology. Report on the analysis of quantitative data", Research and Analysis Department (DBiA) Innovation and Technology Transfer Management Centre (CZiITT), Warsaw 2021

Men make up the majority of academic teachers working in the group (AT), approx. 73%, while women – in the group of employees who are not academic teachers (NAT), approx. 59%. In 2018-2021, no changes greater than 0.5 percentage were observed in this area.

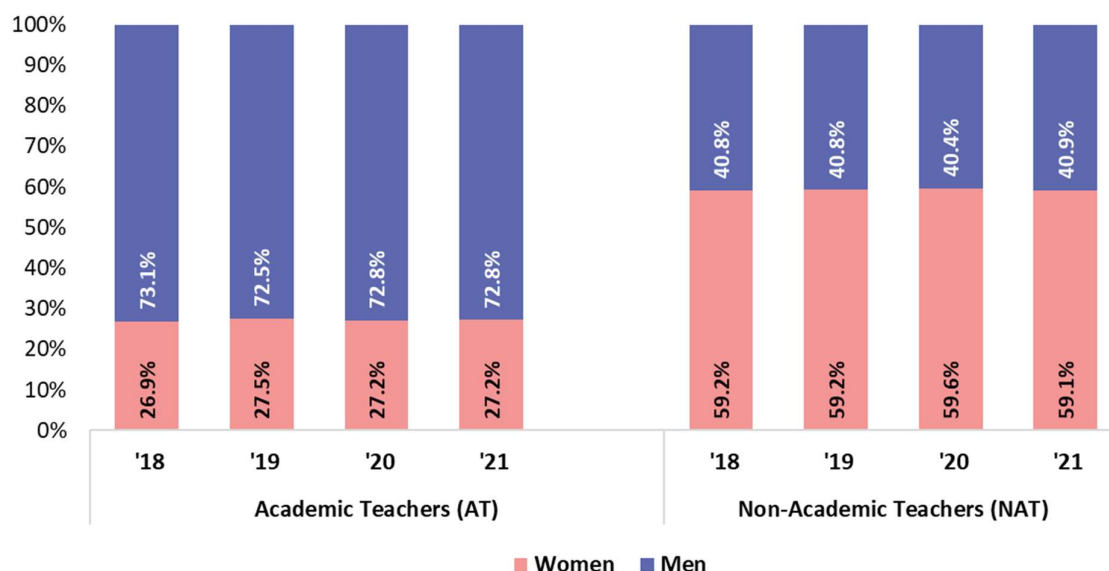


Figure 2. AT and NAT employees at WUT, percentages calculated on the basis of the number of employees

Source: Office of Human Resources of WUT, own study of Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology - (DBA CZliTT PW)

Employment structure

Non-Academic staff in administrative and technical posts

Employees who are not academic teachers employed in administrative and technical positions are persons in the following positions: administrative and economic, engineering and technical, scientific and research (since 2020), scientific and technical, as well as persons employed in the WUT libraries, persons engaged in artistic activities, IT specialists, service employees, and workers and employees of the WUT kindergarten. In this group of employees, in 2018-2021, more than 60% of the positions were filled by women. This percentage remains almost unchanged in the following years and ranges from 60.2% in 2018 to 60.5% in 2021.

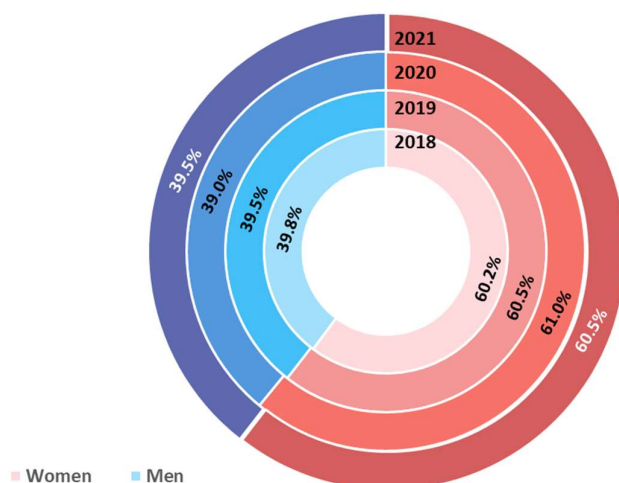


Figure 3. NAT employees in administrative and technical positions

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

The structure of administrative and technical staff should be analysed with the division into subgroups, in which the percentage of women and men varies significantly. Women predominate in groups of administrative and economic, scientific and research workers (in 2020), employed in libraries, kindergartens and engaged in artistic activities. The most balanced group in terms of gender structure are service staff and workers (the percentage of women in 2018-2021 ranged from 52.4% in 2018 to 46.2% of currently held positions).

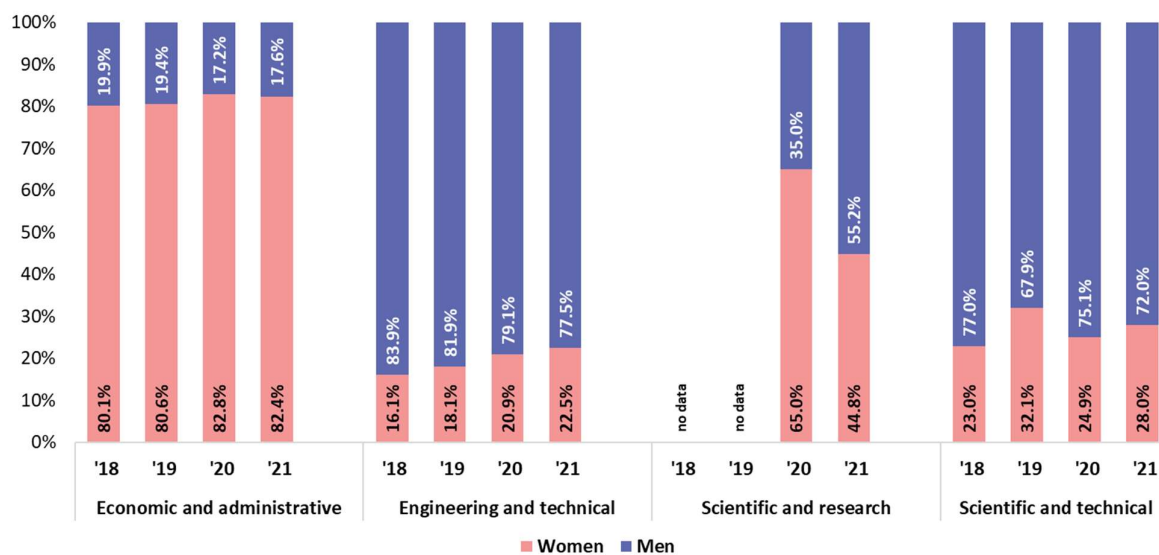


Figure 4. NAT staff employed in administrative and technical posts, broken down by groups

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

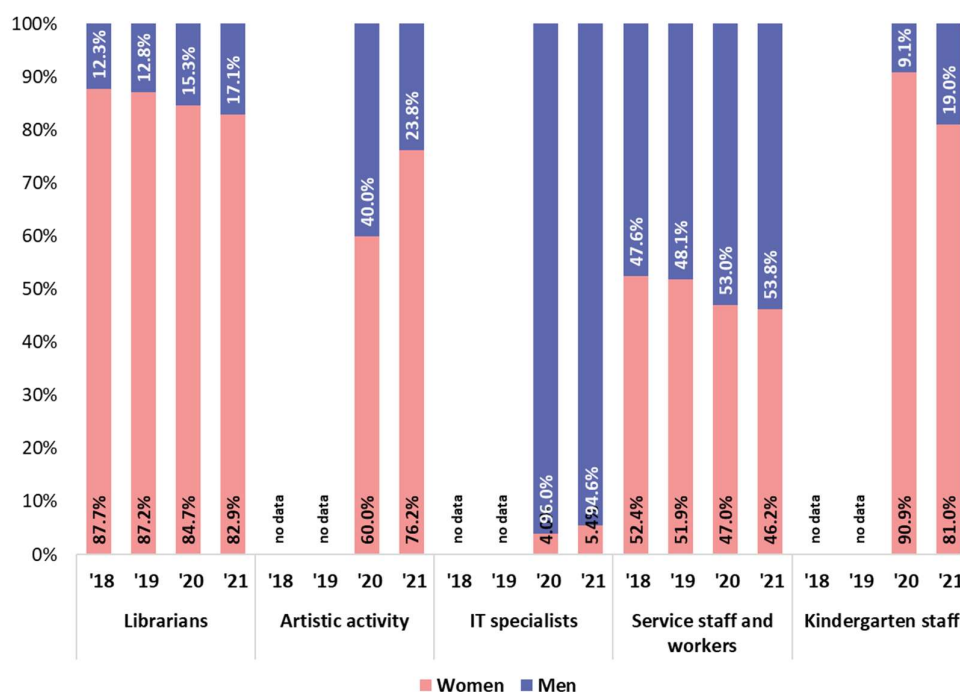


Figure 5. NAT staff employed in administrative and technical posts, broken down by groups

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Academic teachers

The group of academic teachers of the Warsaw University of Technology consists mostly of men who were employed in nearly $\frac{3}{4}$ of all positions in the analysed years. This percentage decreased slightly in 2021 compared to 2018, from 73% to 72.4%.

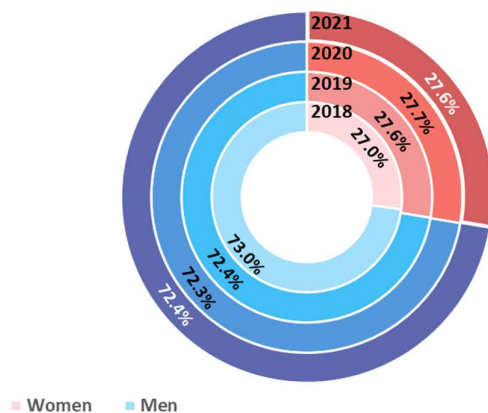


Figure 6. Academic teachers by gender

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

In the analysis of the gender structure of academic teachers it is worth distinguishing between professional titles - and degrees and academic titles. Only in the group of masters are women predominant (65.2% of positions in 2021). Men are more often Masters in Engineering (75.7% in 2021), as are doctors (72% in 2021), habilitated doctors (76.4% in 2021) and professors (81.3% in 2021).

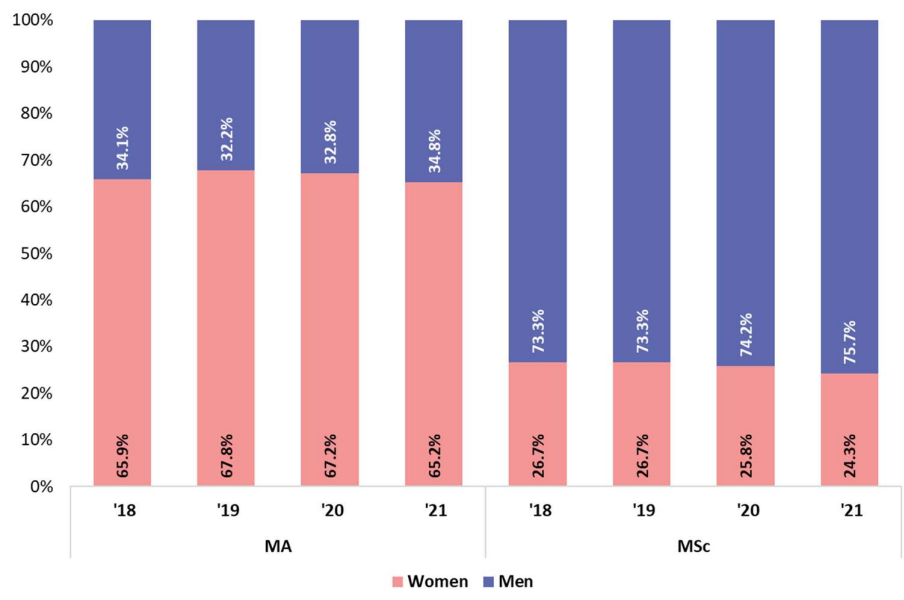


Figure 7. Academic teachers broken down by professional titles

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

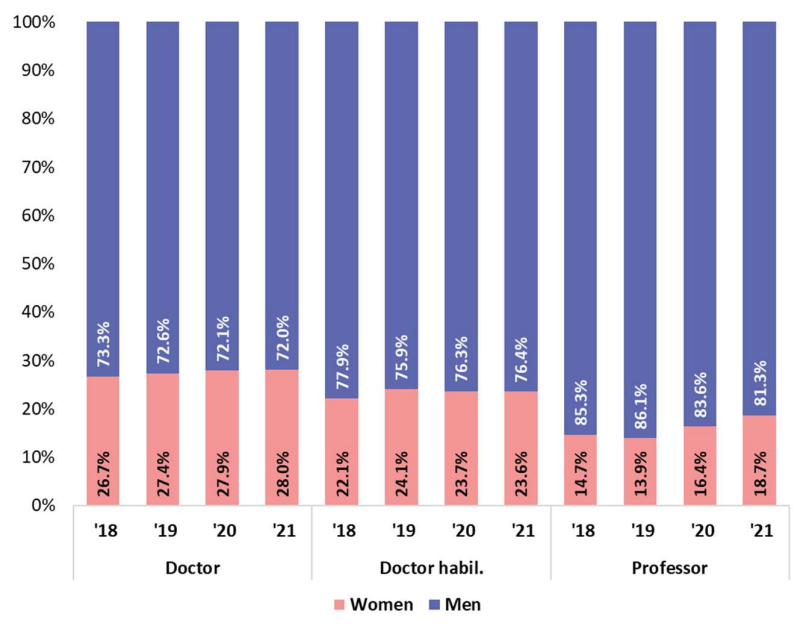


Figure 8. Academic teachers by degree and academic title

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Changes in the percentage of women and men among academic teachers in the following years are insignificant, as can be seen in the next figure. However, there are large differences in the course of the scientific career of women and men at WUT, especially at a later stage. Among academic teachers with a doctoral degree in 2021, women occupy 28% of all posts, while among professors, women have a share of 18.7%.

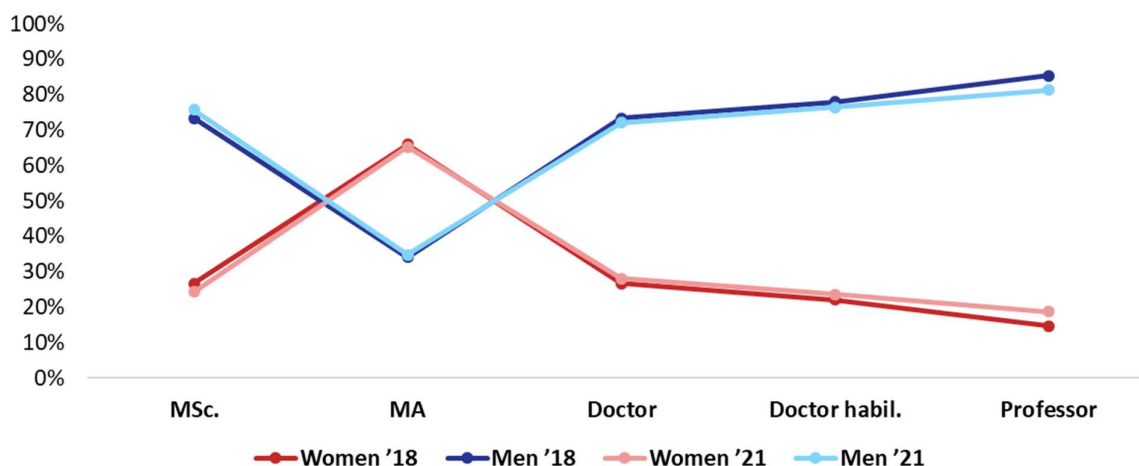


Figure 9. Academic teachers by professional title, degree and academic title

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Management of the University

Among the highest management staff of the Warsaw University of Technology, since 2018 women have consistently held the positions of bursar (1 person) and vice bursar (2 persons). In 2020 and 2021, the woman was the vice-rector (1), and in 2021 also the vice-chancellor (1).

Table 1. Employees on managerial positions, Rector's Office level

Functions	31.12.2018		2018 Total	31.12.2019		2019 Total	31.12.2020		2020 Total	30.11.2021		2021 Total
	Women	Men		Women	Men		Women	Men		Women	Men	
Rector	-	1	1	-	1	1	-	1	1	-	1	1
Vice-Rector	-	6	6	-	6	6	1	5	6	1	5	6
Chancellor	-	1	1	-	1	1	-	1	1	-	1	1
Vice-Chancellor	-	3	3	-	3	3	-	3	3	1	2	3
Bursar	1	-	1	1	-	1	1	-	1	1	-	1
Vice-bursar	2	-	2	2	-	2	2	-	2	2	-	2

Source: Office of Human Resources of WUT

Faculties

The gender structure among employees on managerial positions in the faculties is differentiated due to the employee group. Women are a minority among academic teachers. In 2020 and 2021, they made up 21.5% of all the employees (in 2018, the percentage was 18.8%). The situation is reversed among employees who are not

academic teachers, where the percentage of posts on which women holding managerial positions in the faculties employed in 2021 was 75% (in 2018 it was 70%).

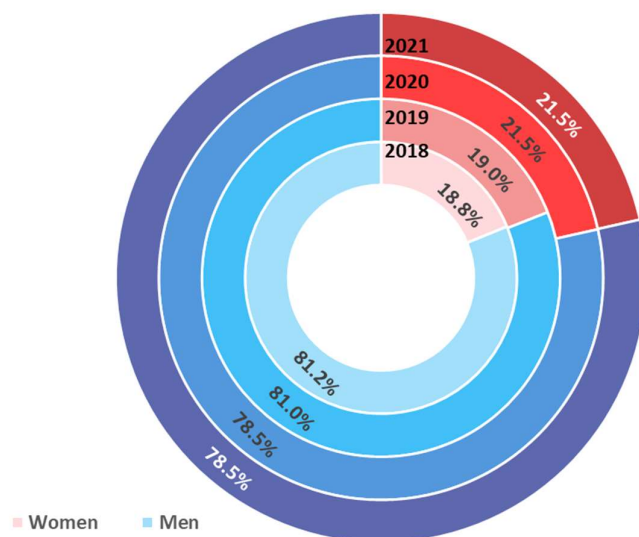


Figure 10. Employees of AT performing managerial functions in the faculties by gender

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

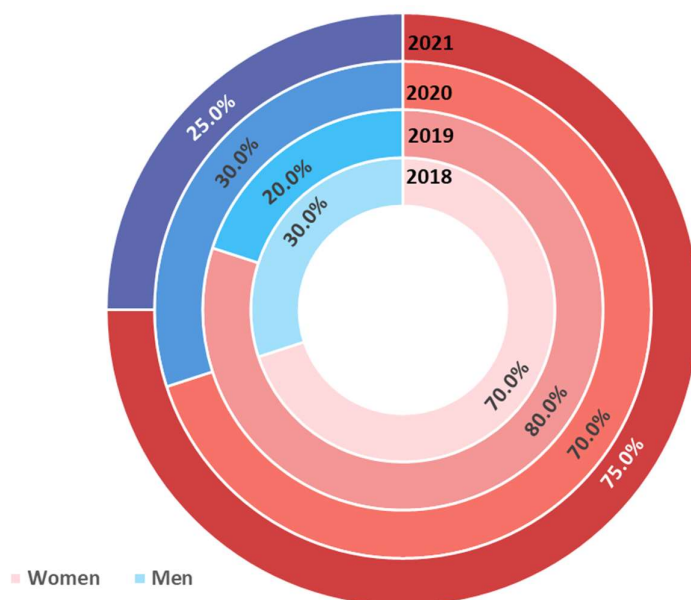


Figure 11. Employees with managerial functions in the faculties broken down by gender

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Details on the structure of employment in the faculties, taking into account the functions performed, are presented in Table 2.

Table 2. AT and NAT employees holding managerial positions in the faculties, data in the number of posts

Functions	31.12.2018		2018 Total	31.12.2019		2019 Total	31.12.2020		2020 Total	30.11.2021		2021 Total
	women	men		women	men		women	men		women	men	
Dean	3.00	16.00	19.00	3.00	16.00	19.00	3.00	16.00	19.00	3.00	16.00	19.00
Vice Dean	18.00	52.00	70.00	19.00	53.00	72.00	25.00	41.00	66.00	23.00	43.00	66.00
Director										1.00		1.00
Deputy Director		5.00	5.00		3.00	3.00		6.00	6.00		7.00	7.00
Director of the Institute	2.00	23.00	25.00	2.00	22.00	24.00	2.00	22.00	24.00	2.00	22.00	24.00
Deputy Director of the Institute	6.00	34.00	40.00	7.00	35.00	42.00	7.00	28.00	35.00	7.00	28.00	35.00
Centre Director		0.50	0.50		0.50	0.50		0.10	0.10		0.10	0.10
Deputy Centre Director		2.00	2.00		2.00	2.00					1.00	1.00
Director for the University Research Centre		3.00	3.00		3.00	3.00		3.00	3.00		3.00	3.00
Deputy Director for the University Research Centre											2.00	2.00
College Director	1.00		1.00	1.00		1.00	1.00		1.00	1.00		1.00
Deputy College Director	2.00		2.00	2.00		2.00	2.00		2.00	2.00		2.00
Centre Head	1.00	3.00	4.00	1.00	3.00	4.00		3.00	3.00		3.00	3.00
Manager	5.00	19.50	24.50	4.00	19.50	23.50	4.00	25.75	29.75	4.00	22.75	26.75
Deputy Manager	2.00		2.00	2.00		2.00	2.00		2.00	2.00		2.00
Faculty Library Heads	3.00		3.00	3.00		3.00	2.00		2.00	2.00		2.00
Unit Head	1.00	2.00	3.00	1.00	1.00	2.00	1.00	2.00	3.00	3.00	2.00	5.00
Head of the Deanery	1.00		1.00	1.00		1.00	1.00		1.00	1.00		1.00
Head of the Chair	3.00	10.00	13.00	4.00	7.00	11.00	6.00	12.00	18.00	4.00	10.00	14.00
Head of Laboratory		1.00	1.00		1.00	1.00		1.00	1.00		2.00	2.00
Section Head				1.00		1.00	1.00		1.00	1.00		1.00
Head of PhD Studies	7.00	14.00	21.00	6.00	12.75	18.75	5.00	13.00	18.00	6.00	12.00	18.00
Head of a Doctoral School							2.00	3.00	5.00	2.00	3.00	5.00
Head of Division	22.00	122.00	144.00	19.00	116.00	135.00	21.00	119.00	140.00	24.00	122.00	146.00
Head of Team	2.00	6.00	8.00	2.00	5.00	7.00	3.00	4.00	7.00	3.00	4.00	7.00

Source: Office of Human Resources of WUT

University-wide units

Women are employed slightly more often than men in WUT university-wide units on managerial positions, or they perform managerial functions (in 2021, the percentage of their posts was 50.8%).

Table 3. Employees of AT and NAT holding managerial positions in university-wide units, data in the number of posts

Functions and Positions	31.12.2018		2018 Total	31.12.2019		2019 Total	31.12.2020		2020 Total	30.11.2021		2021 Total
	women	men		women	men		women	men		women	men	
Director	5.00	4.00	9.00	4.00	6.50	10.50	5.00	7.30	12.30	5.00	7.30	12.30
Head	21.25	19.05	40.30	21.75	16.50	38.25	21.75	15.00	36.75	22.00	16.50	38.50
Deputy Director	2.30	3.50	5.80	3.30	3.50	6.80	4.30	4.50	8.80	4.30	5.50	9.80
Deputy Head	2.00	3.00	5.00	2.00	4.00	6.00	1.00	2.00	3.00	1.00	2.00	3.00
TOTAL	30.55	29.55	60.10	31.05	30.50	61.55	32.05	28.80	60.85	32.30	31.30	63.60

Source: Office of Human Resources of WUT

Central and faculty administration

In the case of non-academic staff holding managerial positions in central and faculty administration, these functions are more often performed by women.

Table 4. NAT employees with managerial functions in the central and faculty administration, data in the number of posts

Functions and Positions	31.12.2018		2018 Total	31.12.2019		2019 Total	31.12.2020		2020 Total	30.11.2021		2021 Total
	women	men		women	men		women	men		women	men	
Head	86.75	49.75	136.50	87.75	50.75	138.50	95.50	51.25	146.75	96.00	52.25	148.25
Deputy Head	21.00	7.50	28.50	23.00	6.00	29.00	21.00	6.00	27.00	25.00	5.00	30.00
Deputy Director of the Institute					1.00	1.00						
TOTAL	107.75	57.25	165.00	110.75	57.75	168.50	116.50	57.25	173.75	121.00	57.25	178.25

Source: Office of Human Resources of WUT

Summary information on the gender structure of employees in the field of university management (percentage data on posts)

The highest share of women in the number of posts in the area of university management is observed at the level of faculties, in terms of non-academic staff (75% in 2021) and central and faculty administration in the same employee group (67.9% in 2021), while men - at the level of faculties, in terms of AT (78.5% in 2021) and the Rector's Office (64.3% in 2021). At the level of university units, for the total NA and NNA, there is an almost equal share of women (50.8% in 2021) and men (49.2% in 2021).

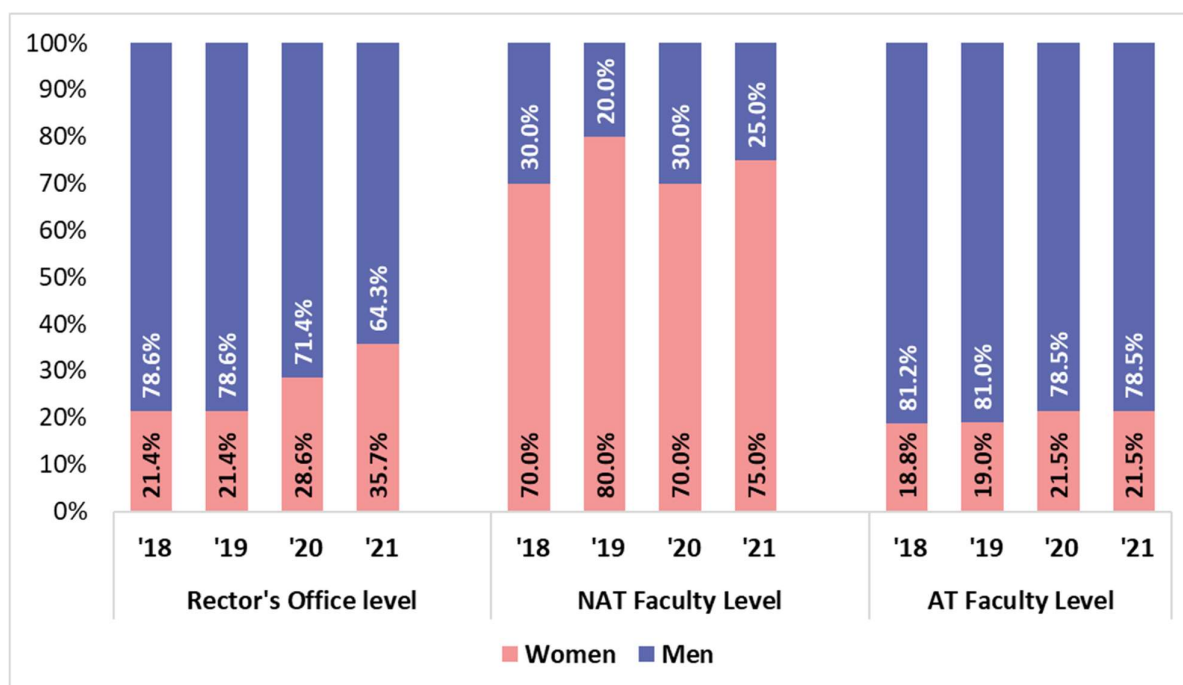


Figure 12. Management of the University, percentage data on posts

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

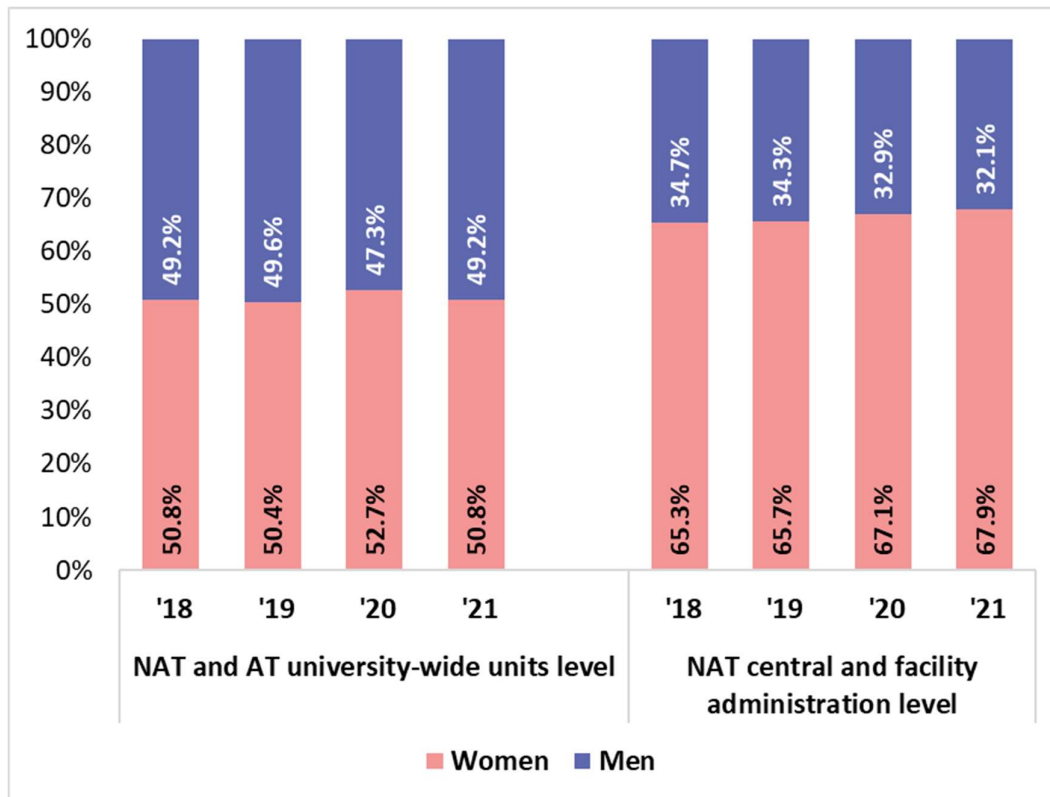


Figure 13. Management of the University, continued

Source: Office of Human Resources of WUT, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Senate and Senate Committees

On the basis of data from the Rector's Office, it appears that in the 2020-2024 term of office, among members and permanent guests of the WUT Senate, women constitute 28.2%, which is an increase of approx. 4 percentage points compared to the 2016-2020 term (24.1%).

The highest percentage of men in the current term sits on the Senate Committee for History and Tradition (80.8%), and women – in the Team for Budget (64.3%). In the previous term, 82.1% of members and permanent guests of the Senate Committee for History and Tradition were men, and women accounted for 4/10 of the Senate Committee for Cooperation with Abroad (40.6%).

Detailed information on the number of women and men in the Senate and Senate Committee of the WUT in the 2016-2020 and 2020-2024 terms is presented in Table 5.

Table 5. Senate and Senate Committees

Senate and Senate Committees	Members		Regular guests		Total		
The term of office 2016-2020	women	men	women	men	% women	% men	Together
Senate	15	53	4	7	24.1%	75.9%	79
Senate's Committee for Personnel	5	16	3	2	30.8%	69.2%	26
Senate's Committee for Education	9	15	11	17	38.5%	61.5%	52
Senate's Committee for Professional Ethics	9	17	0	0	34.6%	65.4%	26
Senate's Committee for History and Tradition	4	19	1	4	17.9%	82.1%	28
Senate's Committee for Property and Finance	4	21	8	8	29.3%	70.7%	41
Senate's Committee for Research	3	19	7	10	25.6%	74.4%	39
Senate's Committee for the Organisation of the University	5	19	3	10	21.6%	78.4%	37
Senate's Committee for International Cooperation	8	9	5	10	40.6%	59.4%	32
Senate's Subcommittee for Budget	3	9	1	1	28.6%	71.4%	14
Senate's Subcommittee for Subsidy Distribution	4	9	1	1	33.3%	66.7%	15
The term of office 2020-2024							
Senate	15	43	7	13	28.2%	71.8%	78
Senate's Committee for Personnel	5	19	1	5	20.0%	80.0%	30
Senate's Committee for Education	12	12	13	12	51.0%	49.0%	49
Senate's Committee for Professional Ethics	10	13	2	0	48.0%	52.0%	25
Senate's Committee for History and Tradition	4	19	1	2	19.2%	80.8%	26
Senate's Committee for Property and Finance	6	18	8	5	37.8%	62.2%	37
Senate's Committee for Research	10	14	15	18	43.9%	56.1%	57
Senate's Committee for the Organisation of the University	6	18	5	10	28.2%	71.8%	39
Senate's Committee for International Cooperation	10	14	3	10	35.1%	64.9%	37
Senate's Committee for the Selection of the University Council	1	2	0	0	33.3%	66.7%	3
Budget Team	4	3	5	2	64.3%	35.7%	14
Subsidy Distribution Team	3	14	3	2	27.3%	72.7%	22

Source: WUT Rector's Office, own study of Research and Analysis Department Centre for Innovation and Technology Transfer Management of Warsaw University of Technology - (DBA CZliTT PW)

Scientific Discipline Councils

Men dominate (over 50%) in the composition of scientific councils of 12 out of 13 disciplines. The exception is architecture and urban planning, where 68.4% of the members are women. The highest percentage of men sit on scientific boards of automation, electronics and electrical engineering (96.6%) and mechanical engineering (90.2%). Men are the presidents of 9 out of 13 councils (69.2%).

Table 6. Scientific Councils of Disciplines in 2021

Scientific Discipline Council	Chair	women	men	% women	% men	Total
Architecture and Urban Planning	woman	13	6	68.4%	31.6%	19
Automatic Control, Electronics and Electrical Engineering	man	2	56	3.4%	96.6%	58
Telecommunications and Information Technology	man	6	50	10.7%	89.3%	56
Biomedical Engineering	man	3	10	23.1%	76.9%	13
Chemical and Process Engineering	man	9	29	23.7%	76.3%	38
Civil Engineering and Transportation	man	17	37	31.5%	68.5%	54
Materials Science and Engineering	woman	9	20	31.0%	69.0%	29
Mechanical and Industrial Engineering	man	5	46	9.8%	90.2%	51
Environmental Engineering, Mining and Energy	man	19	31	38.0%	62.0%	50
Mathematics and Information Science	woman	9	12	42.9%	57.1%	21
Chemistry	man	23	31	42.6%	57.4%	54
Physics	man	7	26	21.2%	78.8%	33
Management and quality studies	woman	10	11	47.6%	52.4%	21

Source: WUT Rector's Office, own study of Research and Analysis Department Centre for Innovation and Technology Transfer Management of Warsaw University of Technology - (DBA CZLiTT PW)

Rector's and Disciplinary Committees

In the 2016-2020 term, except for one case (of the Rector's Committee for Working Conditions at WUT), all chairmen of the Rector's Committees were male (8 out of 9). In the current term (2020-2024) there are no women among the Presidents of the 6th Committees. In the 2016-2020 term of office, in one out of 9 Committees (for the University Social Benefits Fund), there were more women (7) than men (6). In two cases (of the Rector's Committee for Science and Research Apparatus, and the Rector's Committee for Safety), there were no women in the staff.

Detailed information on the number of women and men in individual Rector's Committees in the terms of 2016-2020 and 2020-2024 is presented in Table 7.

Table 7. Rector's Committees

Rector's Committees	Chair	Total	Including the employees		Students' Council and Doctoral Students' Council
The term of office 2016-2020			Women	Men	
for the Academic Health Service	man	12	1	9	2
for Employee Welfare Fund	man	13	7	6	-
for Research and Research Apparatus	man	10	0	10	-
for the Standardisation of Service Processes and Documenting the Course of Studies	man	32	13	17	2
for Modernisation and Development of the University	man	5	1	4	-
for Use of the Stability Fund	man	5	2	3	-
for Awards and Distinctions	man	21	3	18	-
for Safety	man	13	0	11	2
for Working Conditions at WUT	woman	10	2	6	2
The term of office 2020-2024					
for Academic Health Service	man	10	2	6	2
for Employee Welfare Fund	man	14	9	5	-
for Research and Research Apparatus	man	9	0	9	-
for Work Health and Safety at WUT	man	10	2	6	2
for Social Responsibility of WUT	man	9	5	4	-
for Awards and Distinctions	man	19	3	16	-

Source: WUT Rector's Office, own study of Research and Analysis Department Centre for Innovation and Technology Transfer Management of Warsaw University of Technology - (DBA CZLiTT PW)

The composition of the Disciplinary Committees in the 2016-2020 and 2020-2024 terms shows the predominance of male members. The only exception was the Disciplinary Board for Students and PhD students (12 women and 10 men), however, it should be noted that when analysing its composition according to the status of members, the majority were men (7 out of 12 employees).

Detailed information on the number of women and men in individual Disciplinary Committees in the 2016-2020 and 2020-2024 terms is presented in Table 8.

Table 8. Disciplinary Committees

Disciplinary Committees	Total	Number of members		Including the employees	
		Women	Men	Women	Men
The term of office 2016-2020					
Disciplinary Committee for Students and Doctoral Students	22	12	10	5	7
Appeals Disciplinary Committee for Students and Doctoral Students	15	3	12	1	8
Disciplinary Committee for Doctoral Students	10	4	6	1	5
Appeals Disciplinary Committee for Doctoral Students	10	4	6	2	4
Disciplinary Committee for Students	10	4	6	2	4
Appeals Disciplinary Committee for Students	10	2	8	1	5
University Disciplinary Committee for Academic Teachers	15	3	12	1	11
The term of office 2020-2024					
Disciplinary Committee for Doctoral Students	10	2	8	1	5
Appeals Disciplinary Committee for Doctoral Students	10	4	6	0	6
Disciplinary Committee for Students	10	4	6	3	3
Appeals Disciplinary Committee for Students	10	4	6	2	4
University Disciplinary Committee for Academic Teachers	16	4	12	4	8

Source: WUT Rector's Office, own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of Warsaw University of Technology

Identification of the so-called wage gap

On the basis of the analysis of the basic salaries of WUT employees, it can be concluded that the University has the phenomenon of the so-called pay gap, however, it does not differ from the situation in the country. In Poland, the wage gap between men and women is 8.5%, and is one of the lowest among the EU countries¹⁵.

At the Warsaw University of Technology, the lowest wage differential occurs among employees who are not academic teachers (3%), while in the group of academic teachers it is 7% (to the greatest extent in the case of teaching staff - 8.52%). However, it should be pointed out that in the case of instructors and lecturers, women's salaries are higher than men's by 6% and 10%, respectively.

The trend of increasing the basic salaries of female employees and WUT employees should be considered positive, while in the case of non-academic teachers, the salary increase since 2018 has been at a comparable level (by 23.84% for women and 23.34% for men in 2021, respectively). Compared to 2018, the salary increase in the group of academic teachers in 2021 was 21% for women and 17% for men, respectively.

¹⁵ <https://businessinsider.com.pl/twoje-pieniadze/praca/luka-placowa-w-polsce-najgorzej-w-finansach-i-ubezpieczeniach/xn2hrhx>, date accessed. 22.12.2021.

PhD students

At the Warsaw University of Technology, there are more men among doctoral students (67.8% in 2021). In 2019-2021, the percentage of men among doctoral students increased by 3 percentage points (from 64.7% in 2019 to 67.8% in 2021).

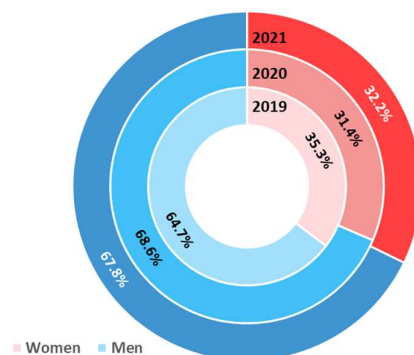


Figure 14. Total doctoral students by gender in subsequent years

Source: Source: POL-on – Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Doctoral Schools

The analysis of data by doctoral schools shows that the percentage of women among doctoral students in 2019-2021 decreased in Doctoral Schools No. 3 (from 29.5% in 2019 to 23.6% in 2021), 4 (from 23.1% in 2019 to 21.3% in 2021) and 5 (from 59.1% in 2019 to 50.6% in 2021). It is worth noting that the highest share of men among doctoral students occurs in Doctoral Schools No. 4 (78.7% in 2021), 3 (76.4% in 2021) and 2 (71.7% in 2021), and women in Schools No. 5 (50.6% in 2021) and 1 (46.6% in 2021).

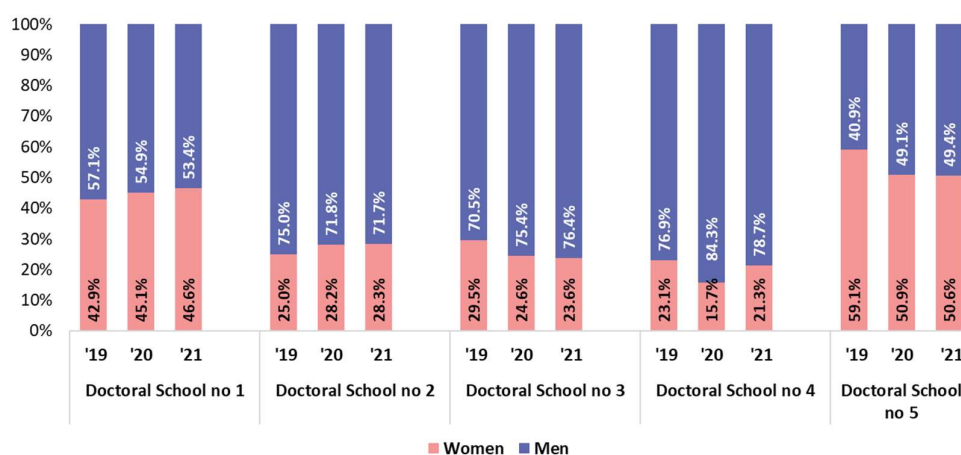


Figure 15. PhD students according to doctoral schools

Source: Source: POL-on – Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Graduates

Analyses concerning WUT graduates were created on the basis of the list from the POL-on system. The data for the years 2018-2020 show the figures for the last day of the year (31st December), and the data for the year 2021 comes from the 7th December, when this statement was generated.

There are more men among WUT graduates (60.5% in 2021). Between 2018 and 2021, the number of graduates decreased slightly, from 40.8% in 2018 to 39.4% in 2021.

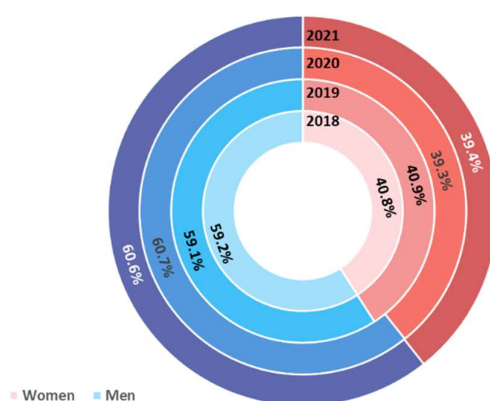


Figure 16. The total number of graduates by gender in subsequent years

Source: POL-on - Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

The share of women among graduates is higher in the case of the second-cycle studies than in the case of the first-cycle studies. Additionally, it can be observed that in this group, the percentage of women slightly decreased in the 3 analysed years (from 44.2% in 2018 to 42% in 2021 - Fig. 17 and Fig. 18)

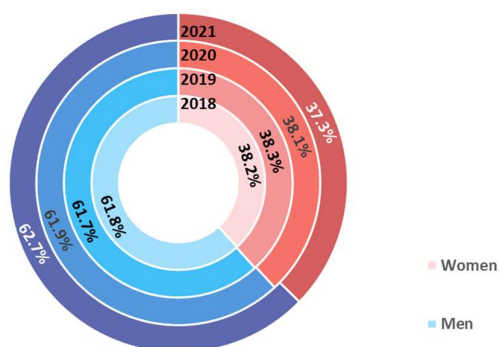


Figure 17. Graduates of first-cycle studies

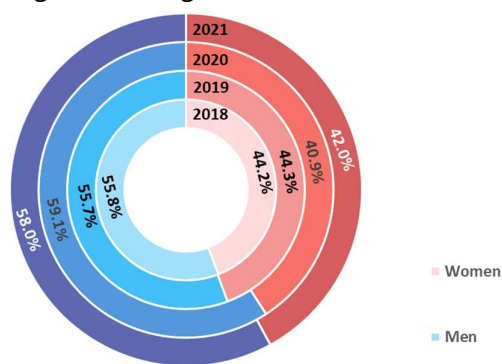


Figure 18. Graduates of second-cycle studies

Source: Source: POL-on - Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Fields of study

Of the 38 faculties in 2018, in 21 of them over 50% of the first-cycle graduates were men. The prevalence of women concerned 17 fields of study. In 2021, men dominated in 28, while women dominated in 15 out of 43 fields of study.

The highest share of women among first-cycle graduates in 2018, by fields of study, was recorded for:

- Biotechnology (84.7%),
- Administration (75.8%),
- Economics (75.2%),
- Architecture and urban planning (68.2%).

In 2021, the most graduates were from the following fields of study:

- Biotechnology (77.6%),
- Architecture (76.9%),
- Administration (69.3%),
- Chemical technology (69.2%).

In the case of 19 out of 38 fields of second-cycle studies, in 2018, among the graduates, there was a predominance of women, and in the case of 18 – men. In 2021, men dominated at 28, and women dominated at 16 out of 44 fields of study.

The highest percentage of women among second-cycle graduates in 2018, by fields of study, was recorded for:

- Administration (85.1%),
- Environmental Protection (80%),
- Biotechnology (78.7%),
- Economics (78.7%).

In 2021, the most graduates were from the following fields of study:

- Critical Infrastructure Security Management (100%; a new field of study, 2 persons),
- Economics (89.1%),
- Biotechnology (85.9%).

Faculties

In 2018, men constituted more than half of the graduates of 11 of the 20 WUT faculties (including The College of Economic and Social Sciences), and in 2021 – 12 (the change concerned the Faculty of Materials Science and Engineering).

In 2018, the highest percentage of women among the total number of graduates referred to the Faculty of Administration and Social Sciences (80.4%), the College of Economic and Social Sciences (76.9%), the Faculty of Chemistry (67.9%), and men – the Faculty of Automotive and Construction Machinery Engineering (91.9%), the Faculty of Electrical Engineering (86.5%) and the Faculty of Electronics and Information Technology (82.6%).

In 2021, for women, these were the following faculties: the College of Economic and Social Sciences (74.8%), the Faculty of Chemistry (74.2%), the Faculty of Administration and Social Sciences (72.6%), and for men – the Faculty of Electrical Engineering (88.9%), the Faculty of Automotive and Construction Machinery Engineering (88.5%), the Faculty of Power and Aeronautical Engineering (81.8%).

Over the course of three years (2019, 2020, 2021), there took place visible changes in the share of women and men among first-cycle graduates of individual faculties and the College of Economic and Social Sciences. The percentage of men among graduates increased by at least a few percentage points in the case of the College of Economic and Social Sciences, the Faculty of Administration and Social Sciences, the Faculty of Civil Engineering, the Faculty of Mathematics and Information Science, the Faculty of Transport, the Faculty of Management. The percentage of women increased by at least a few percentage points in the following departments: the Faculty of Architecture, the Faculty of Civil Engineering, Mechanics and Petrochemistry, the Faculty of Chemistry, the Faculty of Physics, the Faculty of Geodesy and Cartography, the Faculty of Mechanical and Industrial Engineering.

Over the course of three years (2019, 2020, 2021), there were changes in the share of women and men among graduates of the second-cycle studies of individual faculties and the College of Economic and Social Sciences. The percentage of men among graduates increased by at least a few percentage points in the case of the Faculty of Electrical Engineering, the Faculty of Geodesy and Cartography, the Faculty of Building Services, Hydro and Environmental Engineering, the Faculty of Chemical and Process Engineering, the Faculty of Materials Science and Engineering, the Faculty of Mathematics and Information Science, the Faculty of Power and Aeronautical Engineering, the Faculty of Automotive and Construction Machinery Engineering, the Faculty of Transport. The percentage of women increased by at least a few percentage points in the following departments: The College of Economic and Social Sciences, the Faculty of Civil Engineering, Mechanics and Petrochemistry, the Faculty of Electronics and Information Technology, the Faculty of Physics, the Faculty of Civil Engineering, the Faculty of Mechanical and Industrial Engineering, the Faculty of Mechatronics.

Students

Analyses concerning WUT students were created on the basis of the list from the POL-on system. The data for the years 2018-2020 show the figures for the last day

of the year (31st December), and the data for the year 2021 comes from the 7th December, when this statement was generated. The proportion of women among students is slightly decreasing. Over the 3 analysed years, it decreased by 2.4 percentage points.

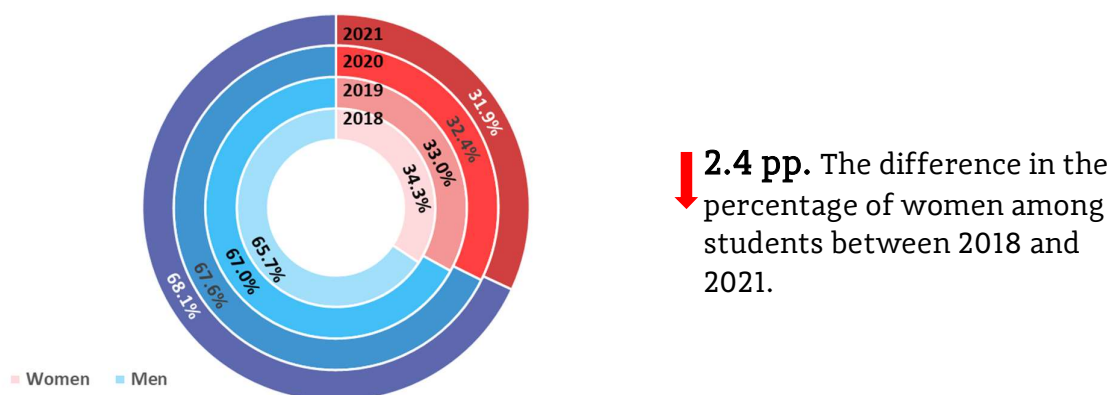


Figure 19. Total number of students by gender in subsequent years

Source: Source: POL-on – Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

The percentage of women studying in the second-cycle studies is higher than in the first-cycle studies. This difference ranges from 6.2 pp in 2018 to 5 pp in 2021. However, it should be borne in mind that the number of the second-cycle students is much lower than the number of the first-cycle students.

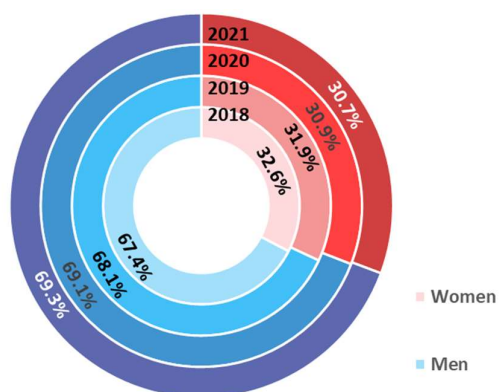


Figure 20. Students of first-cycle studies

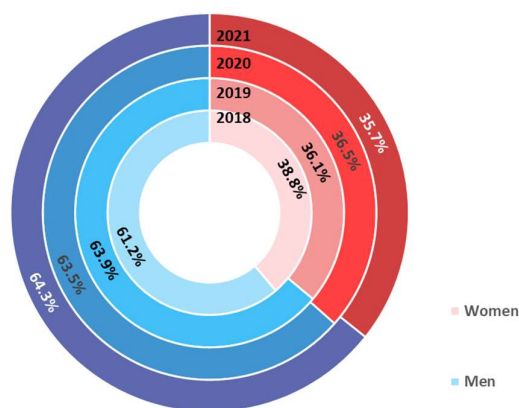


Figure 21. Students of second-cycle

Source: Source: POL-on – Integrated Information Network on Science and Higher Education, own study provided by Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

Fields of study

Of the 44 first-cycle fields of study in which students studied in 2018-2020 and are currently studying (2021), in fourteen in 2018, sixteen in 2019, eighteen in 2020 and seventeen in 2021, the percentage of women was below 15%. The lowest percentage of women in 2021 is in the following fields of study: Mechatronics of Vehicles and Construction Machinery (6%) and Mechanics of Vehicles and Construction Machinery (6.2%).

The highest percentage of women in the academic year 2021/2022 is in the field of Biotechnology (72.1%). This is the only field of study of the first degree in 2021, where more than 70% of the total number of students were women. In 2018, in 6 out of 39 fields of study at WUT, women constituted over 70% of the students at the second-cycle studies. The two fields of study with the highest percentage of women, over 80%, are Biotechnology (83.1%) and Environmental Protection (86.1%). In 10 fields of study, women accounted for less than 15% of students. The lowest percentage of women was recorded in the following fields: Mechanics of Vehicles and Machines (9.2%) and Mechatronics of Vehicles and Machines (11.8%). In 2021, among 46 fields of study in seven, women account for 70% or more of the second-cycle students. The highest percentage of women is currently in the field of Bioeconomy (100%, with a total of 3 people studying in this field). The next two fields of study in terms of the participation of women are Administration (77.4%) and Environmental Protection (77.1%).

Faculties

In 2021, women accounted for the majority of students in eight of the twenty faculties. These are: the College of Economic and Social Sciences, the Faculty of Administration and Social Sciences, the Faculty of Architecture, the Faculty of Chemistry, the Faculty of Geodesy and Cartography, the Faculty of Chemical and Process Engineering, the Faculty of Materials Science and Engineering and the Faculty of Management. In six faculties in 2021, the percentage of women was between 40% and 60%. Changes that occurred in the percentage of women and men in individual faculties in 2021 compared to 2018 ranged from (-8.5) pp to 5.2 pp. The percentage of men decreased in eight faculties, mostly in the Faculty of Materials Science and Engineering (by 8.5 pp) and in the Faculty of Civil Engineering (by 4.7 pp). The percentage of women decreased most significantly during these three years at the Faculty of Administration and Social Sciences (by 5.2 pp), the Faculty of Transport (by 5.1 pp) and the Faculty of Management (by 4.8 pp).

Changes related to the percentage of women and men in individual faculties in the following years, 2019-2021, are relatively minor (described above). However, differences in the share of men and women studying at individual degrees of studies can be observed.

Among first-cycle students, the faculties with the highest percentage of men are the Faculty of Automotive and Construction Machinery Engineering (subsequent years analyzed, 2019-2021: 92.2%; 92%; 92%), the Faculty of Electrical Engineering (87.9%; 87.4%; 87.6%) and the Faculty of Electronics and Information Technology (81.1%; 81.6%; 81.7%), the last two of which are faculties with the highest number of students. Among the second-cycle students, three faculties in which the percentage of male students was and is the highest were the Faculty of Automotive and Construction Machinery Engineering (consecutive years: 90.8%; 88.4%; 92%), the Faculty of Electronics and Information Technology (77.5%; 79%; 80.1%) and the Faculty of Electrical Engineering (88%; 85.2%; 85.7%).

1.2. Identification of the needs and expectations of employees and students of the Warsaw University of Technology in the field of gender equality at the Warsaw University of Technology¹⁶

Stage I of the study was carried out in the period from 26.11-10.12.2021 by the Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology.

The aim of the study was to **identify the needs and expectations of employees and students and postgraduate students of the Warsaw University of Technology in the field of gender equality** at the Warsaw University of Technology.

The main objective of the study was broken down into two specific objectives:

- CS1st** Identification of the needs and expectations of employees and postgraduate students and postgraduate students in the field of gender equality at the Warsaw University of Technology,
- CS2nd** Identifying difficulties that, in the opinion of employees and WUT students/postgraduate students, may affect the sense of equality at the Warsaw University of Technology.

The first stage of the study was carried out using qualitative social research. The technique of in-depth interview conducted in direct form (IDI, *Individual in-Depth Interview*) or telephone (TDI, *Telephone In-Depth Interview*) by a researcher with a respondent according to a modular questionnaire, including issues to be addressed during the conversation, consisting mainly of open questions. The tool

¹⁶ Bichta E., Matysiak M., Płaszczycza M., Wycisk A., Modrzejewska K. (coordination): *Social research for the needs of the Rector's Team for the preparation of a gender equality plan at the Warsaw University of Technology. REPORT FROM STAGE I individual interviews*, Research and Analysis Department Centre for Innovation and Technology Transfer Management of Warsaw University of Technology - (DBA CZliTT), Warsaw, 2021.

was developed in three versions: for women, men and people receiving education at WUT (students and doctoral students).

The purpose of the exploratory interview was to identify the needs and expectations of employees and WUT students and postgraduate students in the field of gender equality at the Warsaw University of Technology, and difficulties that may affect the sense of equality at the WUT. During the talks, the following topics were discussed: differences in treatment of women and men at WUT, parities, feminatives, inappropriate behaviours, combining professional and private duties and expectations towards WUT.

The study collected qualitative data, which is detailed information from the in-depth statements of the interviewees. The specificity of the data means that it cannot be generalised in relation to the entire surveyed community. This type of data shows various points of view and reflects the individual experience of the respondents, which allows even symptomatic phenomena to be noticed. The specificity of qualitative data – their contextuality – is an advantage in an in-depth understanding of the phenomenon, however, it means that the conclusions formulated cannot be generalised to the entire population.

As the context of the conducted research, an analysis of existing data was carried out – external reports were read, which summarized the research on gender equality, including the educational sector, in order to plan the research methodology at WUT. In addition, elements of own research were identified, which were directly or indirectly related to the explored topic.

The Warsaw University of Technology community was the population of the study. The sample consisted of selected representatives of the academic community, taking into account the division into academic teachers (AT) and non-academic teachers (NAT) as well as people with and without children.

The study included people representing two groups of WUT employees, i.e.:

- academic teachers – persons employed at the Warsaw University of Technology in the group of academic teachers who are employed as: professor, university professor, visiting professor, assistant professor, lecturer, instructor, specialist trainer, senior certified curator, curator certified in one of the groups of employees: research, research and didactic, or didactic,
- employees who are not academic teachers – persons employed at the Warsaw University of Technology in the group of employees who are not academic teachers, which are: administrative and economic employees, scientific researchers and scientific technical workers, engineering and technical employees, library employees as well as scientific documentation and information, employees of artistic activities, employees of activities related to computerisation, employees of kindergarten, employees of publishing and printing activities as well as service employees and workers.

The sample included both women and men at different stages of their careers. Finally, 12 in-depth interviews were conducted. Interviews were conducted with persons representing each group relevant from the point of view of WUT stakeholders. Interviews were conducted with: women (n=8) and men (n=4), academic teachers (n=3), employees who are not academic teachers (n=5) and students/doctoral students (n=4) and people who have children (n=7) and people who do not have children (n=5). Such distribution of the sample made it possible to learn about a wide range of experiences and opinions.

The study was carried out using qualitative methods. The purpose of conducting qualitative research is to describe the specific existing social reality from the perspective of its participants. Qualitative data allows to describe points of view in all their diversity – the analysis is not limited to pointing out the most frequent opinions, but also takes into account extreme voices, treating them as symptoms of certain phenomena. In qualitative research, the possibility of generalising conclusions for the entire population is abandoned in order to formulate in-depth interpretations at the level of the surveyed community.

The collected data brings a new cognitive value and indicates the areas to focus on when developing the gender equality plan at the Warsaw University of Technology.

The report discusses the results of the first stage of the study, i.e. the result of the analysis of data collected as part of exploratory interviews with employees as well as WUT students and doctoral students.

The WUT's assessment as an employer is positive. The respondents perceive that the rights they have, e.g. to parental leave, the collection of overtime, hours adapted to the obligations of private and flexible exits, if necessary, are meticulously enforced and have not caused additional problems in their experience. However, the overall atmosphere, still functioning stereotypes and symbolic and numerical dominance of the male part of the staff is something else. The reasons for the less frequent choice of technical studies or work at a technical university by women are unclear for most of the interviewees, they cannot indicate the reason. Some refer to character, others to abilities acquired in childhood, others to still present cultural patterns, strongly dividing women's and men's professions.

In the conversations, a statement was made that sounded humorous, but it can be an effective metaphor: polytechnics were compared to men, and universities to women. This was associated with the presence of social fields of study and humanities at universities, which the interlocutors are associated with more open and flexible, and thus otherwise prepared for changes. In this approach, technical universities are not associated with empathy, so they face a challenge to communicate the efforts made and openness to changes, which are an integral part of development.

The analysis of the collected data shows that employees, employees, students and doctoral students experience different treatment on the basis of

gender or observe such behavior. The problem is particularly important from the perspective of women employed as NAT – their tasks being mainly to provide service to AT, most of whom are men. It was also observed that the problem of unequal treatment is less frequent or does not occur in ad hoc working groups, especially those consisting of younger employees. In the situation where women feel an unfavourable atmosphere and unequal treatment with regard to gender, they may become excessively critical of men, generalizing negative traits for their entire group. Assigning gender inadequacy negatively affects both sides and is detrimental to both women and men. It is therefore imperative that stereotypes that sustain the image of a "typical man" and a "typical woman" should be refuted.

Both students/doctoral students and WUT employees perceive inadequate gender-related behaviours at WUT. The observations of the respondents are based on firsthand experience and observations, as well as information from other people. There was no difference in terms of gender or seniority at WUT, but it is worth noting that the statements of employees and non-academic teachers indicated a broader spectrum of such behaviours.

Examples of inappropriate conduct based on gender were, above all, inappropriate comments, pseudo-jokes, put-downs, disrespectful or contemptuous manner of addressing women. Negative behaviours also concern obligations (e.g. excessive burdening with tasks, hindering the combination of professional and private life, the unwritten principle of supervising work by a man), the atmosphere (the need for women to "push their way", fears of slander and instrumental treatment), violation of personal space or harassment. It is worth emphasizing that inappropriate behaviours are manifested not only by men, but also by women (superiors).

On the basis of the respondents' statements, it appears that the situation tends to be improving due to the greater number of female students and employees, and also thanks to conversations regarding gender equality. Inappropriate behaviours rarely duly addressed, which may be accounted for a lack of faith in the possibility of change, a lack of knowledge about who to refer to for help, or negative experiences in this area (lack of response from the authorities).

In view of the fact that, in order to eliminate inappropriate conduct, not only the courage of people who experience is pivotal, but also the trust or guarantee that reporting on inappropriate conduct will not have any negative impact on the person who experiences it.

It also seems necessary to develop a system of procedures and information on the possibilities of obtaining assistance, the procedures for dealing with such cases and the benefits for the community resulting from eliminating unwanted behaviour, but above all to ensure that inappropriate behaviour meets with an appropriate and prompt response from those to whom these events have been reported.

The combination of private and professional responsibilities is an important issue in the context of equal treatment of women and men at WUT. The analysis of the collected data showed that in the social perception the topic of combining private and professional duties is assigned to people with children. In the view of the interlocutors without children, they have different expectations related to work than people who have children – they are expected to work much more. The need to take care of a child – in an emergency situation or in a standard way – is an objective reason for limiting the performance of professional duties. A factor that differentiates the problems related to the combination of professional and private duties indicated by the respondents is having a child at the age requiring constant care. Among the challenges faced by parents working at WUT, the following should be emphasized: childcare during working hours, including emergencies, work in non-standard hours and limited ability to perform remote work.

The surveyed WUT employees and students/postgraduate students of the Warsaw University of Technology give the impression of people who are well up in the matter of arrangements that could make all groups of stakeholders of the Warsaw University of Technology feel comfortable in the place of work and study. The interviewees expect to introduce solutions in the field of:

- Work organization, e.g. flexible working hours, the possibility of choosing remote work or a semester break correlated with winter holidays;
- Cultures of work, e.g. an atmosphere conducive to the enforcement of labour law or consent to the presence of children at work;
- Information and promotion activities on gender equality, e.g. substantive discussion at WUT on equal treatment, training for WUT employees on social roles and response in critical situations, promotion of paternity leave among employees or family occasional meetings in the workplace;
- Formal actions, e.g. personalisation of employment contracts, career planning, protective mechanisms for women at promotions, formal guarantee of places for students or individual course of study and investment in the infrastructure, e.g. modernisation of women's toilets;
- Provision of social infrastructure in faculties, removal of architectural barriers, or establishment/maintenance of educational institutions at WUT.

On the basis of the extremely different opinions of the respondents on the need, reasonableness and possibility of introducing parities at WUT, it can be concluded that reliable and clear information is needed that would help in the discussion on this subject. It is evident that the desire to maintain equality between women and men is associated with a reduction in the quality of candidates admitted to work (priority of women regardless of the level of their competences and skills). The respondents do not expect parities to decide on the positions, but it is advisable to encourage women to take up work at the university, before which they may be held back by a sense of insecurity and inadequate faith in their competences.

The use of female variants of the names of functions or professions is an issue that divides the respondents. Feminatives are perceived as linguistically incorrect, deviating from the norm, artificial, difficult to pronounce, and even harmful (ridicule, downplaying a person's position or competence). This does not apply to feminatives that have been used for a long time in spoken and written language (e.g. headmistress). Therefore, it is possible to change the situation in the case of currently unpopular female variants, however, it is necessary to diagnose what the expectations of the WUT community is in this regard. Imposing solutions is not expected, but rather informing and discussing in order to raise the awareness of employees, students and doctoral students. It is also possible to use a non-imposing administrative decision, allowing for specific action in the field of feminatives (e.g. signature in the footer of the e-mail, entry in the BIP - Public Information Bulletin).

The impact on elements of professional reality requires many different steps – including changing the attitudes of people who are negative or stereotypical. The academic community is not the only one in which there is a problem of unequal treatment between women and men – the reasons also lie not only in the profile of the university, but also in the culture and the system in force. However, the observations of the respondents aptly indicate observed inequalities and give space for observation, reflection and proposing changes.

The appointment of the team for preparing Gender Equality Plan at WUT was appreciated in the conversations. It was pointed out that taking up this topic was the first step towards solutions that will even out the differences in treatment between women and men. One of the interviewees treats this as a positive observation of the problem that the WUT authorities want to counteract. Although she was aware that the changes – especially those concerning attitudes – take a long time, she appreciated the first step taken in this direction. Bringing up the topic allows for making the room for discussion, in which it is necessary to learn as many aspects and problem areas as possible, which realistically and negatively affect everyday work or study. Underlining the principles that should be observed makes it possible to refer to a commonly agreed basis, and supports raising awareness of the needs of many parties.

Continuation of the study – research plan

It is planned to continue the research work on the entire population of employees, students and doctoral students of the Warsaw University of Technology. The next stages of the study are presented in Table 9. Conclusions from the planned research and proposals for solutions will be consulted with employees, students and doctoral students of the Warsaw University of Technology.

Table 9. Research plan of action as part of the study on gender based equal treatment at the Warsaw University of Technology

TEST METHOD and TECHNIQUE	OBJECTIVE	TRIAL
STAGE I of the STUDY (completed in December 2021)		
Qualitative method: 12 individual interviews	Identification of the needs and expectations of employees and students and postgraduate students in the field of gender equality at WUT. Identification of difficulties which in the opinion of employees and students and postgraduate students, may affect the sense of equality at WUT.	Selected employees and students and postgraduate students from WUT (a group differentiated by gender, a group of WUT stakeholders, the fact of having a child and seniority).
STAGE II OF THE STUDY (scheduled for implementation in the period May - June 2022)		
Quantitative method: CAWI (online survey)	Identification of the needs and expectations of employees and WUT students and postgraduate students in the field of gender equality. Identification of difficulties that, in the opinion of employees and students and postgraduate students, may affect the sense of equality at WUT.	The study is addressed to all employees and WUT students including doctoral students (it is not possible to guarantee the level of return by the investigators).
Qualitative method: individual interviews (continuation)	Diagnosis of the needs and expectations in terms of providing support to employees and students and doctoral students in relation to equality at WUT. Diagnosis of the opinion of the academic community about informing and promoting by the University, for example, scholarship competitions, in which one of the assessed or admissible criteria is gender - whether it is perceived as supporting or counteracting the preservation of gender equality and discriminatory.	Selected employees and students/doctoral students from WUT (a group diversified by gender, a group of WUT stakeholders, the fact of having a child and seniority), "local experts" of WUT, e.g. employees of the WUT Internal Audit Team, persons involved in the implementation of the policy to prevent unequal treatment and mobbing at WUT.
STAGE III OF THE STUDY (scheduled for implementation in June 2022)		
Public consultation in the focused Group Interview	Identification of solutions addressing the identified needs and expectations of employees and students and postgraduate students. Identification of solutions addressing the identified difficulties of WUT employees in the field of gender equality. Evaluation of the proposed solutions in the field of supporting WUT employees in relation to maintaining equality at WUT.	Employees and WUT students/doctoral students (including volunteers from quantitative research) representing all WUT stakeholders.

Source: own study Research and Analysis Department Centre for Innovation and Technology Transfer Management of the Warsaw University of Technology

The gender equality plan for the Warsaw University of Technology also takes into account the results of research on the social responsibility of the

university, i.e. the #TellWUT survey, carried out among the entire community of the University on 25 November – 9 December 2019, with the participation of 582 people, including 212 women (36.4%) and a survey of job satisfaction of employees of the Warsaw University of Technology, carried out between 8 December 2020 and 4 January 2021 with the participation of 941 people, including 402 women (42.7%).

In the #TellWUT survey, 68.9% of male respondents and 40% of female respondents considered "promoting tolerant attitudes that respect equality and diversity" as an important issue from the point of view of social responsibility¹⁷. The actions that the Warsaw University of Technology should undertake in the area of social responsibility include, among others¹⁸:

- monitoring human rights abusive behaviour,
- supporting diversity and tolerance attitudes (including racial, sexual),
- actively counteracting discrimination (including the one on the basis of gender, age, origin), including ensuring equal access to educational services, but also such improvements as the addition of forms of female words in electronic documents and
- active prevention of mobbing (including drawing consequences for employees using mobbing),
- providing psychological care (for each of the groups, i.e. employees, students and doctoral students),
- verifying the competences of employees and the activities of trustees,
- unification of management rules in different university units.

Finally, it is worth stressing that the information obtained from the University Ombudsman of Trust functioning at the Warsaw University of Technology as part of the implemented policy against mobbing and discrimination shows that in recent years, no problems related to gender discrimination have been reported.

¹⁷ Parzych, D., Płaszczycza, M., Zgutka, M. (2019). *Study Results: #tell WUT. University Social Responsibility*, p.15: <https://www.pw.edu.pl/Aktualnosci/Wyniki-sondazu-PowiedzPW-Spoleczna-odpowiedzialnosc-uczelni>, date accessed 31.05.2021

¹⁸ *Ibid.*, p. 22-26.

2. Strategic objectives and actions in the field of gender equality at WUT for the period 2022-2024

The following objectives and actions within the framework of the gender equality plan constitute a complementary contribution both to the "Development Strategy of the Warsaw University of Technology until 2030", as well as to the "Strategy for Social Responsibility of the WUT".

These objectives and actions have been developed for the most frequently signaled problems and possible solutions for the future by representatives of the academic community. In the event that the respondents did not have a specific view, as in the case of the use of parities and the use of feminatives in the language of the University, the issues were left to a broader diagnosis in the subsequent stages of the research.

2.1. Objectives and activities in the field of organisational culture and work-life balance

Objective 2.1.1: To support people working and studying at the Warsaw University of Technology in achieving a balance between professional life, education and private life, with particular emphasis on the needs of people caring for children and other dependents.

Action 1: Improving the existing channels of direct communication enabling employees, students and doctoral students to exchange experience, report needs and share good practices, e.g. at the forum of people employed at the Warsaw University of Technology on the Microsoft Teams platform or on the intranet, chats with representatives of the academic community of both sexes in the field of providing current information and plans for the future, taking into account, among others, proposals for spending free time as part of such events as e.g. St. Nicholas' Day for children, or relaxing in the recreation centers of the Warsaw University of Technology, developing cultural interests, e.g. as part of concerts from the series Great Music in the Small Hall, performances by WUT artistic groups: The Engineers Band, WUT Song and Dance Ensemble, or WUT Theatre.

Action 2: Maintaining the possibility of including employees' and employees' children, as well as spouses and life partners in employees' sports cards on preferential terms.

Action 3: Striving to organize all meetings, including training and workshops during standard working hours, thus facilitating the combination of work-life balance.

Action 4: Encouraging the submission of projects to the participation budget of the Warsaw University of Technology that address the issues of healthy life at all ages and strengthen the mental well-being of the academic community of WUT, thus meeting the 3rd objective of sustainable development (ensuring a healthy life for all people at all ages and promoting well-being).

Action 5: Continuous monitoring and improvement of the academic community's satisfaction with *work-life balance* towards the preparation of appropriate training, sports, leisure, social and sanitary facilities for women and men.

Objective 2.1.2: To seek support in returning to work/study of people working and studying at the Warsaw University of Technology, after long-term sick leave, paid or unpaid leave and in the case of using maternity/paternity/child care leave/parental leave.

Action 1: Striving to ensure the conditions for flexible performance of duties, including flexible working time (hours, place of performance - telework).

Action 2: Providing support to returnees after long-term absence from work in the form of developing individual information on the tasks currently carried out in the unit and possible changes that occurred during the absence of a woman/man at work with the determination of an adaptation period. The supervisor or a person designated by him/her should be responsible for the reboarding.

Action 3: Developing an information package facilitating the recognition of childbirth-related leave types so that women and men can equally engage in childcare and upbringing.

Action 4: Providing the safety of internal regulation to ensure that women/men, after returning from long periods of leave or sick leave, hold an existing position, receive a salary and maintain their current working hours and responsibilities.

Action 5: Facilitating the processing of necessary formalities by employees on long-term leave or sick leave, including the remote formula, i.e. without the need to physically appearing at the University.

Action 6: Diagnosing the needs of the academic community – parents, in order to provide the necessary infrastructure and premises for the needs of childcare in the event when it becomes necessary for a parent to come to the University with a child.

2.2. Gender balance objectives and actions at managerial and decision-making level

Objective 2.2.1: To strive for making electoral processes independent of the gender of candidates for management structures and expert teams.

Action 1: Probing the possibility of partial anonymisation of basic information on the candidate sent for consideration by the decision-making body, so that the first impression results from qualities other than the gender of the candidate.

Action 2: Fostering attitudes and achievements of representatives of the underrepresented gender who have achieved success in the performance of their function (research, organizational, etc.).

Action 3: Organizing mentoring and leadership meetings aimed at supporting the process of making an individual, stereotype-free decision, e.g. about running in elections in the organizational structure of the University or running for other managerial functions. Striving to maintain an equal share of speakers from the gender underrepresented in the given target functions.

2.3. Objectives and actions to ensure a balanced career development

Objective 2.3.1: To strive for making access to professional promotion and remuneration independent of gender.

Action 1: Improving the organisation of transparent promotion processes made public, including competitions taking into account the inclusive language, i.e. without suggesting the candidate's gender for the applied position, with the provision of minimum requirements, experience, expected skills, etc.

Action 2: Analysing the causes of the wage gap and striving to equalize the basic salaries of women and men employed in equivalent positions.

Action 3: Analysing the access to scholarships and training as well as other forms of improving competences by women and men.

Objective 2.3.2: To seek gender-independent opportunities to participate in recruitment processes and to promote women's membership of the "engineers" community, with a view to strengthening their image as equal members of the academic community.

Action 1: Continuation of activities presenting women as equal members of the academic community, in order to support the decision to recruit for engineering courses at the Warsaw University of Technology, free of stereotypes, e.g. as part of the "Open Day" or the "Girls as Engineers!" - WUT campaigns.

Action 2: Informing students starting the course of studies about the possibility of obtaining help in the event of unequal treatment (how? where? from whom?)

Action 3: Conducting research to identify questions considered inappropriate by at least 2/3 of respondents (representatives of the university community or representatives of a given gender at the university). Providing a summary of the research results (a list of inappropriate questions) to all people employed at the University, with particular emphasis on indicating that over 2/3 of respondents share the opinion regarding the questions on the list.

Action 4: Formulating inclusive messages, i.e. without suggesting a gender, e.g. *Ladies and Gentlemen, Students*.

Objective 2.3.3: To strive for stereotype-free support for research and professional careers of people studying or working at the Warsaw University of Technology.

Action 1: Organising networking meetings with business leaders, e.g. from the world of digital technologies.

Action 2: Creating favourable conditions for career planning for people studying and working at the Warsaw University of Technology, providing stereotype-free counselling within functioning units, e.g. Careers Service, or organized events and meetings, e.g. Labour Fair.

Action 3: Identification of key professions chosen by graduates of the University divided into scientific disciplines and analysis of the gender structure of professions in connection with the neutral promotion of the gender underrepresented in these professional groups, e.g. through posters promoting people working in a given profession.

2.4. Objectives and actions in the area of including the gender dimension into research and didactic content

Objective 2.4.1: To aim for equal treatment of gender needs when formulating assumptions and implementing solutions for society.

Action 1: Reviewing education programmes and explore ways to integrate content related to sustainable development, social responsibility and the needs of women and men. Dissemination of good practices in this area.

Objective 2.4.2. To strive for gender independent respect for the dignity of the other person by members of the academic community and division of tasks within research teams.

Action 1: Organising trainings for managers or WUT team managers in the field of, among others, the impact of stereotypes on the assignment of duties in teams, indicating solutions preventing unequal treatment and the impact of the leader on the team.

Action 2: Conducting trainings and campaigns to make people employed at the University and cooperating with it aware of the requirement of equal treatment – independent of gender – with respect for women and men undertaking education and employment at the Warsaw University of Technology.

Action 3: Ensuring equal access to resources, including scientific, didactic or equipment, for women and men through appropriate provisions in the regulations.

Objective 2.4.3: To raise awareness of the University Authorities, heads of organisational units, etc. in the area of gender-based discrimination on the basis of a cyclical diagnosis.

Action 1: Including gender equality topics in social research and surveys carried out among people studying and working at the Warsaw University of Technology/monitoring the degree of satisfaction of people studying and working at the University.

2.5. Objectives and actions in the field of preventing gender-based violence, including the prevention of sexual harassment

Objective 2.5.1: To raise awareness among internal stakeholders of the principles of equal treatment and to prevent unequal treatment and mobbing.

Action 1: Promoting desirable attitudes in relations between all members of the academic community of the Warsaw University of Technology, dissemination of good practices in this field.

Action 2: Organising training courses in the field of equal treatment, as well as seminars and workshops for the entire academic community of the Warsaw University of Technology (mandatory for persons performing managerial functions at the University).

Action 3: Developing e.g. in cooperation with internal experts and non-governmental organisations, information materials, e.g. brochures on discrimination, harassment, mobbing. Preparing a series of infographics for legal

acts implemented at the University related to equal treatment and mobbing along with their dissemination.

Action 4: Updating the policy against unequal treatment at the Warsaw University of Technology. Implementation of the requirement to read and sign a statement of employees with an internal policy to prevent unequal treatment.

Action 5: Ongoing updating the library of legal acts related to unequal treatment, related to the implementation of EU directives and adaptation to the requirements of national law in accordance with best practices.

Objective 2.5.2: To strive for preventing the effects of unequal treatment and mobbing at the University.

Action 1: Providing access to free psychological care and assistance to persons affected by harassment, including sexual harassment, to prevent permanent psychological changes of the victim under conditions of confidentiality.

Action 2: Developing a rapid response system, including procedures for the availability, prompt and efficient reporting of unequal treatment, including sexual harassment.

Action 3: Dissemination of the activities of a psychologist at the University, and information about the possibility of obtaining advice in other organisations in order to prevent critical situations (e.g. suicides) – showing the scale of the problem "you are not alone".

3. Measures to meet the objectives of the Roadmap for Gender Equality and ways to monitor the gender equality situation at the University

The Rector is responsible for the implementation of the Gender Equality Plan at the Warsaw University of Technology with the support of the Team established by Decision No. 315 of November 9, 2021 and the Rector's Plenipotentiary for Equal Treatment, appointed by Decision No. 203 of August 5, 2021. In accordance with Ordinance No. 27/2022 of the Rector of WUT dated 5 April 2022, the WUT's policy on combating unequal treatment was developed and coordinated by the Equal Treatment Council.

The Warsaw University of Technology undertakes to systematically monitor the structure of employment, the participation of women and men in projects, analyze their salaries in terms of the possible existence of a wage gap and examine the job satisfaction of employees, especially in the area of employment conditions,

support professional development taking into account private obligations, or counteract gender discrimination.

The University also undertakes to allocate the necessary funds for activities supporting equal treatment of employees, students and doctoral students, in particular those that fit the set objectives, resulting from the problems identified in the study and analyses described in this document. In addition to the financial resources needed, for example, for the organisation of training, the implementation of the activities proposed in this document will also require the involvement of the University's employees (academic teachers and persons who are not academic teachers), e.g. to prepare and analyse data on the structure of employment, or remuneration, or to prepare and conduct surveys on the satisfaction of employees and their expectations in the area of ensuring the balance between professional and private life.

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