

**GENDER EQUALITY PLAN**  
**FOR THE MEDICAL UNIVERSITY OF LODZ**  
**– POLICY FOR THE YEARS 2022 – 2024**

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## I. INTRODUCTION

One of the core values of the Medical University of Lodz (MUL) is equality. The University makes every effort to ensure that members of its community feel fairly and equally treated. When performing its tasks, the Medical University of Lodz *implements the principle of equal opportunities and non-discrimination, in particular with regard 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).

At present, MUL does not have a comprehensive document (policy, strategy) on gender equality or diversity management in the organization. However, the gender perspective is considered in many of the University's activities (*e.g.* in the recruitment process, project implementation, work-life balance activities).

The development and implementation of the Gender Equality Plan for the Medical University of Lodz is, among other objectives, a response to the requirements set for universities in terms of equality measures by European institutions dealing with the development of science, quality of education and human rights.

The European Commission encourages EU Member States to remove, among others, all barriers to recruitment, retention and career development of women in science, while fully complying with EU law on gender equality (Directive 2006/54/EC), as well as to address gender inequalities in decision-making processes and to ensure that at least 40% of the female or underrepresented sex sit on committees involved in recruitment, career development and design and evaluation of research programs (EIGE, 2016).

The number of women in Europe pursuing scientific careers is slowly increasing, according to the She Figures 2018 report, commissioned by the European Commission. Women are still underrepresented in some scientific fields and their potential is not fully recognized and valued. Equality between women and men is a fundamental value of the European Union. It is actively promoted by the European Commission in all aspects of life, including science and education. In its *Equality Union: a strategy for gender equality 2020-2025*, it highlights that the European Commission has made significant progress in the area of gender equality in recent decades through effective legislation and case law on equal treatment of women and men, efforts to mainstream the gender perspective in various policy areas and legislation to address specific manifestations of inequality. However, being a leader in this area does not take away EU's

responsibility to develop it further. The Member States as well as institutions, companies and organizations should also adopt a similar approach.

The Medical University of Lodz received the 2019 HR Excellence in Research award from the European Commission for adhering to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, thus creating a friendly working environment and transparent rules for the recruitment of researchers. The award also represents a commitment to the continuous implementation of a policy aimed at the introduction and ongoing monitoring of gender equality measures, among others. Therefore, the Medical University of Lodz declares that it will provide a sense of security, construed primarily as respect for the principles of equality, acceptance of diversity and counteracting manifestations of discrimination, to every member of the academic community. The implementation of such a policy will enable everyone to develop personally and academically, free from obstacles.

Developing and implementing a Gender Equality Plan is also a formal requirement when applying for Horizon Europe grants.

The Gender Equality Plan for the Medical University of Lodz includes:

- A diagnosis based on the analysis of statistical data obtained from the organizational units of the Medical University of Lodz (among others, the Human Resources Department, the Science, Strategy and Development Office, the Administrative Centre for Studies, the Office of Doctoral Studies). The diagnosis was also based on information obtained as a result of a quantitative and qualitative survey conducted at the turn of March and April 2021 as part of the implementation of the HR Excellence in Research strategy at the Medical University of Lodz.
- Objectives set for the Medical University of Lodz.
- Plan and schedule of activities including specific indicators.

MUL will provide adequate human and financial resources necessary to carry out the planned activities.

The analysis conducted to prepare this document has shown that the Medical University of Lodz is an institution where many equality measures have already been implemented, others need to be updated and disseminated more effectively. The University's aim is to adjust its activities to the actual needs of the members of the academic community. It requires constant monitoring

of the situation in the institution, observing trends and conducting in-depth analysis of selected areas.

The Gender Equality Plan focuses on actions to be taken in the next three years in order to more effectively comply with the principles of equal opportunities and non-discrimination at the Medical University of Lodz, and thus create a transparent and friendly working and studying environment.

## II. DIAGNOSIS

### 1. 1. PRESENTATION OF THE CURRENT STATE OF GENDER EQUALITY AT THE MEDICAL UNIVERSITY OF LODZ

#### 1.1. ANALYSIS OF STATISTICAL DATA

**Table 1. Number of academic teachers and non-teaching staff by gender <sup>1</sup>**

Education	Academic teachers		Non-teaching staff	
	Women	Men	Women	Men
Professor	66	96	1	1
Ph.D. with habilitation (post-doctoral) degree	120	98	3	3
Ph.D.	499	293	103	26
Other	285	141	580	240
<b>TOTAL</b>	<b>970</b>	<b>628</b>	<b>687</b>	<b>270</b>

As of 30<sup>th</sup> June 2021, 2555 employees worked at the Medical University of Lodz. Both in the group of academic teachers and non-teaching staff, a majority were women. Among academic teachers, 970 persons are women, which constitutes 60.7% of all employees in this group, and among non-teaching staff, 687 persons are women, which constitutes almost 72% of all employees in this group.

The report *Szkolnictwo wyższe i jego finanse [Higher education and its finances]* prepared by the Statistics Poland in 2019 shows that 88435 people were employed full-time at Polish universities. Among them, almost 47% were women. In turn, 4350 people were employed part-time, of which more than 47% were women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181).

<sup>1</sup> Non-teaching staff is defined as groups of employees, *i.e.* administration, scientific and technical staff, service staff, research and teaching support staff and resident doctors.

Thus, the Medical University of Lodz has more female academic staff than higher education institutions in Poland in general. In contrast, the universities supervised by the Minister of Health have 9445 full-time faculty members, of which almost 61% are women, and 1084 part-time faculty members, of which just over 57% are women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181). Comparing the Medical University of Lodz to other medical schools, it can therefore be concluded that the proportion of female to male employees is similar. At the universities supervised by the Minister of Health, feminization of employment is observed.

As for non-teaching staff, according to the Statistics Poland report for 2019 in all universities in Poland, 71230 people worked in full-time positions, and almost 68% in this group were women, while 4639 people worked in part-time positions, of which almost 51% were women. In universities supervised by the Minister of Health, 7006 people worked in non-teaching positions on a full-time basis, of which 75.67% were women, and 565 people worked on a part-time basis, of which 73.45% were women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181). So, when it comes to the non-teaching staff, we also have a higher number of women in universities supervised by the Minister of Health (including the Medical University of Lodz) than in all higher schools in Poland in general.

The data presented below are divided according to academic teachers and non-teaching staff. The data relate to:

- a) the number of persons employed in particular positions, broken down by gender;
- b) the number of women and men holding managerial positions;
- c) the number of persons who terminated their employment between 01.01.2018 and 31.12.2020 by gender;
- d) the number of days of absence from work by gender;
- e) number of training hours and issues discussed at training sessions attended by women and men.

#### ➤ **ACADEMIC TEACHERS**

**Table 2. Number of persons employed in various positions in the group of academic teachers, by gender (as of 31.12.2020)**

Position	Faculty of Medicine – Division of Medicine		Faculty of Medicine – Division of Dentistry		Faculty of Medicine- Division of Biomedical Sciences		Faculty of Pharmacy		Faculty of Health Sciences		Faculty of Health Sciences - Division of Nursing and Midwifery		Interdepartmental university units		TOTAL	
	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
<b>Professor</b>	39	70	4	2	1	6	10	6	9	10	2	1	1	1	66	96
<b>Associate professor</b>	35	49	3	1	3	2	11	4	14	16	7	2	-	1	73	75
<b>Assistant professor</b>	200	133	43	21	11	7	53	25	63	37	22	3	1	4	393	230
<b>Research /Teaching assistant</b>	198	141	30	11	15	8	31	7	59	36	53	2	8	11	394	216
<b>Lecturer</b>	-	-	-	-	-	-	-	-	-	-	-	-	18	4	18	4
<b>Senior instructor</b>	-	-	-	-	-	-	-	-	-	-	-	-	4	1	4	1
<b>Instructor</b>	-	-	6	1	-	-	-	-	-	-	13	2	3	3	22	6
<b>TOTAL</b>	472	393	86	36	30	23	105	42	145	99	97	10	35	25	970	628

W – women; M - men

Among professors, more than 58% are men, and among associate professors, almost 51% are men. As for the other positions, women predominate. The largest representation of women is in the positions of assistant professors and research/teaching assistants with women accounting for 63.1% and 64.5% of all employees in this group, respectively. Women also dominate in other positions, where they represent 80% of all employees.

To compare, the data presented in the Statistics Poland report shows that 24581 full-time professors work at the Polish universities, and every third person at this position is a woman, while 451 professors work part-time, including over 23% women. In the group of universities supervised by the Minister of Health, there are 1471 full-time professors, of which almost 41% are women, and 38 part-time professors, of which almost 29% are women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181). At the Medical University of Lodz, the positions of professor and

associate professor are dominated by men, however, the disproportion of women to men is not as high as at universities in general or at universities supervised by the Minister of Health.

As for the position of assistant professor, according to the report, a total of 38405 persons work in this position on a full-time basis, of which almost half are women, and 1048 persons work on a part-time basis, of which just over 43% are women. In universities supervised by the Minister of Health, 4025 people work in this position, full-time, of which more than 61% are women. On the other hand, in the position of research/teaching assistant, 12025 people work full-time in all universities, of which more than 56% are women, and 1587 people work part-time, of which more than 53% are women. Limiting the analysis to universities supervised by the Minister of Health, the following data are obtained: 2631 people work full-time as research/teaching assistants, of which more than 67% are women, and 546 people work part-time, of which almost 60% are women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181). The proportions of women to men in the positions of assistant professor and research/teaching assistant at the Medical University of Lodz therefore do not differ from what can be observed in other universities supervised by the Minister of Health, however, it may be noted that, on the national level, the prevalence of women in the positions of assistant professor and research/teaching assistant is lower.

According to the Statistics Poland report, as for other positions in the group of academic teachers, 13234 people work full-time, including just over 58% women, and 1260 people work part-time, including almost 52% women. In universities supervised by the Minister of Health, in other positions in the group of academic staff in full-time positions, 1318 people work, of which almost 68% are women, and in part-time positions are taken by 260 individuals, of which almost 59% are women (*Szkolnictwo wyższe i jego finanse*, 2019, p. 181). Thus, the Medical University of Lodz has significantly more women working in other positions in the group of academic teachers as compared to both other universities supervised by the Minister of Health and all universities in the country.

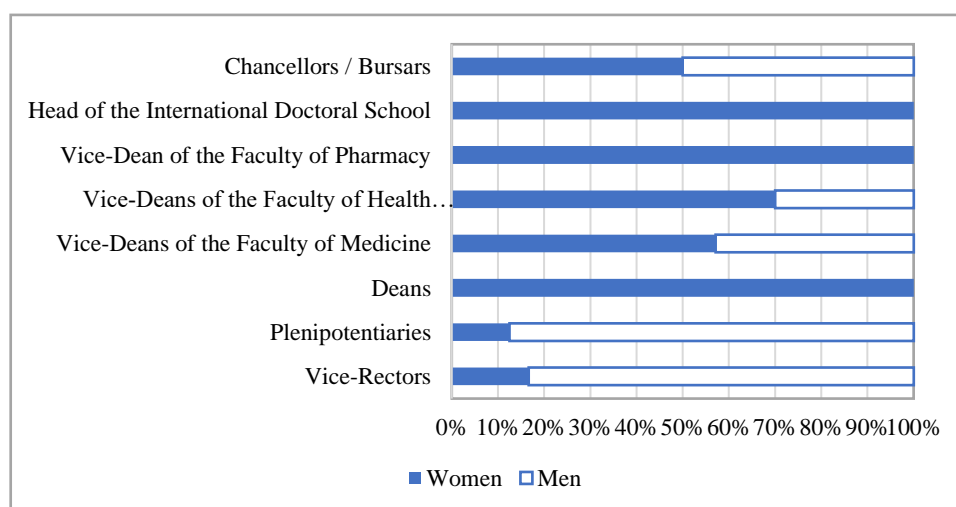
## MANAGERIAL FUNCTIONS AND COLLECTIVE BODIES

**Table 3. Number of women and men holding dean/pro-dean positions by faculty**

Function	Faculty of Medicine – Division of Medicine		Faculty of Medicine- Division of Dentistry		Faculty of Medicine – Division of Biomedical Sciences		Faculty of Pharmacy		Faculty of Health Sciences		Faculty of Health Sciences – Division of Nursing and Midwifery		TOTAL	
	W	M	W	M	W	M	W	M	W	M	W	M	W	M
<b>Dean</b>	1	-	-	-	-	-	1	-	1	-	-	-	3	0
<b>Vice Dean</b>	7	3	2	1	-	2	4	-	4	3	3	-	20	9
<b>TOTAL</b>	8	3	2	1	-	2	5	-	5	3	3	-	23	9

There are currently six men and one woman representing the University Rector’s authority. The function of dean or vice-dean is currently held by 23 women and nine men. Most women hold the position of dean or vice-dean in the Faculty of Medicine, the Faculty of Pharmacy and the Faculty of Health Sciences.

**Figure 1. Managerial functions at the University by gender**





Currently, there is a gender balance or a significant predominance of women among persons taking managerial positions. Women are underrepresented in the group of plenipotentiaries of the Rector and Vice-Rectors only.

However, as of 03.11.2021, the heads of departments, clinics, units, laboratories were 142 men and 134 women.

**Table 4. Number of female and male members of collective bodies of the University**

<b>Body</b>	<b>Women</b>	<b>Men</b>	<b>TOTAL</b>
<b>Senate</b>	13	12	25
<b>University Council</b>	4	3	7
<b>University Scientific Council</b>	17	12	29
<b>Council of Pharmaceutical Sciences</b>	15	5	20
<b>Council of Medical Sciences</b>	70	98	168
<b>Council of Health Sciences</b>	13	11	25
<b>TOTAL</b>	132	141	274

The membership of the collective bodies of the University is 141 men and 132 women. There are 13 women and 12 men in the composition of the University Senate. The University Council, the University Scientific Council, the Council of Pharmaceutical Sciences, and the Council of Health Sciences are composed of more women than men, with the Council of Pharmaceutical Sciences having the highest representation of women. In contrast, the Council of Medical Sciences is predominantly male.

## **RESEARCH PROJECTS**

The analysis of the data presented in the table above shows that a majority of project managers are men. Out of 83 scientific projects, women were managers in 34 projects (including projects in which women are managers only on behalf of the principal investigator or only on behalf of the Medical University of Lodz), which constitutes about 41% of all analyzed projects. As far as the financial value of projects managed by women is concerned, the highest value of co-financing for a project was PLN 3.8 million and the lowest PLN 136 thousand. On the other hand, the highest value of co-financing for a project managed by a man was PLN 99.1 million, and the lowest PLN 49 thousand. The average value of co-financing for projects managed by

women was PLN 4 million, and the average value of co-financing for projects managed by men was PLN 7.2 million.

The data presented in the report "Information on the participation of women and men in research projects funded by the National Science Center in 2011-2018" shows that in the group of life sciences, the number of applications with the participation of women qualified for funding in 2011-2018 was 2925, which accounts for almost 58% of all applications. The average total project cost was 589,766 PLN. The average cost of a project in which the managers were women was 500,850 PLN, and the average cost of a project in which the managers were men was 709,548 PLN (p. 7). *The statement on equal access of women and men to funds for scientific research made by the National Science Centre says i.a. (...) statistics of our activities for equal access of women and men to funds for research are very good as compared to other recognized European grant agencies. (...) the share of female project managers in grants funded by the Centre is 43%, while in agencies such as the ERC, the German DFG or the Swiss SNSF, the share varies between 20 and 25% (p. 2).*

The data on the participation of women in management of research projects carried out at the Medical University of Lodz and funded by the NSC do not differ significantly from the data presented by the NSC for projects carried out within the life sciences between 2011 and 2018. In 2018-2020, women were the managers of 52% of research projects (of the total project, on behalf of the principal investigator or on behalf of MUL). However, it is worth noting that the financial value of projects managed by women is lower.

## **REMUNERATION**

Under Article 183c of the Labor Code, employees are entitled to equal pay for equal work or for work of equal value. It includes all components of remuneration, regardless of their name and nature, as well as other work-related benefits granted to employees in cash or in other forms.

The use of differential pay based on the sex of the person employed constitutes a form of employment discrimination.

The amount of basic remuneration at MUL is determined by the rates adopted in the remuneration regulations.

The regulations provide that the basic salary of an academic staff member may be increased, in particular, in the case of:

- obtaining a higher academic degree or title - based on documents confirming the obtaining of a degree or academic title;
- changing to a higher position - promotion, in particular as a result of outstanding scientific activity;
- undertaking activities that have an impact on the development of world science, in particular in priority research areas with high development potential, in which the University plans to intensify scientific activity;
- having experience in the implementation of patents, inventions and commercialization.

Currently, the University does not conduct analyses of pay by gender. Such data will be collected and analyzed in terms of potential pay discrimination.

### **TERMINATION OF EMPLOYMENT**

Between 01/01/2018 and 31/12/2020, 242 persons, including 126 women and 116 men, terminated their employment. Among the women who terminated the employment relationship, the largest number was represented by research/teaching assistants, assistant professors and senior lecturers. On the other hand, among the men who terminated the employment relationship, the largest number were research/teaching assistants, professors and university professors.

Since 2017, the Medical University of Lodz has been conducting research into the reasons for leaving a job, the so-called exit interview. Participation in the survey is voluntary. The results of the questionnaires are analyzed at least once a year. The data collected so far does not indicate that the reported reasons for leaving are related to issues of discrimination.

### **ABSENCE FROM WORK**

**Table 6. Number of days of absence of academic teachers by gender**

<b>Employee group</b>	<b>Number of days of absence</b>	<b>Including the number of days of absence for women</b>
Academic teachers	61888	53391

In the period from 01/01/2018 to 31/12/2020, the total number of days of absence among academic teachers was 61888 hours, of which the majority, i.e. 53391, were for women, accounting for 86.27% of the total days of absence.

**Table 7. Number of academic teachers on maternity, parental and childcare leave**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Maternity, parental leave	129	125	39524	38784
Childcare leave	19	15	8557	6677

In the analyzed period, 129 employees were on maternity and parental leave, including 125 women. The total number of days of absence from work due to being on maternity and parental leave amounted to 39524 days, the vast majority of which concerned women.

In the period from 01.01.2018 to 31.12.2020, 19 persons took parental leave, including women 15. The total number of days of absence from work due to being on parental leave amounted to 8557, of which more than 78% concerned women.

**Table 8. Number of academic teachers on paid sabbatical leave**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Academic teachers	4	2	517	406

In the period from 01.01.2018 to 31.12.2020, four employees, including two women, went on paid sabbatical leave. The number of days of absence from work for this reason amounted to 517, of which 78% was attributed to women.

**Table 9. Number of academic teachers on unpaid leave**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Academic teachers	9	5	5002	1916

In the period from 01.01.2018 to 31.12.2020, there were nine employees on unpaid sabbatical leave, including five women. The number of days of absence from work amounted to 5002 in total, of which almost 38% were attributed to women.

**Table 10. Number of academic teachers on unpaid leave**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Academic teachers	25	16	5804	3201

In the period from 01.01.2018 to 31.12.2020, 25 employees were on unpaid leave, of which 16 were women. The number of days of absence from work amounted to 5804 in total, of which almost 56% were used by women.

## MOBILITY

**Table 11. International trips at the Medical University of Lodz by gender**

Type of trip	2018/2019 (in total)	2018/2019	2018/2019 (in total)	2019/2020	2020/2021 (in total)	2020/2021
<b>Short trips</b> (congresses, conferences, symposia, conventions etc.)	<b>461</b>	<b>W: 211 M: 250</b>	<b>169</b>	<b>W: 78 M: 91</b>	<b>9</b>	<b>W: 5 M: 4</b>
<b>Training courses, internships, scholarships up to 3 months</b>	<b>62</b>	<b>W: 38 M: 24</b>	<b>35</b>	<b>W: 23 M: 12</b>	<b>13</b>	<b>W: 2 M: 11</b>
<b>Training courses, internships, scholarships over 3 months</b>	<b>5</b>	<b>W: 3 M: 2</b>	<b>4</b>	<b>W: 4 M: 0</b>	<b>1</b>	<b>W: 1 M: 0</b>

<b>Total</b>	<b>528</b>	<b>F: 252</b> <b>M: 276</b>	<b>208</b>	<b>F: 105</b> <b>M: 103</b>	<b>23</b>	<b>F: 8</b> <b>M: 15</b>
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The data on overseas mobility shows that in the years 2018/2019 and 2020/2021 slightly more men took trips slightly more often than women (52% and 65%, respectively), while in the academic year 2019/2020 women travelled more frequently. However, the differences in this respect are insignificant, which indicates that the University implements the principle of equal opportunities in terms of foreign mobility at. It is also worth mentioning that the data presented was heavily influenced by the COVID-19 pandemic. Overseas travelling was one of the most restricted areas at the University.

Analysis of the above data leads to the following conclusions:

- Over 60% of employees who are academic teachers are women. Women are the majority in all positions except for the position of professor and associate professor. For the position of professor, over 58% are men and for the position of associate professor, almost 51% are men. However, the disproportion of women to men in this position is not as high as in universities in general or in other universities supervised by the Minister of Health. Moreover, the proportion of women to men in the positions of assistant professor and research/teaching assistant at the Medical University of Lodz is comparable to that observed at other universities supervised by the Minister of Health. At the national level, the numerical advantage of women holding the position of assistant professor and research/teaching assistant is not so high. On the other hand, the Medical University of Lodz employs significantly more women (80%) in other academic positions as compared both to other higher education institutions supervised by the Minister of Health and to all other universities in Poland.
- The Rector's authorities of the University are now represented by six men and one woman. The function of dean or vice-dean is held by 23 women and nine men. The heads of departments, clinics, units and laboratories are more often men, although the difference is small (51% of managers are men and 49% - women). In addition, there are 141 men and 132 women in the collective bodies of the University. Among the members of the Senate, the University Council, the University Scientific Council, the Council of Pharmaceutical Sciences and the Council of Health Sciences, a majority are women. The Council of Medical Sciences is dominated by men.

- Just over 40% of the managers of research projects carried out at the Medical University of Lodz in 2018 - 2021 are women. It is also worth noting that the average financial value of projects with female managers is lower than those headed by men.
- In the period from 01.01.2018 to 31.12.2020, the total number of days of absence among academic teachers amounted to 61888 hours, of which a majority, i.e. 53391, concerned women, accounting for 86.27% of the total number of days of absence from work. During the analyzed period, women constituted a majority in the group of employees on maternity leave, parental leave, childcare leave and sabbatical leave.

The above statistical data, which mostly cover the years 2018 - 2021, may have been distorted by the COVID-19 pandemic that was continuing at that time. Additionally, the statistics should be expanded to include a survey of employees' opinions, which will ensure a better understanding of their motivations and needs, *e.g.* in the area of work-life balance. Currently, the activities conducted by the University aimed at easier reconciliation of professional and family duties require verification and adjustment to the needs of employees, however, with attention given to formal, legal and organizational possibilities (taking into account the specificity of a public university).

The following data were not included in the analysis:

- a) the number of female and male candidates for various job positions,
- b) the average number of years needed by women and men for career advancement (by academic degree),
- c) salary levels by gender and position held.

The University intends to collect and analyze the above data. Based on the trends demonstrated by these data, the Gender Equity Plan will be modified.

#### ➤ NON-TEACHING STAFF

**Table 21. Number of employees taking different positions in the non-teaching group by gender (as of 31.12.2020)**

Employee group	Women	Men	TOTAL
Administration	433	149	582
including managers	33	7	40
Drivers	-	4	4

<b>Employee group</b>	<b>Women</b>	<b>Men</b>	<b>TOTAL</b>
Resident doctors	3	7	10
Research and technical staff	36	10	46
Support staff	9	33	42
Research and teaching support staff	206	67	273
<b>TOTAL</b>	<b>687</b>	<b>270</b>	<b>957</b>

Women make up almost 72% of the non-teaching staff. Women also predominate among employees in managerial positions. Only among resident doctors and among support staff men predominate.

## **REMUNERATION**

The rates of basic remuneration for individual positions are defined in the remuneration regulations. In § 3 of the Regulations, there is the following provision: *When determining the conditions of remuneration of an employee, the employer shall be guided by the principle of equal treatment of employees, in particular due to equal performance of the same duties.*

As stated above, for both academic teachers and non-teaching staff, the University does not conduct analyses of pay by gender. Such data will be collected and analyzed in terms of potential pay discrimination.

## **TERMINATION OF EMPLOYMENT**

In the period from 01.01.2018 to 31.12.2020, 339 persons terminated their employment, including 227 women and 112 men.

Since 2017, at the Medical University of Lodz, similarly to academic teachers, a survey of reasons for leaving the job, the so-called exit interview, has been conducted. Participation in the survey is voluntary. The results of questionnaires are analyzed at least once a year. The data collected so far does not indicate that the reasons for leaving are related to discrimination issues.



**Table 24. Number of days of absence from work for non-teaching staff**

<b>Employee group</b>	<b>Number of days of absence</b>	<b>Including the number of days of absence for women</b>
Administration	14110	14110
Librarians	90	-
Resident doctors	348	-
Research and technical staff	4739	4550
Support staff	124	-
Research and teaching support staff	10791	9779
<b>TOTAL</b>	<b>30202</b>	<b>28439</b>

In the period from 01/01/2018 to 31/12/2020, the number of days of absence was 30202, of which the majority, 28439, were for women, accounting for 94.16% of the total days of absence.

**Table 25. Number of non-teaching staff on maternity and parental leave**

<b>Type of leave</b>	<b>Number of persons</b>	<b>Including the number of women</b>	<b>Number of days of absence</b>	<b>Including the number of days of absence for women</b>
Administration	46	46	14110	14110
Resident doctors	1	-	348	-
Research and technical staff	8	8	3227	3227
Research and teaching support staff	21	21	7132	7132
<b>TOTAL</b>	<b>76</b>	<b>75</b>	<b>24817</b>	<b>24469</b>

In the analyzed period, 76 employees, including 75 women, were on maternity and parental leave. The number of days of absence from work due to this reason amounted to 24817, most of which is attributed to women.

**Table 26. Number of non-teaching staff on paternity leave**

Employee group	Number of staff	Number of days of absence
Research and technical staff	14	189
Research and teaching support staff	2	28
<b>TOTAL</b>	<b>16</b>	<b>217</b>

In the period from 01.01.2018 to 31.12.2020, 16 employees went on paternity leave. The number of days of absence from work amounted to 217.

**Table 27. Number of non-teaching staff on childcare leave**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Research and technical staff	1	1	135	135
Research and teaching support staff	1	1	1065	1065
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>1200</b>	<b>1200</b>

In the period from 01.01.2018 to 31.12.2020, two employees (women) went on childcare leave. The number of days of absence from work amounted to 1200.

**Table 31. Number of non-teaching staff on unpaid leave (Article 174 of the Labor Code)**

Type of leave	Number of persons	Including the number of women	Number of days of absence	Including the number of days of absence for women
Research and technical staff	1	1	19	19
Support staff	1	-	124	-
Research and teaching staff	8	6	729	720
<b>TOTAL</b>	<b>10</b>	<b>7</b>	<b>872</b>	<b>739</b>

In the period from 01.01.2018 to 31.12.2020, ten employees, including seven women, went on unpaid leave. The number of days of absence from work amounted to 872, of which a majority is attributable to women.

The analysis of the above data leads to the following conclusions:

- Nearly 72% of the non-teaching staff are women. Women also predominate among employees in managerial positions.
- In the period from 01.01.2018 to 31.12.2020, the number of days of absence amounted to 30202, of which the majority, i.e. 28439, concerned women, accounting for 94.16% of the total number of days of absence from work. During the analyzed period, women constituted a majority in the group of employees on maternity, parental and childcare leave and sabbatical leave.

As with the academic staff group, the University does not currently collect data on the number of female and male candidates for various job positions. This data will be collected and analyzed as part of planned activities.

## **TRAINING COURSES**

In 2019-2021, 10210 training courses were organized at the Medical University of Lodz. They included both for academic teachers, non-teaching staff, as well as for students and PhD students. In the following analysis only the training sessions organized for academic teachers and non-teaching staff will be taken into account. Training sessions for these groups of employees concerned, among others, handling process applications, correct filling in project

applications, project management, improving teaching skills, developing digital competences and soft skills (communication, teamwork, time management, managing emotions, public speaking).

Participants of all types of training courses were mostly women. Women most often participate in training sessions on soft competences. It is difficult to conclude from the data presented why most of the training participants are women. On the one hand, it may be a result of their willingness to develop professionally, on the other hand, it may be a result of the fact that in particular organizational units women are delegated to take part in training more often than men. The University provides equal access to training for all employees. A factor which should certainly be taken into account when analyzing this data is the predominance of women, both among academic teachers and among non-teaching staff.

### ➤ PHD STUDENTS

In the period from 2017 to 2021, a total of 591 students were admitted to the doctoral program/doctoral school at the Medical University of Lodz. Women predominated in this period (66.2% compared to 33.8% for men).

Due to the systemic and legal changes introduced in Poland in 2019, the total number of places for people studying in doctoral schools across the country has been significantly reduced. The existing doctoral studies have been replaced by interdisciplinary doctoral schools (training in at least two disciplines).

**Table 33. Number of students enrolled in doctoral program/doctoral school in the years 2017-2021 by gender.**

Year	Women	Men	Total
2017/18	167	93	260
2018/19	173	88	261
2019/20	20	9	29
2020/21	31	10	41
<b>Total</b>	<b>391</b>	<b>200</b>	<b>591</b>

Since 2017, only three persons admitted to doctoral program after 2017 have defended their dissertation. So, at present, it is not possible to assess how academic careers of PhD students in

training are progressing and what, if any, constraints or difficulties women and men face in preparing a doctoral dissertation. This area requires further analysis in the future.

The time to prepare dissertations is slightly longer for women than for men. However, this issue requires long-term analysis in the future.

**Table 35. Average doctoral preparation time by gender for those admitted to doctoral programs in 2013 and later.**

	<b>Women</b>	<b>Men</b>
<b>Number of persons defending doctoral dissertation</b>	43	22
<b>Average time to prepare a doctoral dissertation</b>	4 years and 8 months	4 years and 3 months

As of 2017, for those admitted to the doctoral program in 2017 or later, 33 students, including 20 women, have been dropped from the program. This element needs to be analyzed in detail in the future with the identification of the reasons for removal from the study.

#### ➤ **STUDENTS**

Between 2018 and 2020, more females than males were educated at the Medical University of Lodz pursuing programs of studies conducted in the Polish language. This was respectively in 2018 - 72.1% women, in 2019. - 71.2% women, in 2020. - 72% women. On the other hand, men outnumbered men among students in English-language studies, in the fields of medicine and medicine and dentistry. From year to year, this disproportion decreased. The proportion of men was 55.9% in 2018, 54.1% in 2019, 51,8% in 2020.

**Table 37. Number of students studying at the Medical University of Lodz in 2018-2020 by gender.**

<b>Students:</b>	<b>2018</b>		<b>2019</b>		<b>2020</b>	
	<b>Total</b>	<b>Including women</b>	<b>Total</b>	<b>Including women</b>	<b>Total</b>	<b>Including women</b>
for programs of studies conducted in Polish	8244	5941	8568	6104	8900	6411
for programs of studies conducted in English	866	382	862	396	885	427
<b>TOTAL</b>	<b>9110</b>	<b>6323</b>	<b>9430</b>	<b>6500</b>	<b>9785</b>	<b>6838</b>

In comparison, in Poland, according to the 2019 Statistics Poland report, a total of 1203998 people studied at all universities, of which women were the majority (57.6%). In universities supervised by the Minister of Health, there were 66145 students, and women accounted for 77.4% (*Szkolnictwo wyższe i jego finanse*, 2019, p. 15). The gender disparity in the student population was therefore lower at MUL (71.2% women in 2019) as compared to other medical universities, yet higher than for the country as a whole.

**Table 38. Percentage distribution of students in each field of study by gender**

Field of study	Level	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
<b>Pharmacy</b>	<b>uniform master's degree program</b>	81.2	18.8	80.1	19.9	77.0	23.0
<b>Analytics</b>	<b>uniform master's degree program</b>	84.4	15.6	84.5	15.5	87.4	12.6
<b>Cosmetology</b>	<b>I</b>	99.3	0.7	98.6	1.4	98.2	1.8
<b>Cosmetology</b>	<b>II</b>	98.6	1.4	100.0	0.0	100.0	0.0
<b>Medicine</b>	<b>uniform master's degree program</b>	59.0	41.0	58.4	41.6	60.3	39.7
<b>Public health</b>	<b>I</b>	80.0	20.0	81.4	18.6	85.4	14.6
<b>Public health</b>	<b>II</b>	63.8	36.2	63.2	36.8	69.0	31.0
<b>Physiotherapy</b>	<b>uniform master's degree program</b>	68.8	31.2	67.2	32.8	69.6	30.4
<b>Physiotherapy</b>	<b>I</b>	73.7	26.3	x	x	x	x
<b>Physiotherapy</b>	<b>II</b>	69.4	30.6	66.4	33.6	68.8	31.2
<b>Emergency medicine</b>	<b>I</b>	52.8	47.2	56.6	43.4	52.8	47.2
<b>Dietetics</b>	<b>I</b>	91.2	8.8	89.7	10.3	89.9	10.1
<b>Dietetics</b>	<b>II</b>	91.2	8.8	94.3	5.7	87.8	12.2
<b>Coordinated Care for Seniors</b>	<b>I</b>	84.0	16.0	86.4	13.6	x	x
<b>Medicine and Dentistry</b>	<b>uniform master's degree program</b>	74.5	25.5	72.4	27.6	71.6	28.4
<b>Dental techniques</b>	<b>I</b>	84.1	15.9	87.1	12.9	88.5	11.5

Field of study	Level	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
Dental techniques	II	90.0	10.0	86.4	13.6	80.0	20.0
Nursing	I	93.7	6.3	91.6	8.4	92.1	7.9
Nursing	II	95.8	4.2	95.3	4.7	96.8	3.2
Midwifery	I	99.5	0.5	99.5	0.5	99.4	0.6
Midwifery	II	99.0	1.0	99.2	0.8	99.3	0.7
Biotechnology	I	78.6	21.4	78.0	22.0	71.6	28.4
Biotechnology	II	70.5	29.5	77.6	22.4	81.4	18.6
Electroradiology	I	76.6	23.4	77.9	22.1	82.6	17.4
Electroradiology	II	89.5	10.5	81.6	18.4	77.8	22.2
Programs in English	uniform master's degree program	44.1	55.9	45.9	54.1	48.2	51.8

Based on the analysis on the gender structure of students of the Medical University of Lodz conducted so far, the following conclusions can be drawn:

- In every field of study conducted at MUL (except for programs conducted in English) in the last 3 years, women have predominated.
- The smallest disproportion is observed in the field of emergency medicine (currently 52.8% women compared to 47.2% men).
- The greatest disproportion exists in the faculties where women have traditionally predominated, i.e. nursing, midwifery, cosmetology (over 90% of students are women; in some cases it is 100% (cosmetology)).
- In 2020, in the university, the group of students educated in Polish was dominated by women 72% to 28% of men. This trend has remained at a similar level for 3 years.
- For studies conducted in English, there is a relative balance between men and women, with a slight male advantage. Currently, 51.8% of students are men compared to 48.2% of women. This disproportion has decreased, as only three years ago there were 55.9% male students.

The University conducts promotional activities in accordance with its key values - openness and equality. Promotional campaigns are directed to all potential candidates, and their content does not reproduce gender stereotypes.

## 1.2. ANALYSIS OF SURVEY AND FOCUS GROUP INTERVIEWS

### ➤ CONCLUSIONS FROM THE SURVEY ANALYSIS

In March/April 2021, a quantitative survey on compliance with the European Charter for Researchers and the Code of Conduct for Staff Recruitment was conducted at MUL. The survey was part of the implementation of the HR Excellence in Research strategy at the Medical University of Lodz. The study used four separate survey questionnaires on:

1. ethical and professional aspects (571 completed questionnaires)
2. recruitment (473 completed questionnaires)
3. training and development (459 filled in questionnaires)
4. working conditions (480 completed questionnaires)

The survey was aimed at employees who are academic teachers and PhD students. The return rate of the survey was approximately 30%.

The data collected from this survey proved useful in addressing the issues raised in the Gender Equality Plan. Below are the main findings of the survey in relation to gender equality policy issues.

- 63% of women and 37% of men participated in the survey regarding recruitment. The main problems identified in this area by the majority of the respondents were that the issue of deviations from the chronological order in the academic curriculum vitae (*e.g.* career breaks, training in other fields/disciplines, etc.) was not taken into account in recruitment and staff evaluation, and if this criterion was taken into account, it was perceived by 60% of the respondents as something negative. Meanwhile, one common reason for career breaks, especially for women, is maternity and parental leave.
- 62% of women and 38% of men participated in the survey regarding working conditions. Almost 15% of the respondents admitted that they had experienced a sense of gender discrimination, and this was more often experienced by women (58 people) than men (19 people). Another aspect of work analyzed was the possibility of flexible working conditions. Almost 75% of the respondents declared that the University provides flexible working hours to a very high and high degree. In addition, 65% of the respondents admitted that they carry out teaching activities in excess of the salary provided for their position, which may affect the efficiency and quality of scientific and



research work. Three fourths of the respondents also agreed that the University provides fair funding conditions, in accordance with applicable national legislation and national and sector collective agreements. 74% of the respondents agreed with the statement that the university adheres to ensuring gender balance across career levels (combined "strongly agree" and "rather agree" responses), however, 17.5% of the respondents had difficulty answering this question. More than 70% believe that the University adheres to the principles of ensuring gender balance in tenure and evaluation committees, however, in this case the number of those who were not sure of their final opinion was even higher - one in five respondents had difficulty in assessing this statement

### ➤ **CONCLUSIONS FROM THE ANALYSIS OF FOCUS GROUP INTERVIEWS**

In May 2021, a qualitative study was conducted to complement the previously conducted survey, selected results of which are presented above. Participants in this study included academic teachers and PhD students. Five focus groups were created, according to the position.

The research covered, among others, the areas of work-life balance and counteracting discrimination and mobbing at the university. The respondents stated that:

- The University implements measures in the area of work-life balance and the following solutions were rated highest: flexible working hours (75%), possibility to use sick leave (66%), possibility to use sabbatical leave and possibility to work part-time (64%), teleworking (47%).
- Two of the 25 focus study participants admitted that they had encountered discriminatory behavior at the University.
- Employees participating in the focus study did not have sufficient knowledge of the anti-mobbing and anti-discrimination procedures in place at the University. The respondents were not aware of the ordinance on anti-mobbing, harassment and discrimination.

### 1.3. CONCLUSIONS FROM THE ANALYSIS OF THE DATA AND SURVEY DATA

- The analysis of the Human Resources Department data shows that both in the group of academic teachers and the group of non-teaching staff, women prevail. In total, women constitute almost 65% of all people employed at the Medical University of Lodz. In the group of academic teachers women prevail in the positions of research/teaching assistant or assistant professor, however they are underrepresented in the positions of professor and associate professor. In the group of non-teaching staff, women are predominantly employed in administrative positions and in scientific and didactic support.
- Women also increasingly hold various positions and functions at the University - more often than men, they hold the position of dean or vice-dean. Moreover, almost every second head of a department, clinic, unit or laboratory is also a woman. Women are also in the majority on the University Council, the University Scientific Council, the Council of Pharmaceutical Sciences and the Council of Health Sciences (it is worth mentioning that these two faculties are the most feminized faculties at the University - both staff and students are predominantly women). The Council of Medical Sciences is definitely dominated by men.
- One important aspect of scientific activity is conducting research, including directing a research project. The data analyzed shows that four out of ten research project managers are women. In addition, women are more often managers of projects whose financial value is lower than the value of projects managed by men.
- Women are definitely more often and longer on various types of leave, including mainly maternity, parental and childcare leave, which constitutes a significant break in their careers. On the other hand, the quoted surveys show that one of the main problems in recruitment and employee evaluation is not considering the issue of deviations from the chronological order in the academic curriculum vitae (*e.g.* career breaks), and if this criterion was taken into account, in the opinion of every 6th respondent it was evaluated as something negative.
- Moreover, the questionnaire research shows that 15% of the respondents experienced gender discrimination. However, as it results from the qualitative research, employees do not have sufficient knowledge on what should be done in the situation of experiencing mobbing, harassment or discrimination.

- Female students and PhD students also predominate. The exceptions are studies conducted in English for foreign students.

## **2. IDENTIFICATION OF STRENGTHS AND WEAKNESSES OF THE CURRENT EQUALITY POLICY AT THE MEDICAL UNIVERSITY OF LODZ**

One of the main elements of the University's current equality policy is action against mobbing, harassment and discrimination practices. In accordance with the directive no. 72/2019 of 19 September 2019. of the Rector of the Medical University of Lodz on the appointment of the Committee for Counteracting Mobbing and the introduction of the Regulations of the Policy for Counteracting Mobbing, Discrimination and Sexual Harassment at the Medical University of Lodz, the University has a Committee for Counteracting Mobbing at the Medical University of Lodz appointed on 7 June 2021 for the term 2020-2024.

An analysis of this directive and other legal acts issued to this regulation indicates that the issue of discrimination has been limited only to issues related to employment. The Rector's Order No. 72/2019 discusses in detail the issue of mobbing and harassment along with the way to counteract this problem. The order in question defines discrimination as an element of mobbing, stipulating that: *(...) mobbing will also be regarded as discriminatory behavior, i.e. having the characteristics described above and relating directly or indirectly to the conditions of employment, promotion and access to training in order to improve professional qualifications, in particular on the grounds of sex, age, disability, race, religion, nationality, political opinion, union membership, ethnic origin, religion, sexual orientation, and also on the grounds of employment for a definite or indefinite period of time or full-time or part-time employment.*

The following elements demonstrate the distinctiveness of discrimination from harassment:

- discrimination must be related to a legally protected characteristic;
- in the case of discrimination, the motivation of the discriminating party is irrelevant;
- discrimination may be a one-off act;
- in the case of accusation of discrimination, the employer must prove that there was no unequal treatment (reversed burden of proof).

The cited internal legal acts need to be updated in the scope described above. At the same time, the procedures defined in them should be disseminated as widely as possible among the academic community.

In preparing the Equality Plan, the University will apply the definitions of discrimination, harassment, equal treatment set out by the legislator in the *Act of 3 December 2010 on the Implementation of Certain Provisions of the European Union on Equal Treatment*:

- **direct discrimination** – means a situation where an individual, on the basis of sex, race, ethnic origin, nationality, religion, creed, belief, disability, age or sexual orientation, is treated less favorably than another person is, has been or would be treated in a comparable situation;
- **indirect discrimination** – shall mean a situation where an individual, on the basis of sex, race, ethnic origin, nationality, religion, creed, belief, disability, age or sexual orientation, is or would be disadvantaged or particularly disadvantaged as a result of an apparently neutral provision, criterion or action, unless the provision, criterion or action is objectively justified in view of the legitimate aim pursued and the means of achieving that aim are appropriate and necessary;
- **harassment** – means any unwanted conduct that has the purpose or effect of violating the dignity of an individual and of creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual;
- **sexual harassment** – means any unwanted conduct of a sexual nature towards an individual or relating to sex, which has the purpose or effect of violating the dignity of that individual, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment with respect to that individual; such conduct may consist of physical, verbal or non-verbal elements;
- **unequal treatment** - means treating an individual in a manner that constitutes one or more of the following conduct: direct discrimination, indirect discrimination, harassment, sexual harassment, as well as treating an individual less favorably as a result of rejecting harassment or sexual harassment or submitting to harassment or sexual harassment, and encouraging or directing such conduct;
- **principle of equal treatment** - it is understood as the absence of any conduct constituting unequal treatment.

The regulations and procedures discussed above apply primarily to employees. As regards students, cases of discrimination or sexual harassment are solved at the level of ombudsmen and disciplinary committees. Currently, the University is working on appropriate solutions concerning students and PhD students; they are designed and consulted in consultation with the students' and PhD students' self-government.

The university also undertakes other activities related to counteracting discrimination and mobbing, these include training activities. The e-learning course entitled: *Mobbing and discrimination basic issues on counteracting discriminatory practices* is available for employees.

A *Good Practice Guide for the Recruitment and Hiring Process* was developed in 2019, which includes provisions to respect gender balance in the composition of selection boards and to prohibit potentially discriminatory questions during interviews.

The University conducts a number of activities in the area of work-life balance. However, they need updating and more effective dissemination of information about them among members of the academic community.

An area that requires a deeper analysis in terms of equal opportunities is the field of science and R&D activities. Statistical data shows that women are less often in charge of research projects, and the average value of these projects is almost twice lower. The University plans to conduct qualitative research that will allow better understanding of the situation of both genders in terms of, among others, applying for scientific grants.

### **III. EQUALITY POLICY OBJECTIVES**

- 1. Effectively address mobbing, harassment, and discrimination among members of the academic community**
  - a. optimization of the existing procedures,
  - b. increasing staff and student awareness of the issues of mobbing, harassment and discrimination, with particular emphasis on the existing procedures at the university.
- 2. Building an organizational culture at the University based on the principles of equality and respect for diversity**

- a. strengthening the gender dimension in the scientific and R&D activities of the university.
- b. optimizing work-life balance activities.
- c. observing the principles of equality in recruitment, employment, promotion, assignment of functions and composition of collective bodies.

#### **IV. EVALUATION**

Each action aimed at introducing long-term changes in the organization, improving its performance, requires an evaluation of the implemented activities. In order to minimize the risk of checking whether the assumed objectives have been achieved and to eliminate difficulties in the future, which were encountered during the implementation of a given action. This good practice has been introduced by the European Commission for EU-funded projects. It will also be applied to check the implementation of this Gender Equality Plan 2022-2024 at the Medical University of Lodz. For this purpose, a mid-term evaluation is going to be conducted in the middle of the period provided for the implementation of this Plan, and an *ex-post* evaluation after the completion of the implementation of this Plan.

In the case of *ex-post* evaluation, the following criteria will be assessed:

- Effectiveness, i.e. the extent to which the project objectives have been achieved;
- Relevance, i.e. compliance of the adopted project objectives with the needs of its recipients;
- Utility, i.e. evaluation of compliance of the achieved effects with the needs of the program recipients.

OPERATIONAL OBJECTIVE	TARGET GROUP	ACTION	INDICATOR	COMPLETION TIME	UNITS RESPONSIBLE FOR ACTION COMPLETION
<b>1) Effective prevention of mobbing, harassment, and discrimination among members of the academic community</b>					
Optimization of existing procedures	Academic community - academic teachers, non-teaching staff, PhD students, students	<ol style="list-style-type: none"> <li>1) Analyzing and updating legal acts in force at the University</li> <li>2) Updating the regulations on counteracting mobbing, discrimination and sexual harassment, with special regard to the aspect of discrimination</li> <li>3) Separation of tasks concerning the coordination and monitoring of anti-mobbing and anti-discrimination solutions in the organizational structure of the higher education</li> <li>4) Establishing procedures for counteracting mobbing, harassment and discrimination and for reporting incidents in this respect (including sexual violence) addressed to students, PhD students and participants</li> <li>5) Appointing a mediator - supporting members of the</li> </ol>	<ol style="list-style-type: none"> <li>1) A report with conclusions from the analysis along with recommendations</li> <li>2) Updated regulations</li> <li>3) Updated organizational regulations</li> <li>4) Developed regulations</li> <li>5) Mediator</li> </ol>	<ol style="list-style-type: none"> <li>1) 2022, 2024</li> <li>2) 2022</li> <li>3) 2022</li> <li>4) 2022</li> <li>5) 2022-2024</li> </ol>	<ol style="list-style-type: none"> <li>1) Administration and Legal Department</li> <li>2) Human Resources Department</li> <li>3) Administration and Legal Department</li> <li>4) Administrative Centre for Studies</li> <li>5) Human Resources Department, Administration and Legal Department</li> </ol>

		academic community in solving conflicts			
Increasing staff and student awareness of the issues of mobbing, harassment and discrimination with a particular focus on the University's existing procedures .	Academic community - academic teachers, non-teaching staff, PhD students, students	<ol style="list-style-type: none"> <li>1) Conducting an internal information campaign</li> <li>2) Regular dissemination of information in the University's internal channels and/or on the website on the activities conducted</li> <li>3) Expanding the content of the offered e-learning course and its promotion (employees)</li> <li>4) Developing e-learning materials for students</li> <li>5) Increasing the competence of employees involved in the implementation of the Gender Equality Plan - participation in courses and training sessions</li> <li>6) Conducting a survey on the knowledge of the procedures; verification of the scale of the experience related to mobbing and discrimination</li> </ol>	<ol style="list-style-type: none"> <li>1) Campaign</li> <li>2) At least one newsletter per quarter - 12 news items</li> <li>3) Updated course; number of course participants – 300</li> <li>4) E-learning material</li> <li>5) Fifteen completed courses / training sessions</li> <li>6) Survey report</li> </ol>	<ol style="list-style-type: none"> <li>1) 2022</li> <li>2) 2022- 2024</li> <li>3) 2022; 2024</li> <li>4) 2022</li> <li>5) 2022- 2024</li> <li>6) 2024</li> </ol>	<ol style="list-style-type: none"> <li>1) Rector's Office / Promotion Office</li> <li>2) Rector's Office / Promotion Office</li> <li>3) Human Resources Department</li> <li>4) Administrative Centre for Studies</li> <li>5) Human Resources Department</li> <li>6) Rector's Office</li> </ol>
<b>2) Developing an organizational culture at the University guided by the principles of equality and respect for diversity</b>					
Strengthening the gender dimension in science and	Academic community - academic teachers, non-	<ol style="list-style-type: none"> <li>1) Conducting a survey among academic teachers (research and research-teaching groups) on the barriers related to pursuing a</li> </ol>	<ol style="list-style-type: none"> <li>1) Survey report</li> <li>2) Annual report</li> <li>3) Campaign x 2</li> </ol>	<ol style="list-style-type: none"> <li>1) 2022</li> <li>2) 2022-2024</li> <li>3) 2022; 2024</li> </ol>	<ol style="list-style-type: none"> <li>1) Science Promotion Centre / Rector's Office</li> </ol>



R&D activities of the University	teaching staff, PhD students, students	<p>scientific career, with particular emphasis on the aspect of managing research projects</p> <ol style="list-style-type: none"> <li>2) Collection and analysis of data on scientific projects, scientific promotions, scientific grants by gender</li> <li>3) Promotional campaign aimed at strengthening the role of women in science, with particular emphasis on PhD students and young female researchers</li> </ol>			<ol style="list-style-type: none"> <li>2) Science Promotion Centre</li> <li>3) Science Promotion Centre, Promotion Office, Rector's Office</li> </ol>
Optimization of work-life balance activities	Academic teachers, non-teaching staff	<ol style="list-style-type: none"> <li>1) Disseminating information on the University's activities in the field of work-life balance</li> <li>2) Examining the needs of employees, with particular emphasis on employees returning after a break due to maternity / paternity leave, parental and childcare leave</li> <li>3) Identification of areas in the field of work-life balance - data collection</li> </ol>	<ol style="list-style-type: none"> <li>1) Information package</li> <li>2) Survey report</li> <li>3) Updated information package</li> </ol>	<ol style="list-style-type: none"> <li>1) 2022</li> <li>2) 2023</li> <li>3) 2024</li> </ol>	<ol style="list-style-type: none"> <li>1) Human Resources Department / Rector's Office</li> <li>2) Human Resources Department / Rector's Office</li> <li>3) Human Resources Department</li> </ol>
Compliance with the principles of equality in recruitment, employment,	Academic teachers, non-teaching staff	<ol style="list-style-type: none"> <li>1) Collecting statistical data on the number of candidates for employment at the university and promotions in employee groups (broken down by gender, for each</li> </ol>	<ol style="list-style-type: none"> <li>1) Annual report</li> <li>2) Annual report</li> <li>3) Updated document</li> <li>4) Annual report</li> </ol>	<ol style="list-style-type: none"> <li>1) 2022-2024</li> <li>2) 2022-2024</li> <li>3) 2023</li> <li>4) 2022-2024</li> <li>5) 2023</li> </ol>	<ol style="list-style-type: none"> <li>1) Human Resources Department</li> <li>2) Human Resources Department</li> </ol>

<p>promotion, assignment of functions and in the composition of collective bodies, committees and teams appointed for the duration of the term of office of the University authorities</p>		<p>department, university-wide and administrative units)</p> <ol style="list-style-type: none"> <li>2) Conducting gender-based salary monitoring</li> <li>3) Updating the document - Guide to good practices in the recruitment and hiring procedure</li> <li>4) Analyzing the trend and promoting good practices for balanced representation of women and men in collective bodies</li> <li>5) Training / e-learning course on team management including equal opportunities for managers</li> </ol>	<ol style="list-style-type: none"> <li>5) Training/ course;</li> </ol>		<ol style="list-style-type: none"> <li>3) Human Resources Department / Administration and Legal Department</li> <li>4) Human Resources Department</li> </ol>
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## Appendix no. 1

**Table 5. Management of research projects carried out at the Medical University of Lodz in the years 2018 - 2021 (by gender)**

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
1.	New therapy in psychotic disorders and Huntington's disease - NoteSzHD	M	33 416 070,00	NCRD
2.	Fix Neutropenia (FIXNET): focusing on neutrophil proteases defects which serve as novel diagnostic and therapeutic options	M	22 889 450,00	FPS
3.	Label-free and rapid optical imaging, detection and sorting of leukemia cells (RAPID)	M	26 371 262,50	FPS
4.	Free fatty acid receptors (FFAs) as a new pharmacological target in inflammatory bowel disease: validation of hypothesis and design of novel drug candidates"	M	3 634 393,50	FPS
5.	MRImmuno-platform for rapid diagnostic and therapeutic decisions in patients with focal central nervous system injury	M	9 406 854,96	NCRD
6.	Active SOREST mattress with non-contact technology for measurement and modulation of sleep	M	3 354 890,00	NCRD
7.	VRneck SOLUTION - Innovative system for diagnostics, therapy and training of functional disorders and injuries of the cervical and cervicothoracic spine	W	11 876 273,56	NCRD
8.	Childhood ALL in Poland (CALL-POL) project: a national harmonization of diagnostics and treatment of acute lymphoblastic leukemia in children	M	28 123 231,18	MRA

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
9.	Prospective, randomized, open-label phase III clinical trial with blinded endpoint assessment evaluating the efficacy and safety of cyclosporine and methotrexate in children and adolescents with moderate-to-severe atopic dermatitis	W	16 016 547,36	MRA
10.	Randomized, double-blind clinical trial evaluating the safety and efficacy of rapamycin compared to vigabatrin in the prophylactic treatment of infants with tuberous sclerosis complex - VIRAP	M	23 119 125,00	MRA
11.	LEIA-HF: Levosimendan in ambulatory heart failure patients	M	20 582 000,00	MRA
12.	Empagliflozin and dapagliflozin in patients hospitalized for acute decompensated heart failure (EMPATHY trial)	M	30 084 379,8	MRA
13.	Innovation Incubator 4.0	W	2 111 400,00	ME&S
14.	SARS CoV-2 and the natural clinical course of COVID-19 infection: evaluation of diagnostic potential and usefulness in stratification of risk groups	M	1 828 550,00	NCBR
15.	Polish chimeric antigen receptor t-cell network	M	99 175 109,82	MRA
16.	Efficacy and safety of treatment of relapsed DLBCL/HGBCL lymphoma patients diagnosed by monitoring circulating tumor DNA - a phase 2 study - ICHIT	W (principal investigator) /M (UM)	15 372 570,00	MRA
17.	Multicenter, randomized, double-blind, placebo-controlled study evaluating the efficacy and safety of rapamycin in drug-resistant epilepsy associated with tuberous sclerosis complex (RaRE)	M	16 880 726,88	MRA
18.	Innovation Incubator + II	W	1 226 400,00	ME&S

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
19.	Ultrasonographic Lung Simulator	W	889 193,00	EIT Health
20.	Improving rational prescribing for urinary tract infections in frail elderly	M	890 398,00	NSC
21.	Health alliance for prudent prescription and yield of antibiotics in a patient-centered perspective	M	675 175,83	CHAFEA
22.	Softbone-soft bone cement for improved treatment of osteoporotic and degenerative vertebral fractures	M	8 597 266,91	EIT Health
23.	Intelligent system to empower functional independence of people with mild cognitive impairments	M	2 589 124,60	EIT Health
24.	3TR – Taxonomy, treatment, targets and remission. Identification of molecular mechanisms of non-response to treatments, relapses and remission in autoimmune, inflammatory and allergic conditions	M	351 598 867,00	EC
25.	Application of AI-based technology to change the future of healthcare at European leading facilities	M	51 148 341,25	EC
26.	SMART LIVING HOMES - Whole interventions demonstrator for people at health and social risks - gatekeeper	M	101 869 469,00	EC
27.	An innovation ecosystem for smart elderly care	M	11 050 761,13	EC
28.	Analysis and prevention of respiratory diseases	M	11 552 711,10	EIT Health
29.	Maintenance and improvement of intrinsic capacity involving primary care and caregivers	M	8 206 502,70	EIT Health
30.	OncoWatch application	M	7 525 000,00	EIT Health
31.	New ways for self-management knowledge to yield up care	M	11 825 000,00	EIT Health

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
32.	Multidimensional model presenting immunological and metabolic causes of cardiovascular co-morbidities and depressive disorders	M	25 625 626,02	EC
32.	Building a multinational, adaptive European network for clinical trials on COVID-19	W	69 318 058,67	EC
33.	Evidence-based guidelines to scale up integrated care in Europe	M	13 104 302,73	CHAFEA
34.	Beneficial effects of home brain training in an immersive environment on cognitive, physical and social functioning of high-functioning elderly patients	M	741 198,00	NCRD
35.	Development of drug prototypes for cellular and exosomal therapy of acute respiratory distress syndrome caused by SARS-CoV-2	W	3 823 600,53	Lithuanian Business Support Agency
36.	Role of vascular endothelium rhinovirus infections in the development of airway inflammation and remodeling in patients with bronchial asthma	M	1 476 400,00	NSC
37.	Effects of maternal lifestyle exposure during pregnancy and exposure after birth on the development of bronchial asthma and new sensitization in school-aged children	W	693 172,00	NSC
38.	Development and validation of a new form of therapy for inflammatory and neoplastic diseases of the colon based on gold (III) complexes	M	822 328,00	NSC
39.	Expression analysis of microRNAs from the miR-17-92, miR-106b-25 and miR-106a-363 network and genes from the MYC and E2F families in the most common pediatric brain tumors	W	180 000,00	NSC

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
40.	Evaluation of the importance of alarmins produced by the airway epithelium in the pathogenesis of chronic obstructive pulmonary disease	M	1 214 700,00	NSC
41.	Investigation of anticancer activity and molecular mechanisms of action of novel hybrid compounds containing a uracil skeleton with an exo-cyclic methylene group	W	149 700,00	NSC
42.	Comparative analysis of primary metastatic tumor and circulating blood breast cancer cells in terms of molecular subtypes defined using the PAM50 panel	M	210 000,00	NSC
43.	Analysis of the molecular mechanism of HER2-dependent response of non-invasive ductal carcinoma in situ (DCIS) cells to a pro-inflammatory environment.	W	140 000,00	NSC
44.	Searching for markers of disease progression in patients with Alström and Bardet-Biedl syndromes	W	909 500,00	NSC
45.	Deep artificial neural networks in the integration of the expression profile of circulating and intracellular miRNA molecules of pancreatic cancer patients	M	209 860,00	NSC
46.	Searching for peptide agonists of the mu opioid receptor capable of selective activation of the G-protein or beta-arrestin pathway and investigate their profile pharmacological profile in vitro	W	355 000,00	NSC
47.	Relationship between selected neurotransmitters and sleep disturbances in the course of non-specific inflammatory bowel diseases	M	210 000,00	NSC
48.	Relationships between hypoxia and circadian rhythm in patients with obstructive sleep apnea	W	210 000,00	NSC

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
49.	Multiomics analysis of serum and exosomal biomolecules associated with total body irradiation	M	1 798 160,00	NSC
50.	Evaluation of circulating miRNA expression in patients with selected primary migraines	W	209 720,00	NSC
51.	Novel polymer-based nanocarriers as radioisotope transporters for oncological theranostics	M (principal investigator) /W (UM)	1 403 520,00	NSC
52.	Evaluation of endoplasmic reticulum stress control by endogenous lipids in the context of its anticancer therapeutic potential	M	1 540 000,00	NSC
53.	The influence of EGFRvIII structure and its cellular distribution heterogeneity on designing new therapeutic and diagnostic approaches	M	1 608 840,00	NSC
54.	Genetic and functional aspects of DNA oxidative damage repair and their potential use in the prognosis and therapy of patients with multiple sclerosis	M	532 800,00	NSC
55.	Will studying the release kinetics of free-circulating DNA and histones allow determination of their real significance as training load markers? - preliminary studies	M	49 786,00	NSC
56.	Improving therapeutic efficacy of anti-CD20 antibodies in precursor B-cell acute lymphoblastic leukemia	W (principal investigator) /M (UM)	1 819 368,00	NSC
57.	Studies of the molecular mechanisms associated with HPV and CMV infections involved in the pathogenesis of ovarian cancer	W (principal investigator) /M (UM)	2 090 684,00	NSC



No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
58.	The role of kappa opioid receptors in ulcerative colitis and in colorectal cancer caused by chronic inflammatory bowel disease with special emphasis on cell death and cell-cell interactions in the gastrointestinal system	W	1 556 040,00	NSC
59.	The role of airway interferon response and its impact on the activation of the immune system in antisynthetase syndrome	W	210 000,00	NSC
60.	The overlap between cannabinoid and nociception signaling and its role in intestinal inflammation	M	209 932,00	NSC
61.	The course of COVID-19 disease in the aspect of immune response and genetic variability of the host and SARS-CoV-2	W (principal investigator) /M (UM)	2 731 128,00	NSC
62.	Comprehensive characterization of tumor immune contexture changes induced by cytotoxic agents in non-small cell lung cancer	M	539 920,00	NSC
63.	Impact of the Epstein-Barr virus incorporation into the genome of B-cell lymphomas in children with impaired DNA damage repair	M	541 600,00	NSC
64.	Understanding regulation of GDF11 signaling in the context of gastrointestinal diseases	W	540 800,00	NSC
65.	FGF/FGFR signaling in mediation of resistance to therapy in triple-positive breast cancer: clinical implications of PAM50 intrinsic subtypes	W	1 192 800,00	NSC
66.	Health-promoting potential of rowan berries ( <i>Sorbus aucuparia</i> L.) - in vitro studies	W	210 000,00	NSC

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
67.	Standardization and biological activity of blackthorn flowers ( <i>Prunus spinosa</i> L.) in the context of cardiovascular diseases	W	209 940,00	NSC
68.	The role of the transcriptional co-activator YAP in regulation of UV radiation-induced keratinocyte apoptosis	M	159 600,00	NSC
69.	Expression of microRNA and its effect on the level of proteins with neuroprotective properties in the pathogenesis of multiple sclerosis	M	1 214 388,00	NSC
70.	Inflammasome as skin cancerogenesis regulator - molecular and clinical study	W	959 180,00	NSC
71.	Identification of mediators of reciprocal interactions between glia and cells during the development of autoimmune inflammation in the brain	M	1 449 042,00	NSC
72.	Innovative hybrid materials useful in the synthesis of dressings for the treatment of diabetic foot ulcers	W (principal investigator) /M (UM)	1 694 660,00	NSC
73.	The effect of air pollution on the respiratory tract system in preschool children with contribution of urban heat islands and geographical spatial data	M	811 024,00	NSC
74.	The role of tumor-secretable factors in modulation of endothelial senescence cells	M	557 200,00	NSC
75.	Will and its acts in late medieval ethics and theology. New ideas and methods.	W	326 526,00	NSC
76.	Function of miR-30a-5p in the lung cancer pathogenesis	W	137 270,00	NSC
77.	Adeno-associated virus (AAV)-based gene therapy in the regeneration of the optic nerve after ischemic stroke	M	1 491 740,00	NSC

No.	Title of the research project	Project manager (W, M)	Value of financing for the whole consortium (PLN)	Financing institution
78.	The significance of mitochondrial DNA damage and repair in the occurrence of insulin resistance in nonalcoholic fatty liver disease	M	532 800,00	NSC
79.	Junctional Adhesion Molecule-A - an unappreciated regulator of platelet function. In vitro and intravital studies	M	1 128 720,00	NSC
80.	New approach for neuronal regeneration and survival following ischemic stroke - gene therapy based on MEF2A repression using adeno-associated viruses delivered in vivo	W	1 153 364,00	NSC
81.	Mechanism of NF-kB activation in preeclamptic placentas	W	1 546 000,00	NSC
82.	The role of FOXO3a transcription factor in the induction of oxidative stress and invasiveness of prostate cancer cells by zearalenol (a-ZOL and BZOL)	W	210 000,00	NSC
83.	Standardization of artificial aging protocol for dental composites	K	136 620,00	NSC

NCRD – National Centre for Research and Development

FPS – Foundation for Polish Science

MRA – Medical Research Agency

MS&E – Ministry of Science and Education

NSC – National Science Centre

CHAFEA – Consumers, Health, Agriculture and Food Executive Agency

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