



**SLOVAK UNIVERSITY OF
TECHNOLOGY IN BRATISLAVA
FACULTY OF MATERIALS SCIENCE
AND TECHNOLOGY IN TRNAVA**

Internal Gender Equality Assessment

Slovak University of Technology in Bratislava

Faculty of Materials Science and Technology in Trnava



This research has been carried out by MTF - STU BA in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation under Grant Agreement No 873134.

Executive Summary

In the context of the Horizon 2020 project, [CALIPER](#), the Faculty of Materials Science and Technology of Slovak University of Technology (MTF - STU BA) has conducted an analysis to identify gender bias and inequalities inside the Institution.

This internal assessment followed the **three ERA priorities on Gender Equality** and examined them in the context of **specific activity/service areas** (e.g., human resources, institutional governance, institutional communication, research, teaching, student services, transfer to market, sexual harassment, intersectionality) inside MTF - STU BA.

The assessment depicts the situation based on data collected from the previous three years (2017-2018, 2018-2019, 2018-2020). MTF - STU BA has carried out the research activities (surveys, interviews, focus groups, desk research), involving different stakeholders (high-, and middle-management level, professors, researchers, etc.), and collected their qualitative and quantitative data.

These findings may lay the grounds for the design of the MTF - STU BA's Gender Equality Plan and its implementation and exploitation by the Institution as envisioned by the [CALIPER](#) project.



Introduction

Purpose & Scope

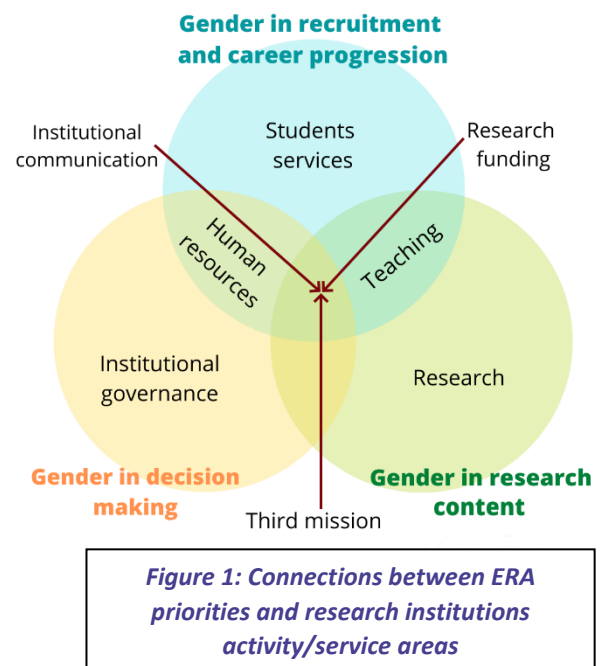
The internal assessment has been implemented by MTF - STU BA as the first step towards structural changes. The core goal has been to identify the existing gender bias and inequalities in internal processes, practices and procedures. The further analysis has concluded on the exact situation of the organisation and on the measurement units useful to compare and monitor the progress.

The internal assessment analysis has involved all the ERA priorities on Gender Equality¹:

1. Removing barriers to the recruitment, retention and career progression of female researchers.
2. Addressing gender imbalances in decision-making processes.
3. Integrating the gender dimension in research and innovation content.

The above priorities have been addressed through the analysis of the following research institutions activity/service areas:

1. Human resources
2. Institutional governance
3. Institutional communication
4. Research
5. Student service
6. Teaching
7. Transfer to market
8. Gender/sexual harassment
9. Intersectionality



The matrix on the right represents how the 3 ERA priorities on gender equality in research touch upon the different activity- service areas/functions of MTF - STU BA.

¹ Communication of the European Commission of the 17.07.2017



Slovak University of Technology in Bratislava - Faculty of Materials Science and Technology in Trnava (Research Performing Organisation)

The data validation

This is the internal assessment for gender equality of the Faculty of Materials Science and Technology of the Slovak University of Technology in Bratislava (MTF STU BA). The assessment activities are applying the internal assessment methodology described in D1.1 and include desk research, interviews, survey, and focus group.

The data collection process

During the activities towards the data collection (both qualitative and quantitative), the MTF STU BA researchers of the CALIPER project invited personnel from the Faculty, the Institutes and Departments of the Slovak University of Technology.

The data collected refer to the last three years, from 2017 until 2020. The internal assessment activities started in April 2020, along with the beginning of COVID19 pandemic in Europe. Therefore, MTF STU BA researchers of the CALIPER project put additional efforts to implement the assessment in distance mode and managed to collect with success the necessary information needed. The team applied the internal assessment methodology (D1.1) without any modifications.

Source of data

The desk research and policy analysis has been based on the two following information systems:

- **MAGION** - an information system that ensures the monitoring of human resources at the university level, personal records, and payroll processing at the faculty level. It provides information on the drawing of salary funds according to budget paragraphs, various overviews for the academic senate, and superior bodies of the Ministry of Education. The MAGION Program displays data on all registered persons and their possible employment relationships, which were searched on the basis of the specified selection criteria.
- **AIS** - Academic information system of the Slovak University of Technology in Bratislava, which makes a lot of information available to the academic community, university employees, and the general public. It is a university-wide database that is used to manage students' studies. The link to AIS can be found on the main university and faculty websites. AiS2 is currently the most widespread academic information system at Slovak universities. AiS2 was created at UPJŠ (Pavel Jozef Šafárik University in Košice) and is still being developed on the campus from where it is distributed under non-commercial conditions.

The additional data have been collected through sixteen (16) **interviews** with Head of offices/departments and the research unit and **a focus group** with four members from the teaching staff without a managerial position. The **survey** was conducted at the workplace of one of the faculties of the Slovak University of Technology, where the project is also being implemented. It is a Faculty of Materials Science and Technology based in Trnava (MTF STU BA).

Turning to the gender distribution of the responders, the figure below shows that the same number of both male and female gave an interview, while most females participated in the focus group and a bit more women completed the survey than males and those who preferred not to say.



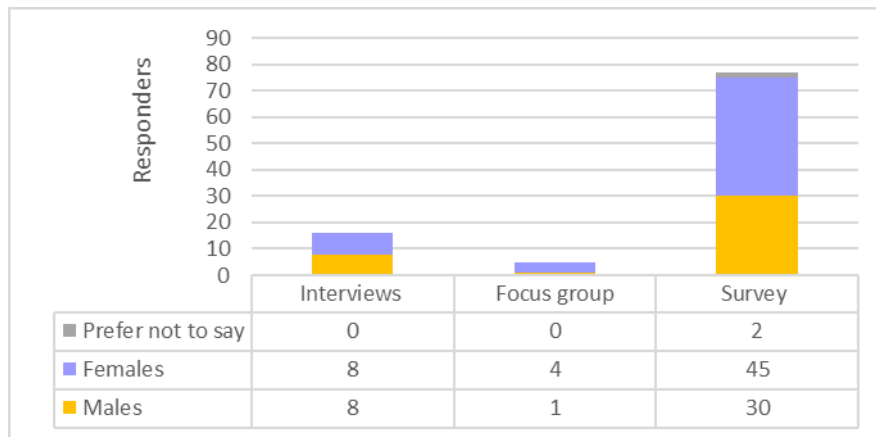


Figure 2: MTF STU BA responders gender distribution

An important contribution to the internal assessment provided the High- and Middle- level managers through the interviews. However, the focus groups participated the only person from the teaching staff.

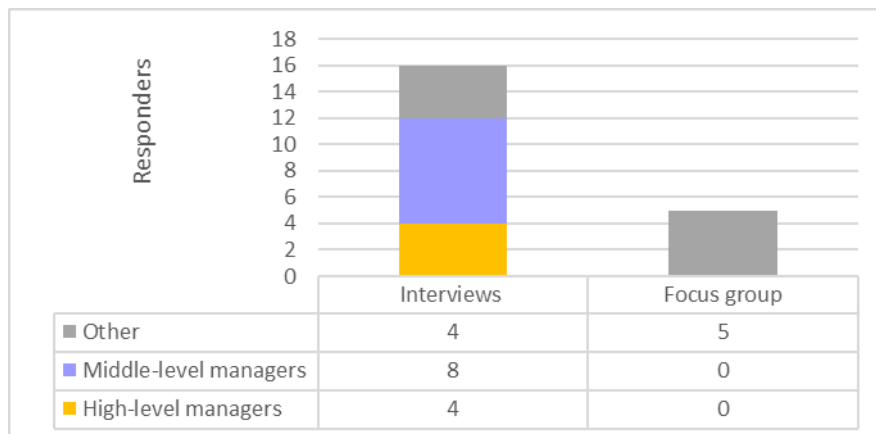


Figure 3: MTF STU BA interviews and focus group responders' position in the organisation

The survey has been completed mainly by researchers, Associate Professors, and staff from the administrative offices. The contribution also provided Full Professors and Head of departments.

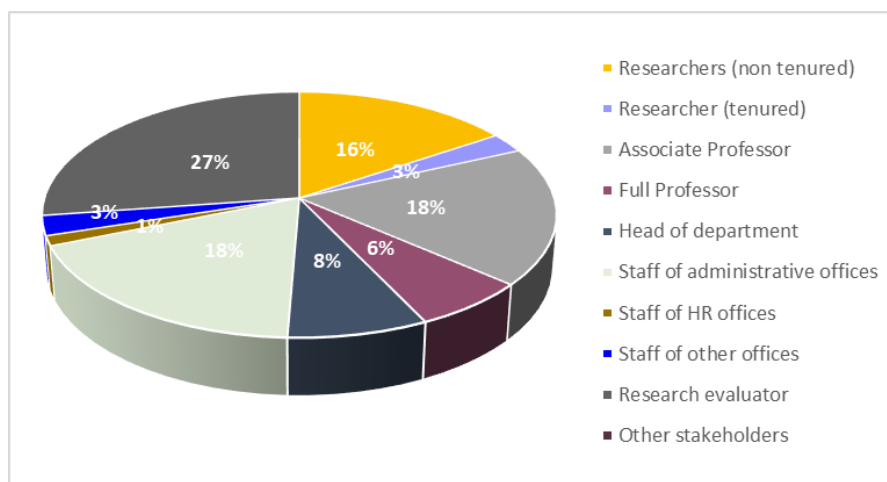


Figure 4: NTUA survey responders' position in the organisation

Internal assessment analysis of the activity/service areas

1. Human resources

MTF STU BA doesn't have to apply any gender sensitive protocols for **recruitment and hiring**. Most person who completed the survey, agree that they do not experience bias of other types (ethnicity/ age/ gender identity, disability, other) when they were recently applying as a candidate for a position. However, when the same question referred to the whole career, then we notice a positive reply increase up to 13%. At the department level, a fixed-term **employment contract** is always concluded, usually for a year, regardless of the applicant's gender (or for representation in the case of long-term sick leave, but this is an entirely different situation that is not affected by gender selection). Data for statistics about the **sex ratio of staff and academic members** per age of children are not collected in the organisation. For example, male employees (e.g. divorced) don't state the number of children.

Initiatives or measures targeting the underrepresented gender related to **career progression** do not exist in the organisation. However, survey results show that the vast majority of the candidates who applied recently for promotion have not experienced any gender bias due to being a woman/man or another type (ethnicity/age/gender identity, disability, other). Nevertheless, the reaction to the same question for the entire career, was quite different because 17% of them replied positively. It worth also to mention the case of a mother with young children who are searching for work after four years on parental leave and now feels disadvantaged. About the women encouragement to engage in **decision-making** positions, the survey replies have been quite contradictory (42% Yes - 32,9% No). It seems that relevant activities are not communicated or do not exist.

With regards to measures that improve **work-life balance** and reconciliation of work and family life, in the past, the University Collective Agreement had one day of paid leave for every three months only for mothers who care for a dependent child under the age of 15. This has changed. This leave can also be taken by fathers of children. However, there aren't any additional measures. Many employees surveyed experience often (25%) and sometimes (34%) tensions between the work and family roles. In addition, most of them are aware of the MTF STU BA measures that improve work-life balance, such as the home office and part-time posts and have made use of them, but they are not aware of many more like measure to support return (after leave), reduction and/or flexible hours for childcare, for other family dependents' care (elderly, other), for different reasons (e.g. for final exams, measures to support victims of gender-based violence) and job sharing. Sabbatical leave is not supported from the point of view of legislation, and at the same time, the employer does not provide this possibility within the framework of internal regulations in connection with the legal regulation of social and health insurance for both the employer and employees. For this reason, this option was avoided within the questionnaire. Turning to in/outgoing **mobility for researchers**, most employees agree that MTF STU BA facilitates mainly international and national mobility. However, this question was generally understood without focusing on women researchers.

The MTF STU BA has achieved to create a **well-being environment** with the majority of employees being satisfied (55%). The percentage of 27% of employees define this climate as neutral, and 13% of employees claimed it as negative. Almost all employees (94%) are satisfied with their work and the workplace (90%).

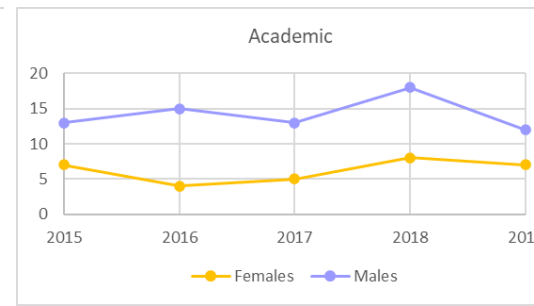
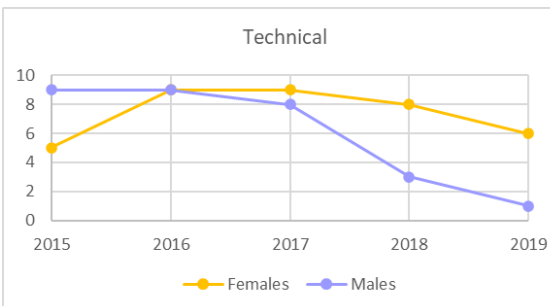
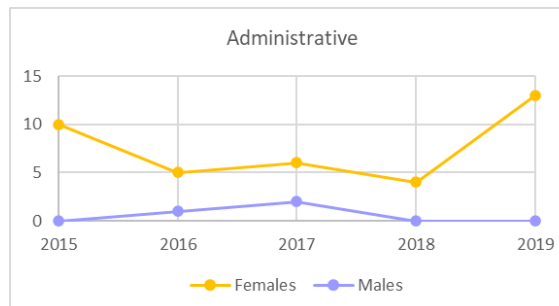
The level of MTF STU BA wage/**remuneration** policy transparency seems that is not explicit to the employees. At the relevant question, the answers are included in all options, with the option 'no' representing more than 39% of the answers. A total of 40% of respondents expressed satisfaction, and 21% of employees said 'I don't know'. It is interesting to mention that during desk research statistics showed that despite the fact that the rewards were paid to a higher number of women in some years, the amount was not reflected (always dominated by men). Also, it was identified that the organisation doesn't collect statistics about the Glass Ceiling Index (GCI). The figures below, depict the current status.



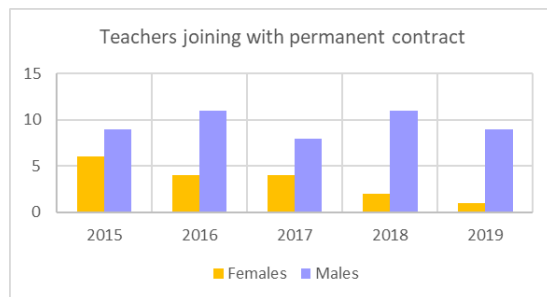
Human resources

Recruitment

Proportion of shortlisted women for interviews

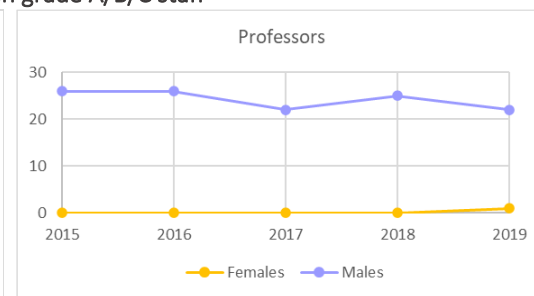
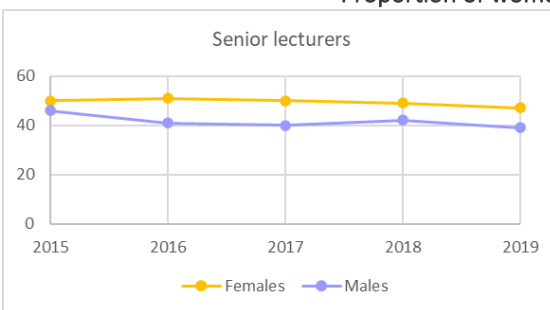


Sex ratio on type of contract for academics



Vertical segregation

Proportion of women grade A/B/C staff



Horizontal segregation

Gender distribution of administrative and academic staff per scientific fields and level

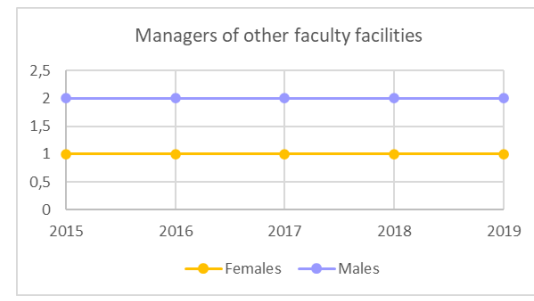
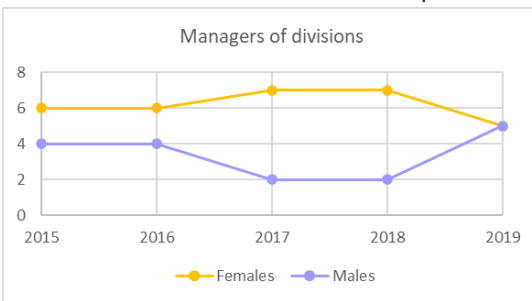
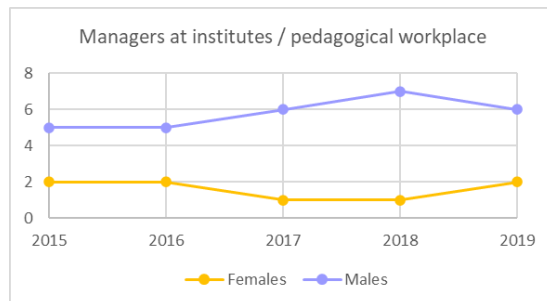
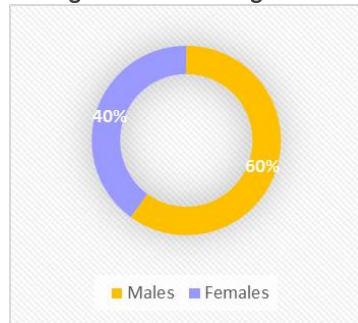


Figure 5: MTF STU BA HR current situation (Part A)

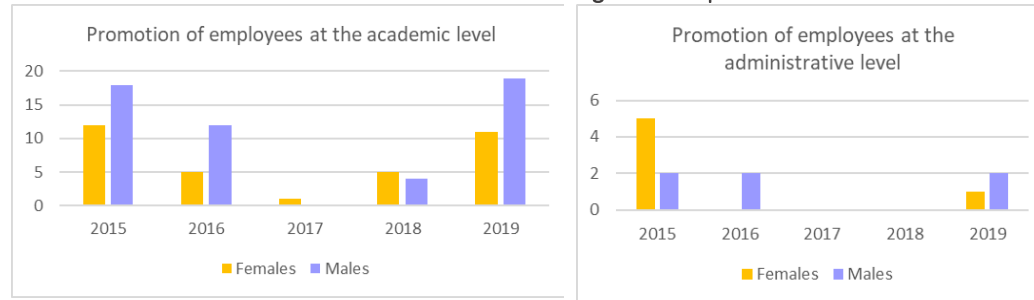


Recruiting and promotion boards **Career progression**

Average distribution of gender



Number of women and men having achieved promotion



Work life balance

Remuneration

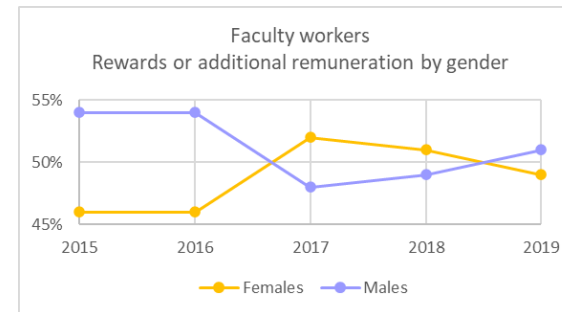
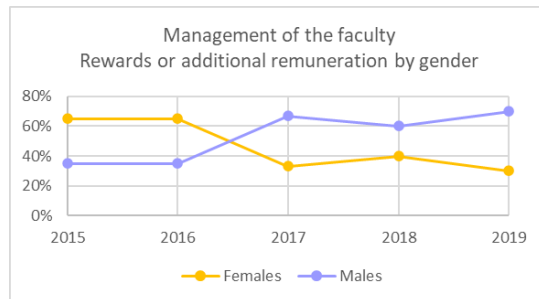
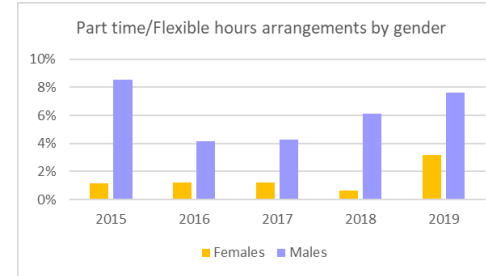
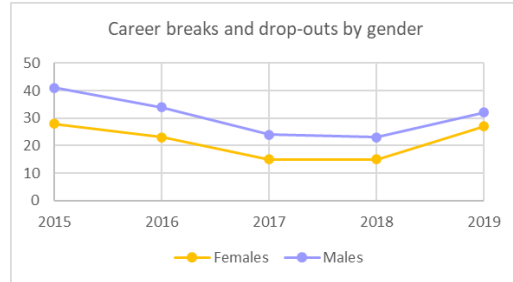
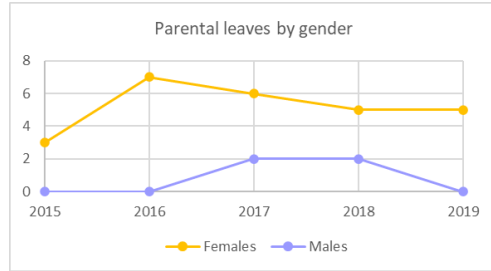


Figure 6: MTF STU BA HR current situation (Part B)



Following the above, we identify that the main challenge is related to the increase of awareness of existing policies, e.g. measurements for work-life balance, mobility of researchers, decision making and transparency of remuneration. During the communication, it is essential to pay special attention to the terminology that will be used. For example, the response shows that the use of the term "gender" and "sex" is still not clear to the employees. It requires further consideration to raise people's awareness of this issue and to provide them with a workshop on recognizing terminology in this area as well as entering the use of gender-sensitive language.

It has been mentioned during the survey that there are companies which calculate the salaries on the basis of nationality, putting on disadvantaged position person from different nations, e.g. local person vs UK citizens.

Through the survey, persons have been asked whether the institution adopts gender sensitive protocols/policies for recruitment and hiring. Many of them responded that this type of policy is not needed because only the skills are evaluated. It is clear that awareness activities should take place in this respect, so people understand the meaning of such policies.

2. Institutional governance

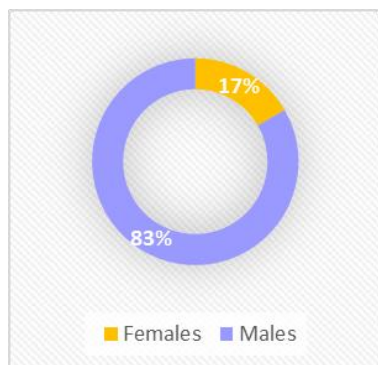
MTF STU BA seems that has a lot of space for improvements in this area. The institution's existing **program and mission regulations** don't include any articles referring to the commitment to gender equality. Therefore, any strategies/policies to foster gender balance in **decision-making processes** have not been identified. However, desktop research shows that approximately 40% of the total leadership positions are women, such as directors, head of departments/units and leaders of other decision-making bodies. With regards to the **data collection processes**, currently, any measures, procedures, tools that embed a gender dimension have not been taken. Finally, a Gender Equality Plan (GEP) and Gender Equality Bodies do not exist.



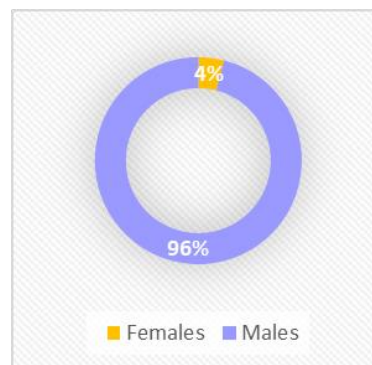
Institutional governance

Gender composition of decision making bodies

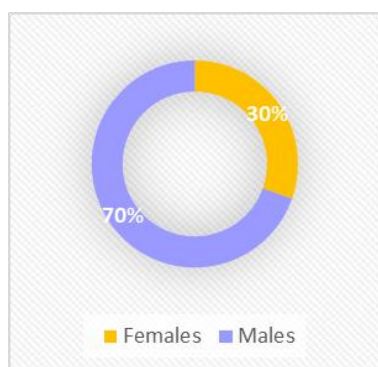
Gendered composition in Management of the faculty in 2017, 2018, 2019



Gendered composition in Scientific board in 2017, 2018, 2019



Gendered composition in Academic senate in 2017, 2018, 2019



Percentage of women in leadership position in 2017, 2018, 2019

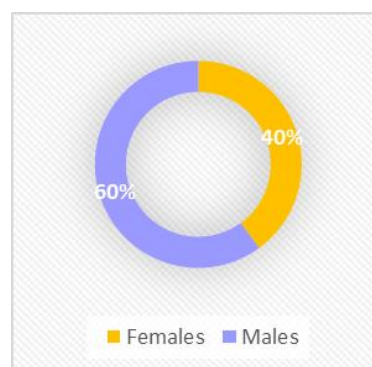


Figure 7: STU MTF institutional governance current situation

3. Institutional communication

The gender sensitivity part of MTF STU BA communication seems that it is still immature. Starting from the examination of its website, its visual communication the men appeared is more than women and predominate on informative pages about the faculty, in the ratio 58.82%: 41.18% (monitored on August 11th. 2020). Within its content, there is no dedicated page or any other information about gender equality. Moving to social media, we meet the same status. In addition, the institution hasn't organized yet any communication activities to promoting women (and/or other underrepresented groups) in science. Either the institution has not collected any training activities however on gender-sensitive language use and/or gender-sensitive communication, or modules within existing training.

Turning to the internal communication among the institution members, the official guidelines and protocols do not include articles on gender-sensitive non-biased communication/language use. Also, there are not set any complaint mechanism in cases of sexist communication.



4. Research

The research results showed that MTF STU BA had not applied actions to foster gender equality integration in its research activities. In particular, the investigation included the allocation of funds for specific programs on gender studies, the existence of guidelines or a policy on integrating gender analysis into research, the presence of a gender/women's studies department, but no actions have been identified. However, with regards to the double-blind review process, the organisation is using it to assess the expertise of articles before publication in a journal.

Turning to the evaluators that MTF STU BA recruits, the research that carried out didn't spot any protocols on gender-sensitive recruitment, any training or guidelines on gender stereotypes and unconscious bias to evaluators, nor evaluation forms/templates including a paragraph on gender equality in research teams and gender dimension in research content.

The figure below depicts the current statistic of MTF STU BA gendered roles in research delivery.

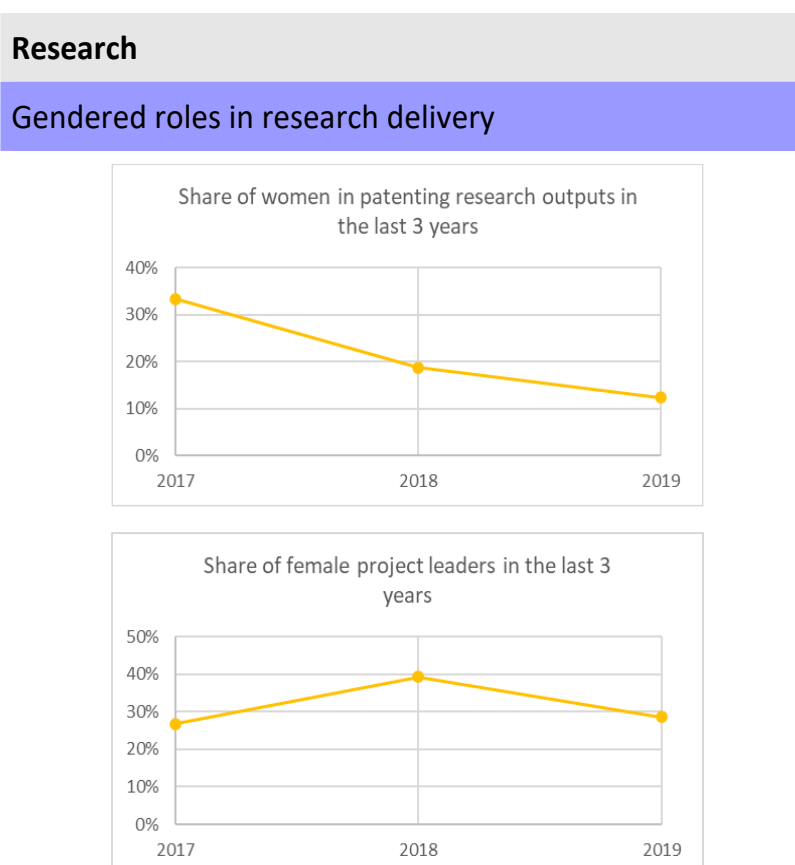


Figure 8: STU MTF research current situation

5. Student service

The research carried out that carried out to identify the MTF STU BA status on student service, focused on exploring the presence of initiatives aimed at counselling prospective students and attracting girls to STEM/Humanities studies (or vice versa, boys to education studies/humanities) and to explore the presence of initiatives aimed at counselling enrolled students with a gender approach. The results showed that relevant activities are not taking place.



Student services

Recruitment

Female students in STEM field per level

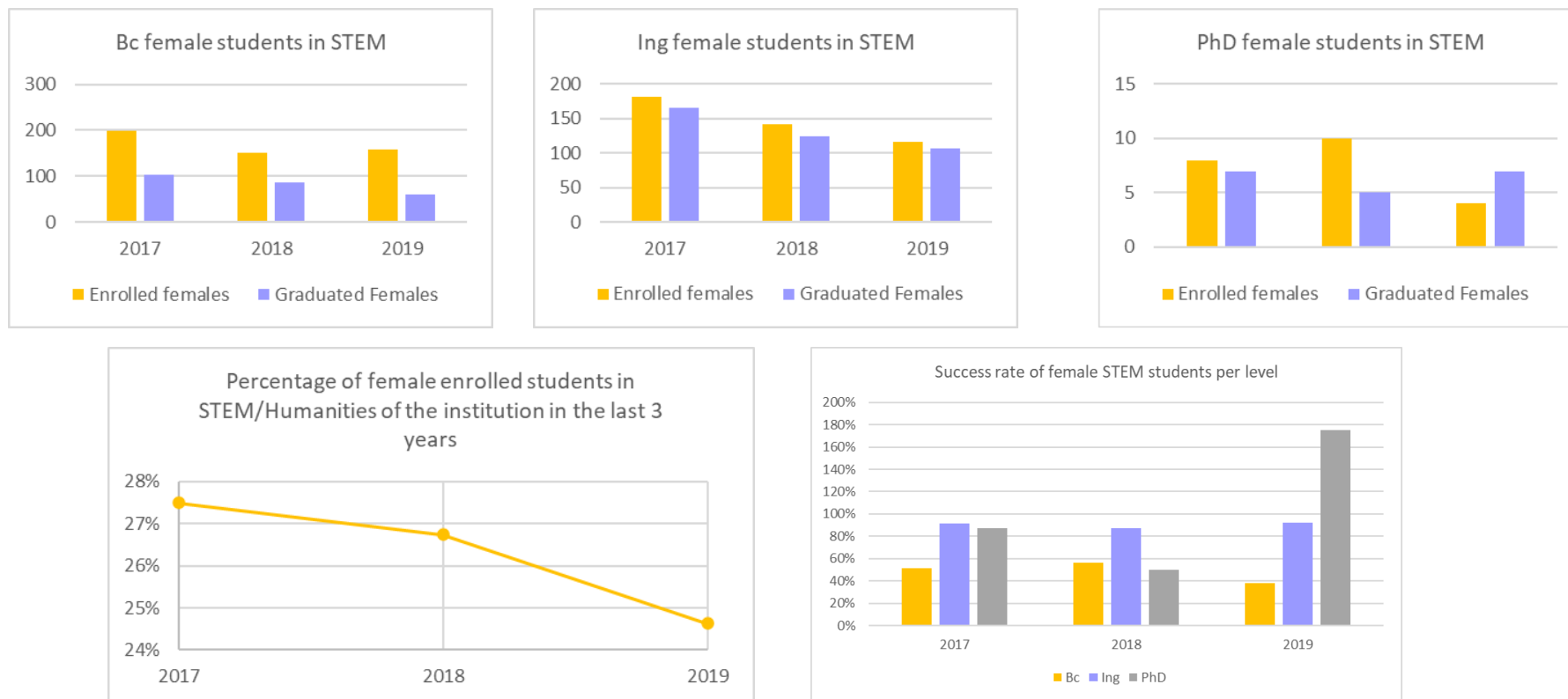


Figure 9: MTF STU BA student services - recruitment current situation



6. Teaching

The research carried out in the context of teaching included the exploration of existing policies/guidelines on the integration of the gender dimension into curricula. In addition, the research team investigated if there are particular gender-sensitive teaching guidelines for professors/lecturers. Finally, the conclusion has been that currently, relevant information does not exist. However, it worth to stress that in MTF STU BA the research team hasn't met any bias towards gender, race or nationality (not only) in teaching. The organisation employs employees of various ethnicities, genders, races, faiths.

7. Transfer to market- external relation- third mission

MTF STU BA is carrying out activities to transfer the research results to the market and achieve further exploitation. Researchers participate in **collaborative co-founded/co-managed research projects with companies or other stakeholders**. Throughout the last two years (2017-2018) 35% females and 65% males were involved in such projects, while in 2019 the gender ration gap decreased to 40% females and 60% males. With regards to the **gender ratio of patenting researchers**, males (80%) are dominating this field.

8. Gender/sexual harassment

MTF STU BA doesn't have any policies and initiative addressing sexual harassment in the institution. In addition, any training courses on gender harassment/gender-based violence haven't taken place within the in the last three years, either statistics of harassment reported cases had been gathered.

9. Intersectionality

MTF-STU, at the moment, does not have any institutional measures where gender is taken into account in conjunction with other criteria.

Assets and points worth of attention

Institution **recruitment and hiring** processes do not follow gender-sensitive protocols. In fact, during recent years, more females have been interviewed for administrative and technical positions, but for academic jobs, fewer females were interviewed than men. Recruitment and promotion boards members are mostly men. The language used in job advertisements on the website of the institution can subtly filters men and women. The current staff is comprised mainly of male professors (22 males/1 female) and senior lecturers who are mainly females (39 males/47 females). **Female career progression**, both at the academic and administrative level, is not significant. The institution hasn't set up any initiatives to identify female talents, provide talented young women with career development /mentoring programmes and create a supportive environment. MTF STU BA is taking measures that improve **work-life balance**. Still, employees are not entirely aware of existing policies, e.g. measurements for work-life balance, mobility of researchers, decision making and transparency of remuneration.

The decision-making bodies consist mainly of males (management of the faculty, scientific board, members of academic senate, and leadership positions). The **institutional governance** does not include specific measures or bodies targeting on gender equality, such as GEPs, Gender Equality machineries, activities to empower women to apply for leadership positions, or any others.

External and internal institutional communication activities do not appear to be gender-sensitive. The stakeholders involved in the creation of communication material do not follow gender-sensitive communication policies and training on these issues was never set up for staff members.



Teaching in MTF STU BA is non-gender-biased, based on survey responders, despite the fact that it has not yet developed official guidelines to integrate the gender dimension in teaching.

MTF STU BA has not in place available services for **gender and sexual harassment**. Through the survey on gender/sexual harassment, useful feedback has been collected. The vast majority of responders (68 out of 77) replied that they have never experienced gender/sexual harassment within MTF STU, only six (6) replied they did, and they had reported about it to competent bodies of the organisation, and three said they did not want to answer. The same number of responders (6 out of 77) replied that have also witnessed gender/sexual harassment within MTF STU and encouraged the victim to report it to competent bodies.

Intersectionality is not perceived as a component of equality policies within the institution. The MTF-STU BA hasn't any measures/guidelines to adopt an intersectional approach, to raise awareness and educate the staff and students on the concept of intersectionality.

The institution's **research** projects are mainly led by males, and females who are patenting research outputs are a few. During the investigation, relevant protocols or actions that foster gender equality integration into research activities have not been met.

MTF STU BA has a relatively high number of female **students** who enroll in STEM studies, but only half of them graduate. Most of those who do it continue to postgraduate studies, but only a few of them continue their career to PhD studies. MTF STU BA hasn't initiated yet activities aimed at counselling both prospective and enrolled female students to attract them to enroll and continue STEM studies.

Both male and female researchers of the institution are members of **joint research projects with companies**. Along the years, the proportion between males and females has become more balanced, apart from patenting outputs, which are achieved mostly by men. Until now, MTF STU BA has not set up measurements about the gender ratio of researchers in the teams of university spin-offs, speakers at STEM conferences and participants in training initiatives on knowledge transfer and research valorisation.

