



Linking Research & Innovation for Gender Equality

Gender Equality Plan

Slovak University of Technology in Bratislava

Faculty of Materials Science and Technology in Trnava



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

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1 Introduction

The creation of the Gender Equality Plan (GEP) took place within MTF STU (hereinafter also referred to as the “Faculty”) with the support of various events. The basic premise was to perform an analysis of the external and internal environment. The legislative framework of the internal environment is the long-term Strategy of the Faculty (known as “Long-Term Plan of MTF STU for the Period 2019-2024”). The national Strategy for Equality between Women and Men, which is a strategic framework document for the implementation of the policy of equality between women and men in the Slovak Republic, is authoritative for the external environment. Equality between women and men is one of the basic values to which the Slovak Republic, as a democratic state, subscribes. The strategy is a continuation of the Slovak Republic's efforts to integrate the principle of equality between women and men into all its policies. It represents the next stage in supporting and promoting a fairer society through the equality between women and men, and the elimination of discrimination. Equality between women and men is a value which society as a whole can benefit from. In addition to the moral and social dimension, equality between women and men also has a strong economic justification. This equality is an economic investment into the future, which also contributes to the economic growth of society in several ways. The Action Plan on Equality between Women and Men and Equal Opportunities for 2020-2025 is an implementation document of this Strategy.

The supporting steps for the creation of the GEP were the establishment of an internal Working Group, the scope of which is the creation of a favourable internal environment for the necessary changes to carry out the successful implementation of the GEP. Support was provided during the interviews with the faculty management. Open dialogues with external stakeholders were held several times, during which best practices and experiences with gender issues in many aspects of the management of stakeholder organizations were presented and shared. Subsequently, a communication space was created for the purpose of usability of the created GEP at the Faculty.

The GEP itself is not a document subject to public approval or an external legislative process. GEP becomes an internal legislative standard within the Faculty and is subject to the signature of the dean. Subsequently, it is approved in the process of the Academic Senate of the Faculty. In this way, it will be integrated into the Faculty Strategy. The GEP will be a model for the creation and implementation of GEPs at other STU faculties.

This version of GEP is not approved yet and is currently in the process waiting the approval by the dean and after that by the Academic Senate of MTF STU.



2 Gender Equality Strategy and Key Priority Areas

The GEP strategy is based on an intermediate scenario, respecting the risks at the intermediate level. The weighting of the key areas resulted from all the adopted research approaches. GEP is formed on the premises of the Faculty of Materials Science and Technology, as one of the faculties of the Slovak University of Technology. The university itself has seven faculties and several other workplaces. Each faculty and mentioned workplace is managed relatively autonomously, which could result in significant differences in the applied research methods.

The authors have given the highest statistical weight to the key area of "institutional Governance", which is a basic prerequisite for the implementation of the GEP. The authors have also identified 4 Action Measures, leading to a change in the faculty vision and mission with the implementation of the GEP in the Faculty Strategy. On the one hand, it is about creating a working environment with the opportunity for equality and a balanced internal culture, but also about objectifying the criteria in accordance with the Action Plan of the Slovak Republic (2020 – 2025). One of the conditions for the success of GEP is setting up a monitoring system for quality control.

The second important key area is "Research", where two Actions have been identified. The authors can see the challenge in involving the gender issue directly in research as its object, but also in its formal side. The latter arises from the possibility of grant funding schemes, where individual grant programs directly require the integration of gender issues into research teams. One of the basic GEP objectives is to align with the Horizon Europe Framework Program for Research, Development and Innovation 2021-2027, which considers gender equality to be a cross-cutting principle and is becoming a standard requirement throughout the program.

This area is followed by the key area of "Transfer to Market" as one of the main indicators of the usefulness of research. In this area, the authors consider it important to raise awareness in the field of research applicability, where the main measure will be increasing the number of academics (with special emphasis on increasing the number of women) involved in Transfer to market by obtaining patents. As the faculty has created a background for cooperation with practice, the goal will be to maintain the current state of cooperation with enterprises, including gender issues.

The analysis identified the need to reform the agenda due to the lack of attention to its gender dimension. The GEP is a proposal to address this issue and provides guidance on how to implement human resources policy and planning. A key part of the current HRM is diversity management, which highlights various social differences, such as ethnicity, gender and nationality, and sometimes also age, disability, language, and religion. The authors' proposal is to create gender-sensitive protocols for recruitment and hiring.

This is followed by the areas of "Teaching", which seeks to integrate the field of gender equality into the syllabi of subjects. The key area of "Institutional Communication" brings the challenge of raising awareness of this area, both at the level of internal staff and at the level of managers due to their roles' performance. Finally, last but not least, it regards the communication of the Faculty with the external environment. The entire Key Areas section is closed by the "Sexual Harassment" field, which consists of the establishment of the Prevention Program.

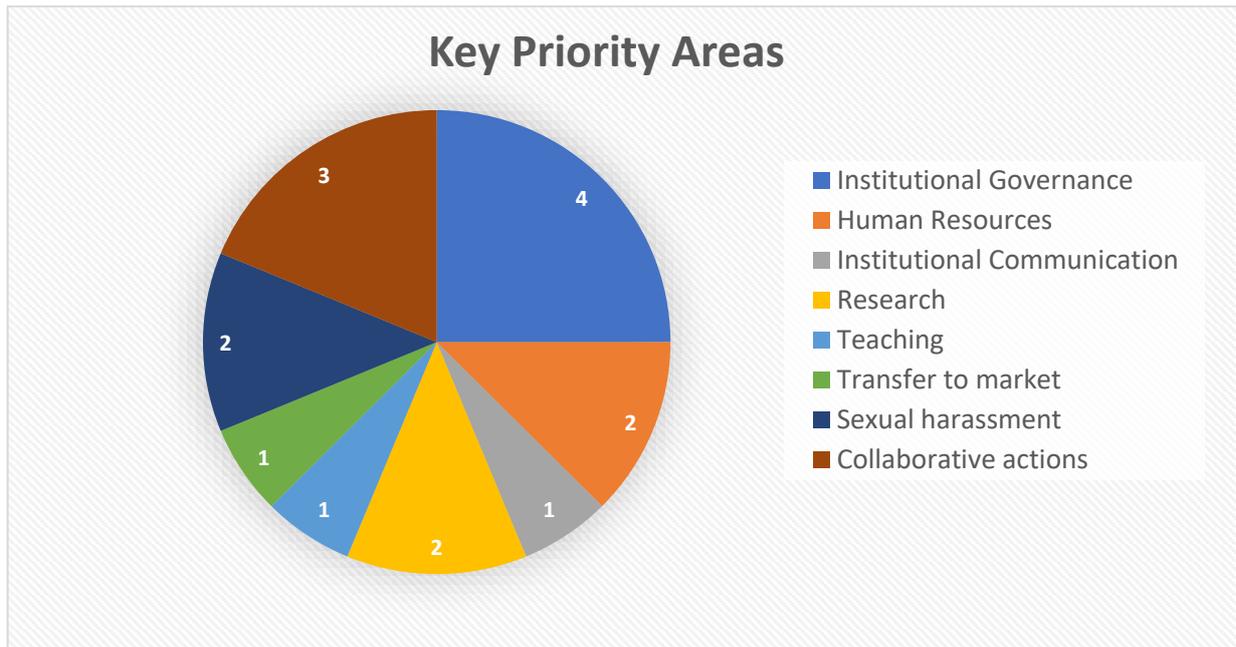


Figure 1 MTF STU Key Priority Areas

3 Institutional Governance

The gender issue is currently not directly enshrined in any official documents at MTF STU. At the same time, there is no organizational structure that covers gender equality activities. That means there could be a wide range of options in this area, but formal constraints need to be taken into account. The faculty has an approved Long-Term Plan of MTF STU for the Period 2019-2024, which was prepared in accordance with §2 par. 10 and §27 par. 1 of Act No. 131/2002 on Higher Education Institutions and on Amendments to Certain Acts, as amended. This intention is based on the following strategic documents:

- Research and development strategy for intelligent specialization RIS3 SR,
- Long-term intention of educational, scientific research, artistic, developmental and other creative activities STU for the years from 2018,
- Long-term strategic plan of MTF STU 2012 - 2017,
- MTF STU vision,
- MTF STU mission.

The vision states, among other things, that MTF STU "wants to be a leader among institutions that prepare their graduates for a successful work and personal life in society." Moreover, the mission states, inter alia, that "the aim is to develop in each member of the MTF STU community the ability and passion to work wisely, creatively and effectively for human development", through (inter alia) "participating in the sustainable development of society through all its activities, but mainly by developing the harmonious personality of the student." In this document, it also declares that "MTF STU recognizes and will promote the following values in all its activities: academic freedoms, ethics and morality, equal opportunities, cooperation, innovation, responsibility." In conclusion, this reference also indirectly mentions gender equality, as it is part of equal opportunities.

This chapter presents proposals related to the embedding of the area of gender equality in official documents at the MTF STU and to the organization of activities related to this area at the faculty.

3.1 Gender equality policies and bodies

Gender equality needs to be directly embedded in official documents, which will then be linked to individual measures. There is currently an already approved Long-term strategic intention of the faculty for the period 2019-2024. However, there is no document with specific measures for the faculty. Therefore, the creation of an action plan valid until 2024 (Extra Action Plan) was proposed. This plan will include measures for key areas at the MTF STU, including gender equality. In addition, the long-term strategic intention of the faculty can be commented on annually. Therefore, specific additions to the gender issue will be proposed. For the new long-term intention of the faculty for the period from 2025, content reflecting the current state and focus on gender equality will be proposed.

Important documents related to gender equality also include methodological handbooks created for the faculty staff and students.

All activities covered by the GEP require certain organization. For this purpose, it is necessary to build personnel facilities. In consequence, a network of delegates will be created at the faculty. At the same time, it is necessary to work with data, on the basis of which it will be possible to evaluate all activities falling within the GEP.

Table 1 Gender equality policies and bodies

N.	Measures/actions	Objective	Timeframe of implementation
1	Development of an Extra Action Plan	Official document entitled Extra Action Plan at MTF STU with one part dedicated to equal opportunities with emphasis on gender equality.	June 2021- December 2021
2	Delegates	Creation of a network of delegates who will work on the area of gender equality activities at the faculty.	September 2021 – August 2023
3	Methodological handbooks	At least 3 methodological handbooks intended for the internal public (employees and students) of MTF STU.	January 2022 – August 2023
4	Gender & Diversity Controlling	Establishment of a monitoring system to control all GEP activities.	January 2022 – August 2023

3.1.1 Development of an Extra Action Plan

The action steps contain points that have the task of formally anchoring gender equality issues in the official documents of the faculty. This is a long-term process that will start in June 2021 and will last until August 2023. During this period, an Extra Action Plan (EAP) will be developed. One part of this extra action plan will be dedicated to gender equality and will include all the GEP's measures elaborated in the frame of the CALIPER project. At the same time, at the end of 2021, the current Long-term strategic intention of the faculty for the period 2019-2024 will be commented on and amendments concerning the gender issue will be proposed. Hopefully, these proposals will be approved and incorporated into this document. This would be the first mention of gender equality in the official documentation of the faculty.

At the end of 2024, a comprehensive proposal for the integration of gender equality into the new long-term plan of the faculty for the period from 2025 will be prepared. Finally, activities will be aimed at creating a new Faculty Action Plan, which would follow the Long - term strategic intention of the faculty for the period from 2025.

Development of an Extra Action Plan

Sources:

<https://orlz.mendelu.cz/akcni-plan-mendelu>
<https://eige.europa.eu/sites/default/files/rektors-afrapportering-om-ligestilling-sdu-2009-14.pdf>
<https://www.uib.no/en/strategy/109146/gender-equality-action-plan>

Target audience:

faculty management, staff at all levels, students

Timeframe:

June 2021 – December 2021



Goals & Objectives

Short-term (<1y): Adjusted current Long-term strategic intention (LTSI) of the faculty for the period 2019-2024 (taking comments on gender equality into account); Development of the Extra Action Plan, which will include a set of measures related to the essential issues addressed at the MTF STU, in particular a plan of activities aimed at achieving gender equality (this part will be equal to the GEP). This document will be the forerunner of the future Faculty Action Plan for the period from 2025; Adherence to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Medium-term (1-2y): The existence of new official documents featuring gender equality (EAP, adjusted LTSI); Expression of the importance of gender equality in the official faculty documentation, which is a prerequisite for further dissemination of the necessary enlightenment at the faculty; Increased attention of faculty staff and students in the issue of gender equality; Development of a Communication Strategy that will include clearly defined steps to achieve the necessary awareness in the field of equal opportunities at the faculty; Regular Extra Action Plan Reports (results of the measures applied) on annual basis.

Long-term (3-5y): Development of a Faculty Action Plan (starting from January 2025), which will contain action steps (measures) following the new LTSI of the faculty. This action plan, drawn up for a specific period, will include a list of the measures together with the responsible departments (persons) and the final date for implementation. The proposal for the title of part of the measures related to gender equality is *Gender aspects of work*.

Activities and Available Resources

Activities

- Meeting of gender equality experts with faculty management.
- Creation of Extra Action Plan content including actions of the CALIPER's GEP.
- In order to ensure the fulfilment of the set goals and follow-up measures, it is necessary to continuously monitor the action plan for the set period.
- Steps leading to the adherence to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.
- Communication activities towards the internal public.
- Creation of the Communication Strategy (more in the Institutional Communication and Collaborative Actions section).
- At the faculty, it is necessary to provide employees with information on gender equality with emphasis on its importance.
- Adhere to the principles arising from the Communication Strategy.
- Creation of proposals concerning gender equality for new long-term faculty intention document for the period from 2025.
- Creation of measures concerning gender equality for Faculty Action Plan for the period from 2025 and creation of the Faculty Action Plan itself.

Available resources

- *human resources*:
 - o CALIPER project researchers.
 - o People within MTF STU interested in the topic of gender equality.
 - o Faculty management.
 - o Members of faculty senate.



- *budget:*
 - o The regular budget used for administrative matters.
 - o Budget from the CALIPER project

Targets & Indicators

Short-term (<1y): Adjusted Long-term strategic intention document with changes from 2022, Proposal of Extra Action Plan, Sign-up to the adherence to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Medium-term (1-2y): Approval of Extra Action Plan until 2024 at MTF STU, Approval of adjusted Long-term strategic intention document with changes from 2022, Proposal of official Communication Strategy of the faculty, Approval of Communication Strategy, 50% of staff and students mentioned the area of gender equality.

Long-term (3-5y): Approval of Long-term strategic intention document at MTF STU for the new period starting from 2025, Approval of the Faculty Action Plan at MTF STU for the new period including the section of gender equality.

Facilitating & Hindering Contextual Factors

Policy context:

There are no documents supporting or limiting the implementation of the measure.

Organizational context:

The management of MTF STU is interested in the topic of gender equality area and offers support with the activities' implementation. The faculty has an active CALIPER team and excited people for this area. The very solution of the CALIPER project at the faculty raised interest in the field of gender equality, and is still growing.

History:

The issue of gender equality is currently indirectly mentioned in official documents under "equality of opportunity". That being said, there is still no direct reference or regulation in this area. There has been a long period of effort and lobbying at the faculty on issues related primarily to supporting parents in the field of work, work-life balance, and maintaining contacts with the employee on parental leave. These activities have no official framework and are rather uncoordinated activities of individuals.

Collaboration:

Open dialogue, workshops, discussions in which it is necessary to involve the top management of the faculty, but also the heads of departments, regular employees, students, gender equality experts, partner universities, etc.

3.1.2 Delegates

The main coordinator will be a gender equality expert who will organize activities at the faculty level. This position should fall under a new function, given the name of Vice-Dean for Equal Opportunities. It is likely that this new position of vice-dean will not arise until the next execution period. For the time being, the position will be performed in the management of the faculty by a person authorized by the dean. The next level comprises of delegates in certain departments. These coordinators will oversee the observance of gender equality principles in the workplace, provide counselling for workers, raise awareness of gender equality, organize events, coordinate activities arising from the Extra Action Plan and more. Coordinators have regular meetings, workshops and trainings, they are educated. Delegates are responsible, among other things, for revising documents in terms of gender-sensitive language.



Delegates	Sources: https://www.nuigalway.ie/equalityanddiversity/edistrustructure https://www.en.uni.lu/university/about_the_university/governance/gender_equality_officer https://www.ucm.es/english/gender-equality-unit
Target audience: <i>faculty management, staff at all levels, students, external partners, gender equality experts</i>	Timeframe: <i>September 2021 – August 2023</i>

Goals & Objectives

Short-term (<1y): Specification of activities falling within the competency of delegates.

Medium-term (1-2y): Authorization of main faculty coordinator, holding positions of delegates for the departments.

Long-term (3-5y): Creation a functioning network of delegates.

Activities and Available Resources

Activities

- Meeting of gender equality experts.
- Interviews with candidates and choosing the coordinator and delegates.
- Education seminars and workshops focused on training the delegates.
- An event plan is created for the given period to support the spread of awareness in the field of gender equality. Specific examples are provided in other sections of this document.

Available resources

- *human resources:*
 - o People within MTF STU interested in the topic of gender equality.
- *budget:*
 - o The regular budget for HR activities.
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): Definition of the roles for GE faculty coordinator, Definition of the roles for GE department delegate.

Medium-term (1-2y): Specific person of main GE faculty coordinator and delegates at each department on place. This means 7 positions will be filled. One position for the main coordinator and 6 delegates (1 for every department) - Institute of Materials, Institute of Production Technologies, Institute of Industrial Engineering and Management, Institute of Integrated Safety, Institute of Applied Informatics, Automation and Mechatronics, Advanced Technologies Research Institute.

Long-term (3-5y): An active functioning network of faculty GE delegates with precisely defined competence, activities, and responsibilities.



Facilitating & Hindering Contextual Factors

Policy context:

There are currently no job positions at MTF STU for any gender equality activities.

Organizational context:

At MTF STU, it is possible to build a network of delegates, as intended. Reserving entire job positions for this purpose may be an obstacle. For this reason, the creation of 1 main position at the faculty level (main GE faculty coordinator) seems more realistic. Delegates at the departments would not be independent positions, but an expanded scope of work for current employees.

History:

In the past, GE-related positions and the scope of work in this direction have never been considered at MTF STU.

Collaboration:

Discussions with heads of departments, regular employees, recruitment.

3.1.3 Methodological handbooks

Given that the area of gender equality is a relatively new one at MTF STU, it is necessary to approach it in a way where the creation of a certain framework of support for the internal public of the faculty occurs first. For this reason, it is necessary to develop methodological handbooks designed to address specific situations. By such handbooks, it is defined as a set of procedures intended for internal use. These manuals are based on protocols, meaning that the protocol is a brief guide on how to proceed in specific situations. The handbook will be based on these protocols and will incorporate them into a clear framework. For example, protocols for recruitment and hiring will be part of a comprehensive manual for recruitment and hiring. Thus, these handbooks provide important information and instructions about how to deal with gender inequalities e.g. in recruiting new employees, in unwanted behavior in the workplace (sexual harassment, bossing, mobbing, and others). They are intended for managers, employees, and students.

Methodological handbooks

Sources:

https://orz.mendelu.cz/wcd/w-rek-orlz/cz_akcni_plan_2021_2023_tabulka_naweb.pdf

<https://www.minedu.sk/data/att/9125.pdf>

<https://www.universitiesaustralia.edu.au/wp-content/uploads/2018/10/UA-Guidelines-5.pdf>

https://www.wm.edu/offices/compliance/discrimination_overview/shguidance/index.php

<https://www.iua.ie/wp-content/uploads/2020/07/Guidelines-for-Universities-on-How-to-Respond-to-Alleged-Staff-or-Student-or-University-Related-Sexual-Misconduct.pdf>

<https://www.jacobs-university.de/university-policies/guidelines-dealing-sexual-harassment-jacobs-university-bremen>



Target audience:

faculty management, staff at all levels, students

Timeframe:

January 2022 – August 2023

Goals & Objectives

Short-term (<1y): Elaboration of a questionnaire focused on problematic situations related to gender equality that employees and students experience at the faculty, and an identification of a list of problematic situations that require the development of supporting methodological handbooks.

Medium-term (1-2y): Selection of important areas suitable for the creation of methodological texts, Development of a structure for methodological handbooks with the key points.

Long-term (3-5y): Creation of final methodological handbooks and its implementation, Presentation of the handbooks to the internal public.

Activities and Available Resources**Activities**

- Elaboration of a questionnaire survey at the faculty.
- Meeting of gender equality experts.
- Interviews with staff of other universities with the experience in this matter.
- Creation of a list of problematic situations that require the development of supporting methodological handbooks.
- Seminars focused on introduction of new methodological texts.

Available resources

- *human resources:*
 - o CALIPER project researchers.
 - o People within MTF STU interested in the topic of gender equality.
- *budget:*
 - o The regular budget used for administrative matters.
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): - Questionnaire, Collected data, Final list of problematic situations.

Medium-term (1-2y): List of selected areas important for creation of the methodological handbooks, Template for methodological handbooks

Long-term (3-5y): Approved methodological for selected problem areas (minimum 3).

Facilitating & Hindering Contextual Factors**Policy context:**

In 2015, the Ministry of Education, Science, Research and Sport of the Slovak Republic issued a Practical Guide to the Protection of Rights of pedagogical staff and professional staff. No methodological manual has been published at MTF STU.

Organizational context:

There is a space for the implementation of methodological manuals at MTF STU. Areas that require methodological support for the solution are being identified on an ongoing basis and need better systematization.



History:

At present, informal support in specific situations (sexual harassment, mobbing, and others) is present, such as peer support or counselling from the head of the institute. However, formal anchoring in the form of official methodological texts is lacking.

Collaboration:

Seminars, workshops, discussions in which it is necessary to involve mainly heads of departments, regular employees and students.

3.1.4 Gender & Diversity Monitoring system

Within this measure, a system focused on monitoring the development and the activities in the field of gender equality at the faculty will be created. The basis is the work with data related to activities in the field of gender equality at the faculty and the results related to these activities. This means that all activities need to be monitored on an ongoing basis, including their impact. Delegation is responsible for Gender & Diversity Controlling.

Gender & Diversity Controlling	Sources: https://orz.mendelu.cz/wcd/w-rek-orlz/cz_akcni_plan_2021_2023_tabulka_naweb.pdf https://eige.europa.eu/gender-mainstreaming/good-practices/germany/gender-diversity-controlling-goethe-university-frankfurt https://www.uni-goettingen.de/en/93206.html
Target audience: <i>faculty management, staff at all levels, students, external partners</i>	Timeframe: <i>January 2022 – August 2023</i>

Goals & Objectives

Short-term (<1y): Design of specific indicators for controlling GE-related activities, To propose measures that cannot be applied at present, but for which it is possible that certain conditions will be created for their application in the future.

Medium-term (1-2y): Creation of a handbook with specific indicators, the indication about how to collect the necessary information and the exact evaluation methods.

Long-term (3-5y): Collection of detailed quantitative and qualitative data on gender equality at all levels of the faculty, Monitoring developments over time, Presenting the results to internal and external audience.

Activities and Available Resources

Activities

- Meeting of gender equality experts and delegates and interviews with head of departments and staff. These will lead to the design of the indicators.
- Analysing faculty HR data and other secondary data.



- Analysing the primary data.

Available resources

- *human resources*:
 - o Main GE faculty coordinator and GE delegates.
 - o CALIPER team members.
- *budget*:
 - o The regular budget used for administrative matters.
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): Set of very specific indicators, Barriers' identification.

Medium-term (1-2y): Approved handbook with specific indicators, how to collect the necessary information and exact evaluation methods.

Long-term (3-5y): Analysis and evaluation of collected data.

Facilitating & Hindering Contextual Factors

Policy context:

At present, data are continuously collected and evaluated at the faculty, e.g. in the HR area, from which it is possible to express some indicators from the GE area. However, these data are not collected for this specific GE purpose.

Organizational context:

The faculty has methodological knowledge and resources for data collection and analysis. Therefore, there are no obstacles to the implementation of this measure.

History:

In the past, various data were collected from the faculty, but not for the purpose of evaluating GE activities.

Collaboration:

Training seminars for GE delegates, workshops, discussions.



4 Human Resources

The rules for Human Resources at MTF STU are based on organizational rules, collective agreement of the institution, and acts of various laws at national level. None of the documents directly deal with the issue of gender equality. The documents governing the faculty neither emphasize nor discriminate either the female or the male position. However, there are notes in the laws that address women / men in the areas of safety and health, the Employment Services Act refers to the list of legally binding acts of the European Union such as the Directive 2006/54 / EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment between men and women in matters of employment and occupation. Also, the Social Insurance Act takes into account the age of a man and the age of a woman for retirement, depending on various other causes and contexts (disability, birth of children, upbringing of children).

The issues identified by MTF STU in the evaluation of the area of Human Resources concerning gender equality are the following:

- Little number of females among the scientific workers at MTF STU.
- Absence of the gender-sensitive protocols for recruitment and hiring.
- Problems caused by the interruption of research and career growth during parental leave.

In order to solve the problems identified above, MTF proposes the actions described below. However, these activities have to be combined with the ones in other areas of the GEP, especially Institutional governance, Institutional communication and Collaborative actions.

4.1 Recruitment procedures

The current situation in the area of recruitment is such that in 2019, the female recruitment rate was 25% at the academic level, 50% at the administrative level, and 33% at other levels.

The main problems were identified. Firstly, a small number of women at the academic level was found. Secondly, the absence of any gender-sensitive protocols for recruitment and hiring which could ensure no gender bias is applied in the recruitment process and could also motivate more females to apply for the job.

Due to this fact, the following objectives were decided:

- To make the STEM field more attractive to women, reaching an ideal 50% share of women at the academic level within a 5-year horizon. This objective is fully described in the chapter 5.1 Promotion activities.
- To create gender-sensitive protocols for recruitment and hiring.

The identified actions in order to reach the mentioned objectives are the following:

Table 2 Recruitment procedures

N.	Measures/actions	Objective	Timeframe of implementation
1	Creation of gender-sensitive protocols for recruitment and hiring.	Guarantee equal conditions during hiring process.	September 2021 – December 2022



4.1.1 Creation of gender-sensitive protocols for recruitment and hiring

MTF STU selects employees on the basis of their education and experience. It does not discriminate the applicants on the basis of sex, age, race, etc. However, by creating gender-sensitive protocols for recruitment and hiring, MTF STU can guarantee no gender bias is applied during the selection process. By putting the protocols into action, more females may be interested in working for MTF STU, as well.

The gender-sensitive protocols will be part of the Methodological handbooks described in the chapter 3.1.3. The protocols will define the gender sensitive access, as well as the description of procedures and conditions for recruitment and hiring to ensure equal chances and opportunities for everybody.

The creation of such protocols and the training of the members of the Personnel Office, Legal Affairs, and hiring board is a long-term process. That is the reason for the measures being planned long-term, from September 2021 until December 2022.

The gender-sensitive protocols should also contain a feedback system, for instance the creation of a gender-sensitive output questionnaire for leaving employees to find out their reasons for quitting (identifying possible inequalities of chances and opportunities).

<i>Creation of gender-sensitive protocols for recruitment and hiring</i>	<p><i>Sources:</i></p> <p>https://eige.europa.eu/sites/default/files/reutlingen_university_guidelines_for_using_gender-sensitive_language.pdf</p> <p>https://www.ciencia.gob.es/stfls/MICINN/Ministerio/FICHEROS/SUPERA_guidelines_gender_sensitive_communication.pdf</p> <p>https://www.interarts.net/wp-content/uploads/2019/07/WOMEN-IN-AUDIOVISUAL-IN-SOUTHMED_2-07-19_kl_18.pdf</p> <p>https://www.plotina.eu/gender-aware-initiatives-guidelines-appoint-commisiom-members/</p> <p>https://www.plotina.eu/reviewing-promotion-process-identification-gender-bias-warwick/</p>
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<i>Target audience:</i>	<i>Timeframe:</i>
<p><i>Potential employees of MTF STU</i></p> <p><i>Employees of MTF STU</i></p> <p><i>Personnel Office and Legal Affairs of MTF STU</i></p> <p><i>Recruitment bodies and Selection Committee members of MTF STU</i></p> <p><i>Management of MTF STU</i></p> <p><i>Employees at leading positions of MTF STU</i></p>	<p><i>September 2021 – December 2022</i></p>



Goals & Objectives

Short-term (<1y): Creation of the gender sensitive protocols for recruitment and hiring at MTF STU and training of the staff

Medium-term (1-2y): Higher awareness of the gender equality topic at MTF STU, ensure equal conditions during hiring and promotion process of scientific employees at MTF STU

Long-term (3-5y); High awareness of the gender equality topic among employees on all levels, as well as students at MTF STU, ensure equal conditions during hiring and promotion process of scientific employees at MTF STU

Activities and Available Resources

Activities:

- Consultations with Personnel Office and Legal Affairs and management of the faculty focused on the creation of the gender-sensitive protocols for recruitment and hiring.
- Definition and description of the usage of gender sensitive language.
- Definition and description of procedures during recruitment, hiring, and promotion process.
- Specification of the activities ensuring equal chances and opportunities during recruitment, hiring and promotion process.
- Education of the employees of the Personnel Office and Legal Affairs and hiring board members in the issue of equal opportunities and gender sensitive approach by workshop.
- Promotion of the guarantee for gender-sensitive language and equal opportunities during the recruitment and hiring process at MTF STU by sharing information about the existence of protocols at the institution website, social networks, and within campus.

Available resources:

- *human resources*:
 - o Personnel Office and Legal Affairs of MTF STU
 - o CALIPER project researchers
 - o recruitment bodies and Selection Committee members at MTF STU
 - o management and employees at leading positions of MTF STU
- *budget*:
 - o budget from the CALIPER project for the expenses used on the creation, implementation and promotion of gender-sensitive protocols for recruitment and hiring and creation of workshops for obtaining skills within the equal chances and opportunities issue.

Targets & Indicators

Short-term (<1y): Protocols on recruitment finalized

Medium-term (1-2y): One person of the staff trained about the protocols; The ratio of hiring and promotion procedures concretely embedding the protocols; Feedback from surveys submitted to quitting employees´

Long-term (3-5y): 50 % of women covering academic and decision-making positions at MTF STU; number of surveys submitted to quitting employees´.

Facilitating & Hindering Contextual Factors

Policy context:

The Slovak Republic is a party to several international human rights treaties, including the International Covenant on Civil and Political Rights, the European Convention on Human Rights, the UN Convention on the Elimination of All Forms of Racial Discrimination, and the UN Convention on the Rights of Persons with Disabilities. More detailed list of legislation including gender equality can be found at <https://www.gender.gov.sk/en/main-legislation/>. The state solves the issue of equality by



<https://www.employment.gov.sk/en/> and communicates online via <https://www.gender.gov.sk/en/> and [Slovak Page on Gender Equality and Equal Opportunities](#)

Organizational context:

The MTF STU top management shows interest in the topic of GEP, equal chances and opportunities, and the promotion of women in science and offers support with CALIPER project suggestions implementation.

History:

The recruitment and hiring processes at MTF STU are based on the education and experience of the applicant, without the discrimination based on sex, age, etc. Some rules are included within the various acts of the Slovak Republic and EU. However, no gender-sensitive protocols for recruitment and hiring was created at MTF STU yet.

Collaboration:

MTF STU introduced the idea of gender-sensitive protocols for recruitment and hiring to other partners interested in the topic of GEP.

4.2 Career breaks and job reintegration

The current situation at MTF STU is such that the ratio of male professors is much higher than the one of female ones. There is only one female professor at MTF STU out of 23.

In the past 5 years, most employees on parental leave were women. In particular, in 2015, 2016 and 2019, 100% of employees on parental leave were women. This leads to the interruption of the research and career growth of women during parental leave.

For the above-mentioned reasons, the increase of the number of women with the title of professor was set as the main aim. This could be reached by supporting women with children in scientific activities and career growth at the university.

Therefore, the creation of programs for reintegration and development of employees returning from parental leave will be implemented.

The timeframe was set from September 2021 to June 2023.

Table 3 Career breaks and job reintegration

N.	Measures/actions	Objective	Timeframe of implementation
1	Creation of programs for employees' reintegration and development	Simplify the comeback from the break in science, support of the academic growth.	September 2021 – June 2023

4.2.1 Creation of programs for employee reintegration

To help researchers with the problems caused by a break during parental leave, programs for employee reintegration was suggested. These programs will simplify the comeback from the break in science and support the academic growth of the parents (in the case of MTF STU usually women).

To ensure effectivity of such programs and trainings, time for preparation and execution is required. The timeframe was set from September 2021 to June 2023.

*Creation of programs for Sources:
employee reintegration*

<https://www.isglobal.org/en/healthisglobal/-/custom-blog-portlet/el-papel-de-la-mujer-en-la-ciencia-un-reto-sin-resolver/90586/0>

<https://www.mindfulreturn.com/post-leave-reintegration-strategies/>

[https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658190/IPOL_STU\(2020\)658190_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658190/IPOL_STU(2020)658190_EN.pdf)

<https://www.hrdive.com/news/intel-adds-parent-reintegration-program-to-its-leave-offering/569331/>

<https://www.inside.unsw.edu.au/campus-life/workshops-support-your-parental-leave-and-return-work>

<https://www.plotina.eu/parental-leave-consideration-internal-research-evaluation/#1571055341720-dfa9392f-7645>

<https://www.plotina.eu/encouragement-women-to-apply-for-funding/>

<https://www.plotina.eu/encourage-men-take-parental-leave-iseg/>

<https://www.plotina.eu/establishing-a-warwick-academic-returned-fellowship-scheme/>

Target audience:

*Employees at MTF STU who
return from parental leave*

Faculty management

Timeframe:

September 2021-June 2023

Goals & Objectives

Short-term (<1y): Preparation and start of employee reintegration programs.

Medium-term (1-2y): Execution of employee reintegration programs.

Long-term (3-5y): Higher ratio of scientific papers and projects written and lead by women.

Activities and Available Resources

Activities

- Preparation of required documents for employee reintegration programs.
- Start of the employee reintegration programs.
- Programs should be aimed to the topics e. g. what are the expectations of the employee in their following scientific activities, how can MTF STU support their activities etc.



Available resources (e.g. budget human resources)

- *human resources*:
 - superiors of the employees at MTF STU
 - CALIPER project researchers
 - management the MTF STU
- *budget*:
 - budget from the CALIPER project for the reintegration program preparation.

Targets & Indicators

Short-term (<1y): Reintegration programs prepared and ready to be executed

Medium-term (1-2y): Number of attendants to the reintegration programs (female/male)

Long-term (3-5y): Number of promoted female scientific workers at MTF STU

Facilitating & Hindering Contextual Factors

Policy context:

The Slovak Republic is a party to several international human rights treaties including the International Covenant on Civil and Political Rights, the European Convention on Human Rights, the UN Convention on the Elimination of All Forms of Racial Discrimination, and the UN Convention on the Rights of Persons with Disabilities. More detailed list of legislation including gender equality can be found at <https://www.gender.gov.sk/en/main-legislation/>. The state solves the issue of equality by <https://www.employment.gov.sk/en/> and communicates online via <https://www.gender.gov.sk/en/> and [Slovak Page on Gender Equality and Equal Opportunities](#).

Organizational context:

The MTF STU top management shows interest in the topic of GEP, equal chances and opportunities, and the support of women in science. The top management is open to the CALIPER project suggestions and is willing to help with their implementation in practice.

History:

Employees usually have consultations with their superiors after returning from parental leave. However, these consultations are not specified anywhere, nor do they have any defined structure.

Collaboration:

Collaboration is possible with experts from practice and other institutions which may help the employees with the reintegration to science.



5 Institutional Communication

As far as gender equality is concerned, communication is not systematic and consistent within MTF STU. For this reason, a new Communication Strategy aimed on gender issues was proposed (described in chapter 10.1 Collaboration strategy) containing following components:

- target group - selection and definition,
- image and corporate identity - official attitude, credibility, experience in the field of gender equality, value system,
- goal setting - what wants to be achieved in the area of gender equality,
- analysis of the model of behaviour of the target group - behaviour and approach to the issue of gender equality
- analysis of the role of communication - what is the aim of the individual steps of communication strategies and what specific forms of communication will be used,
- key characteristics of communication between stakeholders - strengths, possible barriers, argumentation,
- communication strategy - a detailed description of the communication process in a time schedule and in specific communication forms, a description of the complex and specific use communication,
- the importance of transparent communication - a clear definition of the message and the goal, common benefits, appropriate terminology,
- knowledge of best practices for effective communication and implementation,
- key principles - principles, rules of communication in the field of gender equality,
- identification / evaluation of deficiencies / gaps in communication management and space for improvement,
- support of flexibility of behaviour - work with motivation,
- communication activities - communication activities defined on the basis of an initial analysis target group,
- monitoring of all types of communication activities - ongoing evaluation,
- evaluation of activities - definition of recommendations,
- It is important to define specific tasks for a specific time schedule - how many activities could be organized.

All actions within the GEP have to be presented to the target group in effective way. For this reason, the above-mentioned Communication Strategy should be kept within the communication of all areas of this GEP, including both promotion activities and collaborative actions.



5.1 Promotion activities

Promotion activities are part of the Communication Strategy, aiming to raise interest in the topic of equal chances and opportunities, as well as reaching balance among males and females at the faculty. It is crucial to raise interest of both internal subjects (students, employees of MTF STU) and external subject (public, municipalities, other institutions etc.).

The main aim of these actions is the promotion of females of MTF STU to reach 50 % share of males and females within scientific workers. The females' promotion should raise the interest of females from public to study and work in STEM, as well as to spread the interest in the topic of gender equality, both within the MTF STU and the public.

Table 4 Promotion activities

N.	Measures/actions	Objective	Timeframe of implementation
1	Online and offline activities, workshops, games	By the females of MTF STU promotion: <ul style="list-style-type: none"> - Raise the number of women at the academic level and among students - Raise the awareness of the gender equality topic 	September 2021 – August 2023

5.1.1 Online and offline activities, workshops, games

MTF STU organizes events and actions for promoting the institution. However, there are only few events in place, focusing on females. Within this GEP, MTF STU tries to make the STEM field more attractive to women from wide public to reach balanced numbers of female employees at the academic level and female students within a 5 year horizon. By the promotion of females in STEM, there will be opening for the discussion of the topic of equal chances and opportunities as well.

These measures are planned from September 2021 until August 2023.

*Online and offline activities, Sources:
workshops, games*

<https://www.un.org/womenwatch/daw/csw/csw55/panels/Panel1-Mpuchane-Sesae.pdf>

<https://www.gender.gov.sk/en/main-legislation/>

<https://www.employment.gov.sk/en/>

<https://www.itu.int/en/ITU-D/Digital-Inclusion/Women-and-Girls/Girls-in-ICT-Portal/Documents/Accenture-Stem-Report-Final.pdf>

<https://www.jspac.org/files/u/e6/86/attractingwomentostem.pdf>

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/un-women-annual-report-2019-2020-en.pdf?la=en&vs=3903>



Target audience:**Timeframe:**

Wide public with accent on females September 2021 – August 2023

Employees and students at MTF STU

Goals & Objectives

Short-term (<1y): Higher awareness of the females working at MTF STU and their achievements.

Medium-term (1-2y): Higher number of female students at MTF STU; Higher interest in the gender equality topic at MTF STU thanks to the female researchers' promotion.

Long-term (3-5y): More female students and scientific workers employed at MTF STU; High awareness of the gender equality topic among students and employees on all levels at MTF STU thanks to the female researchers' promotion.

Activities and Available Resources**Activities:**

- Preparation and creation of the website (within the mtf.stuba.sk) for promotion of females at MTF STU (form of articles, blogs and vlogs).
- Preparation and creation/collection of shareable files (pictures, texts, videos) for promoting technical subjects from various angles to engage the attention of females within public.
- Preparation and creation of the interactive game for introduction of the topic of gender equality.
- Preparation and creation of workshop lead by female researcher(s) presenting their achievements and discussing the obstacles in the process.
- Find and contact role models within MTF STU willing to promote themselves to public.
- Evaluation of all activities' success (number of attendants during workshops, number of reactions within the online campaigns).

Available resources:

- *human resources:*
 - o Personnel Office and Legal Affairs of MTF STU.
 - o CALIPER project researchers.
 - o Section of Public Relations of MTF STU (new person for faculty PR was hired recently)
 - o Females within MTF STU willing to promote themselves.
 - o People within MTF STU interested in the topic of gender equality.
- *budget:*
 - o The regular budget used for the creation and sharing of promotion materials.
 - o Budget from the CALIPER project for the females in STEM promotion activities.

Targets & Indicators

Short-term (<1y): At least 2 promotion activities/events/workshops implementation

Medium-term (1-2y): At least 4 promotion activities/events/workshops implementation

Long-term (3-5y): 50% of female scientific workers employed at MTF STU; 50% of female students studying at MTF STU



Facilitating & Hindering Contextual Factors

Policy context

There are no limitations in the issue of gender equality from the policy context. Various Acts within the Slovak Republic and EU underline the importance of equal chances and opportunities.

Organizational context:

The MTF STU top management shows interest in the topic of GEP, equal chances and opportunities, and the promotion of women in science and offers support with CALIPER project suggestions implementation.

History:

The civil society holds prejudice about the male-female fields of study, which demotivates girls to study in STEM. MTF STU has previously organized promotion activities (e. g. The Open House Day and Which University event, visiting high schools), promotion videos and content focused on all potential students.

Collaboration:

New cooperation can be established among MTF STU and other companies/institutions to promote gender equality within STEM to reach a larger audience.



6 Research

MTF recognizes and promotes values in all its activities, including research of academic freedoms, ethics and morality, equal opportunities, cooperation, innovation, responsibility. The strategic goal in the field of science, research and creative activity is to support quality and carry out excellent research in accredited areas of research, based on creativity, innovation and broad domestic and international cooperation. As part of fulfilling tasks in the CALIPER project and creating a gender equality plan at the Faculty of Materials Science and Technology. The Faculty of Materials Science and Technology wants to implement the following measures to support gender equality and gender mainstreaming in research.

6.1 Research contents and methods (gender as a dimension to be taken into account in framing research questions and designing research methods)

The main problem in the application of gender equality in the field of STEM is, above all, the low interest in the topic of gender equality in research. In the years 2017 to 2019, no research projects in the field of gender was carried out at the Faculty of Materials Technology, STU, and neither any diploma thesis or dissertation thesis included the topic of gender equality. A possible solution is to raise the awareness on gender equality on students and researchers and consequently increase the number of diploma theses, dissertations and projects on gender equality.

Raising awareness of gender equality and subsequently understanding gender specific needs in research can bring new perspectives to the collection of gender policy data. Researchers, companies, policymakers and researchers need to better understand the role that gender equality plays. These measures will achieve the goal of increasing the number of theses and projects on gender equality.

Table 5 Research contents and methods

N.	Measures/actions	Objective	Timeframe of implementation
1	Integration of the gender dimension in final theses (bachelor's degrees, diploma, dissertations)	Increasing awareness of gender equality by raising the number of theses (bachelor's degrees, diploma, dissertations) with the gender equality topic.	September 2021 – August 2023
2	Integration of gender issues and the gender dimension into research projects (as well as scientific publications).	Information, dissemination of knowledge, researched information among the scientific, professional and public fields through the integration of gender issues into research projects.	September 2021 – August 2023



6.1.1 Integration of the gender dimension in final theses (bachelor's degrees, diploma, dissertations)

The measure has a long-term nature, and its continuous implementation is expected (even after the end of the CALIPER project). The first goal is to list the topic of the final thesis by the thesis supervisor. Subsequently, it will depend on the students whether they choose the topic to discuss. The Institute of Industrial Engineering and Management gives priority to the final work in specific industrial enterprises, so that the solution of the given work would result in the penetration of gender equality issues / principles into other entities and the awareness of a wider group of people (ecosystem). More information is described in the table below.

These measures are planned from September 2021 until the August 2023.

The action consists in the Increasing awareness of gender equality by raising the number of proposed and solved theses focusing on gender issue. Supervisors will list the topic in the Academic Information System and students will be able to apply for their solution. The tables below show more information.

<i>Integration of the gender dimension in final theses (bachelor's degrees, diploma, dissertations)</i>	<i>Sources:</i>
	https://www.plotina.eu/recognition-research-pieces-gender-dimension-into-account-iseg/#1571055341720-dfa9392f-7645
	https://www.plotina.eu/recognition-dissertations-gender-dimension-into-account-unibo/#1571055341720-dfa9392f-7645
<i>Target audience:</i>	<i>Timeframe:</i>
<i>Students MTF STU</i>	<i>September 2021 – August 2023</i>
<i>PhD. Candidates MTF STU</i>	

Goals & Objectives

Short-term (<1y): Higher number of advertised (the supervisor will list the topic in the Academic Information System) final theses (bachelor's theses, diploma theses, dissertations) integrating the topic of gender equality, Higher number of solved final theses focusing on gender issue.

Medium-term (1-2y): Higher number of supervisors and students discussing final theses with the issue of gender equality. Higher level of awareness of gender equality in the ecosystem.

Long-term (3-5y): A higher number of supervisors (university teachers) and students dealing with final theses on gender equality issues, higher number of scientific papers / articles on gender equality, higher level of awareness of gender equality in the ecosystem.

Activities and Available Resources

Activities:

- Incorporating the issue of gender equality into lectures or exercise sessions of selected subjects in order to increase awareness of gender equality among students,
- Listing of topics of final theses by the supervisors of final theses
- Registration of students for final theses
- Elaboration of final theses by students in specific industrial enterprises

Solution of PhD dissertations. Candidate and implementation of research in the conditions of industrial enterprises in Slovakia



Available resources:

- *human resources*:
 - supervisor of final theses (university teacher),
 - CALIPER project researchers.
- *budget*:
 - no funds are expected in connection with the solution of final theses,
 - budget from the CALIPER project for scientific articles publication.

Targets & Indicators

Short-term (<1y): Number of published final theses (bachelor's theses, diploma theses, dissertations) focusing on gender issue, number of solved final theses on the topic of gender equality.

Medium-term (1-2y): Number of supervisors who wrote their final theses on gender equality issues, number of elaborated final theses on the topic of gender equality.

Long-term (3-5y): Number of supervisors who wrote their final theses focusing on gender issue, number of elaborated final theses focusing on gender issue, number of scientific papers / articles focusing on gender issue.

Facilitating & Hindering Contextual Factors

Policy context:

No documents were identified that would limit / support the implementation / solution of the measure. The problem may be that the issue of gender equality is not part of the syllabi the students are taught, and so the students do not encounter the issue of gender equality in the subjects.

Organizational context:

The Integration of gender equality issues into final theses (bachelor's theses, diploma theses and dissertations) is supported by the MTF's involvement in the CALIPER project, where members of the research team gain knowledge and awareness of gender equality issues. The organization of the Open Dialogue and Discussion within the CALIPER project helps to spread the issue of gender equality among other participants, including university teachers.

The problem may be that the issue of gender equality is not part of the students taught, and so the students do not encounter the issue of gender equality in the subjects.

History:

In 2020, the dissertation thesis was defended on the topic of "The proposal of generation Z managerial skills concept development in multicultural industrial enterprises with respect to gender equality". This was the first solved dissertation solved at MTF STU with an orientation on gender equality.

In 2020, a student was admitted to the doctoral degree with the topic of the dissertation "Proposal of the personnel strategy of industrial enterprises of the Slovak Republic with regard to gender equality".

Collaboration:

The solution of final theses in specific conditions of industrial enterprises creates a precondition for cooperation between MTF STU and industrial enterprises.



6.1.2 Integration of gender issues and the gender dimension into research projects (as well as scientific publications).

To contribute to promoting and disseminating gender equality, the topic can be included in research projects and scientific articles. The measure has a long-term character lasting from September 2021 to August 2023, but its effects will go beyond the specified period.

Integration of gender issues and the gender dimension into research projects

Sources:

<https://www.plotina.eu/seminar-favour-introduction-sex-gender-variable-research/#1571055341720-dfa9392f-7645>

<https://www.plotina.eu/incentives-integration-gender-dimension-in-research/#1571055341720-dfa9392f-7645>

<https://www.plotina.eu/seminar-favour-introduction-sex-gender-variable-research/#1571055341720-dfa9392f-7645>

<https://www.plotina.eu/seminar-use-sex-gender-perspective-in-research-unibo/#1571055341720-dfa9392f-7645>

https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/our-digital-future/era_en

https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en

https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe

Target audience:

STU academics (especially creative employees

pedagogical and scientific research employees)

PhD. Candidates

Timeframe:

September 2021 – August 2023

Goals & Objectives

Short-term (<1y): Higher awareness of gender equality, higher number of submitted research projects integrating the gender dimension.

Medium-term (1-2y): Higher awareness of gender equality, increased number of scientific publications integrating the gender dimension, higher number of submitted and solved research projects integrating the gender dimension.

Long-term (3-5y): Higher awareness of gender equality, increased number of scientific publications integrating the gender dimension, higher number of submitted (solved) research projects integrating the gender dimension.



Activities and Available Resources

Activities:

- Raise awareness of gender equality and the integration of the gender dimension and gender issues in research (research projects), e.g. By organizing an Open Dialogue and Discussion within the CALIPER Project.
- Organization of a workshop / training aimed at integrating gender issues into specific research and presentation of scientific / analytical tools supporting the integration of gender equality into research projects.

Available resources:

- *human resources*:
 - o CALIPER project researchers.
 - o Gender mainstreaming experts in research.
 - o MTF STU academics (pedagogical and scientific research staff).
- *budget*:
 - o budget from the CALIPER project for Implementation within the internal activities of MTF STU.

Targets & Indicators

Short-term (<1y): Number of scientific publications integrating the gender dimension (at least one publication).

Medium-term (1-2y): Number of scientific publications integrating the gender dimension (at least two publication). Long-term (3-5y): Number of scientific publications integrating the gender dimension (at least three publication),, number of submitted and solved research projects that focus on or take into account gender issues (at least one project).

Facilitating & Hindering Contextual Factors

Policy context:

Specific challenges for solving projects integrating the issue of gender equality. The existence of Gender Equality Strategy 2020-2025 and the Horizon Europe funding program with better integration of the gender dimension in the content of research and innovation projects. MTF STU recognizes and will promote in all its activities the following values: academic freedoms, ethics and morality, equal opportunities, cooperation, innovation, responsibility. In the area of Science, Research and Creative Activity, MTF STU has a defined strategic goal "Continuously increase the quality of research and development in order to intensify integration in the European Research Area and develop creative activity in accredited research areas. Ensure the application of their results to the process of students and staff education, publications, especially in a reputable publishing space, patents and utility models, and transfer into practice. " (MTF STU'S LONG TERM PLAN FOR THE PERIOD 2019-2024). One of the key priorities and tools of the European Research Area (ERA) is Gender Equality in Research and applying the gender context in research. Achieving gender equality at MTF STU can also be supported by the following opinion: In the last part of the factsheet Gender Equality: a strengthened commitment in Horizon Europe, For calls with deadlines in 2022 and onwards, having a Gender Equality Plan (GEP) will be an eligibility criterion for all public bodies, higher education institutions and research organisations wishing to participate in Horizon Europe (https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe).

Organizational context:

The MTF STU top management shows interest in the topic of GEP, equal chances and opportunities and the promotion of women in science and offers support with CALIPER project suggestions implementation.

History:

The organization of the Open Dialogue and Discussion within the CALIPER project helps to spread the awareness of the issue of gender equality among other participants, including university teachers and MTF researchers.

Collaboration:

The established GEP and the subsequent integration of the gender dimension into research can help to attract collaborating institutions from abroad and to obtain projects / grants.

7 Teaching

In the long run, the issue of gender equality is partially integrated in lectures from subjects at the Master level: Intercultural Management, Innovation Management, Management Skills, which are compulsory subjects and subjects International Relationships and Diversity master, which are semi-compulsory. In these subjects, the issue of gender equality has been addressed for a long time due to the solution and involvement of MTF STU in the project "Improving the gender diversity management in materials research institutions", which was funded by the European Union within the 7th Framework Program. In the university textbook "Innovation Management", there is a chapter devoted to gender equality. The issue of gender equality is also mentioned in the scripts Managerial Skills / Manažérske Zručnosti in English as well as in Slovak version. The task will be to deal in more detail with the issue of gender equality in selected subjects and dedicate whole blocks in lectures. To gain awareness of the issue of gender equality among students will be achieved by incorporating and integrating into syllabi and curricula of selected subjects. The problem may be to create syllabi within the existing accreditation process, but since the authors do not propose a complete change in the content of subjects, but only a partial addition to the issue of gender equality, this should not be an issue. Elaboration of a catalogue of women who significantly contributed to the development and knowledge of the field (subject) with which the taught subject is related.

7.1 Gender sensitive teaching (integration of gender in the curriculum)

The integration of gender in the curriculum should be implemented into existing syllabi and curricula of selected subject within MTF STU to include one lecture on the issue of gender equality, as well as some selected topic / lectures in the curriculum.

The implementation timeframe is from the beginning of the next school year, September 2021 to August 2023.

Table 6 Gender sensitive teaching

N.	Measures/actions	Objective	Timeframe of implementation
1	Integration of gender in the curriculum.	Within the existing syllabi and curricula of selected subjects to include one lecture on the issue of gender equality and to include some selected topics / lectures in the curriculum.	September 2021 – August 2023

7.1.1 Integration of gender in the curriculum

The measure is of a long-term nature, and its continuous implementation is expected (even after the end of the CALIPER project). It is possible to incorporate the issue of gender equality into the syllabi of subjects in the process of new accreditation and link to the content of the subject with gender issues (in relevant subjects). The aim is to integrate gender into different disciplines and areas of research, taking into account that these variables influence and change the process and consequences of research. That is the reason for the measures being planned from September 2021 to August 2023



**Integration of gender in the Sources:
curriculum.**

<https://www.plotina.eu/guides-integration-equality-diversity-in-curriculum/#1571055341720-dfa9392f-7645>

<https://www.plotina.eu/developing-postgraduate-level-online-module-on-gender-and-research-warwick/>

<https://www.plotina.eu/courses-available-for-students-on-gender-equality-iseg/#1571055341720-dfa9392f-7645>;

<https://www.plotina.eu/courses-available-for-students-on-gender-equality-ozu/#1571055341720-dfa9392f-7645>;

<https://www.plotina.eu/courses-available-for-students-on-gender-equality/>;

<https://www.plotina.eu/courses-available-for-students-on-gender-equality-unibo/>

Target audience:

Students

University teachers

Timeframe:

September 2021 – August 2023

Goals & Objectives

Short-term (<1y): Higher level of awareness of gender equality between teachers and students, elaboration of lectures, teaching materials.

Medium-term (1-2y): Higher level of awareness of gender equality between teachers and students, elaboration of lectures, teaching materials, The issue of gender equality is part of the selected subject(s).

Long-term (3-5y): elaboration of lectures, teaching materials. the issue of gender equality is part of the selected subject(s), gender equality part of the syllabi of the selected subject(s).

Activities and Available Resources

Activities:

- Spreading gender equality into the awareness of university teachers and students, e.g. through Open Discussion and Dialogue within the CALIPER Project.
- Creation of lectures, materials and teaching texts.

Available resources:

- *human resources:*
 - o MTF STU academics (pedagogical and scientific research staff),
 - o CALIPER project researchers,
 - o Experts on the integration of gender equality into the content of subjects.
- *budget:*
 - o budget in the framework of internal activities and subject updates.
 - o budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): Number of subjects dealing at least partially with the issue of gender equality (directly into the content or presentation of women who have significantly contributed to the development and knowledge of the field / subject (at least 1 lecture).

Medium-term (1-2y): Number of subjects on which it deals at least in part with the issue of gender equality (directly into the content or presentation of women who have significantly contributed to the development and knowledge of the field / subject (at least 2 lectures).

Long-term (3-5y): Number of subjects on which it deals at least in part with the issue of gender equality (directly into the content or presentation of women who have significantly contributed to the development and knowledge of the field / subject (at least 3 lecture) or implementation of the subject or modification of the subject focused on the issue of gender equality (in the range of at least a quarter to half of the subject content).

Facilitating & Hindering Contextual Factors

Policy context:

The measure could be supported by the created National Strategy for Equality between Women and Men and Equal Opportunities in the Slovak Republic 2020-2025, where one of the strategic areas and priorities is Education, Science and Research and the Action Plan on Gender Equality and Equal Opportunities for 2020-2025, with a number of measures that could support the integration of gender equality into the content of subjects, e.g. to ensure education of pedagogical and professional staff of school staff on equality between women and men and equal opportunities.

Organizational context:

The MTF STU top management shows interest in the topic of GEP, equal chances and opportunities, and the promotion of women in science and offers support with CALIPER project suggestions implementation. The CALIPER project solution expands the knowledge of gender equality issues at MTF STU and the organization of Open Dialogue and Discussion as well.

History:

In the long run, the issue of gender equality is partially integrated in lectures from subjects at the master level: Intercultural Management, Innovation Management, Management Skills, which are compulsory (compulsory) subjects and International Relationships and Diversity master, which is semi-compulsory. In these subjects, the issue of gender equality has been addressed for a long time due to the solution and involvement of MTF STU in the project "Improving the gender diversity management in materials research institutions", which was funded by the European Union within the 7th Framework Program. In the university textbook "Innovation Management", there is a chapter devoted to gender equality. The issue of gender equality is also mentioned in the scripts Managerial Skills / Manažérske zručnosti. The task will be to deal in more detail with the issue of gender equality of selected subjects and dedicate whole blocks in lectures.

Collaboration:

Raising awareness of gender equality in subjects can support students' interest in addressing the final theses related to gender equality issues or related to gender equality issues.



8 Transfer to Market

The results of the analysis of the internal environment show that the share of women in joint research projects / co-managed with companies in the years from 2017 to 2019 are: 35.86%, 35.82% and 41.59%, which are good results. The effort of MTF STU is to at least maintain this trend. Lower is instead the proportion of women in the acquisition of patents, in the years from 2017 to 2019, and their representation was as follows: 23.08%, 23.08% and 13.79%. Increasing the share of women involved in the transfer to the market is possible by motivating them, supporting them, creating better conditions. In 2020, the MTF STU Industrial Council was newly established, which has aimed to support and expand direct cooperation in research - use of academic potential, including scientific laboratories and state-of-the-art equipment for industry, mediation of transfer of the latest scientific and professional knowledge into practice, strengthening cooperation in science and research in the form of solving joint projects or in the form of contract research, support for organizing scientific and professional workshops, seminars and lectures, solving professional problems of companies in the form of entrepreneurial activity, mutual exchange of information between faculty and industrial enterprises to improve the structure of study programs and subjects, to reflect the requirements of industry, popularization and promotion of technical education, support of PR activities of the faculty.

8.1 Supporting all employees in technology transfer

Table 7 Supporting all employees in technology transfer

N.	Measures/actions	Objective	Timeframe of implementation
1	Supporting all academics (with special emphasis on women) in technology transfer	Increasing the number of academics (with special emphasis on increasing the number of women) involved in Transfer to market by obtaining patents. Maintaining the current state of cooperation with enterprises.	September 2021 – August 2023

8.1.1 Supporting all academic (with special emphasis on women) employees in technology transfer

MTF STU can create conditions for the creation of a group of employees who are successful in obtaining patents and in cooperation with companies that would provide advice and experience to new, inexperienced employees and women in the meetings, whereas the MTF STU should also rely on industry advice for these activities. These measures are planned from September 2021 to August 2023.

Supporting all academic (with special emphasis on women) employees in technology transfer Sources:

https://www.prnewswire.com/news-releases/the-invention-gender-gap-300680845.html?tc=eml_cleartime

<https://wonkhe.com/blogs/scaling-up-gender-diversity-in-the-university-spinout-ecosystem/>



Target audience:**Timeframe:**

MTF STU academics (pedagogical and scientific research) September 2021 – August 2023

Goals & Objectives

Short-term (<1y): Higher level of involvement of employees (and therefore also women) in Transfer to market

Medium-term (1-2y): Higher involvement of employees / women in Transfer to market, higher rate of obtaining patents by employees (and therefore also by women)

Long-term (3-5y): Higher level of involvement of employees (and therefore also women) in Transfer to market, higher rate of obtaining patents by women

Activities and Available Resources**Activities:**

- Support for employee involvement in transfer to market through the creation of a website (sub-page) of institutes or faculties - what specific “business activities” can the employee / workplace offer.
- Creating conditions for meetings of employees in order to promote cooperation with companies and obtain patents, e.g. by creating / defining a specific time when there are no lectures and employees will be able to meet together for these purposes.
- Encourage experienced staff to share their experiences.

Available resources:

- *human resources:*
 - o MTF STU academics (pedagogical and scientific research staff).
- *budget:*
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): Number of women involved in working with businesses.

Medium-term (1-2y): Number of women involved in working with businesses, the share of women in obtaining patents.

Long-term (3-5y): Number of women involved in working with businesses, the share of women in obtaining patents.

Facilitating & Hindering Contextual Factors**Policy context:**

The implementation of specific activities aimed at supporting women may be a problem (equal opportunities provided for in legislation (e.g. Act No. 365/2004 Coll. Act on Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Acts (Anti-Discrimination Act)). Thus, both sexes should have the same conditions in terms of skills development training, e.g. for leadership development, self-confidence courses).

Organizational context:

MTF STU supports cooperation with practice, which is also emphasized by the newly created MTF STU Industrial Council.

History:

MTF STU, i.e. STU on an irregular basis organizes information meetings with employees who are in charge of institutional coverage of patent filing with pedagogical and scientific research employees.

Collaboration:

Cooperation with practice and business can also help to raise awareness of gender equality issues.

9 Sexual Harassment

The issue of sexual harassment was not identified within the research of the internal environment of the faculty. A rare case was present in the questionnaire survey, where an anonymous answer was recorded that the respondent had encountered this type of harassment but did not resolve the matter further. Other answers displayed the problem that if respondents got into such a situation, they would not know who to turn to. In the long run, it is necessary to legislatively define the concept of sexual harassment as a setting of the norm, and subsequently characterize what behaviour is considered sexual harassment. Another needed definition will be that of the procedural approach to solving the situation. The aim is to set an ethical standard of conduct.

In the conditions of the Slovak Republic for the assessment of violent interference with the personal integrity, the Criminal Code no. 300/2005 Coll. is applied. This Code defines sexual violence. One of the forbidden forms of sexualized violence is sexual harassment. In the field of labour law and similar relations, social security, health care, provision of goods and services, and education, it is considered prohibited by the Anti-Discrimination Act no. 365/2004 Coll., according to which this is a form of discrimination on the grounds of sex and / or gender. According to §2a sec 4 of this Act, harassment is such conduct as a result of which intimidating, hostile, embarrassing, degrading, abusive or offensive environment arises and which has the intention or effect of interfering with one's freedom or dignity. Furthermore, according to sec 5, sexual harassment is of verbal, non-verbal or physical conduct of a sexual nature, the intention or effect of which is or may become a disruption of one's dignity and which creates an intimidating, degrading, hostile or offensive environment.

9.1 Prevention Policy (determination of the standard process)

Sexual harassment is a type of behaviour of a sexualized nature that violates the dignity of another person. In principle, the line between flirting and sexual harassment is where it becomes uncomfortable for one of the people. Sexual attention becomes sexual harassment when it turns into unwelcomed behaviour.

MTF STU has implemented a policy for resolving complaints, including sexual harassment. The shortcoming found is that the people concerned are generally not familiar with this procedure. The issue is not defined legislatively within the internal system of standards. There was low awareness around this topic. Only one complaint has been registered in the last five years. No cases have been reported by witnesses. This points to the problem of an inadequate procedural system.

The prevention policy consists of setting up a transparent complaints system, composed of the protection of the complainant and of raising awareness in this area.

The implementation timeframe will start immediately after the GEP implementation from July 2021 until August 2023.



Table 8 Sexual harassment prevention policy

N.	Measures/actions	Objective	Timeframe of implementation
1	Implementation of the transparent complaints system	MTF STU has the obligation to set up an organizational system and accept responsibility in a transparent manner.	July 2021 – August 2023
2	Raising awareness	An effective sexual harassment policy can limit harm and reduce liability. It also promotes the equity and diversity goals of the faculty and makes good behaving sense.	September 2021 – August 2023

9.1.1 Implementation of the transparent complaints system

The prevention policy has a long-term character, the success of which lies in its sustainability. The aim is to integrate this issue into ethical standards of conduct without an overriding undertone. The result is a sense of security, safety and moral compass for each person involved. Core values are Care, Respect, Integrity, Trust, Accountability. The implementation of individual measures is planned from July 2021 to August 2023.

Implementation of transparent Sources: *complaints system*

<https://www.zastavmenasilie.gov.sk/pravo-1>

<https://www.totojerovnost.eu/index.php/pomoc-a-poradenstvo/ako-riesit-sexualne-obtazovanie/>

<https://www.slov-lex.sk/zoznam-tezaurov/-/tezaurus/koncept/-SK-tezaury-1-5-koncepty-80>

Target audience:

Students

University staff

External subjects

Timeframe:

July 2021 – August 2023

Goals & Objectives

Short-term (<1y): development of a prevention policy consisting of the creation of a transparent complaints system, including the creation of an internal directive defining the basic standards and concepts in this area and the procedural strategy.

Medium-term (1-2y): implementation of the prevention policy, publication of the internal directive within the internal environment of MTF STU.

Long-term (3-5y): sustainability of the implementation phase, introduction of a control mechanism for the success of implementation phase.



Activities and Available Resources

Activities:

- to develop a new transparent complaints system (possibilities, method, protection, archiving),
- to develop an internal directive,
- the definition of monitoring the number and seriousness of complaints with statistical reporting and the action taken,
- providing specific training on sexual harassment and a new complaints system.

Available resources:

- *human resources:*
 - o People within MTF STU
 - o CALIPER project researchers
 - o Experts on the sexual harassment
- *budget:*
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): Internal directive (definition, procedure, monitoring, evaluating).

Medium-term (1-2y): training (at least 1).

Long-term (3-5y): statistical reporting with feedback.

Facilitating & Hindering Contextual Factors

Policy context:

The basic legal norm represents the Act no. 365/2004 Coll. Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Laws (Anti-Discrimination Act), which regulates the application of the principle of equal treatment and provides for legal remedies in the event of a breach of this principle. Adherence to the principle of equal treatment shall consist of the prohibition of discrimination on grounds of sex, religion or belief, race, nationality or ethnic group, disability, age, sexual orientation, marital or family status, colour, language, political or other opinion, national or social origin, property, lineage or other status or because of a report of crime or other anti-social activity. While respecting the principle of equal treatment, good morals must also be taken into account in order to extend protection against discrimination. Adherence to the principle of equal treatment also consists of taking measures to protect against discrimination.

Organizational context:

It is in the interest of MTF STU to have transparent procedures adopted and to create a uniform harmonized environment with an emphasis on prevention policy. The background consists of a collection of internal guidelines, which is supported by raising awareness through participation in all internal processes.

History:

The essence of this issue is a society-wide problem due to its relocation and solution to a non-public space. It has even been found that sexual harassment is a necessity for "survival" and "peace" in the workplace. Sometimes the people concerned are not even able to realize and / or define that the interference with their integrity is already compromised and is considered sexual harassment, and they are left without knowing what their options are.



Collaboration:

Introduction of a communication campaign, organization of training, determination of the responsible department, special training of workplace managers.

9.1.2 Raising awareness

To raise awareness of the new transparent complaints system, promotion is necessary. For this reason, two means of communication were defined within this activity – meetings and publication. The implementation of individual measures is planned from September 2021 to August 2023.

Raising awareness	Sources: https://www.zastavmenasilie.gov.sk/pravo-1 https://www.totojerovnost.eu/index.php/pomoc-a-poradenstvo/ako-riesit-sexualne-obtazovanie/ https://www.slov-lex.sk/zoznam-tezaurov/-/tezaurus/koncept/-SK-tezaury-1-5-koncepty-80
Target audience:	Timeframe:
Students	September 2021 – August 2023
University staff	
External subjects	

Goals & Objectives

Short-term (<1y): development of a raising awareness strategy consisting of the time plan of the activities, consisting of meetings and the publication in this topic.

Medium-term (1-2y): implementation of the raising awareness activities, raising awareness in this area on two levels - about the possibilities of filing complaints and about the issue itself.

Long-term (3-5y): sustainability of the implementation phase, introduction of a control mechanism for the success of implementation phase.

Activities and Available Resources

Activities:

- incorporating information meetings on harassment policy into all entry processes (students, staff, external subjects),
- a communication campaign on sexual harassment in the form of publication on the faculty's website.

Available resources:

- **Human resources:**
 - o People within MTF STU
 - o CALIPER project researchers
 - o Experts on the sexual harassment



- *Budget:*
 - o Budget in the framework of internal activities and subject updates.
 - o Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): development of a raising awareness strategy.

Medium-term (1-2y): internal communication campaign –at least 1 meeting, 1 publication.

Long-term (3-5y): statistical reporting with feedback.

Facilitating & Hindering Contextual Factors

Policy context:

The basic legal norm represents the Act no. 365/2004 Coll. Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments to Certain Laws (Anti-Discrimination Act), which regulates the application of the principle of equal treatment and provides for legal remedies in the event of a breach of this principle. Adherence to the principle of equal treatment shall consist of the prohibition of discrimination on grounds of sex, religion or belief, race, nationality or ethnic group, disability, age, sexual orientation, marital or family status, colour, language, political or other opinion, national or social origin, property, lineage or other status or because of a report of crime or other anti-social activity. While respecting the principle of equal treatment, good morals must also be taken into account in order to extend protection against discrimination. Adherence to the principle of equal treatment also consists of taking measures to protect against discrimination.

Organizational context:

It is in the interest of MTF STU to have transparent procedures adopted and to create a uniform harmonized environment with an emphasis on prevention policy. The background consists of a collection of internal guidelines, which is supported by raising awareness through participation in all internal processes.

History:

The essence of this issue is a society-wide problem due to its relocation and solution to a non-public space. It has even been found that sexual harassment is a necessity for "survival" and "peace" in the workplace. Sometimes the people concerned are not even able to realize and / or define that the interference with their integrity is already compromised and is considered sexual harassment, and they are left without knowing what their options are.

Collaboration:

Introduction of a communication campaign, organization of training, determination of the responsible department, special training of workplace managers.



10 Collaborative Actions

Collaborative actions are part of the Communication Plan. For successful collaborative actions, the effective communication and knowledge of the target group for which cooperation is proposed is crucial.

The basic characteristics must be known to work with a selected target group:

- analysis of authorities in a specific organization (internal faculty, external self-government, companies, schools...),
- the state of perception of the issue of gender equality,
- analysis of values,
- analysis of opinions,
- analysis of knowledge on gender equality issues,
- analysis of attitudes,
- analysis of the existing means of communication,
- defining needs in gender equality issues,
- analysis of the possibilities of changes in thinking processes and patterns of behaviour of a specific target group.

The role of communication and collaboration in the field of gender equality is to find and define common benefits for all partners.

Table 9 Collaborative actions

<i>n.</i>	<i>Collaborative action</i>	<i>Area</i>	<i>Stakeholders involved</i>	<i>Timeframe</i>
1	Communication strategy	<i>Provide new information on gender equality policy and opportunities for cooperation</i>	<i>Industrial enterprises, municipalities</i>	June 2021 – August 2023
2	Open days, information panels, lectures	<i>Focus on the medium and long term communication, present to children and school staff the benefits of studying at the faculty, focusing in particular to motivate girls.</i>	<i>Schools and universities</i>	June 2021 – August 2023
3	<i>Discussions on the importance of equal chances and opportunities</i>	<i>Promoting awareness of gender equality, inclusion, equal opportunities and the importance of the Gender equality plan</i>	<i>Municipalities, businesses, schools, universities</i>	July 2021 - August 2023



10.1 Communication strategy

A number of raising awareness activities will be carried out in the process of elaborating a communication strategy on gender equality, ranging from the initial analysis of the target group and the target. Workshop, conference, information day, and social gathering can explain the benefits, be a space for the presentation of experiences in the field of gender equality.

Open days, training, workshops

Sources:

https://www.stuba.sk/sk/fakulty/ine-pracoviska/stubacik.html?page_id=13400
<https://www.plotina.eu/guides-integration-equality-diversity-in-curriculum/#1571055341720-dfa9392f-7645> <https://www.plotina.eu/courses-available-for-students-on-gender-equality/>;
<https://www.plotina.eu/courses-available-for-students-on-gender-equality-unibo/>
<https://www.un.org/sustainabledevelopment/gender-equality/>
<https://www.unicef.org/gender-equality>

Target audience:

Timeframe:

industrial enterprises, businesses and municipalities June 2021 – August 2023

Goals & Objectives

Short-term (<1y): Preparation of the required documents; Provide new information on gender equality policy and opportunities for cooperation; Gender communication equality must not only be adapted to the type of organization, but must be based on specific principles, options and documents. It is important to identify them so that goals can be achieved realistically.

Medium-term (1-2y): Cooperation MTF STU and partners; More communication activities; Information exchange.

Long-term (3-5y): New projects, new forms of cooperation and communication; More joint activities.

Activities and Available Resources

Activities

- Open days, Training, WS,
- Creation of lectures, materials,
- Raising gender awareness.



Available resources

- *Human resources:*
 - People within MTF STU
 - CALIPER project researchers.
- *budget:*
 - budget from the CALIPER project used in the preparation phase.
 - The regular budget used for PR activities.

Targets & Indicators

Short-term (<1y): The timeframe of the document preparation (1) new partners, new activities (1 workshop, 1 information day).

Medium-term (1-2y): The timeframe of the document preparation (1), new communication activities MTF STU and partners (2 workshops, 2 information days).

Long-term (3-5y): New project (1), new forms of cooperation for gender policy (2 workshops, 2 information days), a new approach to this issue.

Facilitating & Hindering Contextual Factors

Policy context:

Slovak Republic is a party to several international human rights treaties including the International Covenant on Civil and Political Rights, the European Convention on Human Rights, the UN Convention on the Elimination of All Forms of Racial Discrimination and the UN Convention on the Rights of Persons with Disabilities. The measure could be supported by the created National Strategy for Equality between Women and Men and Equal Opportunities in the Slovak Republic 2020-2025.

Organizational context:

Top management MTF STU is interested in the topic of GEP.

People show interest in topic equal chances and opportunities. Top management offers support with CALIPER project suggestions implementation. The CALIPER project solution expands the knowledge of gender equality issues at MTF STU and of Open Dialogue with partners.

History:

In the long run, the issue of gender equality is partially integrated in projects goals, project documents.

There is an existing corporate culture at the faculty, which contains rules, policies and principles important to the processes in the organization. This corporate culture takes into account the transnational principles of equality policy.

The faculty has been cooperating with companies for a long time and tries to gain the interest of new students, especially girls, to study at MTF.

Collaboration:

Workshops, conferences, lectures, information days, social gatherings can explain the benefits, be a space for the presentation of experiences in the field of gender equality. Too training can provide new information on gender equality policy.



10.2 Open days, information panels, lectures

In the case of external communication with secondary and primary schools other forms of communication activities seem more appropriate. It is good to focus on the medium and long-term communication, present to children and school staff the benefits of studying at the faculty, focusing in particular to motivate girls. It is good to work systematically on the image of the faculty. Open days, information panels, lectures it is good to include regularly in the time schedule and continuously adjust according to the results of the results and needs. Raising awareness about the participation of pupils is important for cooperation with the surrounding schools on gender equality.

<p><i>Open days, information panels, lectures</i></p>	<p><i>Sources:</i></p> <p>https://www.zakonypreludi.sk/zz/2019- https://www.stuba.sk/sk/fakulty/ine-pracoviska/stubacik.html?page_id=13400 https://www.plotina.eu/guides-integration-equality-diversity-in-curriculum/#1571055341720-dfa9392f-7645 https://www.plotina.eu/courses-available-for-students-on-gender-equality/; https://www.plotina.eu/courses-available-for-students-on-gender-equality-unibo/</p>
<p><i>Target audience:</i></p> <p><i>schools and universities</i></p>	<p><i>Timeframe:</i></p> <p><i>June 2021 – August 2023</i></p>

Goals & Objectives

Short-term (<1y): Preparation of the required documents for cooperation; Provide new information on gender equality policy and opportunities for cooperation; Gender communication equality must not only be adapted to the type of school, but must be based on specific principles, options and documents. It is important to identify them so that goals can be achieved realistically.

Medium-term (1-2y): Cooperation MTF STU and partners; More communication activities; Information exchange; Focus on the medium and long term.

Long-term (3-5y): New projects, new forms of cooperation and communication; More joint activities; Present to children and school staff the benefits of studying at the faculty, focusing in particular to motivate girls; Work systematically on the image of the faculty.

Activities and Available Resources

Activities

- Open days, information panels, lectures.
- Creation of lectures, materials.
- Raising gender awareness.



Available resources

- *human resources*:
 - People within MTF STU
 - CALIPER project researchers.
- *budget*:
 - Budget from the CALIPER project used in the preparation phase.
 - The regular budget used for PR activities.

Targets & Indicators

Short-term (<1y): The timeframe of the document preparation (1) new partners, new activities (1 workshop, 1 information day)

Medium-term (1-2y): New communication activities MTF STU and schools (2 workshops, 2 information days).

Long-term (3-5y): New project (1), new forms of cooperation for gender policy (2 workshops, 2 information days, 2 conferences), a new approach to this issue.

Facilitating & Hindering Contextual Factors

Policy context:

Slovak Republic is a party to several international human rights treaties including the International Covenant on Civil and Political Rights, the European Convention on Human Rights, the UN Convention on the Elimination of All Forms of Racial Discrimination and the UN Convention on the Rights of Persons with Disabilities. The measure could be supported by the created National Strategy for Equality between Women and Men and Equal Opportunities in the Slovak Republic 2020-2025.

Organizational context:

Top management MTF STU is interested in the topic of GEP.

People shows interest in topic equal chances and opportunities. Top management offers support with CALIPER project suggestions implementation. The CALIPER project solution expands the knowledge of gender equality issues at MTF STU and of Open Dialogue with partners.

History:

In the long run, the issue of gender equality is partially integrated in projects goals, project documents.

There is an existing corporate culture at the faculty, which contains rules, policies and principles important to the processes in the organization. This corporate culture takes into account the transnational principles of equality policy.

The faculty has been cooperating with companies and schools for a long time and tries to gain the interest of new students, especially girls, to study at MTF.

Collaboration:

Workshops, conferences, lectures, information days, information panels can explain the benefits, be a space for the presentation of faculty.

10.3 Discussions on the importance of equal opportunities

The discussion will take place at the internal level, but subsequently also externally. Partners and stakeholders will be involved. There will be carried out various activities to support the spread of awareness in the field of equal opportunities, based on the discussion of stakeholders. This understanding of the importance of gender equality



and the implementation of measures that are focused on its outcome. The discussion is expected to be captured in the media, which provides further dissemination in the public.

Discussions on the importance of equal opportunities

Sources:

<https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-awareness-raising>

http://eha.ut.ee/wp-content/uploads/2016/04/6_06_magi_biin_trasberg_kruus_summary.pdf

<https://www.sciencespo.fr/students/en/news/10-measures-advance-gender-equality-university.html>

Target audience:

municipal boards, employees of municipalities and authorities, business representatives, business management, management at the universities, researchers and teachers at universities, management and teachers at secondary and primary schools

Timeframe:

July 2021 – August 2023

Goals & Objectives

Short-term (<1y): Creating a functional network of stakeholders from different fields in order to spread awareness; Proposal of communication initiatives that aim to disseminate key messages in gender equality; Proposals of public events; Creating a plan of activities for the purpose of raising awareness in cooperation with stakeholders.

Medium-term (1-2y): Creating a network of media interesting in the topic of gender equality; Implementation of communication initiatives; Implementation of public events and the activities mentioned in the Activity plan; Raising stakeholders' awareness in the issue of gender equality.

Long-term(3-5y): Published articles, videos with interviews and discussions on gender issues; Raising public awareness in the issue of gender equality.

Activities and Available Resources

Activities

- Community-based initiatives in regional context to promote community dialogue on gender equality (seminars, workshops, public meetings, presentations, social events etc;) with different stakeholders.
- Organizing events (e.g. information booths at events organized by faculty partners, exhibitions etc.) to convey the message to a specific target group, such as business people, university and school staff.
- Activities at social networks to spread the awareness of gender equality, which offer the possibility for the viral dissemination and also interactivity with target audience.
- Providing interviews in the media space.
- Lobbying, especially in public administration, to support the spread of enlightenment in public space.
- Survey of awareness of equal opportunities.



Available resources

- *Human resources:*

- People within MTF STU.
- CALIPER project researchers.

- *Budget:*

- The regular budget used for PR activities.
- Budget from the CALIPER project.

Targets & Indicators

Short-term (<1y): List of stakeholders by individual areas together with competent persons and contacts, Activity plan for discussions on the importance of equal opportunities.

Medium-term (1-2y): List of media interesting in the topic of gender equality, List of implemented communication initiatives, List of specific implemented activities, Increased awareness of gender equality in the target audience, by at least 30%.

Long-term(3-5y): Increased awareness of gender equality in the target audience, by 70%, Specific outputs in the media in the form of articles, online interviews and more.

Facilitating & Hindering Contextual Factors

Policy context:

The policy is effectively targeted, there are no obstacles. Since EU Horizon Europe project scheme requires GEP from participating institutions, active interest of many institutions in the topic of gender equality, inclusion and equal chances and opportunities policy has increased.

Organizational context:

Since 2020, when the CALIPER project began to be addressed, awareness has been spread in the field of gender equality. A network of enthusiastic people was created, who actively participate in the solution of the project, but also in activities outside the project. The faculty has the premises, technology, human resources and effective relationships available with stakeholders for the organization of activities related to raising awareness of gender equality, inclusion, equal opportunities and the importance of the gender equality plan. The management of the faculty supports these activities. The faculty seems to be prepared.

History:

At MTF STU, a few years ago, based on the activity of individuals, a space for discussion on issues of gender equality was gradually created in connection with the FP 7 Improving Gender Diversity Management in Materials Research Institutions project. However, the greatest progress has been made since 2020, when the CALIPER project began to be addressed and this issue began to be intensively addressed, and discussions were opened not only inside the institution, but also externally, towards the external environment.

Collaboration:

Various types of activities in cooperation with the university's partners in matters of gender equality. On the basis of regular seminars, open dialogues, workshops, exhibitions, interviews with the media and others, the importance of implementing activities related to equal opportunities and GEP in institutions (e.g. universities, self-government, business) will gradually spread, first at the local level. Later, there will be a gradual spread in public space.



11 Gantt Chart

Following figure shows the overall Gantt Chart including all the actions presented in the sections before.

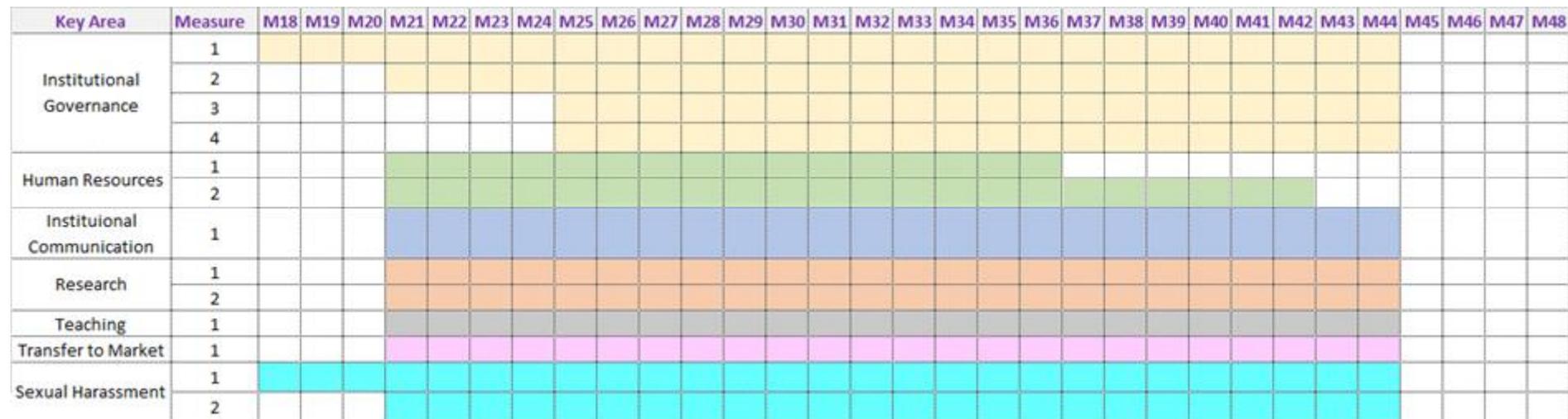


Figure 2 Gantt Chart

