

**Gender Equality Plan**  
**of Poznan University of Physical Education**  
**in Poznan**



**Akademia Wychowania Fizycznego**  
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**Faculty of Health  
Science**



**Faculty of Physical  
Culture Science**



**Faculty of Physical  
Culture in Gorzow Wlkp.**

**Poznań, July 2022**



**Table of Contents**

Introduction..... 4  
Diagnosis..... 6  
Action Plan..... 13  
Summary..... 15  
Literature..... 17

## Introduction

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The primary goal of activities under the Gender Equality Plan of the Poznan University of Physical Education in Poznan is to support work based on respecting equality and free from discrimination on account of gender. Ultimately, the activities are aimed to support the University's effective development organizationally, academically and educationally.

The Gender Equality Plan submitted is a continuation of the activities already undertaken at the University, as in 2017 the Academy received from the European Commission the logo „HR Excellence in Research“. It is a peculiar indicator of an effective implementation of rules flowing from the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. And in reference to the activities covered by the Gender Equality Plan, the European Commission draws attention to their underlying goals, which include<sup>1</sup>:

- analysing and evaluating currently used procedures and practices in order to diagnose gender-related prejudice;
- identifying and implementing modern strategies aiming at levelling prejudices;
- specifying goals and monitoring (thorough analysing the indicators adopted) progress related to the promotion of gender equality;
- further, the European Commission pointed to some general areas in which the activities serve to achieve gender equality. Listed here were<sup>2</sup>:
- balance between private life, e.g. family life and occupational sphere in terms of allowing for the unit's organizational culture;
- gender balancing in decision-making boards, as well as among those in managerial positions;
- gender balancing in the area of career development and recruitment processes;
- including gender-related aspects in academic research and educational content;
- the aspect of measures preventing gender-related violence, including measures for sexual harassment prevention.

<sup>2</sup> ibid, p 6.

In connection with the subject matter submitted, the Gender Equality Plan of the University of Physical Education in Poznan contains a diagnosis of the status quo in this respect, along with an action plan (in the form of specific goals and activities) for the years 2022-2024. The diagnosis includes an analysis of the percentage employment distribution in the individual academic and administration positions, as well as career paths broken down by gender. The action plan for years to come, in turn, contains general goals (referring to the individual areas pointed to by the European Commission) and specific activities, along with their addressees and recipients.

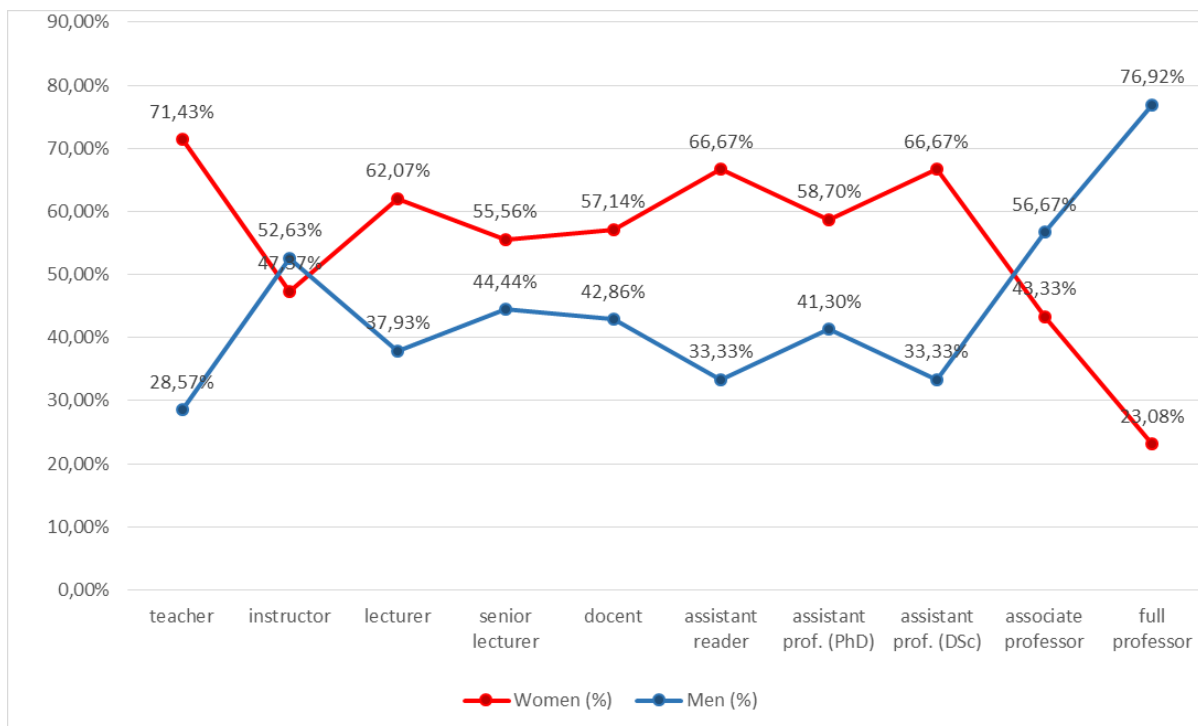
## Diagnosis

As can be seen from the data in **Table 1** and **Diagram 1**, the dominance of women appears in positions such as: teacher, lecturer, senior lecturer, docent, assistant reader and assistant professor. Men, in turn, dominate in positions such as instructor, associate professor and professor. As to basic pay, it is relatively similar for both women and men, with the exception of associate professor, where men earn more.

**Table 1. Percentage distribution, number of women and men as well as average values of basic pay by position (as of 31-12-2021).**

POSITION	NUMBER	WOMEN			MEN		
		N	%	WZ	N	%	WZ
<b>teacher</b>	7	5	71,43	3712	2	28,57	3616
<b>instructor</b>	19	9	47,37	3720	10	52,63	3726
<b>lecturer</b>	58	36	62,07	4125	22	37,93	4042
<b>senior lecturer</b>	27	15	55,56	4995	12	44,44	4982
<b>docent</b>	7	4	57,14	5457	3	42,86	5388
<b>assistant reader</b>	12	8	66,67	3881	4	33,33	3621
<b>assistant professor (PhD)</b>	46	27	58,70	5138	19	41,30	5265
<b>assistant professor (DSc)</b>	3	2	66,67	5630	1	33,33	5872
<b>associate professor</b>	30	13	43,33	6288	17	56,67	6992
<b>full professor</b>	13	3	23,08	7995	10	76,92	8199
<b>TOTAL</b>	222	122	54,95	4787	100	45,05	5306

Explanation of abbreviations: N – number of people; % - percentage share; WZ – basic pay value average/job position.



**Diagram 1. Percentage share of women and men among academics employed in individual positions.**

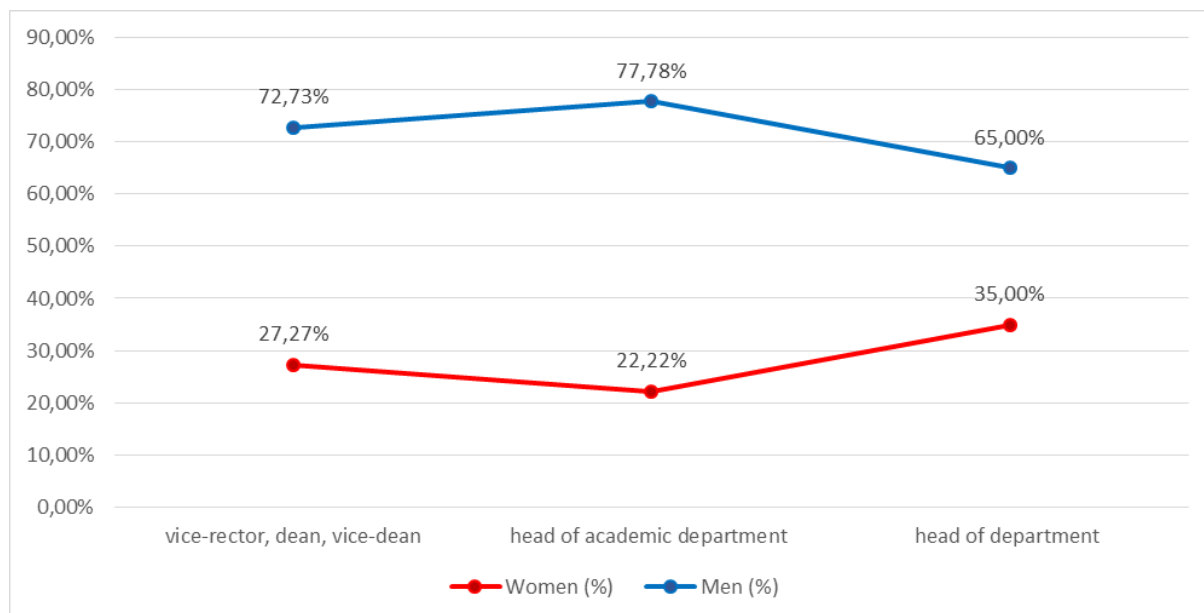
Based on the data in **Table 2** and **Diagram 2**, one can say that the staff managing the University are dominated by men. Basic pay for men is higher too, but this is related to the job position held before, with more men employed as professors and associate professors, some of them at the same being part of the managing staff.

**Table 2. Percentage distribution, number of women and men, as well as average values of basic pay by function (as of 31-12-2021).**

FUNCTION	NUMBER	WOMEN			MEN		
		N	%	WZ	N	%	WZ
vice-rector, dean, vice-dean	11	3	27,27	5826	8	72,7	6573
head of academic department	9	2	22,22	6421	7	77,7	8414
head of department	40	14	35,00	5756	26	65,0	6841
<b>TOTAL</b>	60	19	31,67	5837	41	68,3	7057

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Explanation of abbreviations: N – number of people; % - percentage share; WZ – basic pay value average/job position.



**Diagram 2. Percentage share of women and men on the staff managing the University.**

As can be seen from **Table 3** and **Diagram 3**, women predominate percentage-wise in all departments and in the Department of Foreign Languages. There is a considerable disproportion in the foreign language laboratory, but it could be related to the low number of people or the character of the work.

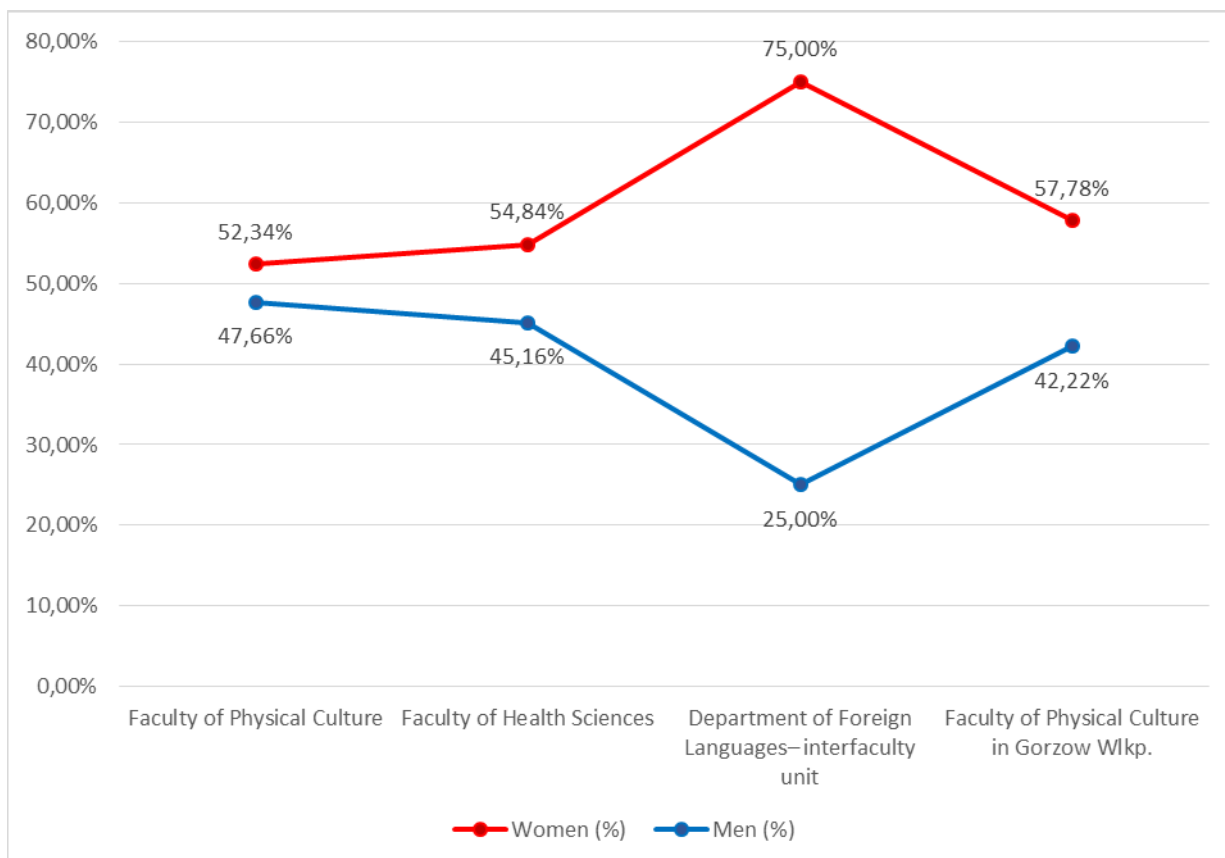
**Table 3. Percentage distribution and the number of women and men employed in faculties (as of 31-12-2021).**

ACADEMICS	NUMBER	WOMEN			MEN		
		N	%	WZ	N	%	WZ
<b>Faculty of Physical Culture Science</b>	107	56	52,34	510 4	51	47,6 6	5490
<b>Faculty of Health Science</b>	62	34	54,84	479 4	28	45,1 6	5618
<b>Department of Foreign Languages– interfaculty unit</b>	8	6	75,00	371 2	2	25,0 0	3616
<b>Faculty of Physical Culture in Gorzow</b>	45	26	57,78	445	19	42,2	4565



<b>Wlkp.</b>				5		2	
<b>TOTAL</b>	222	12 2	54,95	481 1	100	45,0 5	5313

Explanation of abbreviations: N – number of people; % - percentage share; WZ – basic pay value average/job position.



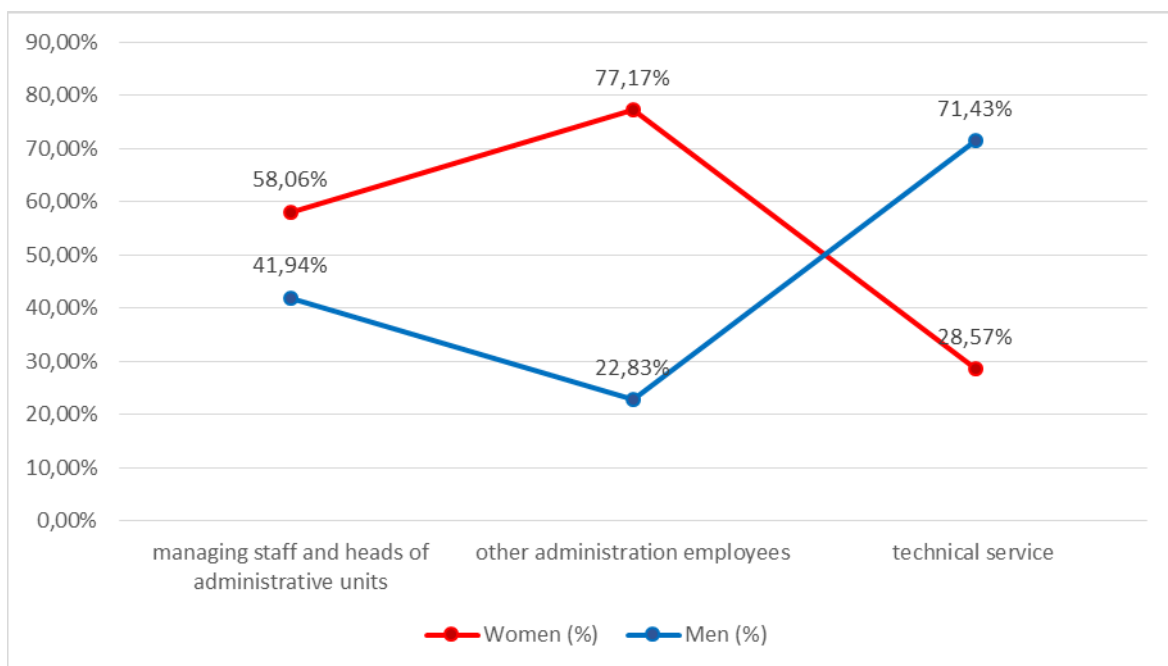
**Diagram 3. Percentage share of women and men employed in individual faculties and in the interfaculty unit.**

Administration employees are dominated by women. Only the subgroup of service attendants features a considerable numerical dominance of men. In general, women's and men's pay is relatively similar, although on average men earn more on the managing staff and as service attendants (**Table 4** and **Diagram 4**).

**Table 4. Percentage distribution, number of women and men as well as average values of basic pay by position among staff members who are not University's educators (as of 31-12-2021).**

ADMINISTRATIO N STAFF	NUMBER	WOMEN			MEN		
		N	%	WZ	N	%	WZ
managing staff and heads of administrative units	31	18	58,06	4453	13	41,94	4756
other administration employees	127	98	77,17	3193	29	22,83	3230
technical service	49	14	28,57	2586	35	71,43	2855
<b>total</b>	207	130	62,80	3302	77	37,20	3317

Explanation of abbreviations: N – number of people; % - percentage share; WZ – basic pay value average/job position.



**Diagram 4. Percentage share of women and men on the administration staff including positions.**

The number of years that pass from doctorate to habilitation, and from habilitation to professorship, is higher in men (**Table 5**).

**Table 5. Average number of years from doctorate to habilitation, and from habilitation to professorship, by gender (in the years 2000-2021).**

PARAMETRE	WOMEN	MEN
Average number of years from doctorate to habilitation	9,47	9,78
Average number of years from habilitation to professorship	8,20	9,36

Among those taking part in University competitions in the years 2019-2020, the dominant group were men, and in 2021 it was women who prevailed slightly (**Table 6**).

**Table 6. Percentage share of women and men taking part in intramural competitions and earning awards (in the years 2019-2021).**

PARAMETRE	WOMEN N/%	MEN N/%
<b>2019</b>		
intramural competitions	27/45%	33/55%
<b>2020</b>		
intramural competitions	24/44%	30/56%
<b>2021</b>		
intramural competitions	33/51%	32/49%

Explanation of abbreviations: N – number of people; % - percentage share.

The Senate is dominated by men, with women prevailing in Senate Committees. There are more men on competition committees for positions (**Table 7**).

**Table 7. Percentage share of women and men in the Senate, on Senate Committees, competition Committees for positions.**

<b>PARAMETRE</b>	<b>WOMEN N/%</b>	<b>MEN N/%</b>
<b>The Senate</b>	15/42%	20/58%
<b>Senate Committees</b>	34/52%	31/48%
<b>Competition Committees for positions</b>	26/36%	47/64%
*		

Explanation of abbreviations: N – number of people; % - percentage share.

\* data from 2020-2021

Men make use of foreign trips more often than women, though scarce data is available here (**Table 8**).

**Table 8. Percentage share of women and men on foreign trips 2019-2020 and 2020-2021.**

<b>PARAMETRE</b>	<b>2019-2020</b>		<b>2020-2021</b>	
	<b>WOMEN N/%</b>	<b>MEN N/%</b>	<b>WOMEN N/%</b>	<b>MEN N/%</b>
<b>Share in foreign trips</b>	3/43%	4/57%	3/43%	4/57%

Explanation of abbreviations: N – number of people; % - percentage share.

## Action Plan

The Action Plan – broken down into goals, activities and indicators – has been shown in Table 9. The goals and subject matter specified in the Plan refer to the areas listed by the European Commission<sup>3</sup> and issues presented in the support materials<sup>4</sup>.

**Table 9. Action Plan for gender equality at UPE in Poznan.**

Goals	Activities	Indicator	Unit responsible	Implementation date
1. Striving to achieve balance between personal and family life and occupational and career, with a view to the unit's organizational culture	Creating a guidebook for parents (for staff and PhD students) dealing with the rights and duties of parents and caretakers in the workplace with regard to taking care of the child. Recommendation to come up with regulations concerning a transitional period before and after parental leave	Publishing the guidebook	HR and Payroll	09-12. 2022
	(the aspect of working time and performance evaluation)	Implementing the regulation and guidebook	HR and Payroll	09-12. 2022
	Recommendation with regard to time flexibility and work pattern for academics and administration staff.	Implementing activities included in the recommendation	Chancellor Science vice-rector	09-12. 2022
	Recommendation to individualize the way and time of work for individual people with regard to the work performed.	Implementing activities included in the recommendation	Heads of Departments	09-12. 2022
2. Striving for gender balance among decision-making people managing the unit	Recommendation towards gender balance on expert committees	Change in the direction of gender balance – reports from the committee's sittings	Science vice-rector Deans the Senate the Academic Council the Programme Council	2022-2024

	Recommendation about the presence of women on decision-making organs (University Council, Academic Council, etc.)	Change in the direction of gender balance	the Senate Science vice-rector Studies vice-rector	2022-2024
	Recommendation regarding gender balance on the managing staff	Change in the direction of gender balance	Rector vice-rectors	2022-2024
3. Striving for gender balance in the area of recruitment and the process of career development	Creating an official message about there being no discrimination while recruiting for positions (including gender, religion, background, opinions, etc.)	Publishing the message	Deans Chancellor	09-12. 2022
	Recommendation with regard to gender balance on the recruitment committees	Change in the direction of gender balance	Deans	2022-2024
4. Introducing measures preventing gender-related violence, including measures preventing sexual harassment	Appointing the Spokesperson for gender equality and spreading the word	Spreading information	Rector	09-12. 2022
	Ensuring secrecy and anonymity to employees, PhD students and students with regard to problems reported	Spreading information	Spokesperson for gender equality	2022-2024
5. Striving to increase awareness of gender equality, as well as shaping positive attitudes towards these aspects	Training on counteracting discrimination and mobbing	Training the staff	Spokesperson for gender equality	2022-2024
	Surveys on attitudes to discrimination and mobbing	Presenting results in a report	Spokesperson for gender equality	2022-2024
	Recommendation to include aspects related to gender in academic research and educational content of social and humanistic subjects	Including the issues indicated on syllabi	Studies vice-rector	2022-2024

<sup>3</sup> J. Kramarczyk. Gender Equality Plan – How to Do It? p. 6.

<sup>4</sup> J. Kramarczyk. Gender Equality Plan – How to Do It? p. 5.

## Summary

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While being the first compilation of this kind at our University, the Gender Equality Plan presented closely fits in with the activities recommended by the European Commission already undertaken at UPE in Poznan. The subject-matter covered by this plan will make it possible to considerably increase the efficiency of the activities aiming at supporting occupational activity based on gender equality.

The synthesis of the data presented in this work is as follows:

- among the research-and-educational staff, a higher percentage of women can be seen in almost all positions, with the exception of professors and instructors. The biggest differences in percentage breakdowns between women and men apply to the group of professors, dominated by men, and the group of teachers, dominated by women;
- on the managing staff, there are more men than women;
- among the academics, research-and-educational and educational staff, in all faculties and in the Foreign Language Laboratory combined, there are more women working than men;
- among the administration employees, there are more women;
- the time span between doctorate and habilitation, and from habilitation to professorship, is shorter in the women's group;
- among those taking part in university competitions, the years 2019-2020 were dominated by men, and 2021 – slightly by women;
- in the Senate, there are more men, but on Senate Committees it is women who prevail. There are more men as members of competition committees for positions;
- in terms of position, basic pay values among academics are relatively close for women and men, except for the position of university professor, where it is men who earn more;
- among the administration staff, pay for women and men is relatively close, and with the managing staff and service attendants it is men who, on average, earn a little more;

- on the managing staff, the pay for men is higher, but this is related to more men holding positions of professor and university professor, at the same time being part of the managing staff.

The information presented will form the basis for further activities supporting gender equality. Monitoring data in the categories specified, as well as broadening diagnostics, among other things based on carrying out survey research on the issues raised, will make it possible to modernise the action plan submitted.



## Literature

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- J. Kramarczyk. Gender Equality Plan – How to Do It? Science Promotion Bureau PoISCA PAN in Brussels.
- A. Cybulko, J. Kubisa. Gender Equality Plan for Warsaw University. Equality action plan for 2020-2023.
- Gender Equality Plan for Polytechnic of Cracow