



MEDICAL  
UNIVERSITY  
OF GDAŃSK

# **GENDER EQUALITY PLAN**

FOR THE MEDICAL UNIVERSITY OF GDAŃSK  
Equality measures plan in years 2021-2023/2024

**The Medical University of Gdańsk (MUG)** is a modern academic centre recognised in Poland and abroad. For more than 75 years, the University has been providing high-quality education in all medical professions and conducting world-class scientific research. It was selected among the elite group of the top 10 Polish universities recognised in the prestigious Excellence Initiative – Research University programme. Its leading role in science and research activity is also confirmed by the high position in various rankings, placing the University among the bodies which create valuable publications and which are quoted in prestigious journals. As one of several Polish universities, the MUG is recognised in the so-called Shanghai ranking. The University is continuously intensifying its scientific research as proven by its leading positions in rankings and numerous awards for its employees. The Ministry of Education and Science ranked both the MUG's Faculty of Medicine, the Faculty of Health Sciences with grades A, and the Faculty of Pharmacy and Intercollegiate Faculty of Biotechnology UG & MUG with grades A+. Publications of the MUG's scientists are among the most cited in prestigious journals and influence the recognition of Polish science in the world. Outstanding research staff and modern infrastructure allow for specialised scientific and clinical activities at the highest level.

The Medical University of Gdańsk is one of the best medical universities in Poland, a university with a dynamically and increasingly developing interdisciplinary research in recent years, often with a significant participation of international cooperation. Currently, 11 research projects are being implemented in an international partnership (e.g. 6 projects under the Horizon 2020 programme and 2 projects under the Third EU Health Programme) and the number of foreign partners involved in the research projects amounts to 75. Selected projects financed by Polish institutions, the National Centre of Science and the Foundation for Polish Science, also have an international character.

As part of a consistently executed strategy for the development of teaching, scientific and clinical base, numerous research and laboratory workshops and teaching facilities have been modernized, also the flagship Centre of Medical Simulations, the Sports Centre and the Centre of Non-invasive and Invasive Medicine of the University Clinical Centre have been created, which constitute a unique medical and scientific complex on a European scale. The Centre of Medical Simulations is equipped with state-of-the-art anatomical models, an operating room, and a virtual reality lab. It allows students to improve their practical skills before they start treating patients.

The Medical University of Gdańsk carries out an innovative Young Scientist Program project which aims to support students interested in developing personal competencies and carrying out research-related work.

Many national and international projects are being carried out at the University. By transferring knowledge to industry and strengthening cooperation with the socio-economic environment, the University is becoming an increasingly attractive partner for joint research initiatives. The potential of researchers in the scope of medicine, biotechnology or pharmaceutical sciences is characterized by a high degree of innovation and high commercial potential. Thanks to the funds transferred by the Foundation for Polish Science as part of the International Research Agenda (IRA) programme, a scientific centre specializing in research on genetic aberrations acquired during life as a risk factor for cancer and other diseases was created in the MUG.

Medical entities of the Medical University of Gdańsk, i.e. the University Clinical Centre, the Institute of Maritime and Tropical Medicine, the University Dentistry Centre and the Family Medicine Centre, achieve significant medical successes, particularly in the implementation of innovative diagnostic and therapy methods. These are recognized centres offering unique medical procedures such as in the case of rare diseases, ischemic strokes of the brain, oncology, cardiology, and transplantation, especially in multi-organ transplants. New opportunities for development, especially in the area of innovative clinical trials, are also due to the Medical Research Agency (ABM). The Medical University of Gdańsk is one of the biggest beneficiaries of the ABM competitions supporting academic clinical research, and has obtained nearly PLN 150 million for research and development activities in the last 2 years.

In the most recent World's Best Hospitals 2021 ranking, the MUG clinical hospital ranked 2<sup>nd</sup> in the best hospital in Poland category.

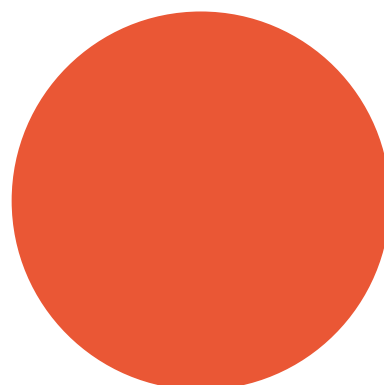
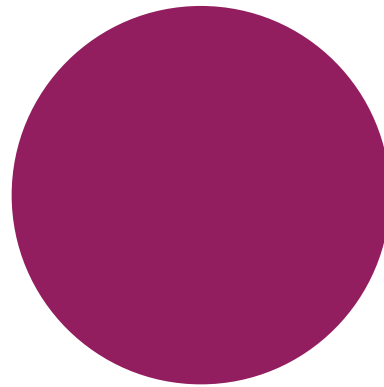
At the end of 2020, the Medical University of Gdańsk, the Technical University of Gdańsk and the University of Gdańsk established the Fahrenheit Union of Universities in Gdańsk, the objective of which is to jointly build the leading position of Gdańsk as an academic centre in Poland and abroad. The most important task of the Union will be to make the best use of the resources and capabilities of the three universities, which could form one academic centre in the future.

The MUG educates more than 6000 undergraduate and postgraduate students. Among them, there are more

than 1000 foreign students, which represents more than 16% of all students at the University. This is also more than a half of all foreigners studying in Gdańsk.

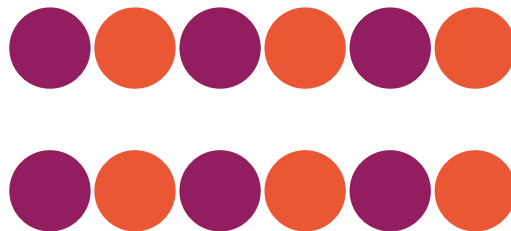
Renowned scientific staff, pioneering research, excellence infrastructure capacity, outstanding students and engaged administrative staff are the resources contributing to current and future success of the Medical University of Gdańsk.

The University attaches great importance to the implementation of equality activities in its internal initiatives and external activities. Prof. Przemysław Rutkowski, dean of the Faculty of Health Sciences with the Institute of Maritime and Tropical Medicine of the Medical University of Gdańsk, is a member of the Pomeranian Team on Women's Rights set up on 24<sup>th</sup> June 2021 by Mieczysław Struk, Marshal of the Pomorskie Voivodeship. The tasks of the newly established body, whose term of office will last 3 years, will include, among many, promoting attitudes related to equality between men and women in terms of work, pay and career advancement. Team members will monitor other organizations and institutions regarding compliance with the principles of equal treatment. The panel is to be an advisory, consultation and initiative body acting by the Pomorskie Voivodeship Board. Its creation is linked to the implementation of the Pomorskie Voivodeship Development Strategy 2030, which aims to promote equality and social inclusion for all residents of the region, regardless of sex, ethnic origin, religion, belief and other factors.



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## I. Introduction

Gender equality in research and innovation is part of the European Commission's Gender Equality Strategy 2020-2025, which was announced in March 2020. Its aim is to increase and strengthen the European Research Area – to ensure equal opportunities in the work environment in which all, irrespective of gender, have the opportunity to develop their talents equally and to integrate the gender dimension in research and scientific projects. Accordingly, the legal basis of the Horizon Europe (HE) framework programme for years 2021-2027 supports the Commission's activities for gender equality in research and innovation, setting gender equality as a cross-cutting priority.

Provisions of law in the Horizon Europe programme have allowed for three major changes, which are intended to lead to a higher level of gender equality for female and male researchers:

- 1. Having a Gender Equality Plan (GEP) – eligibility criteria for all public bodies, higher education institutions and research organizations wishing to participate in the Horizon Europe programme.**
2. Including the gender dimension in the content of research and innovation is a default requirement, assessed under the criterion of excellence, unless the topic description explicitly states otherwise.
3. Gender balance in research teams will be the determining criterion for grant applications with the same number of ranking points.

*Gender Equality Plan for the Medical University of Gdańsk. The equality measures plan in years 2021-2023/2024* is a public document addressed to all the concerned employees. It sets out objectives and areas for action, includes the collection and monitoring of data, and commits to perform training being consistent with the activity to promote equality among employees of the Medical University of Gdańsk. The University has Codes of Ethics, there are senate and rector committees dealing with the problem of discrimination or equal treat-

ment. The main task as part of the actions for the Gender Equality Plan was to set targets, together with an indication of actions and indicators monitoring achievements.

## II. Diagnosis

### Breakdown of the University employees by gender

The Medical University of Gdańsk educates students on four faculties: Medicine, Pharmacy, Health Sciences with the Institute of Maritime and Tropical Medicine and the Intercollegiate Faculty of Biotechnology UG & MUG. On three of these faculties the dean's function is performed by men, and on the Intercollegiate Faculty of Biotechnology by a woman. If we take into account the function of a deputy dean, gender proportions are balanced. Two men and three women perform this function on the Faculty of Medicine. On the Faculty of Pharmacy and the Faculty of Health Sciences, the function of a deputy dean is performed by two men and one woman. Two men and one woman are employed on the Intercollegiate Faculty of Biotechnology. There is no faculty at the Medical University of Gdańsk where all the functions of a deputy dean would be performed either only by men or women.

In preparing the diagnosis, the human resources data at the end of the second quarter of 2021 were used to show the proportion of female and male employment in different categories. The number of students was also analysed.

Payroll data were prepared at the end of the third quarter of 2021. In order to provide a comprehensive view of the pay structure, employees were divided into categories. In addition, each category of employees was analysed in detail broken down by wage components, such as seniority allowance, basic pay, sick pay, function allowance, special allowance, pay for overtime hours and other components.

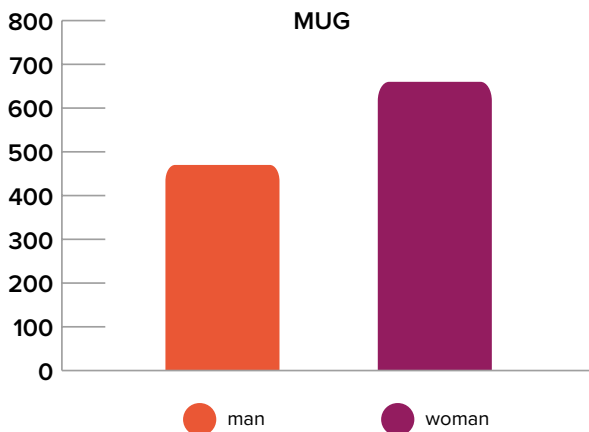
The Gender Equality Plan for the Medical University of Gdańsk sets the following 4 objectives:

- Objective 1.** Increasing awareness of the requirement for equal pay on relevant positions.
- Objective 2.** Fostering the development of scientific careers of women.
- Objective 3.** Facilitating work-life balance.
- Objective 4.** Promoting issues relating to gender equality and cultural differences.

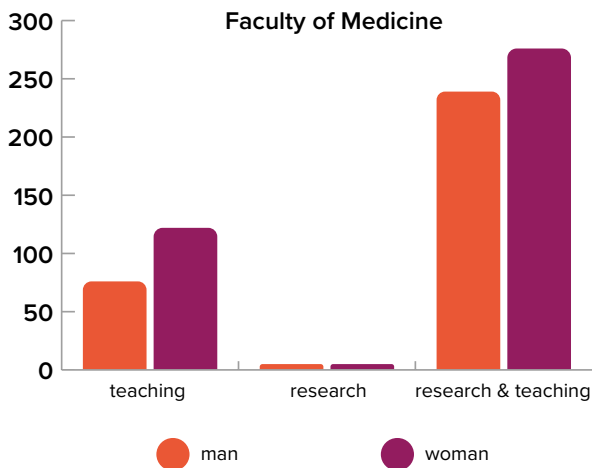
## Staff-based analysis

### Academic staff

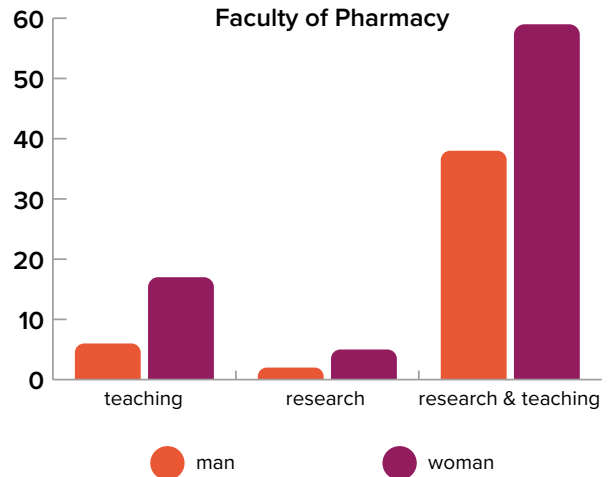
At the Medical University of Gdańsk, academic staff consist of teaching employees, research employees as well as research and teaching employees. A total of 1130 people are employed, of which 470 are men and 660 are women.



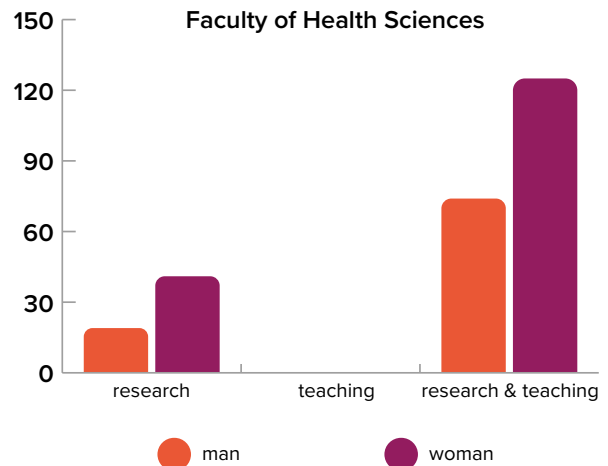
The Faculty of Medicine employs 320 men (76 teaching employees, 5 research employees, 239 research and teaching employees) and 403 women (122 teaching employees, 5 research employees, 276 research and teaching employees).



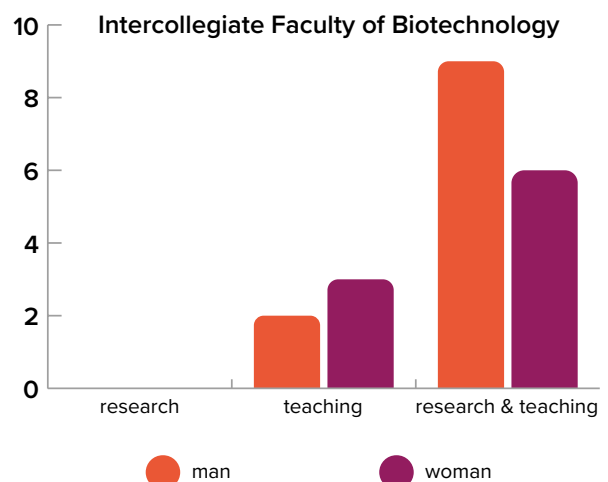
On the Faculty of Pharmacy, there are 46 men (6 teaching employees, 2 research employees, 38 research and teaching employees) and 81 women (17 teaching employees, 5 research employees, 59 research and teaching employees).



The Faculty of Health Sciences employs 93 men (19 teaching employees, 74 research and teaching employees) and 167 women (41 teaching employees, 1 research employees, 125 research and teaching employees).

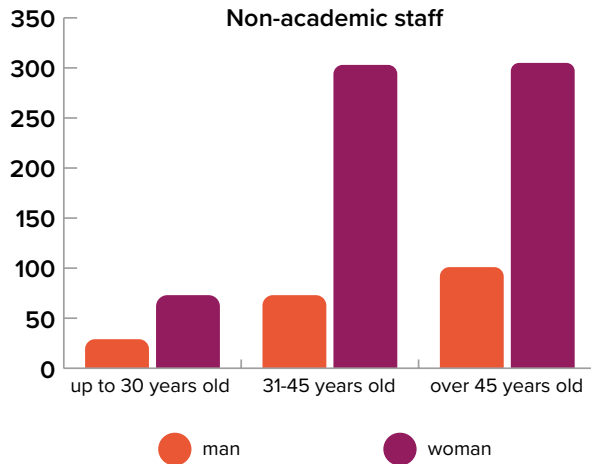


The Intercollegiate Faculty of Biotechnology UG and MUG employs 11 men (2 research employees, 9 research and teaching employees) and 9 women (3 research employees, 6 research and teaching employees).



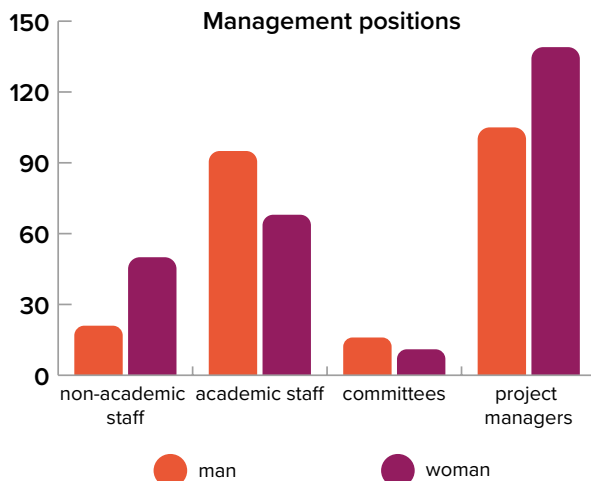
### Non-academic staff

As many as 681 women (77%) and 203 men (23%) are employed as non-academic staff. Women represent an advantage in each age group. Among employees aged up to 30 years old there are 29 men (28%) and 73 women (72%). In the age group between 31 and 45 years of age, there are 73 men (19%) and 303 women (81%). As many as 101 men (25%) and 305 women (75%) are employed in the group of over 45 years of age.



### Number of women and men in academic and administrative management positions

There are 504 management positions and functions at the Medical University of Gdańsk, 71 of which are non-academic positions. As many as 21 of them are held by men, and 50 by women. Academic staff represent, in turn, 94 positions held by men and 68 by women. There are Senate and Rector Committees operating at the University. Men chair as many as 16 committees, and 11 of them are chaired by women.



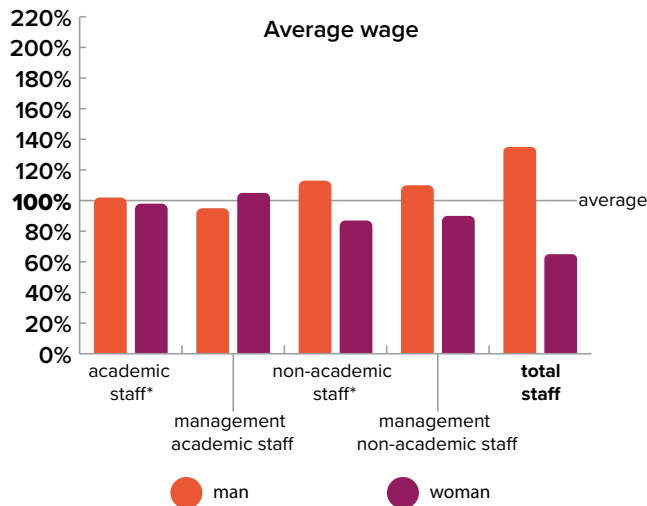
The Medical University of Gdańsk is the only medical school in Poland selected for an elite group of 10 best Polish universities acknowledged in the prestigious Excellence Initiative – Research University competition of the Ministry of Science and Higher Education (today the Ministry of Education and Science). There are currently 244 projects carried out at the University, 105 of which are managed by men and 139 by women.



## Wage-based analysis

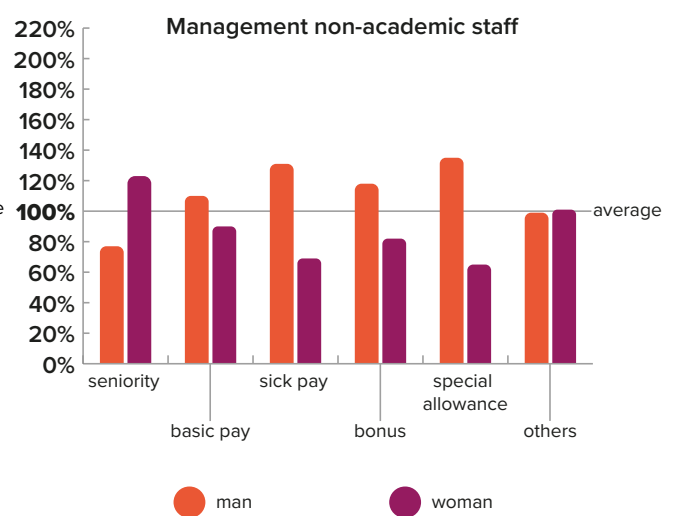
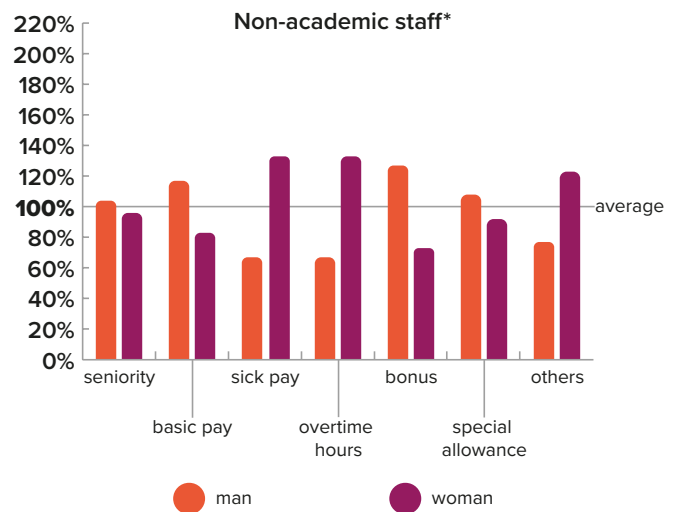
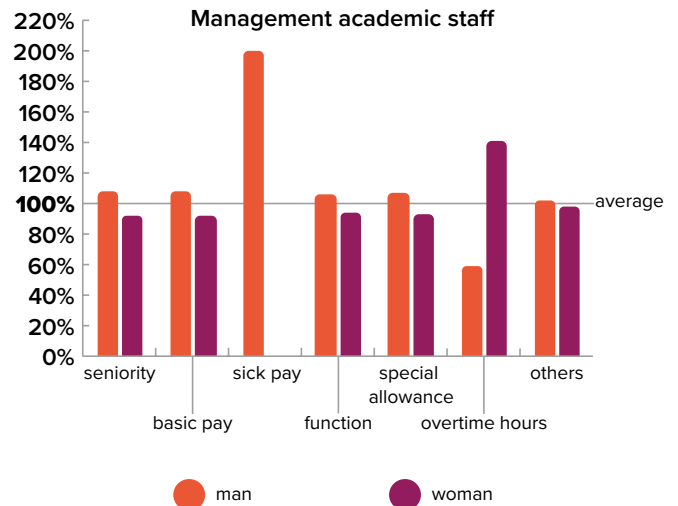
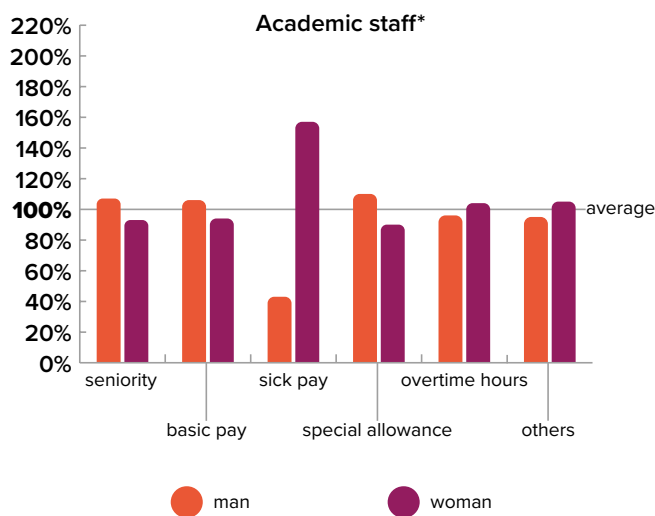
### Average wage

After a percentage analysis of salaries, we can conclude that there is a disparity in salaries, with an indication of higher average salary of men, however these disparities are marginal with a breakdown by group of employees.



### The average wage per component

Since the salaries received by employees are made up of several components, the ratio of the value of a given component by gender was compared.



\*without managers



## Analysis of change in employment

### Departures and recruitment

In the second quarter of 2021, a total of 23 people, 6 men and 17 women, left the Medical University of Gdańsk. 1 man and 4 women ended their employment by retiring.

	Man	Woman	Total
Departures before going on retirement	5	13	18
Departures by retiring	1	4	5

During the same period, 189 men (22%) and 686 women (78%) applied for positions offered by the Medical University of Gdańsk, while the proportion of persons commencing employment during the same time was 14 men (35%) and 26 women (65%).

	Man			Woman		
	Academic staff	Non-academic staff	Total	Academic staff	Non-academic staff	Total
Number of candidates	14	175	189	41	645	686
Number of employed	3	11	14	6	20	26

## Students at the Medical University of Gdańsk

A total of 5544 people on 4 faculties study at the Medical University of Gdańsk, 1564 of them are men, and 3980 are women. On the Faculty of Medicine, this ratio is 1051 men to 1776 women, in the Faculty of Pharmacy it is 144 men to 622 women. There are 239 men and 1315 women studying on the Faculty of Health Sciences, and 130 men and 267 women on the Intercollegiate Faculty of Biotechnology.

	Man			Woman		
	Bachelor	Master	Total	Bachelor	Master	Total
Faculty of Medicine	1	1050	1051	52	1724	1776
Faculty of Pharmacy	0	144	144	0	622	622
Faculty of Health Sciences	101	131	239	666	613	1315
Intercollegiate Faculty of Biotechnology UG and MUG	92	23	130	151	76	267
Total	194	1348	1564	869	3035	3980

The First MUG Doctoral School is an organised form of education in the following disciplines: pharmaceutical sciences, medical sciences and health sciences, which correspond to the competencies held by the University. Its aim is to prepare highly qualified scientific staff by creating the conditions for scientific development for its participants, in line with the scientific, teaching and clinical activities of the Medical University of Gdańsk. The task of the First MUG Doctoral School is to enable people with talent and interest in scientific research to acquire advanced knowledge in a specific field of science or a scientific discipline, to prepare for an independent, creative research work, to prepare doctoral thesis and to obtain a academic degree of doctor through a degree-granting procedure. Doctoral studies commenced before the academic year 2019/2020 are conducted on the existing rules, but no later than until 31<sup>st</sup> December 2023.

	Man	Woman
First Doctoral School	36	73
Faculty of Health Sciences	7	28
Faculty of Pharmacy	7	25
Faculty of Medicine	40	78
Total	90	204

The demonstrated quantitative analysis was presented based on data acquired from the HR, Payroll, and Employee Development Support Departments. There are disparities between men and women's basic salaries of between 5% and 20%, which also translates into other components. Therefore, it is necessary to increase awareness of the requirement of equal pay on relevant positions.

A qualitative analysis has not been carried out, but a set of actions has been prepared on the basis of the experience of other universities and the recommendations of institutions dealing with the issue of gender equality, which should be seen as continuous awareness-raising activities. In the future, however, qualitative data should be collected, for example by conducting surveys.

### III. Objectives and areas for action

On the basis of the above data, four objectives of the Gender Equality Plan at the Medical University of Gdańsk have been set, the implementation of which is described in the following actions. They are intended to ensure that the University is aspiring to monitor equality indicators and to ensure equal treatment in recruitment, employment, development and maintenance of human potential in the Medical University of Gdańsk, not only in respect of positions directly related to academic research, but also in respect of the entire community of the MUG.

## Objective 1. **Increasing awareness of the requirement of equal pay on equivalent positions with equal qualifications.**

<b>Action 1.1.</b>	Striving for balance between the pay of men and women:
	<ol style="list-style-type: none"> <li>1. in the regulations of salaries related to increasing subsidies,</li> <li>2. in promotion,</li> <li>3. in new recruitment.</li> </ol>
Target group	Female/male employees of the MUG
Period	Launch of actions – 2022
Responsible bodies	Rector, Chancellor
Indicator	Monitoring the pay gap/size of deviation of the pay difference annually in relation to the value recorded in 2021 measured as a percentage.

## Action 1.2.

Developing and implementing online training for all female/male managers of the MUG to increase awareness of equality, among many, in terms of pay on similar positions.

Target group	Female/male employees holding managerial positions at the Medical University of Gdańsk
Period	Launching actions at the beginning of 2022, implementing training in 2022/2023
Responsible bodies	HR Office
Indicator	Number of trained persons.

## Action 1.3.

Online training on the role and tasks of the manager for the female/male managers of the MUG under the PO WER 3.5. project entitled: "A multi-module program to improve the performance and quality of the operation of the Medical University of Gdańsk, task 8", which is to provide training to improve the management and administrative skills of the University.

Target group	Female/male employees holding managerial positions at the Medical University of Gdańsk
Deadline	Launching actions at the beginning of 2022, implementing training in 2022/2023
Responsible units	Department of Employee Development Support in cooperation with an external body
Indicator	Number of trained persons.

## Objective 2. **Fostering the development of scientific careers of women.**

### Action 2.1.

Promoting knowledge on the possibility of promotion on the basis of an internal document – Annex 1 to the Senate Resolution 4/2021 of 25.01.2021 for all female/male employees.

Target group	Female/male employees at the Medical University of Gdańsk in the group of university teachers
Deadline	2022/2023
Responsible units	Department of Employee Development Support / Office for Teaching Affairs
Indicator	Number of promotions in the Group of academic teachers in each year in respect of 2021.

### Action 2.2.

Complementing the competition procedure in the group of academic teachers with provisions on respecting gender equality in recruitment while complying with competition requirements.

Target group	Female/male managers
Deadline	2022/2023

Responsible units	Department of Employee Development Support
Indicator	Number of women employed in the group of university teachers in relation to the number of men employed in this group year-on-year compared to 2021.

### Action 2.3.

Increasing the use of the online professional personality survey tool in both recruitment and development to improve the matching of female/male employees with teams in terms of competencies, motivation and professional aptitudes.

Target group	Female/male managers
Deadline	Start of works on promoting the questionnaire in Q1/Q2 2022
Responsible units	Department of Employee Development Support
Indicator	Number of completed professional personality surveys year-on-year compared to 2021.

### Action 2.4.

Equal access to training at each stage of professional career during recruitment for training organized at the MUG among female/male employees from academic teachers and female/male employees not employed as academic teachers.

Target group	Female/male academic teachers and female/male employees not employed as academic teachers at the MUG
Deadline	2022/2023
Responsible units	Project Implementation Section / Department of Employee Development Support
Indicator	Number of women and men who have been trained in relation to the number of submissions in a given year.

## Objective 3. **Facilitating work-life balance.**

### Action 3.1.

Enabling remote work to female/male employees through education/training for female/male unit managers on flexible methods of work.

Target group	Female/male managers
Deadline	2022/2023/2024
Responsible units	Department of Employee Development Support / Promotion Section / HR Department
Indicator	Number of persons using remote/hybrid options year-to-year after 2021 (depending on the needs).

### Action 3.2.

Extending flexible working hours for female/male employees of the MUG as amended in the Work Regulations.

Target group	Female/male employees
Deadline	2022/2023/2024
Responsible units	Department of Employee Development Support / HR Department / Legislation Department
Indicator	Conducting an annual study on the number of people using flexible working hours among female/male managers of the MUG.

### Action 3.3.

Organisation of workshops and other information activities for female/male employees on burn out and restoration of work-life balance.

Target group	Interested – female/male employees of the MUG
Deadline	2022/2023/2024
Responsible units	Department of Employee Development Support / Promotion Unit / external body
Indicator	Number of persons trained.

### Action 3.4.

Adjusting the provisions of the Company Social Benefits Fund to compensate for the availability and attractiveness of benefits for all female/male employees.

Target group	Female/male employees of the MUG
Deadline	Introduction in 2022
Responsible units	Department of Employee Development Support
Indicator	Number of beneficiaries of the Company Social Benefits Fund in relation to the number of persons covered by benefits in 2021.

## Objective 4. Promoting issues relating to gender equality and cultural differences.

### Action 4.1.

Cooperating in a workshop form with external experts to exchange experiences and promote good practices in the field of gender equality and cultural differences.

Target group	Interested – female/male employees, female/male students
Deadline	Implementation in 2022/2023/2024
Responsible units	Department of Internationalization / Department of Employee Development Support / external bodies
Indicator	Number of persons using expert knowledge/workshops examined year-by-year.

## Action 4.2. Training on preventing discrimination and mobbing.

Target group	Female/male managers, female/male employees and female/male students
Deadline	Implementation in 2022/2023
Responsible units	Department of Employee Development Support / HR Department
Indicator	Number of persons trained in this scope.

## Action 4.3. Introduction of training on leadership skills.

Target group	Female/male managers
Deadline	Implementation in 2022/2023
Responsible units	Department of Employee Development Support / external body
Indicator	Number of persons participating in the training.

## Summary

The implementation of the measures is managed by female and male employees of the Department of Human Resources. The Department is responsible for: approving with the Rector of the initiatives taken, monitoring indicators affecting gender equality in the scope of recruitment, employment, development and maintenance of female/male employees of the University, coordinating activities within the stated objectives and following the budget of the Plan and inviting the participants of the organisational units of the Universities identified in the implementation of the actions and external actors to cooperate.

As a result of the multi-area diagnosis based on the data from 2021, we state that there is no clear gender equality gap at the MUG with regard to salaries, positions or seniority. The Plan is intended to correct potential future deviations, education on gender equality and organizational development, as well as monitoring indicators within the objectives in order to respond and implement corrective initiatives on an ongoing basis.

The MUG has planned diversified sources of financing for the activities of the *Gender Equality Plan for the Medical University of Gdańsk. The equality measures plan in 2021-2023/2024* is, among many, the working time of employees of the Department of Human Resources and the organisational units involved in the work for the Plan, the budget earmarked for the implementation of the plan (PLN 120,000) and the measures planned under objective 4 of the Excellence Initiative - Research University and under the PO WER 3.5 project intended for training. In order to maintain the activities in this area, the MUG also intends to raise funds for the financing of initiatives in order to ensure gender equality.

