

## 1.4 University Gender Equality Plan

Adoption of the Gender Equality Plan of the Comenius University is the unique presentation of the university policy, addressing the need to provide equal opportunities, data monitoring and prevention as well as sanction mechanism. It is example of the gender balanced university policy, which refer both to universal legal framework, as well as international and European obligations. It is part of the university quality standards assessment, and the process of preparation, drafting and adoption was participatory, transparent and data-driven (previous years of data collection and semi-structured interviews of different university stakeholders).



RODOVÁ ROVNOSTĚ NA UK

Part of Comenius University's efforts to create better working and study conditions, as well as to improve the quality of research and education, is the preparation of the University's Gender Equality Plan. The UK Gender Equality Plan is a set of measures aimed at initiating structural changes that will result in the creation of an open, supportive, inclusive and non-discriminatory environment for all male and female employees, as well as for male and female students of individual faculties of Comenius University.

The preparation of the UK Gender Equality Plan is closely linked to the implementation of the international EQUAL4EUROPE project ([www.equal4europe.eu](http://www.equal4europe.eu)) and also responds to the current EU requirement, which has made the participation of public research institutions in the Horizon Europe programme conditional on the existence of institutional gender equality plans. However, the plan is above all a response to the persistent manifestations of gender inequality that do not escape the academic environment of our university and lead to a loss of talent as well as to a lower quality of the research and education carried out.

[uniba.sk/o-univerzite/plan-rodovej-rovnosti-uk/](http://uniba.sk/o-univerzite/plan-rodovej-rovnosti-uk/)

[www.doeer.eu/en/worst-and-best-practice-on-equality/](http://www.doeer.eu/en/worst-and-best-practice-on-equality/)