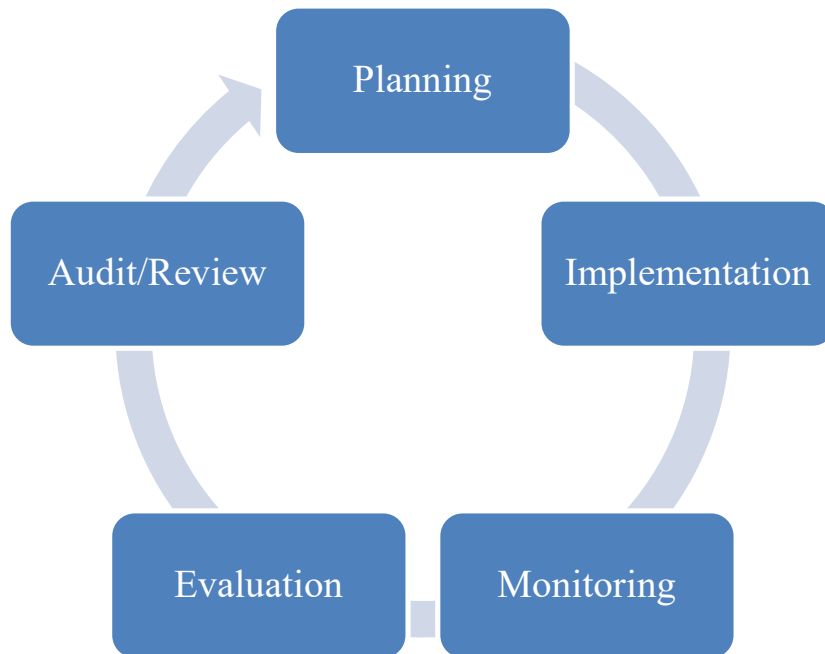


**Equal Opportunities Plan of the University of Miskolc with special regard to gender equality Annex 1**, in accordance with *European Commission (2021): Horizon Europe Guidance on Gender Equality Plans (GEPs)*.

The Senate of the University of Miskolc orders a biennial review of the progress toward gender equality as seen in Fig. M1.

Responsible: Equal Opportunities Committee of the University of Miskolc



**Fig. M1 The process of achieving gender equality at the University of Miskolc**

Source: Original editing based on European Commission (2021) and the Equal Opportunities Plan of the University of Miskolc

The following four mandatory and five optional requirements are set out for gender equality plans in European Commission (2021):

1) Mandatory

- Publication<sup>1</sup>
- Data collection and monitoring
- Allocation of appropriate resources<sup>2</sup>
- Training<sup>34</sup>

2) Optional

- Building an organisational culture promoting work-life balance<sup>5</sup>

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<sup>1</sup> See Equal Opportunities Plan, Point 3 of Chapter III Action Plan and Point 1 of Chapter IV, the institutional background of the plan

<sup>2</sup> See Equal Opportunities Plan, Points 4-6 of Chapter IV, The institutional background of the plan

<sup>3</sup> See Equal Opportunities Plan, Point 2 of Chapter III Action Plan

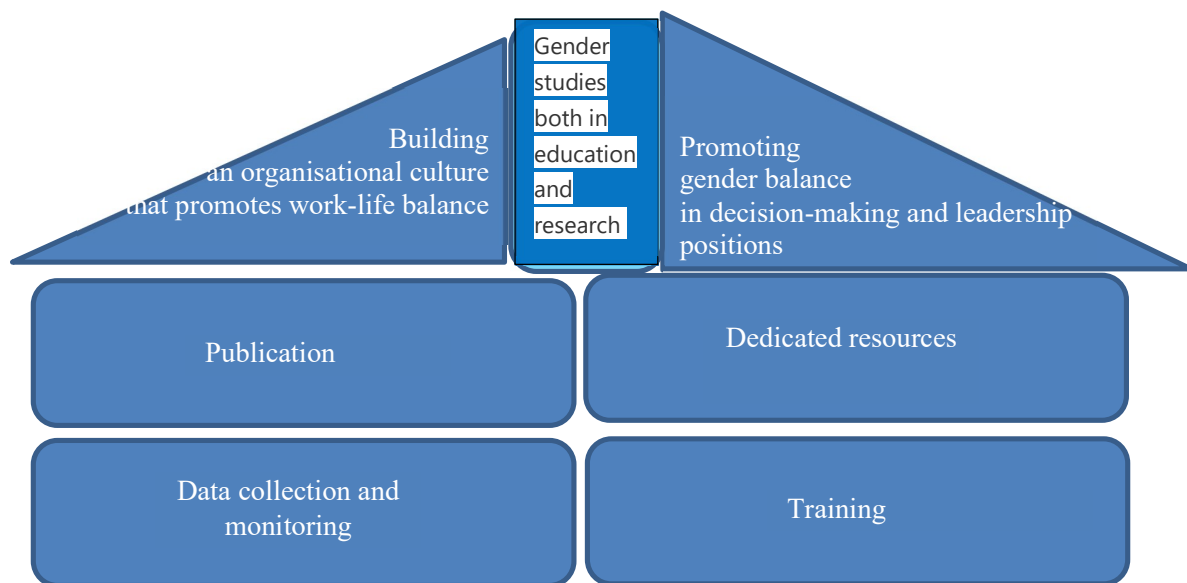
<sup>4</sup> Organising sensitisation training for teachers every six months, in addition to the Equal Opportunities Plan

<sup>5</sup> See Equal Opportunities Plan, Point 1 of Chapter III Action Plan

- Promoting gender balance in decision-making and leadership<sup>6</sup>
- Promoting gender equality in recruitment and career progression
- Gender studies both in education and research
- Measures against sexual harassment

The University of Miskolc is committed to meeting the four mandatory criteria and voluntarily undertakes to build an organizational culture that promotes work-life balance and to promote gender equality in decision-making and leadership positions (Table M1). See details in the Equal Opportunities Plan.

Gender studies both in education and research



**Fig. M2 Fundamental principles of achieving gender equality at the University of Miskolc**  
 Source: Original editing based on European Commission (2021) and the Equal Opportunities Plan of the University of Miskolc

The Institutional Development Plan in force sets out the following strategic goals (target date of 2024) in terms of gender equality (Table M1).

**Table M1: Indicators and metrics on gender equality undertaken in the Institutional Development Plan of the University of Miskolc**

Strategic goal	Indicator	Metrics	Baseline situation/target	Action plans
Increasing the number of female academic and research staff in	Number of female academic staff/in proportion to the total	%/period	18/20	Review of selection procedures

<sup>6</sup> See Equal Opportunities Plan, Point 5 of Chapter III Action Plan

underrepresented areas and executive positions	number of academic staff in engineering fields			Providing childcare Examining the possibility of establishing a kindergarten
	Number of female research staff/in proportion to the total number of research staff in engineering fields	%/period	40/41	
	Proportion of women in senior and middle management	%/period	39/41	
	Increasing the number of family-friendly solutions	number/year	1/4	
Promoting women's participation in the labour market and a better work-life balance, flexible working time arrangements, infrastructural support for family-friendly higher education	Project plan for developing a family-friendly workplace	number/period	0/1	Housing support for young academic and research staff (Swallow House Project) Defining the possibilities of childcare solutions. Examining the possibility of establishing a kindergarten Creating opportunities for flexible working time arrangements Preparing the application for the family-friendly workplace award
	Implementing the housing support project	number/period	0/1	
	Winning the Family-friendly Award in 2022 <i>(Comment: The Institution won the award in April 2022)</i>	number/period	0/1	

#### Recommendations to supplement the points already in the Institutional Development Plan

Recommendation - To examine the ways rules are made on women's health in the light of work-life balance	To examine the introduction of menstrual and menopause leave (work-life balance)			To prepare the draft programmes and/or regulations on women's health based on best practices
Recommendation - To continue the 'Stop Breast Cancer' Pink Walk promoting health awareness and prevention	The importance of fighting breast cancer and embracing women's health initiatives through the renewed University Healthcare Centre			To organise screening tests through the renewed University Healthcare Centre (ME-ETK Center for Health Care and Methodology)
Recommendation - To join Men's Health Month programmes	To adopt initiatives and programmes related to men's health			To organise screening tests through the renewed University Healthcare Centre

Source: Institutional Development Plan of the University of Miskolc

Regular data collection is essential to achieve the goals. According to the situation assessment in December 2023, the proportion of women employed by the University of Miskolc is 52%, but significant disparities can be observed between the engineering and non-engineering faculties and other organizational units (Table M2). The University of Miskolc undertakes to monitor the data as part of the biennial monitoring, and is committed to maintaining the balance, not letting the proportion of women fall below 50% at organizational level.

Gender equality should be a priority in recruitment and promotion. The integration of a gender dimension in research and teaching content should be much more emphasised.

Responsible for monitoring tasks: Department for the Development of Human Resources and the Equal Opportunities Committee of the University of Miskolc  
Source: SAP

**Table M2: Gender statistics at the University of Miskolc  
(December 2023)**

	Total (academic and non-academic staff)		
	Men (number)	Women (number)	Proportion of women (%) in relation to the total number of staff in the organisational unit
Faculty of Earth and Environmental Sciences and Engineering	62	40	39
Faculty of Materials and Chemical Engineering	67	30	31
The Faculty of Mechanical Engineering and Informatics	142	53	27
Faculty of Law	26	42	62
Faculty of Economics	39	45	54
Faculty of Humanities and Social Sciences	40	65	62
Faculty of Health Sciences	25	50	67
Bartók Béla Faculty of Music	28	24	46
of which			
<i>engineering faculties (MFFK, AVK, GÉIK)</i>	271	123	31
<i>non-engineering faculties (ÁJK, GTK, BTK, EK, BBZK)</i>	158	226	59
Other	211	356	63
<b>Total:</b>	<b>640</b>	<b>705</b>	<b>52</b>

Source: Human Resources Directorate, SAP report

Responsible for monitoring tasks: Human Resources Directorate and the Equal Opportunities Committee of the University of Miskolc  
Source: SAP

**Table M3: Gender statistics in executive positions at the University of Miskolc (December 2023)**

	HR - Executive position		
	Men (number)	Women (number)	Proportion of women (%)
Engineering faculties (MFK, MAK, GÉIK)	26	7	21.2
Non-engineering faculties (ÁJK, GTK, BTK, ETK, BBZK)	17	27	61.36
Other	17	23	57.5
<b>Total:</b>	<b>60</b>	<b>57</b>	<b>48.71</b>

Source: Human Resources Directorate, SAP report

**Table M4: Gender statistics at the University of Miskolc (December 2021)**

	Total (academic and non-academic staff)		
	Men (number)	Women (number)	Proportion of women (%) in relation to the total number of staff in the organisational unit
Faculty of Earth and Environmental Sciences and Engineering	65	47	42
Faculty of Materials and Chemical Engineering	72	35	33
The Faculty of Mechanical Engineering and Informatics	162	59	27
Faculty of Law	26	45	63
Faculty of Economics	42	54	56
Faculty of Humanities and Social Sciences	43	84	66
Faculty of Health Sciences	26	49	65
Bartók Béla Faculty of Music	17	19	53
of which			
<i>engineering faculties (MFK, MAK, GÉIK)</i>	299	141	32
<i>non-engineering faculties (ÁJK, GTK, BTK, EK, BBZK)</i>	154	251	62
Other	188	313	93
<b>Total:</b>	<b>641</b>	<b>705</b>	<b>52</b>

Source: Human Resources and Legal Department, SAP report

**Table M5: Gender statistics in executive positions at the University of Miskolc (December 2021)**

	HR - Executive position		
	Men (number)	Women (number)	Proportion of women (%)
Engineering faculties (MFK, MAK, GÉIK)	33	5	13
Non-engineering faculties (AJK, GTK, BTK, EK, BBZK)	20	33	62
Other	12	18	60
<b>Total:</b>	<b>65</b>	<b>56</b>	<b>46</b>

Source: Human Resources and Legal Department, SAP report

The proportion of women in total employment has not worsened compared to December 2021, it remained at 52%. For senior, managerial positions, the proportion of women has changed from 46% to 48.76%! (The improvement was significant in engineering faculties and fell slightly in other faculties and categories.) In contrast, if we look at the change in the proportion of women in the faculty data, the proportion of women has decreased almost everywhere except in the Faculty of Health Sciences. (Except for GÉIK, where it remained the same.) On average, there has been a reduction of 2-2.5% in the number of academic staff. This average decrease is compensated by a 2% increase in the Faculty of Health Sciences and a 1% increase in the number of female staff in other staff.

*The commitment in the Institutional Development Plan to improve the proportion of female academic staff in under-represented areas, typically in the field of engineering, has not yet been met by the end of the current year 2023. However, the shortfall is not significant, -1% compared to the previous figure, which is particularly insignificant in the light of the fact that the number of academic staff of the engineering faculties decreased by 10.5% between 2021 and December 2023 (from 440 to 394)!*

Between December 2021 and December 2023, the total number of academic staff in non-engineering faculties decreased by 9.5% (from 405 to 384), with the proportion of women being -3% compared to 2021. However, it should be noted that the proportion of women in these faculties is already roughly twice as high as in engineering faculties.

In the *Other* category, the total number of employees increased by 13.5%, with the proportion of women increasing by 1% compared to the previous figure in 2021.

The University of Miskolc undertakes to monitor the data as part of the biennial monitoring and is committed to improving the number of women in the engineering faculties where possible and