

# CATHOLIC UNIVERSITY IN RUZOMBEROK



## EQUAL OPPORTUNITIES PLAN FOR WOMEN AND MEN OF THE CATHOLIC UNIVERSITY IN RUZOMBEROK (2024 - 2028)

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Processed by:

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## PREAMBLE

The Catholic University in Ruzomberok is committed to the tradition of Catholic universities worldwide, striving to preserve the essential features common to other higher education institutions while developing the distinctive features of education in the Catholic spirit in the sense of the mission of universities, which is to discover and communicate truth in all areas of human knowledge; to awaken the love for science through research and educational activities; to protect and promote human dignity and the cultural heritage acquired from the ancestors; to respond to the problems and challenges of the present day in the interests of the common good and progress, thereby benefiting the whole of society, on the basis of Christian principles which form individuals into responsible personalities when exercising their profession, capable of bringing the message of the Gospel to bear on existing social structures, and on the formation of opinions and attitudes. Also, in the spirit of its academic mission strives for equal opportunities for women and men within the university community as a whole.

## I INTRODUCTORY PROVISIONS

The Catholic University in Ruzomberok (hereinafter also referred to as "CU") was established by the Charter of the Conference of Bishops of Slovakia on 5 July 2000, issued in accordance with the Constitution of the Art. 3, Sec.1 of the Apostolic Constitution of John Paul II *Ex corde Ecclesiae* dated August 15<sup>th</sup>, 1990 and Act No. 167/2000 Coll. on the establishment of the Catholic University in Ruzomberok.

With the entry into force of Act No. 131/2002 Coll. on Higher Education, CU became a confessional public university as of April 1<sup>st</sup>, 2002, due to which some provisions of the Act on Higher Education apply to CU only appropriately.

On the basis of the Treaty between the Slovak Republic (hereinafter also referred to as "SR") and the Holy See on Catholic Education and Training dated May 13<sup>th</sup>, 2024, CU is a public higher education institution established according to the Slovak jurisdiction and according to the Standards of canonical law. It has the status of a public university.

CU also represents the presence of the Catholic Church in society, following the Apostolic Constitution *Ex corde Ecclesiae*, above all by educating an educated and moral professional, capable of orienting himself correctly to the Christian message according to the teachings of the Catholic Church, who respects the dignity of the human person and has a sense of the ideal of the Christian way of life. CU contributes to the dialogue between religions and cultures, between faith and science. It does not lose sight of ethical values and theological perspectives.<sup>i</sup>

## II EQUAL OPPORTUNITIES FOR WOMEN AND MEN AT CU

### **(1) The concept of "equality between women and men"**

Equality of opportunity for women and men (hereafter also referred to as "EOWM") is understood strictly as a state in which access to rights or opportunities is not influenced by biological sex, female or male. EOWM does not affect only women - it also affects men. EOWM does not mean that women and men will have or need the same resources, but that rights, responsibilities and opportunities are independent of gender. It is a state of equal access to resources and opportunities regardless of gender, including economic participation and decision-making, and a state of perceiving different behaviours, aspirations and needs equally regardless of gender.

EOWM is to be understood as equality of women and men, which generally means equal social status of women and men in all spheres of public and private life, with the aim of ensuring full social participation on the basis of individual qualities and abilities. It means fair treatment of women and men, taking into account their specific needs and life situations.

EOWM is a fundamental value of the EU, the international community and a fundamental right guaranteed by the Constitution of the Slovak Republic. It is also one of the five values on which the EU is founded and one of the fundamental pillars of the international community.

### **(2) Legal aspects**

CU notes that the issue and requirement of EOWM is regulated by a number of international conventions and treaties of the UN, the Council of Europe, or the EU, from which we select: the Universal Declaration of Human Rights (1948 UN), the Convention on the Elimination of All Forms of Discrimination against Women (1979 UN), the Convention on the Rights of the Child (1989 UN), the European Social Charter, the Treaty on the Functioning of the European Union No. 157, the Charter of Fundamental Rights of the EU Articles 21 and 23, the European Commission has adopted the document Strategy for Gender Equality 2020 - 2025.

The Catholic University reflects the adopted state strategies of the Slovak Republic on the issues of EOWM as well as the relevant legislation of the Slovak Republic, of which we mention in particular: "National Strategy for Equality of Women and Men and Equal Opportunities in the Slovak Republic for 2021-2027" adopted by the Government of the Slovak Republic, "Action Plan of the Strategy for Equality of Women and Men and Equal Opportunities of the Slovak Republic for 2021-2027 (Government of the Slovak Republic), "National Action Plan for the Prevention and Elimination of Violence against Women for 2022-2027 (Ministry of Labour and Social Affairs and R), Constitution of the Slovak Republic 460/1992 Coll., Anti-discrimination Act No. 365/2004 Coll., Labour Code No.

311/2001 Coll., Civil Code No. 40/1964 Coll., Criminal Act No. 300/2005 Coll., Misdemeanour Act No. 372/1990 Coll., Victims of Crime Act No. 274/2017 Coll.

CU has already adopted and adapted the national strategies and legal regulations of the Slovak Republic on EOWM into the following internal regulations: the Statute of CU, the Internal System for the Provision of the Faculties of Higher Education of CU, the Study Rules of CU, the Principles of the Selection Process for Filling the Positions of University Teachers, Positions of Researchers, Positions of Professors and Associate Professors, and Positions of Senior Employees at CU, the Conditions of employment of CU, the Code of Ethics of CU, the Disciplinary Measures of CU for Students, the Collective Agreement of CU.

### (3) Conceptual aspects

In practical terms, the commitment to the principle of equal treatment in the area of EOWM at CU is made through the submitted Equal Opportunities Plan of the Catholic University in Ruzomberok (2024-2028) (hereinafter also referred to as "the Plan"), which is approved by the management of CU and consists of an introductory narrative section and three areas of action elaborated in a table in the last chapter of this document:

- Equal opportunities for women and men in recruitment and career progression;
- Integration of the gender dimension into the content of selected research and teaching in the framework of the measures taken;
- Measures against physical and psychological violence, including sexual harassment.

The plan was prepared by **the Commission for the preparation of the Equal Opportunities Plan of the Catholic University in Ruzomberok** (hereinafter also referred to as "the Commission"), which was appointed by the Rector of CU doc. Ing. Jaroslav Demko, PhD. on 23 March 2023 after discussion in the Rector's College of CU on 14 February 2023. The work of the Commission was directed by the Vice-Rector for International Relations, doc. PhDr. Markéta Rusnáková, PhD., as its Chairperson.

The Plan also takes into account an anonymous survey of CU staff on equal opportunities and working conditions at CU carried out in the academic year 2023/2024. The Commission will continue to monitor the status and development of equal opportunities for men and women at CU and amend the Plan as necessary. The results of the monitoring will be reported to the University management and the substantive findings will be published in the CU Annual Report.

### (4) Use of gender-specific language

The linguistically standard of the language practice of so-called generic masculine in all official documents and communications of CU will continue to be applied in a binding manner at CU. This decision is based on the recommendations of the Commission, which critically evaluated the respective positives and negatives of **gender-specific language** (also called 'gender-sensitive' or

'gender-neutral' language) in the preparation of the Plan, and is supported by professional linguistic circles and public debate.<sup>ii</sup> However, this does not preclude the use of gender-sensitive language in the context of etiquette (addresses at academic ceremonies, etc.), in an appropriate manner so as not to unnecessarily compromise rhetorical elegance and linguistic clarity, brevity and clarity.

## **(5) Objectives and implementation of the Plan**

The aim of the Plan is to **institutionalise** the principles of equal opportunities, namely **the principles of equality between women and men**, represented by two **Equal Opportunities Ambassadors**, whose rights and duties will be regulated by a specific internal regulation of the University and will be appointed by the Rector of CU on the proposal of the Academic Senate of CU and after its approval. They both will be the first point of contact for CU staff and students on the issues covered by this Plan and at the same time make suggestions to the Commission. The post of Ambassador will be established to improve the coordination and evaluation of equality promoting activities and to monitor any issues that may be addressed. CU is committed to implementing appropriate activities, including training to increase the resilience of men and women in their career development for different target groups, not least awareness-raising activities directed at the academic community and beyond, but especially **taking into account and overcoming the specific obstacles linked to a person's gender for equal opportunities in teaching and research.**

CU strictly **defines itself against any form of violence, physical or psychological** (including sexual harassment as defined in the Anti-Discrimination Act). Members of the Ethics Committee as well as the staff of the Consulting Centre of CU will take part on training relating to this subject. Complaints relating to violence can be made not only in accordance with Article 6(8) of the Code of Ethics, but also directly to the Ambassadors.

The financial resources required for the implementation of the university-wide measures planned within the framework of the submitted Plan will be covered by the budget of the CU Rector's Office and, depending on the type of measure, all organisational structures of the organisation will participate in the financing.

The CU management believes that the implementation of the presented Plan will lead to an even more thorough adoption of the principles of equal opportunities for women and men working or studying at CU and their practical application. It believes that institutions that strive to create suitable working and learning conditions for all are those that have a chance of success in the world of education, science and research.

**CU hereby confirms its commitment to creating an enabling environment of respect for all**, actively promoting collaboration and a vibrant CU community beyond the borders of a formal community formed solely on the basis of an existing employment or enrolment relationship.

### III CHARACTERISTICS OF A CATHOLIC UNIVERSITY IN TERMS OF THE DISTRIBUTION OF WOMEN'S AND MEN'S WORKING POSITIONS

CU has educated more than 36,000 graduates in full-time and part-time Bachelor's, Master's and PhD degrees in its 24 years of operation. CU offers students the opportunity to study at four faculties: the Faculty of Education, the Faculty of Philosophy, the Faculty of Theology and the Faculty of Health in more than 90 accredited study programmes. CU carries out pedagogical and scientific activities mainly in the field of humanities, pedagogical, natural, social and health sciences, but also in the field of arts, economics and management. The representation of women and men in the staffing of the individual posts depends on the focus of the individual faculties.

CU	Total	of which women	pedagogical staff	of which women	non-teaching staff	of which women
2024	461	259	301	136	160	122
2023	459	259	293	130	166	129
2022	469	264	303	137	166	127

As we can see in the table above, overall, over the last three years, women have been predominant among CU staff. However, when we take a look at the obtained statistics in more detail, this figure is influenced by the administrative/non-teaching staff, as the teaching staff is predominantly male. This is also confirmed by the following analyses according to the different organisational structures of the university.

CU Rectorate	Total	of which women	pedagogical staff	of which women	non-teaching staff	of which women
2024	63	44	0	0	63	44
2023	62	44	0	0	62	44
2022	60	42	0	0	60	42

Women clearly predominate among the staff of the CU Rectorate, which is influenced by the fact that the staff of the CU Rectorate consists only of non-teaching staff. In this group, as mentioned above, it appears that women predominate at CU.

Faculty of Education of CU	Total	of which women	pedagogical staff	of which women	non-teaching staff	of which women
2024	168	108	121	69	47	39
2023	175	114	120	68	55	46
2022	186	123	131	77	55	46

Compared to the CU Rectorate, the situation of the individual faculties is, to a certain extent, different. At the Faculty of Education, women predominate among the total number of employees. They are only slightly predominant among pedagogical staff, but clearly predominant among non-teaching staff.

Faculty of Philosophy of CU	Total	of which women	pedagogical staff	of which women	non-teaching staff	of which women
2024	51	27	39	18	12	9
2023	49	25	38	16	11	9
2022	52	26	40	16	12	10

A similar situation is repeated at the Faculty of Philosophy of CU. It can be said that the staffing of women and men within the pedagogical staff is balanced, but the situation changes again within the staffing of non-teaching staff, where women clearly predominate.

Faculty of Theology fo CU	Total	of which women	pedagogical staff	of which women	non-teaching staff	of which women
2024	32	11	23	4	9	7
2023	34	11	24	4	10	7
2022	35	10	25	4	10	6



<b>Theological Institute TF CU</b>	<b>Total</b>	<b>of which women</b>	<b>pedagogical staff</b>	<b>of which women</b>	<b>non-teaching staff</b>	<b>of which women</b>
<b>2024</b>	<b>56</b>	<b>20</b>	<b>42</b>	<b>9</b>	<b>14</b>	<b>11</b>
<b>2023</b>	<b>52</b>	<b>19</b>	<b>39</b>	<b>9</b>	<b>13</b>	<b>10</b>
<b>2022</b>	<b>50</b>	<b>16</b>	<b>36</b>	<b>6</b>	<b>14</b>	<b>10</b>

The situation is somewhat different at the Faculty of Theology and the Theological Institute, where men are predominant among the pedagogical staff. Obviously, this is related to the fields of study pursued at the faculty and the institute. This year, out of a total of 88 employees of the Faculty of Theology and the Theological Institute of CU, women are in amount of 31. The situation for non-teaching staff is similar to that of the other faculties, with 18 women out of a total of 23 non-teaching staff (including the CU Institute of Theology) this year, 7 at the Faculty of Theology and 11 at the Institute of Theology.

<b>Faculty of Health of CU</b>	<b>Total</b>	<b>of which women</b>	<b>pedagogical staff</b>	<b>of which women</b>	<b>non-teaching staff</b>	<b>of which women</b>
<b>2024</b>	<b>91</b>	<b>49</b>	<b>76</b>	<b>36</b>	<b>15</b>	<b>13</b>
<b>2023</b>	<b>87</b>	<b>46</b>	<b>72</b>	<b>33</b>	<b>15</b>	<b>13</b>
<b>2022</b>	<b>86</b>	<b>47</b>	<b>71</b>	<b>34</b>	<b>15</b>	<b>13</b>

In the last evaluated organisational structure of CU at the Faculty of Health of CU, the situation is similar to the situation of the other faculties, although to some extent there is a greater balance between men and women than in the other faculties of CU. At present there are 91 employees at the CU Faculty of Health, of which 49 are women. In the context of teaching staff, 36 out of a total of 76 teaching staff are women. The situation is different again in the context of non-teaching staff at CU Faculty of Health, where 13 out of a total of 15 non-teaching staff are women.

However, the situation is different when it comes to the occupation of seats in the governing bodies of the university by men and women; it appears that these bodies are clearly male-dominated. Even in the CU Administrative Board no women are represented.

<b>CU</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	6	1	16,67

<b>Faculty of Philosophy</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	4	3	75,00

<b>Faculty of Health</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	5	1	20,00

<b>Faculty of Education</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	4	2	50,00

<b>Faculty of Theology</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	5	2	40,00

<b>Theological Institute</b>	<b>Total</b>	<b>Of which women</b>	<b>% representation of women</b>
2024	4	0	-

In the tables above we summarise the number of women and men represented in the individual management of the University's organisational structures. It is evident from the tables that men predominate in the management of the university's organisational structures, although, for example, at the Faculty of Philosophy women predominate in the management or at the Faculty of Education the situation is balanced.

In the following tables we identify the representation of women and men in the individual academic senates of the faculties and the Academic Senate of CU.

CU	Total	Of which women	% representation of women	Employee part	Of which women	% representation of women	Student part	Of which women	% representation of women
2024	24	8	33,33	16	5	31,25	8	3	37,5

FoP KU	Total	Of which women	% representation of women	Employee part	Of which women	% representation of women	Student part	Of which women	% representation of women
2024	9	3	33,33	6	2	33,33	3	1	33,33

FoH KU	Total	Of which women	% representation of women	Employee part	Of which women	% representation of women	Student part	Of which women	% representation of women
2024	6	4	66,67	5	4	80	1	0	-

FoE KU	Total	Of which women	% representation of women	Employee part	Of which women	% representation of women	Student part	Of which women	% representation of women
2024	22	12	54,55	14	6	42,86	8	6	75

FoT KU	Total	Of which women	% representation of women	Employee part	Of which women	% representation of women	Student part	Of which women	% representation of women
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		women	of women		women	of women		women	of women
2024	9	1	11,11	6	1	16,67	3	0	-

In all academic senates, with the exception of the FoE KU and FoH KU senates, men predominate.

In the following tables we characterise the representation of women and men in the scientific boards of the University and individual faculties.

CU	Total	Of which women	% representation of women
2024	28	7	25,00

Faculty of Philosophy	Total	Of which women	% representation of women
2024	18	8	44,44

Faculty of Health	Total	Of which women	% representation of women
2024	31	12	38,71

Faculty of Education	Total	Of which women	% representation of women
2024	24	6	25,00

Faculty of Theology	Total	Of which women	% representation of women
2024	19	3	15,79

From the tables above, it is evident that all the scientific boards of CU are predominantly male. For curiosity, we present the composition of the CU Administrative Board, while the number of board

members does not include the Secretary of the Administrative Board, as he does not have the right to vote.

CU	Total	Of which women	% representation of women
2024	7	0	-

There is no representation of women on the Administrative Board of CU. At the end of this chapter, we present the representation of women and men in the quality bodies of CU. We consider the Quality Council of CU and the Quality Steering Committee of CU to be the quality bodies of the University.

#### Quality Council

CU	Total	Of which women	% representation of women
2024	16	5	31,25

#### Quality Steering Committee

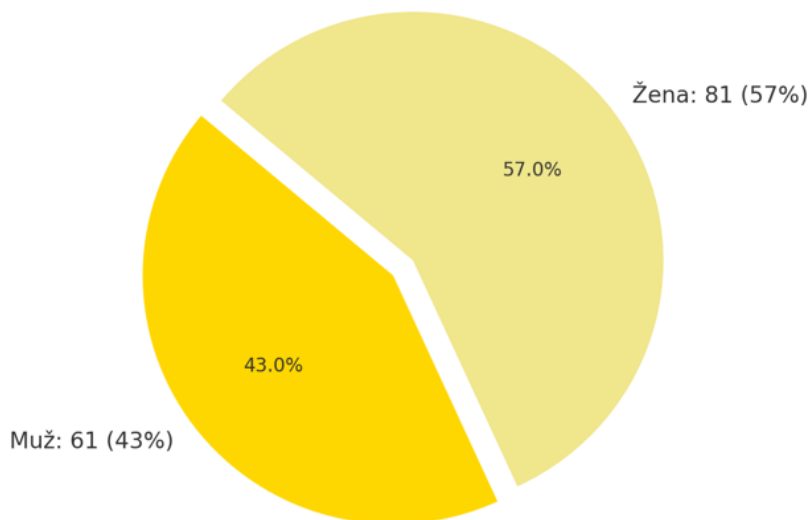
CU	Total	Of which women	% representation of women
2024	11	5	45,45

Again, secretaries are not included in the count as they do not have voting rights. It is clear from the tables above that the situation is the same as in other university bodies, with women being represented in smaller numbers than men.

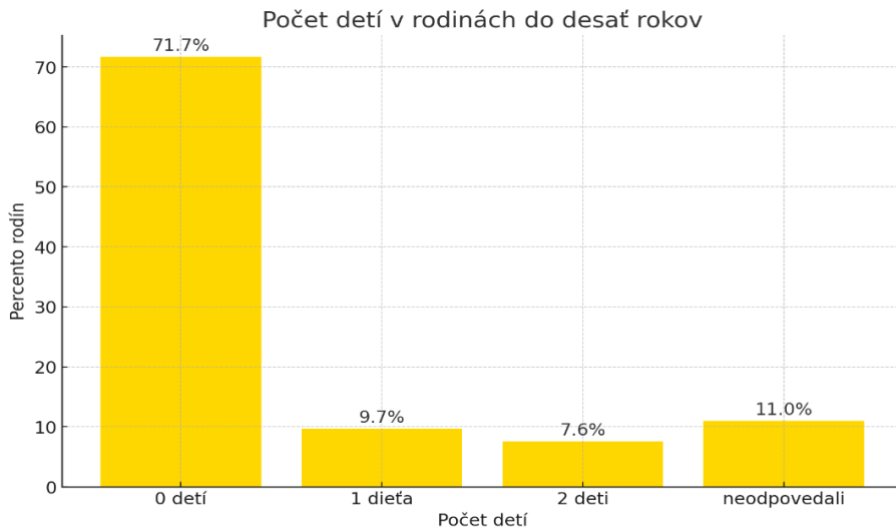
## IV CU EMPLOYEES' CURRENT PERCEPTION OF WORKING CONDITIONS

With the launch of Horizon Europe, the key funding programme for research and innovation (**Horizon Europe Guidance on Gender Equality Plans (GEPs)**, European Commission, Directorate-General for Research and Innovation) in 2021, a new eligibility criterion has been introduced to reinforce equal opportunities as a cross-cutting priority: organisations applying for Horizon Europe funds must have an Equal Opportunities Plan (GEP) in place. For calls with a submission deadline in 2022 and beyond, the GEP eligibility criterion applies to all parts of Horizon Europe. Taking into account this situation as well as CU's ambition to actively participate in such projects (nowadays this requirement is already extended to all major European projects), we have prepared this document "**Equal Opportunities Plan for Women and Men of the Catholic University in Ruzomberok**". This document is also part of the cultural and institutional change contributing to inclusiveness and harmonization of the work environment at CU. An important part of the preparation of the Equal Opportunities Plan was the identification of the current situation of working conditions at CU. A survey was conducted to ascertain employees' views on working conditions (working environment, workplace relations, workload, discrimination, etc.), work-life balance, access to education and training, and non-work activities. The questionnaire was prepared in cooperation with the Centre for Scientific and Technical Information of the Slovak Republic (CSTI SR). The answers in the questionnaire were processed and analysed in bulk and everything was done with the greatest possible anonymisation of the respondents. The survey was carried out primarily with the intention of improving the working conditions of all CU employees. 142 out of 469 employees, i.e. 30.27 %, of CU employees participated in the questionnaire survey in 2024, which is considered a good return (469 employees were registered in CU statistics at the beginning of 2024).

## Zloženie respondentov dotazníkového výskumu z pohľadu pohlavia

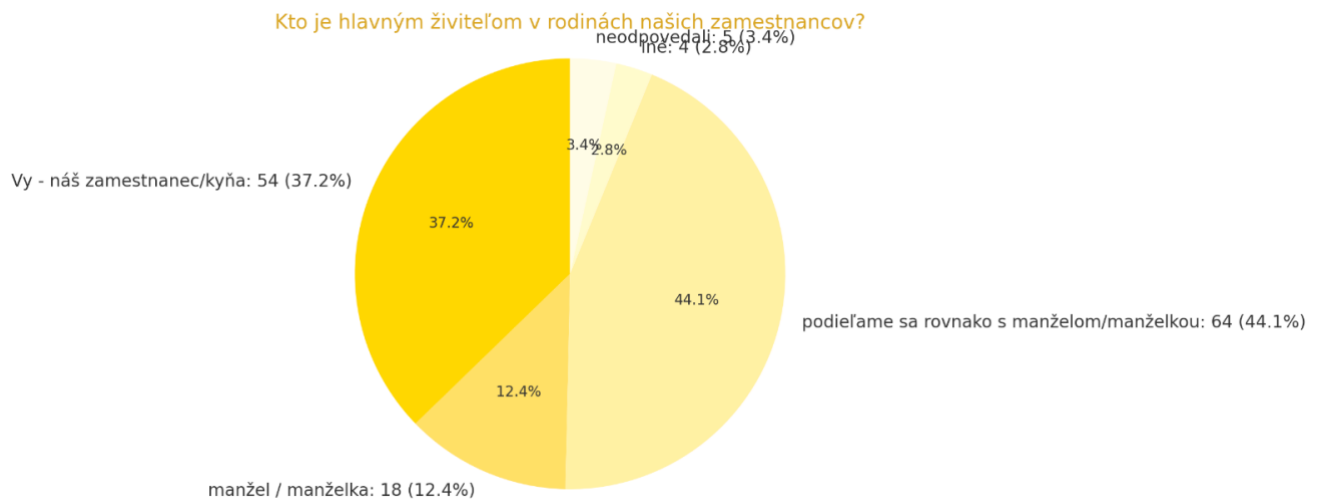


A total of 142 staff members responded to our anonymous survey, 81 women and 61 men, which to some extent replicates the overall male and female representation across the University. The composition of our staff was as follows: 55.2% were teaching staff, 32.4% of our total staff respondents were administrative staff and 8.3% were operations staff.



In the chart above, we see the number of families of our CU employees by the age of the children in the families. The largest group of our employees' families are families who have children over the age of ten or do not yet have children.

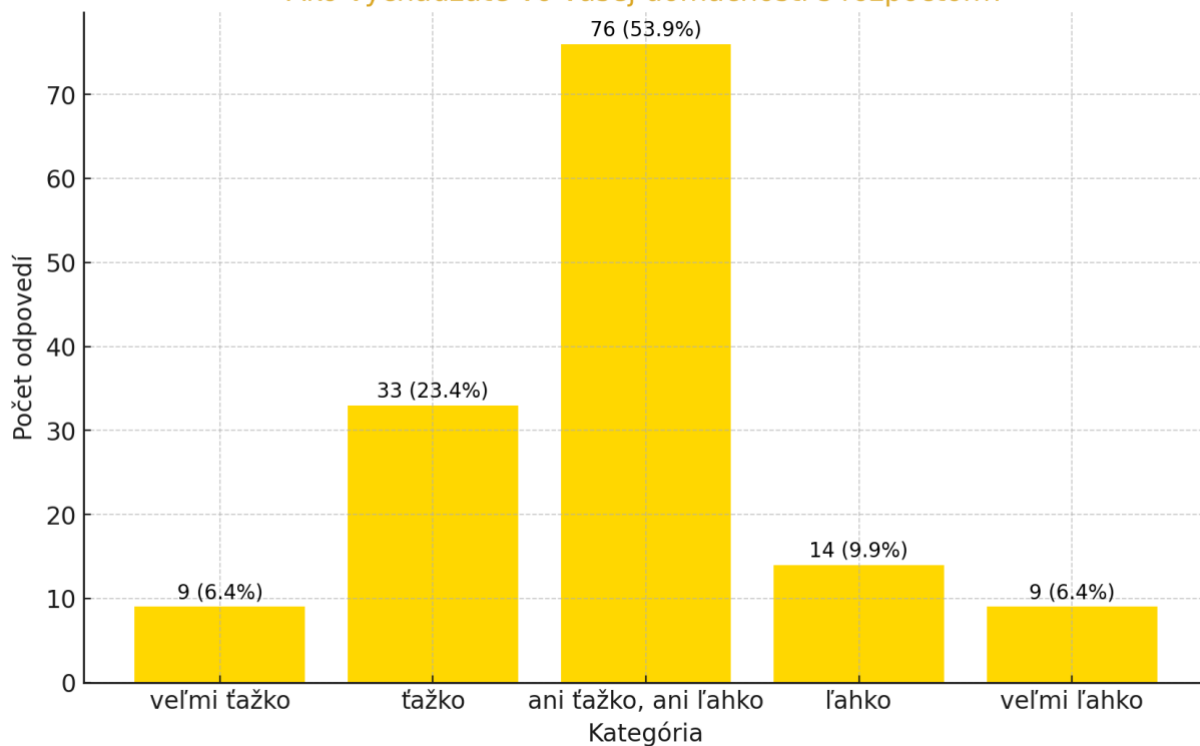
In the following chart, we show the distribution of employees according to whether they are the principal breadwinner or their partner is the principal breadwinner, etc. As the survey showed 44.1% of our employees share equally in providing for their family with their partner. In 37.2%, our employee is the principal breadwinner in the family and in 12.4%, the spouse of our employee is the principal breadwinner.



In the following chart, we analyse the economic situation of our employees, answering the question about their financial situation.

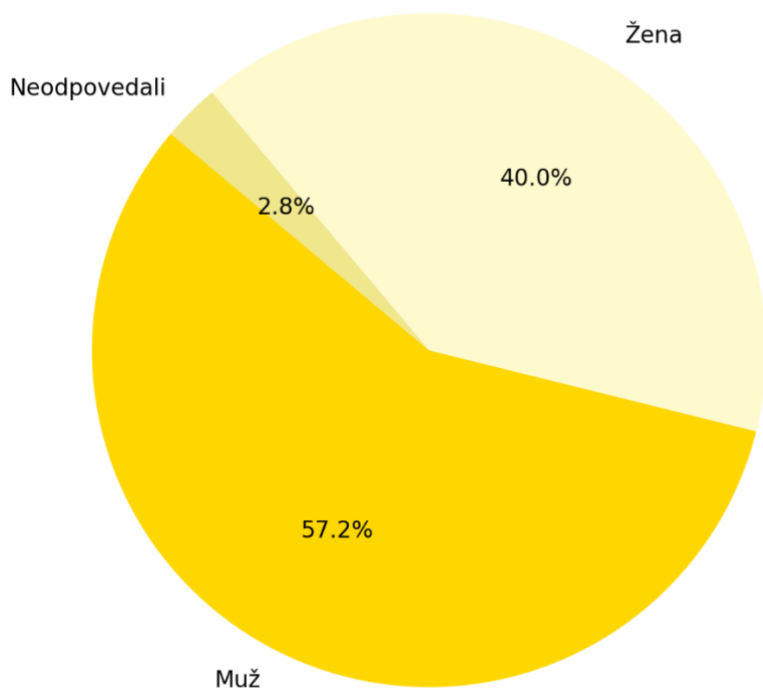


### Ako vychádzate vo vašej domácnosti s rozpočtom?

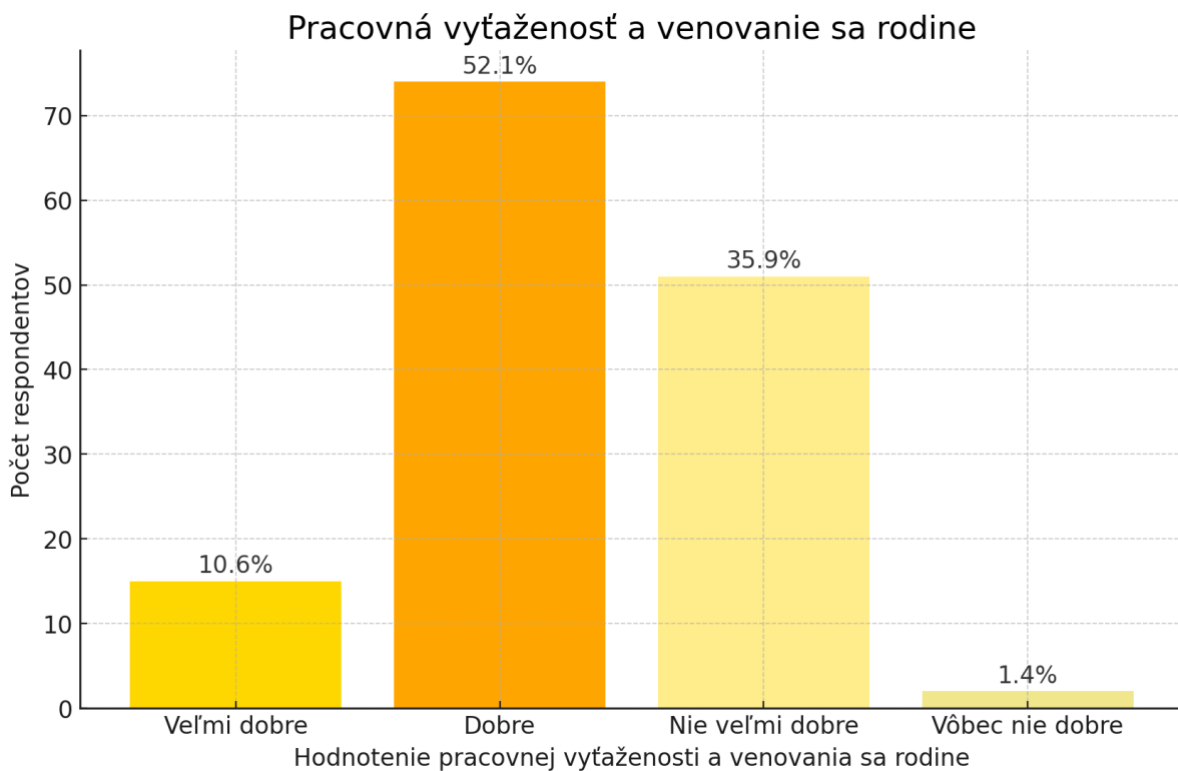


It is clear from the chart that our employees are making ends meet, but this economic situation is not ideal as we have a higher proportion of employees who are finding it difficult or very difficult to make ends meet than those who are finding it easy or very easy.

Kto je vaším nadriadeným z pohľadu pohlavia?



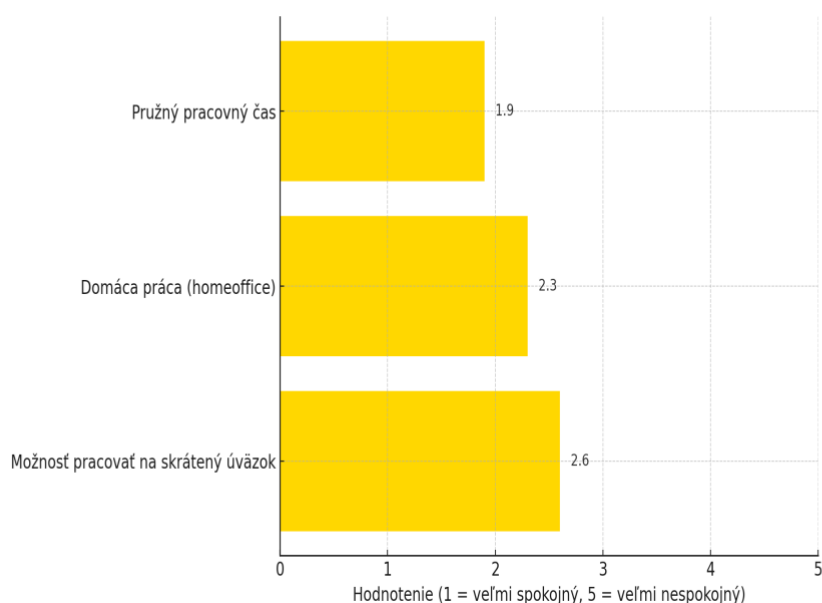
In the chart above, we show the distribution of managerial roles between men and women from the perspective of our respondents. According to the statements of the respondents, 57.2% of their direct supervisor is a man and 40% is a woman. As is evident from the chart, there is a certain percentage of respondents who did not answer. This situation occurred for almost all questions; a certain percentage of respondents refused to answer.



We asked a question regarding the distribution of time between CU employment and the time our employees can devote to their families: How does your workload generally allow you to devote time to family and other social commitments outside of work? The most common response from our employees (52.1%) was that they manage well to devote time to family and other social commitments outside of work. However, the second most common response from our staff was (35.9%) that they were not doing very well, which will be taken into account in the measures of the CU Equal Opportunities Plan.

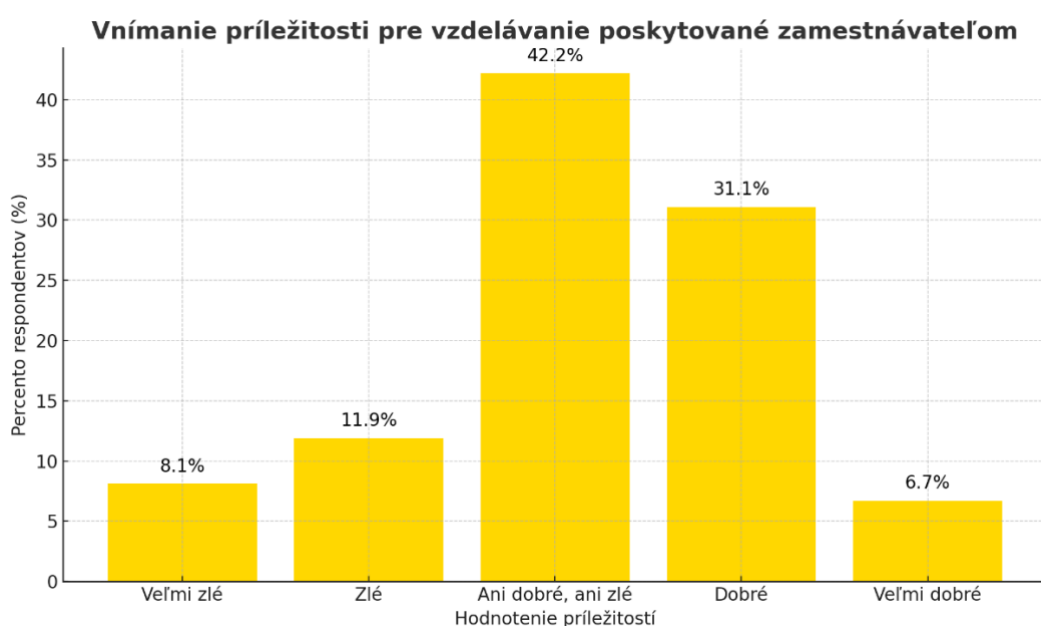
In the following question, we asked how our employees perceive CU's organisational policies: how do you rate the following CU organisational policies in the area of work-life balance? Respondents answered the question using a scale of responses: 1=very satisfied, 2=satisfied, 3=neither satisfied nor dissatisfied, 4=dissatisfied, 5=very dissatisfied

Ako hodnotíte nasledujúce organizačné politiky KU v Ružomberku v oblasti harmonizácie medzi pracovným a súkromným životom?



In the chart we show the average of the respondents' answers. The lower the average, the employees are more satisfied with the phenomenon under study. The phenomenon that our employees are the least satisfied with, is the possibility to use reduced working hours. However, we are still below the numerical value of 3, which means that this dissatisfaction is not significant. The question of the possibility to use the home office in the context of reconciling work and private family life emerged as the request most often made by administrative staff.

In the following question, we asked employees how they perceive the opportunities for self-development and learning provided by CU. The question was: How do you perceive the opportunities for further education provided by your employer in general?



In terms of staff responses, the most frequent response was that this offer of learning opportunities at CU is average, and that staff would welcome a greater offer of learning and self-development courses, as we found from the open-ended questions in the questionnaire.

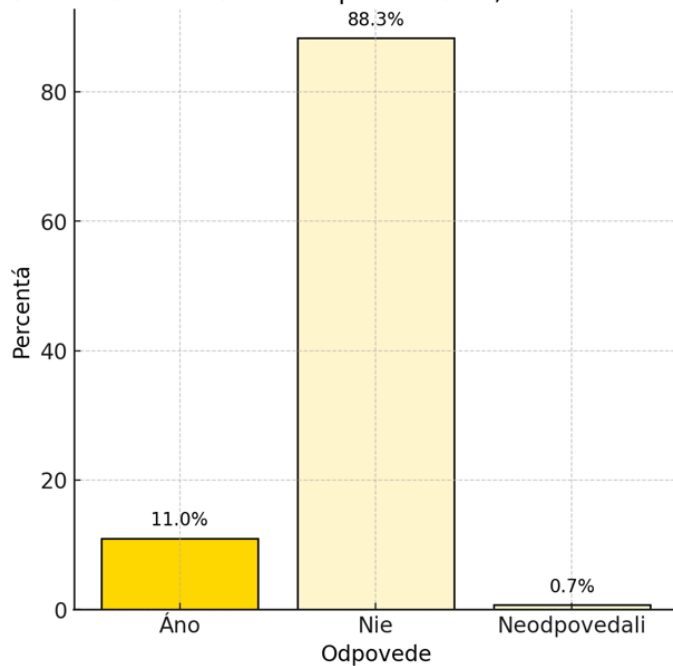
In the following questions, we surveyed our employees' experiences of aggressive behaviour towards themselves in the workplace. We asked them: Have you ever had an experience at work with/with ... ? ... and we added various manifestations of aggressive behaviour. Respondents answered yes or no to the question in this case.



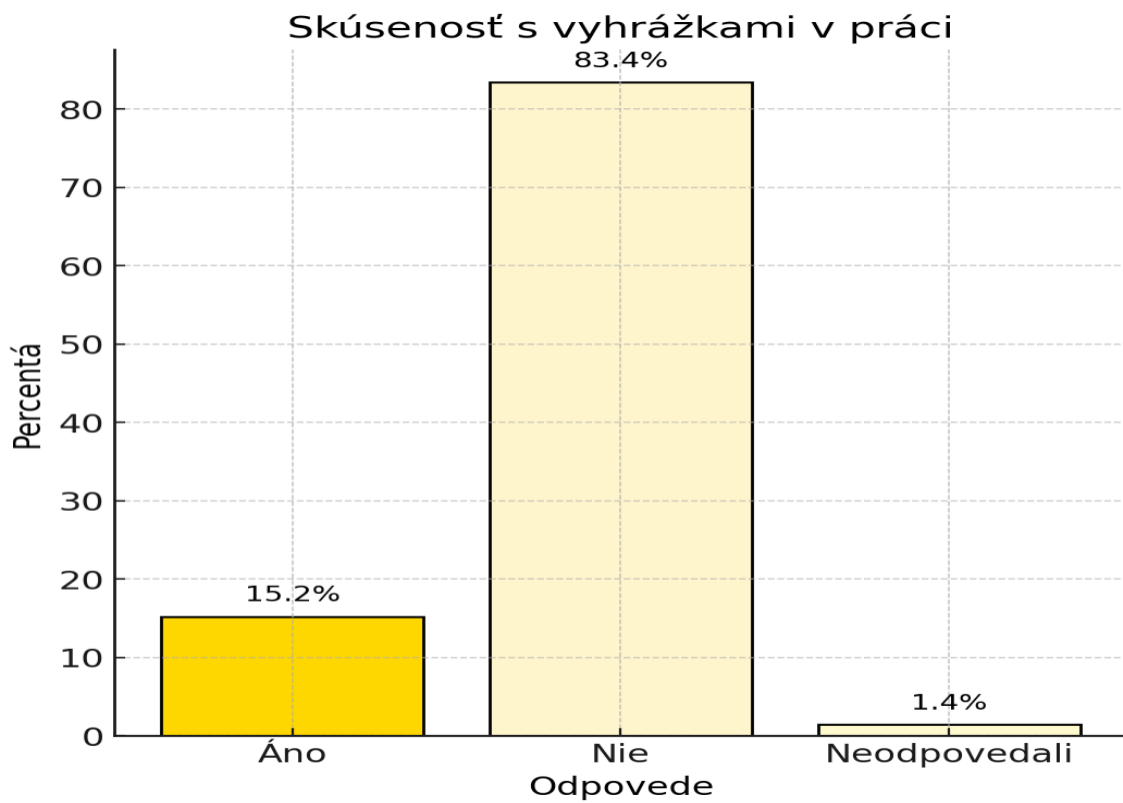
The first manifestation of aggressive behaviour we examined was verbal assaults in the workplace. When answering this question, as many as 37.2% of employees said they had had such an experience in the workplace.

In the next question, using the same methodology, we focused on examining inappropriate sexual attention, jokes at work that made employees uncomfortable. As we are able to see from the chart published below, up to 11% of employees have had such an experience in the workplace. This may not seem like a lot but given that this type of behaviour is a totally unacceptable form of behaviour in the workplace, this percentage is quite high, and measures need to take this into account, as well.

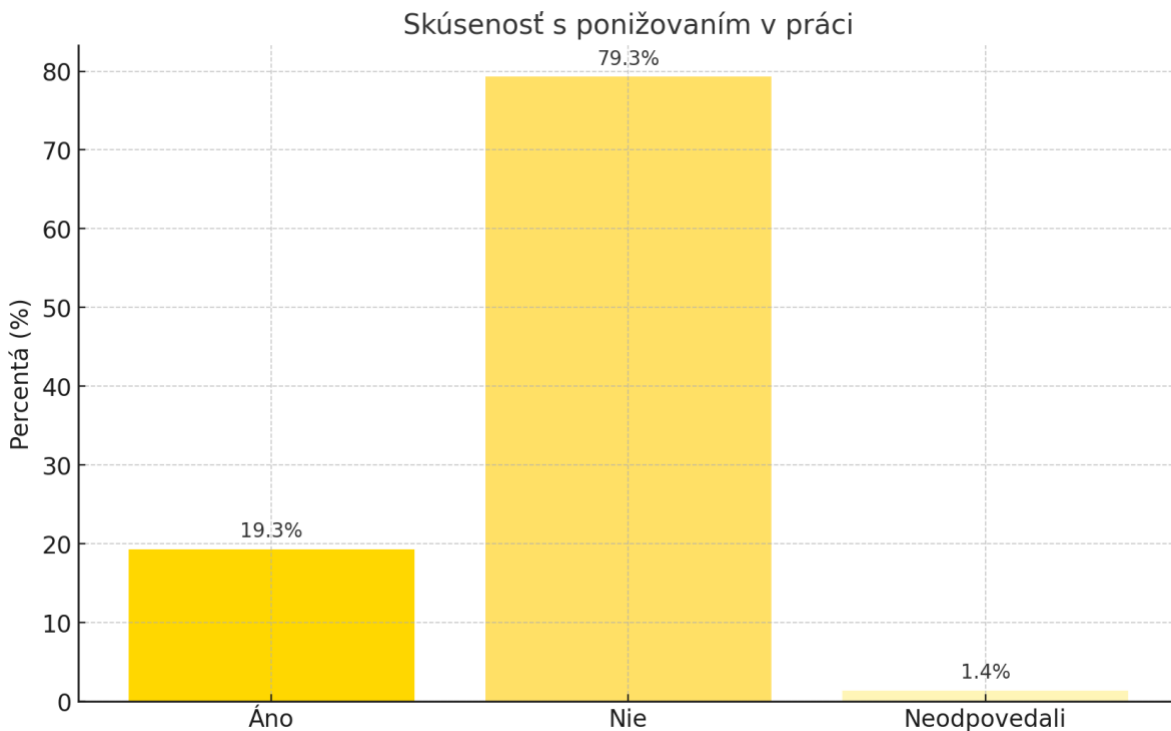
### Skúsenosť s neželanou sexuálnou pozornosťou, narážkami a vtipmi v práci



Another inappropriate behaviour we examined in the questionnaire was workplace threats. Again, we explored this phenomenon by asking respondents if they had had such an experience in the workplace and respondents answered yes or no. In this question, as many as 15.2% of our employees answered that they had had such an experience, which is a high percentage given the seriousness of such behaviour in the workplace and not only there. In all previous responses, women had more experience of inappropriate behaviour, but this was not the case for threats, where men had more experience of threats.



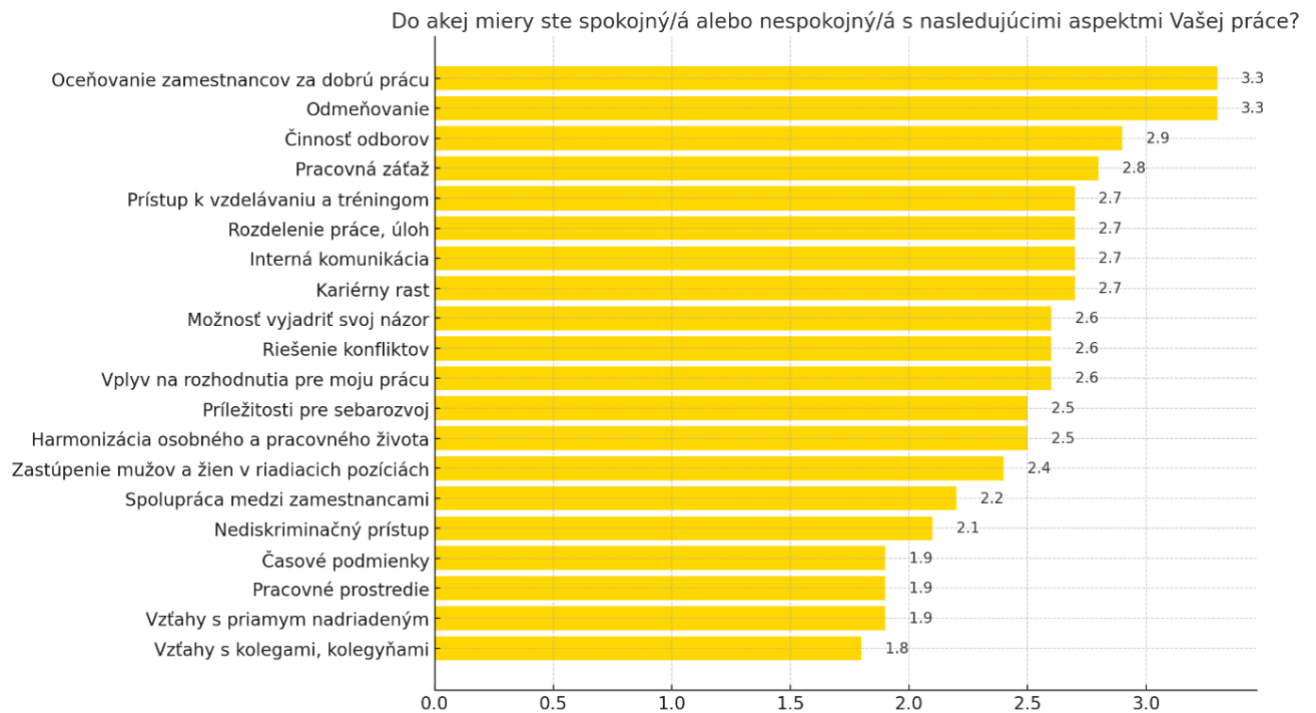
A deeper analysis of the data showed that of this number, 19.7% of men had a “yes” response and 10.1% of women experience threats in the workplace.



As noted in the chart above, another inappropriate workplace behaviour we examined was humiliation. As we are able to see from the chart, up to 19.3% of our employees have experienced this type of behaviour. Upon deeper analysis, it was found that 13.1% of male respondents and 22.8% of female respondents responded positively.

As a final result, we report the results of a range of phenomena where we examined employees' satisfaction or dissatisfaction with them. We examined this through the question: To what extent are you satisfied or dissatisfied with the following aspects of your job? Respondents answered using a scale: 1=very satisfied, 2=satisfied, 3=neither satisfied nor dissatisfied, 4=dissatisfied, 5=very dissatisfied. We averaged the results and in the chart below you can see the results of the responses of the respondents, our employees.





Based on the responses it can be stated that our employees are most satisfied with their relationships in the workplace and with their relationship with their direct supervisor, and least satisfied with employee awarding for good work, remuneration, and union activities. In the following section, we present the measures that follow-up on the survey findings.

## V THE MEASURES OF THE EQUAL OPPORTUNITIES PLAN OF THE CATHOLIC UNIVERSITY IN RUZOMBEROK

<b>MEASURES OF THE EQUAL OPPORTUNITIES PLAN OF THE CATHOLIC UNIVERSITY IN RUZOMBEROK</b>				
THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
<b>Equal opportunities for men and women in recruitment and career progression</b>				
Institutionalising equal opportunities	Establishment of ambassadors (male and female)	Creation of positions within the structure (Rectorate) in connection with the CU Commission for Equal Opportunities for Women and Men	Rector, Vice-Rector for International Relations, Senate of CU	Following the approval of the internal guidelines for the implementation of the CU Equal Opportunities Plan for Women and Men
Supervision, analysis of the implementation of the Commission's measures for the preparation of the CU Equal Opportunities Plan	Establishment of the Equal Opportunities Commission at CU	Creation of a committee made up of representatives (nominees) of the individual structures of the University and separate nominees from among staff and students - allocated places for faculty, teachers and THP staff, administration, students	Vice-Rector for International Relations	Regular evaluation of the implementation of the plan, on an annual basis (academic year)

Making women visible in public space	Mass media communication training for female employees	Developing women's communication skills through workshops and trainings	Department of Journalism FoP of CU, external trainers, PR manager of CU, experts invited from the field of communication training - Commission EOWM	June 2025
THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
Developing an understanding of equality between men and women in the CU environment - staff	Lectures and workshops on gender equality in academic practice, correct identification of appropriate and inappropriate behaviour in the workplace, invited guests (voluntary training for CU staff, part of the onboarding process)	Conducting targeted lectures and workshops for both, employees and students of CU, identifying development trends at CU, part of the onboarding system for new employees	Vice-Rector for International Relations, CU Commission for Equal Opportunities for Women and Men, Consulting Centre of CU	At least once a year
Collection of statistical data on the proportion of men and women in leadership positions at CU	Monitoring and discussion of results within the individual organisational structures of CU	Analysis of the situation in the individual organisational structures of CU	Commission for the EOWM	Once every two years

THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
Supporting women's career development	Mentoring programme with at least 50% female representation, preparation of projects aimed at this goal	Implementation of various courses, workshops, trainings oriented to the promotion of managerial competencies, also specialized only for women	Individual organizational structures of the University, the Commission of the EOWM of CU	Once per academic year, next in July 2025, a course for aspiring Catholic university managers (Advanced Catholic Leadership Program: Rome, 2025)
Regular survey on job satisfaction of women and men at CU	Questionnaire survey for staff of CU	Regular repetition of the questionnaire conducted in 2024 oriented to the job satisfaction of women and men of CU	Commission of EOWM of CU	Once a year, always at the beginning of the calendar year

Compendium/manual of legislative norms related to equal opportunities for women and men	Development of a compendium of RR strategies regarding the current legislation of the Slovak Republic and establishment of a separate banner on the university website on the topic of RR for students and employees of CU	Identification of the procedures and processes, but also the rights available to staff and students to follow in the context of RR at KU	Commission of EOWM of CU	March 2025
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THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
Intercultural communication courses for staff of CU	Regular implementation of courses for employees (part of the onboarding system)	10 block courses for all CU staff led by CU teachers	Office of the Vice-Rector for International Relations	1x per calendar year

Professional development and career growth	Support for self-development also through language courses (and other self-development courses abroad), thus supporting mobility and foreign projects, training of employees in the preparation of research projects (with a focus on the field in which the employee works) necessary for their work	Targeted campaigns for individual target groups of CU employees	Office of the Vice-Rector for International Relations and other departments of the CU Rector's Office	Continuously
Identification of the needs of all CU staff and updating of measures	Benefits - review and expansion, home office option based on employee demand survey	Communication with employees at regular meetings, questionnaire, etc.	Rector, faculty heads and Vice-Rector for International Relations, Commission of EOWM	At least once per academic year

THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
Creation of a space for children of employees	Setting up of a kindergarten for children of CU staff	In cooperation with FoE of CU to support and resolve the situation with the university kindergarten	All stakeholders of the KU organizational structure (Rectorate, management of FoE of CU)	As soon as the legislative situation allows - decision of the City of Ruzomberok

Inclusion of future generations at CU	Family Day at CU	Visiting, involving family members of CU staff in the life of the university	Management of the faculties, the Rector's Office, all organizational structures of the University	Once per calendar year, ideally during June
Reinstatement of staff	Maintaining contact with staff on maternity and parental leave (departmental circulars, participation in university life if interested, information about university events)	Sending information about what's happening at the university, department, department meeting minutes, invitations to university events and academic festivals	The employee's direct supervisor	Continuously
CU Children's University	Renewal and development of CU	Participating in the organisation of the preparation and implementation of the DUs for our employees during the summer months	All faculties and the Rector's Office of CU	Annually

THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
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<p>Taking into account parenthood in the performance of work duties</p>	<p>Meetings start no later than 14:00, the possibility of a home office in case of illness of a child of pre-school and younger school age under well-defined conditions;</p> <p>The ability to leave the workplace for short periods of time during working hours with the approval of the direct supervisor in order to arrange for the transfer of children to various educational activities, including extracurricular activities, subject to university-wide discussion with the appropriate managers</p>	<p>Opening the discussion and space for the implementation of the proposal in the internal legislative environment of the university</p>	<p>Management of the university and faculties, trade union organisation</p>	<p>By the end of 2025</p>
<p>Support for staff on maternity and parental leave</p>	<p>Right to have a work email account, the right to apply for support from CU grant schemes, the right to be remunerated according to the remuneration guidelines, the right to benefit from administrative support, the right to register publishing activity through UL CU</p>	<p>Initiate a discussion and find out the situation regarding the recording of scientific outputs during maternity/parental leave</p>	<p>Vice-Rector for Science and Arts and relevant Vice-Deans</p>	<p>Summer semester 2025</p>



THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
<b>Integration of the dimension of equal opportunities for women and men into the content of selected research and teaching in the framework of the measures taken</b>				
Developing knowledge on gender equality in the environment of CU for students	Lectures and workshops on equality and gender equality in the academic environment, invited guests as lectors for students of CU	Implementation of targeted lectures and workshops for students of CU, identification of development trends at CU	Vice-Rector for International Relations, Commission for Equal Opportunities for Women and Men of CU, Consulting Centre of CU	At least once a year
Involvement of students in the work of the Commission of EOWM	Nomination and election of students to the committee	In addition to staff, elected students will be members of the committee	Student section AS CU	Summer semester 2025
Incorporate a Christian perspective on gender equality and equal opportunities into teaching	Teach the core themes of gender equality as part of selected social science courses offered in individual faculties in the context of fulfilling the mission of CU	To create space, if the teacher is interested, within specific subjects whose content is close to the issue of equal opportunities for women and men, to add these topics to the syllabus, possibly as part of the general core	Teachers responsible for the subject (informing the committee)	September 2025
Raise students' awareness of equal opportunities	Assignment of theses with themes touching upon aspects of equal opportunities for women and men in the light of the mission of KU	Assignment of topics with this issue	Heads of Departments	September 2025

for men and women				
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THE AIM OF THE MEASURE	TITLE OF THE MEASURE	DESCRIPTION OF THE MEASURE	THE RESPONSIBLE ORGANISATIONAL STRUCTURE OF THE UNIVERSITY	PLANNED DEADLINES FOR THE IMPLEMENTATION OF THE MEASURES
To take into account equal opportunities issues in selected projects implemented at CU	To implement equal opportunities for men and women into the structures of selected projects implemented at CU	To add content and create content to data collections, aiming to increase data banks, if relevant	Teachers at CU	Continuously

**Measures against physical and psychological violence, including sexual harassment**

Setting up a process for the prevention and elimination of psychological and physical violence	Training: gender equality and sexual harassment in college, Information on the issue of physical and psychological violence for new academic staff, information on the issue of physical and psychological violence for new academic and non-academic staff (onboarding system), setting up the complaints process, monitoring the state of physical and psychological violence at CU	Regular lectures and workshops, training for staff and students of CU to share the latest information on protection from violence issues	Rector and Deans, Consulting Center of CU, Equal Opportunities Commission of CU Ambassadors (male and female)	Winter semester 2025
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In Ruzomberok 4.2.2025

doc. Ing. Jaroslav Demko, CSc.  
Rector of the Catholic University  
in Ruzomberok

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<sup>i</sup> On the identity and mission of the Catholic University in Ruzomberok, taking into account its historical context, see Marian Kuna: Catholic Identity in a Post-Communist Society. The Catholic University in Ruzomberok, Slovakia. In Helen, Alford, OP - Marina, Russo (eds.) *Seeking Wisdom in the Midst of Institutional Crisis. The Catholic University in Western, Central and Eastern Europe*. Rome : Angelicum University Press, 2022, 316 p., pp. 181-217.

<sup>ii</sup> Cf. JAKUB LIPTÁK (INTERVIEW) LINGUIST OĽGA ORGOŇOVÁ: LET'S NOT LIMIT LANGUAGE WITH OVERSENSITIVE PROHIBITIONS AND COMMANDS. IT WON'T WORK, IN *POSTOJ*, 4 JUNE 2023, AVAILABLE ONLINE: [HTTPS://WWW.POSTOJ.SK/131074/NEOBMEDZUJME-JAZYK-PRECITLIVENYMI-ZAKAZMI-A-PRIKAZMI-NEBUDE-TO-FUNGOVAT](https://www.postoj.sk/131074/NEOBMEDZUJME-JAZYK-PRECITLIVENYMI-ZAKAZMI-A-PRIKAZMI-NEBUDE-TO-FUNGOVAT); Cf. JAKUB LIPTÁK: PROGRESSIVE PRESSURE ON LANGUAGE. WHY SO-CALLED GENDER-SENSITIVE LANGUAGE IS HARMFUL TO SLOVAK, IN *POSTOJ*, 22 JUNE 2022, AVAILABLE ONLINE: [HTTPS://WWW.POSTOJ.SK/108643/PRECO-TAKZVANY-RODOVO-CITLIVY-JAZYK-SKODI-SLOVENCINE](https://www.postoj.sk/108643/PRECO-TAKZVANY-RODOVO-CITLIVY-JAZYK-SKODI-SLOVENCINE); MARIAN KUNA: GENDER-NEUTRAL LANGUAGE POLICY AND ITS PITFALLS, IN *ŠTANDARD*, 2 APRIL 2023, AVAILABLE ONLINE: [HTTPS://STANDARD.SK/339155/POLITIKA-RODOVO-NEUTRALNEHO-JAZYKA-A-JEJ-NASTRAHY](https://standard.sk/339155/POLITIKA-RODOVO-NEUTRALNEHO-JAZYKA-A-JEJ-NASTRAHY).