



**UNIVERSITY OF NATIONAL AND WORLD ECONOMY**

# **Gender Equality Plan**

## **2021 – 2025**

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# INTRODUCTION

This Gender Equality Plan (GEP) defines the key areas of intervention, the objectives, and the measures of the University of National and World Economy (UNWE) – Sofia, for the period 2021/25 in regards of gender equality and sexual orientation non-discrimination. The primary objective of the plan is to ensure that UNWE is a safe place for everyone, and functions in a manner that respects equality and diversity, and is free of any form of discrimination.

Established in 1920, UNWE is the largest and longest running business university in South-eastern Europe. In 2017 for the third time the University was awarded the highest attainable accreditation rating by the National Evaluation and Accreditation Agency among all Bulgarian universities. Today UNWE is well known for its excellence, with employers often referring to it as the “Bulgarian Harvard”, due to the high calibre of its graduates, and plays an integral role in furthering educational and research standards in social, economic, and legal sciences.

UNWE develops a modern, effective, and continuously evolving higher education system, stimulates the intellectual potential of its faculty members and researchers thus providing a qualitative, accessible, based on scientific results and market oriented higher education. The University strives for providing excellent education and research with impact aimed at:

- substantial enhancement of higher education quality and its compatibility with the European higher education systems in order to have strong contribution to achieving the European Education Area;
- reforming research and innovation, strengthening mobility and the exchange of knowledge and technology, and enhancing market-oriented research and innovations in order to be a strong competitor in the new European Research Area;
- developing and implementing new approaches to and practices for increasing UNWE societal outreach and creating even higher societal value.

UNWE follows the gender equality aims of the European Union and the UN Sustainable development goals (SDGs) and strives to keep gender equality in all its university structures. The Rectors Council facilitates and supports the realisation of various gender equality measures as part of UNWE’s commitment to diversity and inclusivity.

Equality and diversity are values which promote the development of science and education. The social mission of UNWE is to guarantee access to knowledge and acquisition of skills to all persons of any gender. By incorporating good practices into the planned activities within this plan and by improving the internal communication within the university community, the best solutions for promoting equality will be popularised efficiently, thus providing the starting point of the UNWE GEP.

## STATE OF THE ART

UNWE has reached the absolute equality regarding gender budgeting: the salaries of men and women are equal for all faculty, research, and administrative positions available at the university. The applicable fees and scholarships for students are also fully gender equalised. Table 1 summarizes the gender statistics at UNWE and indicates that:

- (1) women prevail in the administrative positions,
- (2) gender balance is almost achieved in the faculty positions, and
- (3) men prevail in the research positions.

*Table 1. UNWE Staff Categories by Gender (as of November 2021)*

Staff category by gender	Men	Women	Total
<b>Total staff</b> <i>out of which</i>	375 (36%)	681 (64%)	1,056
<b>Faculty members &amp; researchers</b>	215 (46%)	253 (54%)	468
<b>Administrative staff</b> <i>out of which</i>	160 (27%)	428 (73%)	588
<b>UNWE university campus</b>	128 (29%)	317 (71%)	445
<b>UNWE divisions</b> <i>out of which</i>	32 (22%)	111 (78%)	143
<b>Students Dormitories &amp; Canteens</b>	25 (24%)	79 (76%)	104
<b>Center for Distance Education - Haskovo</b>	2 (20%)	8 (80%)	10
<b>UNWE Publishing Complex</b>	5 (17%)	24 (83%)	29

Source: UNWE Human Resources Directorate, 2021.

This GEP outlines the main actions to be undertaken at university level and implemented at different levels within the university structure. It has been developed on the basis of inputs from the entire university community to account for everyone who is working or studying at UNWE. GEP builds on the assumptions included in the European Charter for Researchers and integrates the pro-equality activities that have been carried out by UNWE so far with new initiatives. Furthermore, the GEP incorporates the principles of the Code of Ethics of the University, its membership in the European University alliance ENGAGE.EU as well as the best practices in the field of gender equality already implemented by the alliance partner universities.

## UNWE VISION OF GENDER EQUALITY

In a gender-equal and non-discriminatory academic and research environment UNWE provides for the following:

- All university staff has equal rights, responsibilities and opportunities for personal development and career advancement on the basis of the academic and/or professional qualifications.
- All university staff has the opportunity to influence the development of training and research as well as the operational planning of the university activities.
- Every applicant for any position is treated equally in the processes of job recruitment, students' admissions and evaluations, staff attestation and all university staff and students are provided with equal opportunities for work and study.

UNWE is dedicated to identifying and eliminating practices and structures that generate or sustain inequality and discrimination.

## KEY AREAS OF INTERVENTION AND OBJECTIVES

The strategic objective of UNWE regarding gender equality assurance is to provide a non-discriminatory, gender-equal and accessible environment in which faculty members, researchers, administrative staff and students with diverse backgrounds and duties receive equal treatment and are free to participate without discrimination in all types of university activities. UNWE aims to maintain a good, safe and fair environment for work and study.

This strategic objective will be realized through intensive work in the following five key areas of intervention:

- Key area 1: Gender equality environment.
- Key area 2: Gender equality in recruitment and career development.
- Key area 3: Gender equality at work integration.
- Key area 4: Gender equality in research.
- Key area 5: Gender equality in education.

Figure 1 outlines the five key areas of intervention regarding gender equality and the main objectives of UNWE within each of these key areas.

The relevant SDGs addressed by the GEP (as indicated in Figure 1) are as follows:

- **Target 4.5.** By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.
- **Target 5.1.** End all forms of discrimination against all women and girls everywhere.
- **Target 5.5.** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.

- **Target 8.5.** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- **Target 10.2.** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- **Target 10.3.** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and by promoting appropriate legislation, policies and action in this regard.
- **Target 10.4.** Adopt policies, especially fiscal, age and social protection policies, and progressively achieve greater equality.

KEY AREAS OF INTERVENTION				
1. Gender equality environment	2. Gender equality in recruitment and career development	3. Gender equality at work integration	4. Gender equality in research	5. Gender equality in education
OBJECTIVES				
Promoting gender equality in institutional and individual cultures, processes and practices	Ensuring gender equality in recruitment and career development	Promoting integration of work with personal life	Promoting gender equality in research processes	Promoting gender equality in education processes
RELEVANCE TO UN SDGs AGENDA 2030				
10. Reduced inequalities	5. Gender equality	8. Decent work and economic growth	10. Reduced inequality	4. Quality education
<p><b>TARGET 10-2</b></p> <p>PROMOTE UNIVERSAL SOCIAL, ECONOMIC AND POLITICAL INCLUSION</p>	<p><b>TARGET 5-1</b></p> <p>END DISCRIMINATION AGAINST WOMEN AND GIRLS</p>	<p><b>TARGET 8-5</b></p> <p>FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY</p>	<p><b>TARGET 10-3</b></p> <p>ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION</p>	<p><b>TARGET 4-5</b></p> <p>ELIMINATE ALL DISCRIMINATION IN EDUCATION</p>
&	&			
<p><b>TARGET 10-4</b></p> <p>ADOPT FISCAL AND SOCIAL POLICIES THAT PROMOTES EQUALITY</p>	<p><b>TARGET 5-5</b></p> <p>ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING</p>			

Fig. 1. UNWE GEP key intervention areas and objectives 2021/25



## **KEY AREA 1**

### ***Gender Equality Environment***

**Objective: Promoting gender equality in institutional and individual cultures, processes and practices.**

**Measure 1.1** Systematic collection, analysis and reporting of gender disaggregated data (both qualitative and quantitative) on the main university processes, structures, and results.

**Measure 1.2** Organizing regular meetings on gender issues with key decision makers to ensure sustainability of the GEP and to maximize its impact.

**Measure 1.3** Appointing staff members (faculty delegates and administrative directorates' delegates) responsible for monitoring that all university processes and procedures respect gender equality.

**Measure 1.4** Day-to-day revision of any news, communications, images and texts, published on the UNWE communication channels from a gender equality perspective.

**Measure 1.5** Promoting gender competence enhancement initiatives and activities at all UNWE levels.

## **KEY AREA 2**

### ***Gender Equality in Recruitment and Career Development***

**Objective: Ensuring gender equality in recruitment and career development.**

**Measure 2.1** Offering empowerment courses to improve the self-confidence of the under-represented gender.

**Measure 2.2** Sharing good career practices among UNWE departments to stimulate the career development of the under-represented gender.

**Measure 2.3** Organizing promotion campaigns within the university to provide gender balanced research and teaching teams.

## **KEY AREA 3**

### ***Gender Equality at Work Integration***

**Objective: Promoting integration of work with personal life.**

**Measure 3.1** Providing measures for supporting UNWE employees of any gender for childcare, care for family members with special needs or for elder family members, etc.



**Measure 3.2** Providing better planning of work schedules for faculty members, researchers and administrative staff (where possible).

**Measure 3.3** Providing opportunities for remote working or flexible working hour arrangement (where possible).

#### **KEY AREA 4** *Gender Equality in Research*

**Objective: Promoting gender equality in research processes.**

**Measure 4.1** Analysis of data regarding UNWE research – publications, patents, funding allocation, etc. – disaggregated by gender.

**Measure 4.2** Organizing training seminars on the gender perspective in research to enhance its social and innovation value.

**Measure 4.3** Introduction in the university calls for research projects of gender-related variables as a criterion for evaluation.

#### **KEY AREA 5** *Gender Equality in Education*

**Objective: Promoting gender equality in education processes.**

**Measure 5.1** Offering training tools at all levels of education on gender variables.

**Measure 5.2** Offering elective courses on gender equality for students of all levels enriching them with soft skills and preparing them for future work in diverse gender environments.

## **IMPLEMENTATION OF THE GENDER EQUALITY PLAN**

Responsible for the implementation of this GEP is the vice-rector for research and international affairs who is supported by the other vice-rectors (VRs). They all ensure the necessary administrative support for the implementation of the plan.



In charge for the operational activities for the implementation of the plan and its measures are:

- secretaries-general of UNWE (SG)
- deans of UNWE faculties (Deans)
- heads of departments (HD)
- Program council for research (PCR)
- Commission for evaluation and monitoring of research (CEMR)
- research institutes and research centers (RI&RC)
- Center for research and educational projects (CREP)
- University center for mobility of students and academic staff (UCM)
- Inter-university center for career development (IUCCD)
- Students council (SC)
- directors of the UNWE administrative directorates (DAD)
- UNWE divisions (D).

The successful implementation of the plan depends upon the proper involvement of all students (all levels), faculty members, researchers, and administrative staff.

Ongoing monitoring and control on the implementation of the plan will be implemented by the university top management which will summarize the main gender aspects in its annual reports.

Table 2 summarizes further details on the target groups, the timeline, the people and structures in charge as well as on the indicators for measurement of the implementation of the GEP.

Table 2. Target groups, timeline, people & structures in charge and indicators of the UNWE Gender Equality Plan 2021/25

Measures	Target groups	Timeline	Who is in charge	Indicators
<b>KA 1</b>				
<b>Objective: Promoting gender equality in institutional and individual cultures, processes, and practices.</b>				
<b>Measure 1.1</b> Systematic collection, analysis and reporting of gender disaggregated data (both qualitative and quantitative) on the main university processes, structures and results.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> <li>Administrative staff</li> </ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD, SC, DAD, D	<ul style="list-style-type: none"> <li>gender disaggregated data systematically collected, analysed and reported</li> <li>gender sensitive language in all university documents</li> </ul>
<b>Measure 1.2</b> Organizing regular meetings on gender issues with key decision makers to ensure sustainability of the GEP and to maximize its impact.	<ul style="list-style-type: none"> <li>University management</li> <li>Administrative divisions</li> </ul>	Continuous	Rector, Vice-rectors, Deans, DAD	<ul style="list-style-type: none"> <li>GEP included on the agenda of at least one annual university event/meeting</li> <li>GEP included on the agenda of the Rectors Council and the Rectors and Deans Council</li> </ul>
<b>Measure 1.3</b> Appointing staff members (faculty delegates and administrative directorates' delegates) responsible for monitoring that all university processes and procedures respect gender equality.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> <li>Administrative staff</li> </ul>	2022	Deans, DAD	<ul style="list-style-type: none"> <li>faculty delegates and administrative directorates' delegates appointed</li> </ul>
<b>Measure 1.4</b> Day-to-day revision of any news, communications, images and texts, published on the UNWE communication channels from a gender equality perspective.	<ul style="list-style-type: none"> <li>General public</li> </ul>	Continuous	PR	<ul style="list-style-type: none"> <li>daily reviews from a gender equality perspective</li> </ul>
<b>Measure 1.5</b> Promoting gender competence enhancement initiatives and activities at all UNWE levels.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> <li>Administrative staff</li> </ul>	Continuous	HD, SG, SC	<ul style="list-style-type: none"> <li>gender competence enhancement initiatives and activities implemented</li> </ul>



Measures	Target groups	Timeline	Who is in charge	Indicators
<b>KA 2</b>				
<b>Objective: Ensuring gender equality in recruitment and career development.</b>				
<b>Measure 2.1</b> Offering empowerment courses to improve the self-confidence of the under-represented gender.	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Administrative staff</li></ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD, SC, DAD, D	<ul style="list-style-type: none"><li>• empowerment courses offered</li></ul>
<b>Measure 2.2</b> Sharing good career practices among UNWE departments to stimulate the career development of the under-represented gender.	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Administrative staff</li></ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD, SC, DAD, D	<ul style="list-style-type: none"><li>• good practices career shared</li></ul>
<b>Measure 2.3</b> Organizing promotion campaigns within the university to provide gender balanced research and teaching teams.	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Administrative staff</li></ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD, SC, DAD, D	<ul style="list-style-type: none"><li>• promotion campaigns organized</li></ul>
<b>KA 3</b>				
<b>Objective: Promoting integration of work with personal life.</b>				
<b>Measure 3.1</b> Providing measures for supporting UNWE employees of any gender for childcare, care for family members with special needs or for elder family members, etc.	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Administrative staff</li></ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD, SC, DAD, D	<ul style="list-style-type: none"><li>• employees supported</li></ul>
<b>Measure 3.2</b> Providing better planning of work schedules for faculty members, researchers and administrative staff (where possible).	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Admin. staff</li></ul>	Continuous	DAD, D	<ul style="list-style-type: none"><li>• work schedules improved</li></ul>
<b>Measure 3.3</b> Providing opportunities for remote working or flexible working hour arrangement (where possible).	<ul style="list-style-type: none"><li>• Faculty &amp; Researchers</li><li>• Admin. staff</li></ul>	Continuous	DAD, D	<ul style="list-style-type: none"><li>• employees benefitted from remote working</li></ul>



Measures	Target groups	Timeline	Who is in charge	Indicators
<b>KA 4</b>				
<b>Objective: Promoting gender equality in research processes.</b>				
<b>Measure 4.1</b> Analysis of data regarding UNWE research – publications, patents, funding allocation, etc. – disaggregated by gender.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> </ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD	<ul style="list-style-type: none"> <li>gender disaggregated data analysed</li> </ul>
<b>Measure 4.2</b> Organizing training seminars on the gender perspective in research to enhance its social and innovation value.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> </ul>	Continuous	SG, Deans, HD, PCR, CEMR, RI&RC, CREP, UCM, IUCCD	<ul style="list-style-type: none"> <li>training seminars organized</li> </ul>
<b>Measure 4.3</b> Introduction in the university calls for research projects of gender-related variables as a criterion for evaluation.	<ul style="list-style-type: none"> <li>Faculty &amp; Researchers</li> </ul>	Continuous	PCR	<ul style="list-style-type: none"> <li>projects by mixed (diversified) gender research teams approved</li> </ul>
<b>KA 5</b>				
<b>Objective: Promoting gender equality in education processes.</b>				
<b>Measure 5.1</b> Offering training tools at all levels of education on gender variables.	<ul style="list-style-type: none"> <li>Faculty</li> <li>Students (all levels)</li> </ul>	Continuous	Deans, HD, SC	<ul style="list-style-type: none"> <li>training tools offered</li> </ul>
<b>Measure 5.2</b> Offering elective courses on gender equality for students of all levels enriching them with soft skills and preparing them for future work in diverse gender environments.	<ul style="list-style-type: none"> <li>Faculty</li> <li>Students (all levels)</li> </ul>	Continuous	HD, SC, DAD	<ul style="list-style-type: none"> <li>elective courses offered</li> </ul>

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