

Gender Equality Plan of the Ferenc Rákóczi II Transcarpathian Hungarian University (2025–2029)

Introduction

The Gender Equality Plan of the Ferenc Rákóczi II Transcarpathian Hungarian University (2025–2029) is a strategic document approved by the University Senate (Scientific Council) and enacted by Rector's decree.

The plan reaffirms the University's commitment to promoting gender equality in line with the requirements of the Horizon Europe framework programme, the Strategy for Implementation of Gender Equality in Education until 2030 of Ukraine, as well as the University's Development Strategy for 2025–2029 and its internal quality assurance framework.

The document sets out clear objectives and concrete actions to reduce identified inequalities, defines responsible persons, establishes timelines, and specifies indicators for monitoring progress.

Objectives and Priorities

The overarching goal of the Gender Equality Plan is to foster an inclusive, fair, and family-friendly institutional culture where women and men have equal opportunities to participate in education, research, and university governance.

To achieve this, the University will focus on three key priority areas during the period 2025–2029:

- **Work–life balance and organisational culture** – creating family-friendly measures and a supportive organisational climate.
- **Equal opportunities in recruitment and career progression** – ensuring fairness and transparency in hiring, appointment, and promotion processes.
- **Zero tolerance towards gender-based violence** – implementing measures to prevent and respond to sexual harassment and other forms of gender-based violence.

Actions and Implementation (2025–2029)

Work–life balance and organisational culture

The goal of this priority area is to strengthen a family-friendly approach and a flexible work environment so that both staff and students can reconcile their professional or academic duties with their private lives.

The University promotes an inclusive organisational culture that values diversity and supports employees according to their life circumstances.

Development of a family-friendly action package.

The Quality Assurance Council, in consultation with the Psychological Service, will prepare a set of proposals on flexible working hours, remote work opportunities, and support measures for employees with small children.

- *Responsible:* Quality Assurance Council; Vice-Rector for Education and Methodology.

- *Deadline:* End of 2026.
- *Indicator:* Adopted family-friendly policy; number of employees using flexible work arrangements.

Development of family-friendly infrastructure.

The University will continue its good practice of creating and maintaining child-friendly spaces (mother-and-baby room, play area) and increasing nursery/kindergarten capacities in cooperation with partner institutions.

- *Responsible:* President; Vice-Rectors for Education and Economy.
- *Deadline:* 2027.
- *Indicator:* Established facilities; number of staff/students using them.

Awareness-raising training and communication.

To improve organisational culture, regular training sessions will be held for managers and staff on workplace diversity and gender stereotyping, alongside awareness campaigns on the importance of work–life balance.

- *Responsible:* Psychological Service.
- *Deadline:* Annually (first session in 2026).
- *Indicator:* Number of trainings and campaigns held; number of participants; internal survey results on organisational culture.

2. Equal opportunities in recruitment and career progression

The University ensures, as it has done so far, that no gender-based discrimination occurs during admission, promotion, or remuneration processes. The goal is to provide a transparent and fair career path for both genders.

• Monitoring pay gaps.

Annual analysis of salary and benefit data by gender will be conducted. Where justified, measures will be taken to reduce gender pay disparities.

- *Responsible:* Division of Financial and Planning; Division of Personnel Management.
- *Deadline:* Annually; first report in 2026.
- *Indicator:* Annual wage reports prepared; change in the average gender pay gap.

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• Career-support workshops.

Organisation of training and counselling sessions for both genders to ensure equal opportunities for career development (e.g., publication strategies, project writing, leadership skills), with particular attention to young female researchers and lecturers.

- *Responsible:* Career Monitoring Department.
- *Deadline:* Every two years from 2026.
- *Indicator:* Number of workshops; gender distribution of participants; evaluation questionnaire results.

3. Zero tolerance towards gender-based violence

The University declares zero tolerance towards all forms of gender-based violence and sexual harassment.

The goal is to establish clear procedures for handling such cases, implement preventive measures, and ensure a supportive environment for victims.

- **Review of relevant regulations in the Quality Assurance Manual.**

Based on satisfaction surveys among teachers, students, and administrative staff, a confidential reporting channel (e.g., online form or dedicated email address) will be developed for reporting incidents, alongside investigation protocols and disciplinary consequences.

- *Responsible:* Department for Academic Integrity, Transparency, and Anti-Corruption.
- *Deadline:* 2025.
- *Indicator:* Launch of the reporting system; number of cases handled.

- **Information and prevention.**

Annual campaigns will be launched to prevent harassment and violence, including workshops, posters, and online materials for students and staff. The principle of “zero tolerance” and available support services (counselling, psychological help) will be clearly communicated.

- *Responsible:* Psychological Service.
- *Deadline:* Annually.
- *Indicator:* Number of events organised; level of awareness measured through internal surveys.

- **Provision of support services.**

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Strengthening of psychological and legal counselling services. Partnerships will be developed with local NGOs and authorities.

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- *Responsible:* Psychological Service.
- *Deadline:* Continuous from 2025.
- *Indicator:* Number of consultations provided; number of cooperation agreements with external partners.

Implementation and Monitoring

The implementation of the plan is coordinated by the Vice-Rector for Science and Quality Assurance, who prepares an annual progress report for the Senate (Scientific Council). Regular monitoring of indicators ensures continuous evaluation of the effectiveness of actions taken.

If necessary, the plan will be reviewed and adjusted based on the experience gained during implementation.

At the end of the 2025–2029 period, a comprehensive evaluation will summarise the achievements and form the basis for developing the next Gender Equality Plan.