



STU Gender equality strategy

Version 1.0



**SLOVAK UNIVERSITY OF
TECHNOLOGY IN BRATISLAVA**



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About Slovak University of Technology in Bratislava (STU)

Slovak university of technology in Bratislava (STU) is a modern research and education institution. It follows the almost 270-year-old legacy of the Mining Academy in Banská Štiavnica which was founded by one of the most important women in our history, Empress Maria Theresa, and where the foundations of practice-oriented education were laid. STU offers technical education and involves students in research in the fields of natural sciences, computer science, civil engineering, architecture, chemistry, food processing and materials technology.

At the international level, STU has concluded hundreds of cooperation agreements with foreign universities, faculties and research institutes. Every year STU sends almost 500 students abroad for study or exchange stays¹.

The university research teams² are involved in the implementation of hundreds of international projects: yearly, it is about 700 research projects financed from public funding schemes and hundreds of other contract-based research projects for industrial applications.

STU graduates belong to the most sought after³ and best paid⁴ employees in the labor market. More than 10 000 students are currently enrolled at 7 STU faculties⁵ and the university institute. The university offers study programs in all study cycles⁶ (bachelor's, master's, doctoral).

Introduction to the strategy

The equality between women and men in research and innovation has been a priority of the European Research Area (ERA) since 1997, when the Communication from the European Commission - "*Women and science*" - *Mobilising women to enrich European research* set the gender equality in science and research as an important strategic goal. Moreover, it is a cross-cutting priority of the 2030⁷ Agenda for Sustainable Development. The European Commission's Strategy for Equality between Women and Men for the years 2020-2025⁸ defines a vision, policy goals and measures to make concrete progress on gender equality and to achieve the goals of sustainable development.

In accordance with the rules and internal legislation, STU ensures the equal opportunities for women and men as well as zero tolerance of any form of discrimination. Women and men have rights arising from employment relationships without any restrictions and direct or indirect discrimination. Women and men without distinction have the right to work, to the free choice of employment, to fair and satisfactory working conditions and to the protection against arbitrary dismissal in accordance with the principle of equal treatment as established in the Labor Code and the Anti-Discrimination Act.

¹ https://www.stuba.sk/sk/erasmus-mobility-studentov-a-pracovnikov/erasmus.html?page_id=8972

² https://www.stuba.sk/sk/vyskume/vyskumne-pracoviska-na-stu.html?page_id=7589

³ https://www.mtf.stuba.sk/sk/diani-na-mtf/aktuality/stu-je-najlepsia-slovenska-univerzita-v-uplatneni-absolventov.html?page_id=15578

⁴ http://vs.iedu.sk/sk/prehľad/-/stupen=7:8,forma=1:2/-/kriterium=30;x=skupina_so;y=skola;graf;top

⁵ https://www.stuba.sk/sk/fakulty.html?page_id=2990

⁶ https://www.stuba.sk/sk/informacie-pre-uchadzacov/studijne-programy-a-studijne-odbory.html?page_id=1060

⁷ <https://sdgs.un.org/2030agenda>

⁸ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en



According to the basic principles of the Slovak Labor Code, women and men have the right to equal treatment not only in terms of the access to the employment but also in terms of equal pay and promotion, vocational training and working conditions. With regard to equal pay, the Labor Code stipulates that "wage conditions must be agreed without any form of discrimination on grounds of sex". STU management and faculties' management are well aware of the gender situation in the scientific field, and that the process of achieving sustainable gender equality is a long-term process, going beyond the duration of one term of office. However, we will make maximum effort to ensure the strong participation of female staff, teachers, researchers and students in the various activities of the university and its faculties. With the current structure of researchers and students of technical sciences in Slovakia and at STU, which is significantly dominated by men, this will be a challenging task. We will actively promote gender equality as well as the principles contained in the European Charter for Researchers and the Code of Conduct⁹ when recruiting and assigning staff to activities (e.g. mobility, traineeships).

At the same time, we will base our strategy on the National Strategy for Equality between Women and Men and Equal Opportunities and its associated Action Plan prepared by the Ministry of Labor, Social Affairs and Family of the Slovak Republic¹⁰ approved by the Government in 2021. The priorities and strategic areas covered by the national strategy are:

1. Dignity and body integrity;
2. Reconciliation of family and work life;
3. Education, science and research;
4. Equal opportunities and access to the labor market, economic dependence and poverty of women;
5. Political and economic participation and participation in decision-making;
6. Ensuring a participatory mechanism for the promotion of equality between women and men and the institutional provision of equality between women and men;
7. Inclusion of vulnerable groups and multiple discrimination against women and minor children /girls;
8. International development cooperation and humanitarian aid.

To prepare a strategy proposal, implementation of measures, their impact and gender equality monitoring at STU, we have created a working group for gender equality which includes various levels of management and job positions within the university. Strategy's activities and measures will be transferred and implemented in the action plan and the monitored objectives and indicators will be included in the long-term strategic plan of STU and faculties.

⁹ <https://eur-lex.europa.eu/legal-content/SK/TXT/HTML/?uri=CELEX:32005H0251&from=LT>

¹⁰ <https://epale.ec.europa.eu/sk/resource-centre/content/celostatna-strategia-rovnosti-zien-muzov-rovnosti-prilezitosti-v-slovenskej>



Current activities and measures ensuring gender equality at STU

STU has already prepared initial measures to support its employees and to promote the gender equality. A Code of Ethics for students¹¹ has been developed which also covers the area of gender equality and a draft code of ethics for employees has been prepared. At STU, women are represented in university management and also in the faculty management, women are also actively involved in their research/ education fields at all levels of management (heads of departments / institutes, heads of research projects), middle management has also a strong female coverage. The number of women in the management positions has increased significantly in the recent years.

STU systematically promotes the achievements of women working at STU in the university journal SPEKTRUM¹² in the regular column "Woman in Science" and the contributions are published on the STU website.

As part of activities supporting the gender equality, the STUBAčik¹³ kindergarten for children of STU employees was established in 2020 as a pilot project at Slovak universities in general and an important cornerstone of STU's gender and social policy. It not only promotes gender equality, but also meets the needs of many young parents (both women and men) and at the same time suppresses a potential barrier to progress in their academic careers. At the same time, STU provides working conditions for women and men, which enable them to perform a social function in the upbringing and care of children.

Every year, the university, as well as its faculties, nominate their successful female scientists for national competitions that reward successful female scientists and promote their work. Female STU scientists were awarded in the following competitions: Slovak of the Year in the category of science and research, Crystal Wing in the category of medicine and science, or in various professional awards such as: the award of prof. Martin Kusý awarded by the Association of Architects of Slovakia and the Fine Arts Fund, etc. The dialogue between the STU management and young scientists and professors on the occasion of the International Day of Women and Girls in Science "How to create a Career in Science"¹⁴ is valuable, too.

Not only STU but also its faculties carry out activities to promote the gender equality. The Faculty of Materials sciences and technology (MTF) was involved already in years 2009 – 2011 in an international consortium focusing on implementation of FP7 project "Improving the gender diversity management in materials research institutions". Currently, the research team of prof. Cagáňová implements gender equality focused project under Horizon 2020 program called "Linking Research and Innovation for Gender Equality"¹⁵ (2020-2023). The Faculty of Civil Engineering (SvF) co-organizes the BVS summer camp¹⁶ which shows science to primary school children in an educational and entertaining way. The SvF also organized a conference on Women in Science¹⁷, the main topic of

¹¹ https://www.stuba.sk/buxus/docs//stu/pracoviska/rektorat/odd_pravne_organizacne/2021_03_smernica_eticky_kodex_studenti_podpisany.pdf

¹² https://www.stuba.sk/sk/diani-na-stu/univerzitny-casopis-spektrum.html?page_id=115

¹³ https://www.stuba.sk/sk/fakulty/ine-pracoviska/stubacik.html?page_id=13400

¹⁴ https://www.stuba.sk/sk/diani-na-stu/prehľad-aktualit/ako-na-karieru-vo-vede.html?page_id=13249

¹⁵ <https://caliper-project.eu/>

¹⁶ <https://www.svf.stuba.sk/8428>

¹⁷ https://www.svf.stuba.sk/sk/dianie-na-svf/zeny-vo-vede.html?page_id=7189



which was the question: "What about women working in science and research?". The leitmotiv of this event was to support the position of women in the field of scientific research and their potential to be actively involved in this field. The Faculty of Informatics and Information Technology (FIIT) is a partner of the AJ Ty in IT¹⁸ project, which aims to inspire young girls to study IT, offer them information and show them the opportunities offered by the IT sector. There is a student organization at the Faculty of Mechanical Engineering (SjF) – baby "Zo Strojaryny"¹⁹ (English: girls "From Mechanics") whose main goal is to increase the interest in technology among women. The association was founded by students of technical fields and focuses on students of 2nd – 4th year of high schools and 8th – 9th year of the primary schools, which is exactly the period when youngsters are choosing their next study field. As part of research project at the Faculty of Architecture and Design (FAD) prof. Moravčíková carried out research focused on women in architecture in the years 2015 - 2019 within the project Emancipated: the first generation of female architects in Slovakia²⁰. From 2017 to 2019 prof. Moravčíková and her team of colleagues implemented yet another the international project MoMoWo - Women's Creativity since the Modern Movement²¹. FAD students were involved in both projects. There are also several women-founded R&D centers at FAD (BCDlab, CEDA and others).

Current situation and starting points

The gender equality²² means not only equal or fair treatment of women and men, but also a treatment that is different but appropriate in terms of rights, benefits, obligations and opportunities. It is based on the principle that all human beings have the right to develop their abilities freely and to choose from options without any restrictions. Gender equality also means a fair and equitable distribution of responsibilities and rights, participation in management and decision-making, equal opportunities for personal, talent and career development, and private life. The aim is to eliminate any existing forms of inequality and disadvantage for women or men on a societal scale. The Code of Ethics for STU students²³ and the Code of Ethics for Employees²⁴ are based on this principle.

The STU Gender Equality Plan is based on an analysis of the current situation. STU creates own statistics and monitors data concerning employees and students, which are structured according to gender.

STU students

As of 31 October 2021, a total of 10 543 students in all three study cycles study at STU, of which 3 345 are women, which represents 31,73% (Table 1). The most favorable ratio of female students to

¹⁸ https://www.fiit.stuba.sk/en/news/ajtyvit.html?page_id=2088

¹⁹ https://www.sjf.stuba.sk/sk/diani-na-fakulte/ocaril-ich-svet-strojov-a-technologiei-baby-zo-strojariny.html?page_id=6512

²⁰ https://www.fa.stuba.sk/sk/dianie-na-fakulte/aktuality/emancipovane-prva-generacia-architektiek-na-slovensku.html?page_id=4048

²¹ https://www.fa.stuba.sk/sk/dianie-na-fakulte/aktuality/momowo-symposium-2018.html?page_id=6543

²² <https://www.gender.gov.sk/aktivita/temy/zakladne-pojmy/rodova-rovnost/>

²³ https://www.stuba.sk/buxus/docs//stu/pracoviska/rektorat/odd_pravne_organizacne/2021_03_smernica_et_icky_kodex_studenti_podpisany.pdf

²⁴ https://www.stuba.sk/buxus/docs//stu/pracoviska/rektorat/odd_pravne_organizacne/Pracovny%20poriadok%20uplne%20znenie.pdf

the total number of students is at the doctoral level, namely 42,48%. The largest representation of female students is at the Faculty of Architecture and Design (FAD) 69,75% and the Faculty of Chemical and Food Technology (FCHPT) 67,50%, while the lowest number of female students is at the Faculty of Mechanical Engineering (SjF) 10,19%, the Faculty of Electrical Engineering and Informatics (FEI) 10,46% and the Faculty of Informatics and Information Technology (FIIT) 14,03%.

Table 1. Number of STU students in academic year 2021/2022 (31.10.2021)

Počet študentov STU v akad. roku 2021/2022 k 31.10.2021

Fakulta	Denné štúdium																	
	I. stupeň štúdia						II. stupeň štúdia						III. stupeň štúdia					
	SR		Z		Spolu		SR		Z		Spolu		SR		Z		Spolu	
	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy
SvF	1 408	533	173	75	1 581	608	451	184	24	8	475	192	128	56	12	4	140	60
SjF	415	28	40	6	455	34	215	29	45	7	260	36	41	6	3	0	44	6
FEI	1 351	120	188	42	1 539	162	601	60	41	7	642	67	90	7	10	2	100	9
FCHPT	588	387	157	106	745	493	329	247	16	11	345	258	146	94	20	8	166	102
FAD	595	423	31	18	626	441	227	167	5	3	232	170	52	29	4	3	56	32
MTF	958	195	21	7	979	202	627	153	4	1	631	154	58	16	2	0	60	16
FIIT	708	80	106	26	814	106	268	46	14	2	282	48	19	3	11	1	30	4
ÚM	75	41	28	18	103	59	49	24	7	3	56	27	11	8	1	0	12	8
STU	6 098	1 807	744	298	6 842	2 105	2 767	910	156	42	2 923	952	545	219	63	18	608	237

Fakulta	Externé štúdium						STU denná a externá forma					
	III. stupeň štúdia						SR		Z		Spolu	
	SR		Z		Spolu		celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy
	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy	celkom	z toho ženy
SvF	17	7	1	0	18	7	2 004	780	210	87	2 214	867
SjF	17	1	9	3	26	4	688	64	97	16	785	80
FEI	32	4	1	0	33	4	2 074	191	240	51	2 314	242
FCHPT	29	15	1	0	30	15	1 092	743	194	125	1 286	868
FAD	13	5	2	0	15	5	887	624	42	24	929	648
MTF	23	9	7	2	30	11	1 666	373	34	10	1 700	383
FIIT	5	0	2	1	7	1	1 000	129	133	30	1 133	159
ÚM	10	4	1	0	11	4	145	77	37	21	182	98
STU	146	45	24	6	170	51	9 556	2 981	987	364	10 543	3 345

Qualification structure of STU employees

Despite maximum efforts to ensure equal opportunities, there are several examples of opposing experiences at STU. The most striking is the gradual decline of women on the path to a career in science, research and pedagogy (Table 2).

Table 2. Qualification structure of STU employees (data for 2019)

Faculty STU	Pedagogic staff total		Professors		Docents		Pedagic staff with PhD.		Other pedagogic staff	
	total	Women	total	Women	total	Women	total	Women	total	Women
SvF	199	81	36	7	59	28	93	40	11	6
SjF	94	22	14	1	27	1	46	15	7	5
FEI	156	32	34	5	39	7	67	13	17	8
FCHPT	189	69	37	1	67	28	78	35	8	5
FA	91	39	10	2	32	19	38	16	10	1
MTF	145	62	21	1	44	18	74	39	6	4
FIIT	42	12	6	2	12	4	22	4	3	2
R-ÚM	29	15	4	2	9	5	15	8	1	1
Total	945	332	162	21	289	110	433	170	63	32

Management positions

Management positions at STU and its faculties are increasingly occupied by women. The woman has never held the top management position of rector in the history of STU. On the other hand, currently the position of vice-rector is occupied by a woman and this was also the case in the past (in 2019 - 3 male vice-rectors / 2 female vice-rectors). The members of the Scientific Council are mostly men, there are 4 women compared to 39 men. There is one woman on the STU board compared to 11 men. The situation is also in favor of men in leading positions at STU faculties, with 7 out of 7 faculty deans being men and only 2 female deans in history. On the contrary, the positions of vice-dean and head of the department at faculties are increasingly occupied by women which is an improvement, even though it must be said that female vice-deans are mostly responsible for pedagogy, promotion and social affairs. However, there are female vice-deans for science and research at the faculties of the SvF and FEI, as well as the female head of the Department of Robotics and Cybernetics at the FIIT, the head of the Department of Computer Engineering at FIIT. Several head of departments at SvF are female as well for following departments: geo-technology, geodesy and geo-informatics, architecture, forensic science. At FAD, there is a female head of the Department of Design, Residential Buildings, Civil Buildings, Interior, and at many faculties, there are female heads of institutes of applied linguistics, respectively humanities-oriented departments. The distribution of leading positions at individual faculties is thus much more even than at the university-level. (Table 3).

Table 3. Women and Men in functions (vice-deans /head of department) (data for 1.12.2019)

Faculty	Vice-dean		Head of department	
	Male	Female	Male	Female
SvF	3	2	13	7
SjF	3	1	8	1
FEI	3	2	8	2
FCHPT	3	1	10	0
FA	3	1	5	4
MTF	4	1	6	1
FIIT	1	1	1	1
Total	20	9	51	16

Academic senate

The STU Academic Senate (AS) has a total of 44 senators, of which 12 are women. The staff part consists of 29 members, of which 6 are women, the student part is 15 members, of which 6 are women. Within the AS, 4 commissions have been established, of which 2 women are chairmen.

Research activity

Research activities supported by domestic and international grant schemes are one of the key activities of STU. Among the leading researchers of international research projects, men predominate in a ratio of 39 to 7 female leading researchers (Table 4). The share of leading women researchers in other scientific, artistic, domestic and international projects is about 21%.

Table 4. Horizon 2020 projects

Project title	Acronym	Responsible person	STU Faculty
Advanced physical-acoustic and psycho-acoustic diagnostic methods for innovation in building acoustics	papabuild	doc. Ing. Monika Rychtáriková, PhD. / doc. Ing. Vojtech Chmelík, PhD.	SvF
The CALIPER project: Linking research and innovation for gender equality	CALIPER	prof. Mgr. Dagmar Cagáňová, PhD.	MTF
Joint European Canadian Chinese development of Small Modular Reactor Technology	ECC-SMART	doc. Ing. Jarmila Degmová, PhD.	FEI
STRUctural MATerials research for safe Long Term Operation of LWR NPPs	STRUMAT-LTO	doc. Ing. Jarmila Degmová, PhD.	FEI
Promotion of rural museums and heritage sites in the vicinity of European pilgrimage routes	zurALLURE	Mgr. Andrea Hrčková, PhD., doc. Ing. Valentino Vranić, PhD.	FIIT

Innovative smart components, modules and appliances for a truly connected, efficient and secure smart grid	CONNECT	prof. Ing. Viera Stopjaková, PhD.	FEI
Highly efficient and trustworthy components and systems for the next generation energy supply infrastructure	Progressus	prof. Ing. Viera Stopjaková, PhD.	FEI

Mobility

Besides the research, supporting the student and staff mobility is one of the STU key activities, thanks to which they have the opportunity to spend time abroad to improve their competencies and knowledge, and to increase their qualifications. STU participates in several grant schemes supporting mobility. STU monitors women's participation in mobilities (Table 5.)

Table 5. Academic mobilities – student mobilities in 2019/2020

Faculty	No. Outgoing students (physical mobility)	women	No. Mandays – outgoing students			No. Incoming students (physical mobility)	women
			Erasmus	NŠP	other (CEEPUS, NIL, ..)		
SvF	25	8	103,74	0,00	5,46	24	8
SjF	25	2	118,07	0,00	0,00	28	2
FEI	24	4	149,70	0,00	0,00	28	7
FCHPT	34	21	188,90	0,00	0,00	72	40
FAD	73	44	416,53	9,43	9,33	28	16
MTF	22	7	65,70		6,56	17	9
FIIT	12	2	67,66	0,00	0,00	13	3
UM	15	13	52,46	0,00	24,20	5	2
Total	230	101	1162,76	9,43	45,55	215	87



Planned activities and measures

The forthcoming activities of the Gender Equality Strategy at STU are evolving in a similar way as the recommendations and procedures of the European Commission are changing. The Commission originally preferred direct support of women in science, research, careers ..., while currently the activities are focused on the so-called cultural and structural change. These focus on a balanced setting of working conditions and career growth, and at the same time appeal to the development of knowledge in matters of prejudices and stereotypes. Institutions themselves have an important role to play here, as they have the opportunity to promote gender equality through their own measures. In line with the above-mentioned facts and according to best practices, STU's gender strategy will be based on the principle of a gender perspective, i.e. selected planned activities will be equally dedicated to women and men. The Commission recommends that these measures cover five areas of intervention, namely:

- A. Work-life balance, organizational culture
- B. Gender balance in management and decision-making (leadership)
- C. Gender equality in recruitment and career development
- D. Integrating the gender dimension into the content of research and teaching
- E. Measures against gender-based violence, including sexual harassment

Planned activities and measures in the thematic areas:

a) Work-life balance, organizational culture

- **Create and maintain women friendly environment**
 - Providing an individual career plan with regard to lifestyle / fertility choices, possibility to participate in activities during parental leave, the possibility of renewing fixed-term contracts or renewal of grant contracts during parental leave, incentive "return" grants after parental leave (if allowed by call rules and legislative possibilities).
 - Providing support and advice on work-life balance. Presentation of personal experiences of women in leadership positions (discussion, article in the university magazine).
 - Continuous support of parents (students) during the study (operation of the kindergarten, possibility to start new kindergarten in other places.).
- **Influencing public opinion towards gender sensitivity and the responsibility of society for the quality of life of all its members in relation to the fulfillment of their right to self-realization, free choice of profession and use of their extraordinary talents, while exercising the inalienable right of each individual to start a family and lead a life in acceptable conditions.**
 - Enabling greater flexibility at work (home office, flexible working hours, part-time work, introduction of a stack of hours worked, which can be used if necessary, etc.).



- Assistance and mediation of childcare services for parents returning from parental leave, as well as supporting the care not only of children but also of other dependent persons (e.g. people with disabilities).

b) Gender balance in management and decision-making (leadership)

- **Raising awareness about gender equality in leadership and decision-making positions.**
 - Organization of training or workshops on gender equality for all decision-makers.
 - Identification of areas with under-representation of women (not only in management, according to different criteria and perspective of application) and a proactive system of support for women candidates for positions in these areas (in the form of presentations, workshops).

c) Gender equality in recruitment and career development

- **Adherence to transparent recruitment procedures for regular positions, research teams and projects, while applying a gender dimension (gender-balanced composition of selection boards).**
 - Monitoring and promotion of transparent, open and public recruitment procedures.
 - Providing training for recruiters on unconscious selection biases.
 - Integration of soft skills (e.g. leading a research project) in the evaluation of employees in recruitment and career advancement.
- **Actively reach out to the public (including primary and secondary school students) in order to stimulate interest in science, especially among girls.**
 - Girls' Days (guided laboratory tours, small experiments, discussions).
 - Ladies@science - research activities led by female researchers / doctoral students for the public, especially pupils, students.
 - Promotion of good role models at events and in the press (e.g. at the Open Day of individual faculties, always present successful graduates in order to motivate high school students to study at a technical school, lead the section Women in Science in the university magazine SPEKTRUM published on the web: www.stuba.sk/115).

d) Integrating the gender equality in the content of research and teaching

- **Promoting the visibility of women in science** (not only in research as such, but also in communication and promotional events such as Science with a glass of wine, European Researchers' Night, regular nominations for the Slovak Commission for UNESCO: UNESCO - L'Oréal For Women in leads).
 - Organization of targeted trainings and courses to involve female researchers in projects.
 - Active participation and search for opportunities to present successful women and nominate promising researchers in science and research.
- **Take the gender equality into account when setting up research projects and curricula.**
 - Supporting managers in the reintegration of women after returning from the parental leave and active creation of opportunities.



- Proactive search for female candidates for project teams, events or study programs.
- Regular survey among female employees and students with a focus on their needs.

e) Measures against gender-based violence, including sexual harassment

- **Presentations focused on inappropriate behavior in the workplace recognized as subject of gender-based violence and appropriate practices.**
 - Organization of activities to inform and prevent gender-based violence on university campuses (presentations, trainings)
- **Setting of ethical principles, university culture and disciplinary processes of STU and faculties**
 - Adherence to zero tolerance for any manifestation of sexism or abuse.
 - Organization of training for employees in the field of code of conduct.
 - Introduce code of conduct for staff and students, specify what is and is not considered harassment, and create a platform that allows victims to report harassment. Ensure subsequent fair investigation of the case and support for the victims.

These strategies will be applied as long as deemed necessary to achieve a sustainable true gender balance, while respecting the free will of individuals in choosing their careers and areas of interest, as well as scientific merit-performance will be considered the most important decision-making factor.

In order to implement the planned activities, it is also necessary to raise awareness of the need to implement and apply gender equality in the institution, which will be implemented mainly through the training of senior staff in the gender equality plan.

STU is a partner in the EULIST consortium, which consists of 10 universities from all over Europe. One of the consortium's goals is to provide targeted support for women's equality in science. STU will, thus, share and implement good experiences from partner universities in this area.

Monitoring and evaluation

STU management and faculties' management are committed to systematically implement, monitor and evaluate the state of gender equality strategy which should lead to institutional strengthening of accountability, progress and contribute to the sustainable development. Ongoing monitoring of implementation and progress will be carried out by an established gender equality working group and confirmed by senior management. The support of the strategy in the form of new measures and activities will be gradually implemented in various types of grant projects, of which the area of gender equality has become a mandatory part. A typical example is Horizon Europe grant projects.