

## **Plan of Activities to Ensure Gender Equality at Sofia University "St. Kliment Ohridski" 2021-2027**

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## **Introduction**

Sofia University "St. Kliment Ohridski" (SU) is the first Bulgarian higher education and academic institution. Its history is an embodiment and continuation of the centuries-old cultural and educational tradition of the Bulgarian nation. It is currently the largest and most prestigious university in the country. Its leading role in the Bulgarian research landscape determines its responsibility for the formulation and implementation of policies of national, regional and international importance that are within its mission.

Sofia University operates in an international research and learning environment based on the values of democracy, openness and equal opportunities. The University is an inclusive workplace that wants to attract the most talented students and staff, regardless of their personal background. The University strives to create a tolerant culture where everyone is treated equally and where diversity is a strength, not a challenge.

Gender equality in scientific research is seen as a priority of the European Research Area and the Framework Programmes. This is also one of the principles in the European Charter for Researchers and the Code of Conduct for the recruitment of researchers. SU adopted these principles and began the process of implementing them in 2016. The University's leadership and academic community is working on the creation and implementation of a Gender Equality Action Plan as one of the most important steps to include diversity in research and in the dissemination of new knowledge.

The principle of gender equality is an integral part of national legislation and of the rules of operation and management of the SU:

- National legal framework:
  - Law on Protection against Discrimination, 20.05.2011.

- Law on Higher Education, last amended SG No. 17 of 25 February 2020 Art. 4
- Labour Code, 06.11.2018 - Art. 8 (3)
- Employment Promotion Act - Art.2
- Legal Framework of the Sofia University:
  - Art. 3 (3) of the Regulation for the implementation of the European Charter and Code for the Recruitment of Researchers at Sofia University, 21.12.2016.
  - Art. 108, Ordinance on the Organization and Work of the Sofia University, 13.12.2018

With the development, adoption and implementation of the Gender Equality Action Plan, Sofia University puts emphasis on equality and diversity, which is also part of international research programmes, including the Horizon Europe programme.

Sofia University is committed to equal opportunities for all students, postgraduates, lecturers and staff. Our goal is to promote a sustainable university and research culture that is sensitive to gender and diversity issues. Equal opportunities for all is a key goal of Sofia University. The current plan includes actions to ensure gender equality, diversity management and balancing work and family commitments.

### 1. Systematic data collection, objective analysis based on gender equality data and action in the areas addressed - equality in recruitment and career development, balance in management and decision-making, work-life balance

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
1.	Systematic data collection and monitoring of the percentage of <i>women:men</i>				annually	
1.1.	Retrieval of student and PhD student ratio data from the student information management system	Students and PhD students	gender equality in recruitment of candidates	Target value 50:50	November 2021	Data Analysis and Processing Unit, UCICT

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
1.2.	Retrieval of academic staff ratio data from the HR system	Academic staff	gender equality in career development	Target value 50:50	October 2021	Human Resources Department
1.3.	Retrieval of management ratio data from the HR system /heads of departments; management of faculties, departments and institutes; rectorial management/	Management staff	gender balance in management and decision-making	Target value 50:50	October 2021	Human Resources Department
1.4.	Data aggregation on the percentage of winning candidates of each gender compared to winning competitions	PhD students and academic staff	gender equality in recruitment of candidates and career development	Target value 50:50	October 2021	PhD Students Sector Human Resources Department
1.5.	Data collection on the percentage of submitted to granted applications for interruption of studies of doctoral students for childcare	PhD Students	work-life balance and organisational culture	Target value 100%	October 2021	PhD Students Sector
1.6.	Data collection on the percentage of submitted to granted applications for parental leave	Academic staff	work-life balance and organisational culture	Target value 100%	October 2021	Human Resources Department
2.	Inclusion in the annual reports of the Deans and the Rector of an analysis of the data collected and monitored as a proportion and the setting of new targets and indicators	Students, PhD students, academic staff, management staff	All of the above	Information published in the reports	November 2021	Deans, Rector
3.	Data collection on complaints received on cases dealt with in the last 3 years on gender-based violence, including sexual harassment	Students, PhD students, academic staff	measures against gender-based violence, including sexual harassment	Target value no more than 3	October 2021	Academic Ombudsman, Academic Ethics Committee

## 2. Integrating the topic into scientific research

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
4.	Publication of research related to gender equality	PhD students, academic staff	integrating gender equality issues into research	1 thesis 3 articles	September 2022	PhD students and researchers

## 3. Integrating the topic into training

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
5.	Development of training materials concerning gender equality	Students, academic staff	integrating gender equality issues into teaching content	Target value for 2021-2022 2 learning materials	May 2022	Experts

## 4. Enhancing the organisational culture

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
6.	Conducting seminars on gender equality issues	PhD students, academic and managerial staff	Raising awareness and engagement	3 seminars	February 2022 April 2022 July 2022	Experts

## 5. Ensuring work-life balance

	Planned actions	Target group	Addressed area of impact	Indicator	Term / periodicity	Responsible units/ persons/resources
7.	Conducting an internal university survey	Academic staff and PhD students	work-life balance and organisational culture	Target value covered by the survey	March 2022	University Centre for Quality Management

## Conclusion

With the identified activities, Sofia University will offer all its members even better opportunities for personal and career development and will provide support in career planning. The University will actively welcome new members by providing support with orientation and being represented by their alumni in countries around the world.

The University will continue to provide focused support for projects on gender in scientific research. Recommendations for promoting a gender and diversity sensitive teaching and learning culture will be offered as part of annual training and will provide guidance on how equality of opportunities can be implemented in teaching.

The person at Sofia University who coordinates the implementation of the plan is the Vice-Rector of Information Activities and Academic Staff.