

**BIOLOGICAL RESEARCH CENTRE SZEGED**



**GENDER EQUALITY PLAN**

**2022**

# **GENDER EQUALITY PLAN OF THE BIOLOGICAL RESEARCH CENTRE SZEGED**

The Gender Equality Plan covers the following organisational units:

- Institute of Biophysics
- Institute of Biochemistry
- Institute of Genetics
- Institute of Plant Biology
- Directorate General Division
- Financial, Technical and Operational Unit

as employers, as well as all the employees employed by them.

According to gender equality, everyone, independently of social gender, must have the same opportunities, rights and obligations. The BRC is making efforts to equally distribute the influence of women and men on research, study and work circumstances and to have an equal number of women and men in different professional groups and positions.

The BRC is making efforts to establish equal rights for employees and students, to prevent unlawful sexual discrimination and to minimise tendencies towards sexual harassment.

Unlawful sexual discrimination covers all persons who suffer a disadvantage in work circumstances because of their social gender.

Article (4) of Section 63 of Hungary's Equal Treatment and Equal Opportunities Act (Act 125 of 2003) orders that all budgetary authorities and legal entities in majority state ownership with a headcount exceeding fifty employees must approve an equal opportunities plan.

Government Decision 1004/2010 (21 January) set further directions and goals for the 2010-2021 period (National Strategy for Promoting the Social Equality of Men and Women – Lines of Action and Goals 2010-2021).

In accordance with the above, the BRC also strives to achieve the following goals:

- 1) reduce inequalities between genders in employment;
- 2) support the establishment of a higher level of harmonisation between professional, private and family life;
- 3) promote the reduction of disproportionalities in participation in science by men and women;

- 4) take measures required for efficiency in treating/preventing violence;
- 5) support fighting against stereotypes related to genders;

## SITUATION SURVEY

The work done to promote gender equality includes the surveying of the distribution between men and women along different aspects.

If the proportion of men and women in a given employee category or in certain positions is far from equal, the BRC will take measures to gradually increase the proportion of the underrepresented gender.

Researcher headcount in 2020, broken down by genders

### Researcher headcount - breakdown:

Average statistical headcount of researcher employees working in 2020:		Men	Women
202		122	80
		Men	Women
<i>of which:</i> academicians		2	0
doctors of the Hungarian Academy of Sciences, doctors of science		17	2
PhD		83	62
without a scientific degree		20	16
		Men	Women
<i>of which:</i> professors emeritus		2	0
scientific advisors		17	2
senior research associates		42	17
research associates		42	44
junior research associates		19	17

The table shows that among those holding leading scientific positions the balance between genders has significantly shifted towards men. There are major differences between genders among those with scientific decrees; taking a different approach, men are overrepresented in higher positions. Looking at the total researcher staff, the number of men is also higher: 60.4% of all researchers are men.

However, the table also shows that the efforts so far made by the BRC to equalise proportions between genders have proven successful in certain positions: in the junior research associate and research associate categories, the proportion of genders is well-balanced. Significant differences between men and women can be seen primarily in higher positions.

Similarly to the groups working in the four research institutes and in the central laboratories, the distribution of leaders by gender also follows the trend described above. At present, of the

49 research groups, 7 are led by women and 42 by men, thus the proportion of women among group leaders is only 14%.

If the total headcount is taken into account, the proportion of genders is nearly equal: 53% of all employees are women, and women in leading positions in the administrative staff have a similar proportion, namely 54%.

## **GOALS**

The Biological Research Centre Szeged is actively working on creating a working environment in which women and men have equal rights and opportunities. The goal of the work performed to support gender equality is to create a balance between the number of men and women in the different professional categories.

The starting point is that women and men should have equal opportunities in employment.

The BRC is making efforts to implement such a balanced working place and to ensure that the work done to promote gender equality receives sufficient attention and resources.

The BRC is making efforts to have equal proportions of genders in all employment categories, and, thus, one of its aims is to hire new employees who belong to the underrepresented gender in professional categories where one gender is obviously overrepresented.

Another goal of the BRC is to create a good working environment, which is free from infringements and sexual harassment, with an eye to have equality in the working place.

The goals of the work performed by the BRC to promote gender equality is to ensure that no employee is exposed to sexual harassment and that everyone is treated equally, in a healthy working environment.

An important goal is to ensure that all employees know whom to contact if they suffer sexual harassment. If any employee is exposed to sexual harassment, s/he may contact the Office of the Commissioner for Fundamental Rights of Hungary and its Regional Office in Szeged for legal guidance and remedy (<https://www.ajbh.hu/teruleti-irodak>).

A future goal of the BRC is to hire a mental health expert to help anyone who suffers harassments.

## **ACTUAL MEASURES**

- The BRC undertakes to inform new employees about the gender equality framework programme. The BRC will make the Gender Equality Plan accessible on its website to all its employees; it will make it possible for all its employees to get to know the GEP.
- The BRC will organise an information day for its employees, when it will provide detailed information about the types of support it offers to eliminate inequalities

between genders (e.g. financial support types available to parents of small children, practical guiding to applications for funding, creating a career model after student years).

- The BRC undertakes to organise training courses for female employees if and as required (in underrepresented areas), to support the acquisition of leadership and mentoring skills
- The BRC is making efforts to ensure that having children does not have any adverse effects on employees (especially in the underrepresented categories).
- The BRC makes efforts that at least 25% of the leaders of research groups to be established in the future will be women. Through this commitment, the BRC is taking steps towards improving the proportions of leaders by gender, which is to the advantage of men today.

The Gender Equality Plan will be revised regularly, to follow up planned and implemented measures. This document will enter into effect on the day of its signature.

With an eye to establishing gender equality, this document has been approved by:

Szeged, April 21, 2022.

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Dr. Nagy, Ferenc  
Director General

