

## GENDER EQUALITY IN THE MANAGEMENT POSITIONS OF UNIVERSITY OF TRENČÍN

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### Abstract

Although there is a progress in gender equality of women and man in Slovak Republic, there is still a continuing inequality almost in all areas of private and public life. Gender inequalities in work process and also in many different areas in Slovakia are made by mutually influenced factors, for example traditional division of gender roles, weak knowledge of their rights and agenda of gender equality and last but not least lack of service for harmonizing the family and work life. In the present, women penetrate to jobs, which were domain of men. Women take over directing jobs, working at the ministries, banks, in the municipal authorities. Many women work in the justice system, advocacy, education and health system. In the field of education, approximately same number of women compared to men has university degree. This creates conditions for higher competitiveness with men.

In next contribution we would like to present the differences in position and participation of women in the management positions of Alexander Dubček University of Trenčín and its departments and compare them with data from previous period, which authors continuously observe and process.

### Keywords:

Functions of management, gender, proportional participation in management

### Introduction

In many of the most developed countries, including Slovakia is equality between women and men considered as one of basic rights, attributes of democracy and display of social equity. The equality between women and men is guaranteed by Constitution of Slovak Republic. Slovakia became the contract part of Convention on the Elimination of Discrimination against Women (CEDAW) in 1993 and in 2000 Slovakia ratified Optional protocol to the UN Convection. CEDAW is generally considered as the most important international law about women's rights.

Since 2004 Slovakia is part of European Union, which in primary law explicitly defines the equality between women and men as one of the basic values and tasks of Community. The principle of equality between women and men was strengthen by transposition of gender regulations of European Union to national legislative mostly in the area of employment and labour market.

The equality of labour opportunities for women and men belongs to main priorities of politics of every state. It is also taken as part of advancing human rights and democratic principles in all social spheres. However, disproportions between genders were and still are distinct, same as the growth of their intensity on higher levels of management.

### Description of the approach and work methodology

The aim of contribution is to present the differences in position of women and men in the management positions of Alexander Dubček University of Trenčín. On the basis of data gained in academic years 2003/2004, 2012/2013 and 2019/2020, the contribution analyses and compares the proportional participation of women in management position of University in Trenčín. Data are processed in transparent tabular and graphic form.

### Description of achieved results

The government or state does not monitor the data about the division of power and influence in society between women and men regularly or systematically. These data are published irregularly and their interpretations are marked with gender stereotypes: the data are not interpreted as a consequence of discrimination and inequality of opportunities of women and men, but as natural distribution of tasks among genders and as disinterest of women on decision making or the power. Some of these questions are included in research of International centre for Family studies in Bratislava and the Research Institute of Labour and Social Affairs in Bratislava.

In Slovakia there are not created reliable mechanisms of monitoring of womens' access to management positions and also enforcing criteria which do not discriminate women in the process of occupying the management positions. There is also big difference between declared and real situation, which we mentioned. In general, the criteria for reaching the management positions are defined by the way to deflect women from such ambitions. The career, professional growth and success of women are often considered pejoratively by public as careerism and as neglecting or incompetence of that woman in the most important role for her – the role of mother and wife. The

society in Slovakia very often keeps as it is called “glass ceiling”, which stops women to apply, obtain and maintain the management position, especially the position with power or financial influence. The policy and sensitive attitude to women are often interpreted as the discrimination of men from the official highest places.

In Slovak media documents including women in leading position in decision making and management or women successful in development and research are not presented regularly and targeted. The portraits of women focus primarily on the presentation of women in their traditional roles (multiple mothers, foster mothers and surrogate mothers), on successful business women in fashion, restaurant services, actresses, models, television presenters and broadcasters, alternatively successful sportswomen.

In next part we composed, expressed in percentage and graphically illustrated the proportional participation of women and men in the management positions of Alexander Dubček University of Trenčín in the academic years 2003/2004, 2012/2013 and 2019/2020. At the same time we compared and evaluated the data. Amongst the management positions we put positions such as – rector, vice rector, quaestor, dean (respectively, director of Institute of National and Humanities Science, head of All-University Department), vice dean, head of the department, president of academic senate and secretary. The tables show summary of filling these positions in structure of single parts of university, diversification of gender (women and men) and total values for Alexander Dubček University of Trenčín, expressed in numbers and percentages.

**Table 1:** Summary of filling of management positions of Alexander Dubček University of Trenčín in academic years 2003-2004

	Rector		Vice rector		Quaestor		Dean*		Vice dean		Head of department		President of academic senate		Secretary	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
<b>Rector's office</b>	1	-	4	-	1	-	-	-	-	-	-	-	1	-	-	-
<b>FŠT</b>	-	-	-	-	-	-	1	-	2	1	7	-	1	-	1	-
<b>FM</b>	-	-	-	-	-	-	1	-	2	1	5	-	1	-	1	-
<b>FPT</b>	-	-	-	-	-	-	1	-	3	-	6	1	1	-	1	-
<b>FSEV</b>	-	-	-	-	-	-	1	-	3	1	4	-	-	-	-	1
<b>ÚPHV</b>	-	-	-	-	-	-	1	-	-	-	3	2	1	-	-	1
<b>Sum</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>-</b>	<b>10</b>	<b>3</b>	<b>25</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>2</b>
<b>Rate (%)</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>77</b>	<b>23</b>	<b>89</b>	<b>11</b>	<b>83</b>	<b>17</b>	<b>60</b>	<b>40</b>

\*The director of Institute of Natural and Humanities Science

The source: Information about the study, the academic year 2003-2004, Alexander Dubček University of Trenčín, Trenčín, ISBN 80-88914-94-9, own processing

Legend: FŠT – Faculty of Special Technology; FM - Faculty of Mechatronics; FPT – Faculty of Industrial Technologies; FSEV – Faculty of Social and Economic Relations; ÚPHV - Institute of National and Humanities Science

**Table 2:** Summary of filling of management positions of Alexander Dubček University of Trenčín in the academic years 2012-2013

	Rector		Vice rector		Quaestor		Dean*		Vice dean		Head of department		President of academic senate		Secretary	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
<b>Rector's office</b>	1	-	3	1	-	1	-	-	-	-	-	-	1	-	-	-
<b>FŠT</b>	-	-	-	-	-	-	1	-	1	1	3	1	1	-	1	-
<b>FM</b>	-	-	-	-	-	-	1	-	-	2	2	2	-	1	-	1
<b>FPT</b>	-	-	-	-	-	-	1	-	2	1	1	2	-	1	1	-
<b>K politológia*</b>	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
<b>FSEV</b>	-	-	-	-	-	-	1	-	2	1	1	3	1	-	1	-
<b>Sum</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>
<b>Rate (%)</b>	<b>100</b>	<b>0</b>	<b>75</b>	<b>25</b>	<b>0</b>	<b>100</b>	<b>100</b>	<b>0</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>60</b>	<b>40</b>	<b>75</b>	<b>25</b>

The source: www.tuni.sk, own processing

Legend: FŠT – Faculty of Special Technology; FM - Faculty of Healthcare; FPT – Faculty of Industrial Technologies; K politológia – Department of Political Science, \*All-University Department; FSEV – Faculty of Social and Economic Relations

From the table 1 we can see that the positions of rector, vice rectors, quaestor and deans were filled only by men in Alexander Dubček University of Trenčín in the academic years 2003-2004. Relatively the most often filled position by women was the position of secretary, where women made 40 %. The rate of men and women was 88,6% : 11,3 % in favour of men in this period. If we focus on lower positions, we would find out the exact

opposite. The positions, which require patience, precision, diligence and accuracy – economy department, department of human recourses, payroll department, department of academic process and positions of secretaries and assistants - are filled by women in the most cases. Interestingly, this disproportion of participation of women in the management positions is almost identical in technical orientated faculties and in Faculty of Social and Economic Relations, which has the higher rate of women participation.

In the academic years 2012-2013 (table 2) the situation in filling management positions in Alexander Dubček University of Trenčín slightly improved from the point of view of gender equality. The elected positions of rector and dean continue to be filled by men in hundred percent. The positions of vice rectors and head of departments were filled in same rate by as women as men. At this time the essential change happened on position of quæstor. This position was filled by woman, but the number of women on position of secretary dropped. Overall, from all monitored positions in academic years 2012-2013 in Alexander Dubček University of Trenčín, rate of men and women was 63,75 % and 36,25 %. The highest proportion of womens's participation in management positions were noted on Faculty of Healthcare.

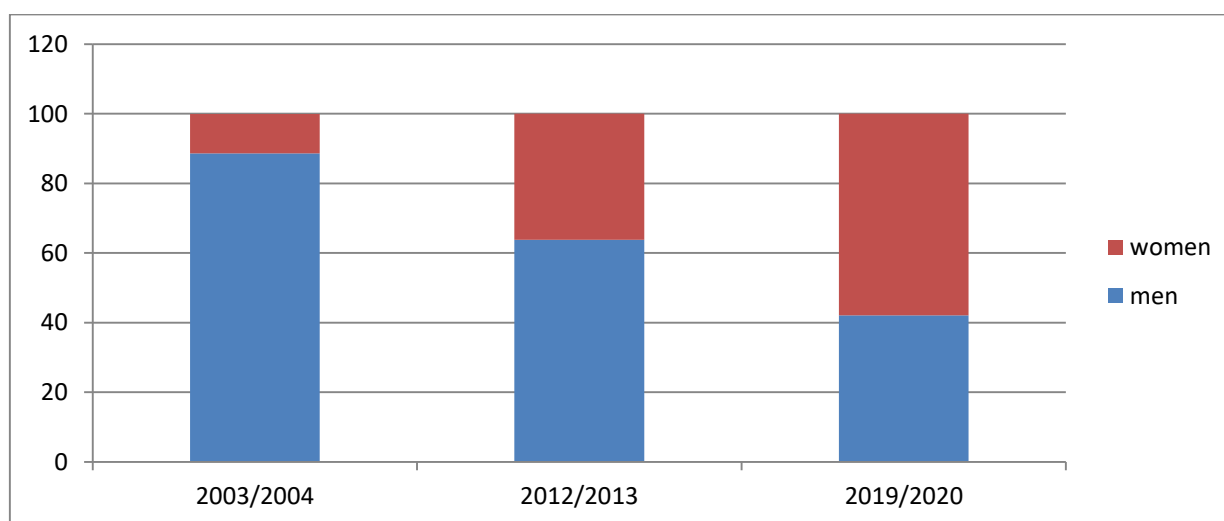
**Table 3:** Summary of filling of management positions of Alexander Dubček University of Trenčín in the academic years 2019-2020

	Rector		Vice rector		Quæstor		Dean		Vice dean		Head of department		President of academic senate		Secretary	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
<b>Rector's office</b>	1	-	2	1	-	1	-	-	-	-	-	-	1	-	-	-
<b>FŠT</b>	-	-	-	-	-	-	1	-	1	2	1	1	-	1	-	1
<b>FZ</b>	-	-	-	-	-	-	-	1	-	2	1	3	1	-	-	1
<b>FPT</b>	-	-	-	-	-	-	-	1	1	2	1	2	-	1	-	1
<b>K politologie*</b>	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
<b>FunGlass*</b>	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
<b>FSEV</b>	-	-	-	-	-	-	-	1	1	2	-	4	1	-	1	-
<b>Sum</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>
<b>Rate (%)</b>	<b>100</b>	<b>0</b>	<b>67</b>	<b>33</b>	<b>0</b>	<b>100</b>	<b>25</b>	<b>75</b>	<b>27</b>	<b>73</b>	<b>33</b>	<b>67</b>	<b>60</b>	<b>40</b>	<b>25</b>	<b>75</b>

The source: [www.tnuni.sk](http://www.tnuni.sk), own processing

Legend: FŠT – Faculty of Special Technology; FZ - Faculty of Healthcare; FPT – Faculty of Industrial Technologies  
K politologie – Department of Political Science, \*All-University Department  
FunGlass – Centre for Functional and Surface Functionalized Glass, \*All-University Department  
FSEV – Faculty of Social and Economic Relations

After 16 years from first exploration we made another comparable exploration, which results are noted in the table 3. On the basis of mentioned we can state that the proportional participation on the level of faculties and all-university department have changed in observed period in favour of women (Figure 1).



**Fig. 1** Proportional participation of men and women in Alexander Dubček University of Trenčín (in percentage)

This change became most evident in the positions of dean and secretary. In both positions, three of four positions are held by women. Only the function of the president of academic senate is occupied in rate 3:2 in favour of men. The faculty („small“) senates have the presidents in the same gender rate. The women take over the management positions on Faculty of Industrial Technologies (2:7) and Faculty of Healthcare (2:6). However, the management of university stays to be a man matter. The rector of Alexander Dubček University of Trenčín was more than 20 years, from establishment till nowadays, always a man. The rate of women's vice rectors slightly improved in last period (M:W, 67 %: 33%). This improvement is just formal, because the number of positions of vice prorectors dropped. There are still only two women in the highest management positions of university, specifically vice rector and questor.

In general we can state, regard to stated data that there is no gender inequality in the employment in Alexander Dubček University of Trenčín. The position of women corresponds with their education. Women are also able to participate in every levels of management. We need to remind, that there is slightly more women (57 %) than men (43 %) working in the university. The women with university degree outnumber the men with university degree.

### Conclusion

With the growth of level of women education gradually arrive the balance of women placement on labour market. Nowadays, women reach higher level of education than in the past. However, the number of women in management positions, primarily in top management positions, is still insufficient. The social attitude, in which dominate opinions, that top management position is more suitable for the male, contributes to this situation. The researches and different analysis of women's attitude indicate that women, to large extent, contribute to this state. The women do not want to show themselves. Those who try to make work ascent, need to become "more visible".

Primarily:

- To gain thorough knowledge information about paths of their career, but also social- economic information
- New attitude to their own career, woman can not wait that her career would be organized by company, she needs to have own plan, goals and active control of her career
- The ability to effectively pass results of work, goals and ideas to others
- To understand own development, the growth potential in work career

As we mentioned in the previous exploration, we can say that the women in Alexander Dubček University of Trenčín embraced these trends and become successfully involved in the management structures of this institution.

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