

**UNIVERSITY OF ECONOMICS IN BRATISLAVA**

# **COMMUNICATION ON ENGAGEMENT**



**31/12/2021**

# COMMUNICATION ON ENGAGEMENT

## CONTENTS

**Part I. Statement of Continued Support by the Chief Executive**

**Part II. Description of Actions**

**Part III. Measurement of Outcomes**



# STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE

**March 10<sup>th</sup>, 2022**  
**Bratislava**

## Part I. Statement of Continued Support by the Chief Executive or Equivalent

I am pleased to confirm that our University of Economics in Bratislava (EUBA) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours, despite the difficult pandemic period. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Prof. Dipl. Ing. Ferdinand Daňo, PhD.

Rector

University of Economics in Bratislava

# DESCRIPTION OF ACTIONS

## Part II. Description of Actions

### 1) GENERAL INFORMATION

#### A. UNIVERSITY OF ECONOMICS IN BRATISLAVA

- Headquarters in the Slovak Republic (a member country of the European Union and the Eurozone)
- Public university,
- Focus on Economics, Business, and Management
- Number of faculties: 7
- Number of students: 7,210
- Number of study programmes: 62
- Number of employees: 871
- Number of teachers: 436
- Number of graduates: 109,441
- <https://euba.sk>

EUBA is focused on the management of all types and sizes of enterprises, their affiliation to industries and the economy of the Slovak Republic, the EU and the world economy. It provides all types of university studies, at three levels – bachelor, master, and doctoral studies.

#### MISSION OF THE UNIVERSITY

The University of Economics in Bratislava (hereinafter referred to as the EU in Bratislava) is part of the European Higher Education Area and the Common European Research Area. As part of this incorporation, its mission is to provide quality higher education at all three levels of higher education in the complex of Economics and Management study programmes and selected study programmes in the field of Humanities and Information sciences, to develop knowledge on the basis of free creative scientific research in the field of Economics, Business, Information sciences, Humanities and Social sciences, and thus to contribute to the development of a knowledge-based society in Slovakia and in the European area.

#### THE VISION OF THE UNIVERSITY

The UE in Bratislava, which has already clearly confirmed and strengthened its position as a leader in higher education and research in the field of Economics and Management in the Slovak Republic, is currently a modern and dynamic university comparable to major and generally respected higher education institutions of similar professional focus at least in the region of Central Europe, with a

high professional and scientific research level, reflecting social responsibility, which is manifested in specific projects of cooperation with institutions and organizations in the Slovak Republic and abroad. The goal of the UE in Bratislava in terms of the future is to be permanently perceived and recognised as a high-quality, modern research university with an international orientation, reflecting social responsibility and preparing graduates capable of responding to the challenges of globalisation.

### VALUES IN ACTIVITIES OF THE UNIVERSITY

The UE in Bratislava subscribes to the values and principles anchored in the Magna Charta Universitatum. In accordance with this document, the EU in Bratislava recognises:

- autonomy, moral and scientific independence from politics and respecting of academic freedoms,
- the inseparability of educational activities from science and research,
- critical thinking,
- rejecting intolerance and promoting dialogue,
- traditions and values of Democracy and European humanism,
- the tradition of European dialogue and the promotion of interaction between cultures,
- equality of opportunity.

### THE UNIVERSITY'S STRATEGIC GOALS

The activities of the UE in Bratislava in 2021 were based on the mission and vision of the University and took full account of these strategic goals set for the period 2019 – 2027:

- to profile the University as a research University,
- to profile the University as an institution meeting national and international standards in all areas of its activities.

### PRIORITIES IN THE UNIVERSITY'S ACTIVITIES

The meeting of the strategic goals required the orientation of all the activities of the University towards the basic strategic priorities, which permeate all areas of its activities and which were fulfilled through the implementation of individual tasks. When fulfilling strategic goals and fulfilling the UE priorities in Bratislava, all its organizational components acted in unity and cooperation, i.e. all faculties and other organizational units in accordance with the university statute.



## B. STRUCTURE OF THE EUBA

### 1. FACULTIES



Faculty of National  
Economy



Faculty of Commerce



Faculty of Economic  
Informatics



Faculty of Business  
Management



Faculty of International  
Relations



Faculty of Applied  
Languages



Faculty of Business  
Economy with seat in  
Košice

### 2. UNIVERSITY WORKPLACES



## 2) POTENTIAL OF THE EUBA FOR ITS QUALITY ETHICAL CONDUCT AND ITS SUCCESSFUL SUSTAINABLE DEVELOPMENT

### A. ATTRIBUTES OF INSTITUTIONALISATION OF ETHICS INTO INTERNAL ORGANISATION OF THE EUBA

#### DOMINANT FOCUSING ON QUALITY AND EXCELLENCE

Our strategic goal is to profile the University internationally as an institution that meets international standards in all areas of its activities. We are focused on continuous quality improvement in Science and Education through TQM (Total Quality Management) with three dimensions:



- a. Compliance Management System – adapts the relevant general legislation of the Slovak Republic for university activities into the content and form of the internal regulations of EUBA, which is also governed by them in its daily activities:



The screenshot shows the website of the University of Economics in Bratislava. The header includes the university's logo, name, and accreditation (AACSB). A navigation bar lists various university departments. The main content area is titled "Documents" and lists three internal regulations. A sidebar on the right provides a "University" menu with links to History, Mission, Vision, Strategic Objectives, Long-term Plan of Development, Membership in International Institutions, University Management, and Centre of Quality Assurance and Support.

University of Economics in Bratislava

Slovensky / English

Search on page

University • Faculties • Applicant • Student • Science and Research • International Relations • Public • Activities • Services • Contact

Study programmes  
International Programmes

MBA study

## Documents

- Internal Regulations - Part 1. § 15 par. 1 letter a) - l) of Act No. 131/2002 Coll. on Higher Education Institutions and on Amendments to Certain Acts, as amended
- Internal Regulations - Part 2. § 15 par. 1 letter m) of Act No. 131/2002 Coll. on Higher Education Institutions and on Amendments to Certain Acts, as amended
- Internal Regulations - Part 3. § 15 par. 1 letter m) of Act No. 131/2002 Coll. on Higher Education Institutions and on Amendments to Certain Acts, as amended

### University

- History
- Mission, Vision, Strategic Objectives
- Long-term Plan of Development
- Membership in International Institutions
- University Management
- Centre of Quality Assurance and Support

- b. Internal System of the Quality Assurance – deals with the monitoring, evaluation and improvement of quality in the activities of EUBA:



The screenshot shows the website of the University of Economics in Bratislava, specifically the page for the Centre of Quality Assurance and Support. The header is identical to the previous screenshot. The main content area provides a detailed description of the Centre's mission and goals, along with a list of tools used for quality assurance. A sidebar on the right features a "Units governed by the Vice-Rector for Management of Academic Projects" section, listing the Centre of Quality Assurance and Support and the Slovak Economic Library. Below this is a "University" menu.

University of Economics in Bratislava

Slovensky / English

Search on page

University • Faculties • Applicant • Student • Science and Research • International Relations • Public • Activities • Services • Contact

Study programmes  
International Programmes

MBA study

## Centre of Quality Assurance and Support

The Centre is an all-university unit with a mission to provide administrative, organizational and technical support to the management of the university, its faculties, institutes, departments and other units of the UE in Bratislava in creating, implementing, maintaining and improving the internal integrated system of quality assurance and support at the UE in Bratislava in all areas of its activities.

One of the main goals of the Long-Term Plan of Development of the UE in Bratislava for the period of 2015 – 2019 with a perspective to the year 2023 is "continual provision of high quality in all areas of activities of the university and its individual organizational units, as well as quality improvement in accordance with the requirements of the international accreditation standards AACSB International, Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG) and other internationally recognized quality standards."

System of quality assurance and support at the UE in Bratislava is regulated by the institutional quality manual that monitors the quality and evaluates the activities of the UE in Bratislava using the following tools:

- survey of relevant target groups,
- supervision of the educational process by means of observation,
- courses assessment,
- study programmes assessment.

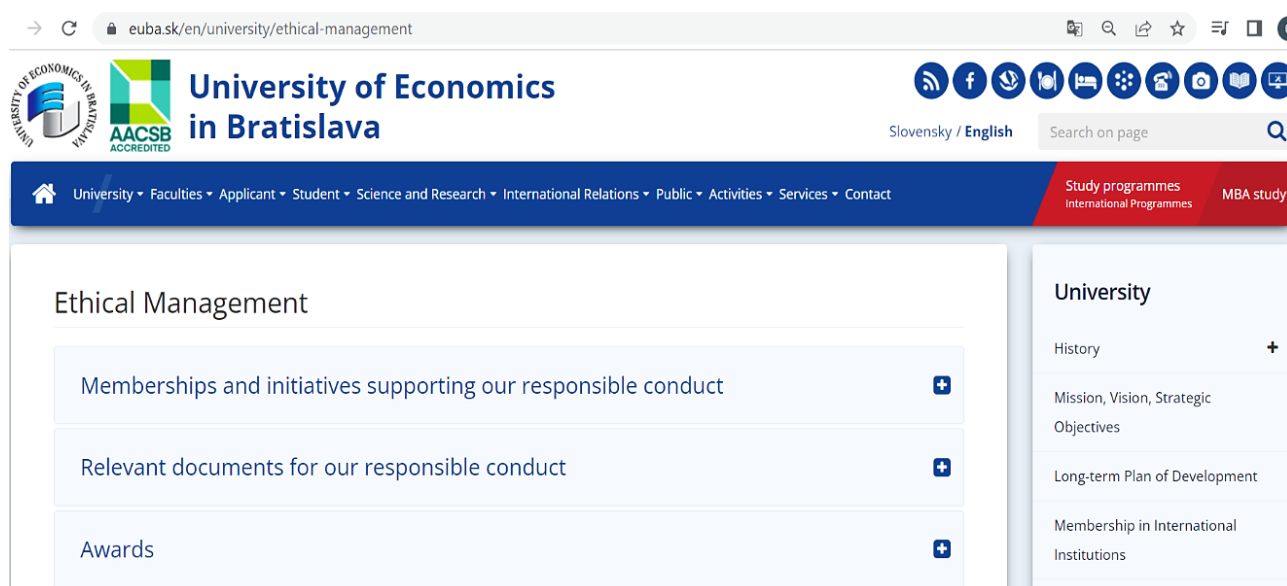
### Units governed by the Vice-Rector for Management of Academic Projects

- Centre of Quality Assurance and Support
- Slovak Economic Library

### University

- History
- Mission, Vision, Strategic

c. Ethical Management – by implementing an ethical programme, it ensures responsible behaviour of all EUBA stakeholders:



Synergistically, by fulfilling the mission of membership and accreditation by AACSB International (The Association to Advance Collegiate Schools of Business), EUBA implements a goal-oriented system of quality and excellence for the benefit of all stakeholders:



Through superior activities in the field of ESG and sustainable development, EUBA supports and implements TQM and thus the implementation of the 10 principles of the UN Global Compact in everyday practice, making us a natural leader of competing universities in the Slovak Republic and V4:





## **C. ATTRIBUTES OF EXTERNAL ACCEPTANCE OF ETHICS CONDUCT OF THE EUBA**

### **MEMBERSHIPS IN ASSOCIATIONS/INITIATIVES**

Membership and primarily active cooperation in the Slovak and in the International associations/initiatives dealing with ethical, social or environmental issues:

- UN Global Compact
- RI4SK – National working group for ethics and integrity in research
- BLF – Business Leader Forum
- Slovak Diversity Charter
- AACSB – Association to Advance Collegiate Schools of Business
- ACCA – Association of Chartered Certified Accountants
- AmCham – American Chambers of Commerce
- AUF – Agence Universitaire de la Francophonie
- CCFS - Chambre de Commerce Franco – Slovaque
- EUA – European University Association
- EDAMBA – European Doctoral Association for Master and Business Administration
- ERSA – European Regional Science Association
- CIDD – Consortium of International Double Degrees
- CIMA – Chartered Institute of Management Accountants
- CRANET
- DAAD – Deutscher Akademischer Austauschdienst
- EFMD – European Foundation for Management Development
- HERMES – The University Network HERMES – Higher Education and Research in Management of European Universities
- Magna Charta Universitatum
- OeAD – Agency for Education and Internationalisation
- SFUI – Slovak-French University Institute

Membership and cooperation in these associations/initiatives inherently presupposes the implementation of relationships based on the principle of goal-oriented, educational and sustainable development and ethics, especially equality, justice, inclusion, tolerance, diversity and respect for human dignity. In the short term, EUBA staff and students carry out their scientific research and publication activities within the Association in project teams (national and international), generated by the conditions of the European Commission's strategy, principled with integrated ethical standards.

### **AWARDS**

The Ombudsman Award in 2016 for active participation in the Centre for Research on Ethnicity and Culture (CVEK) educational support programme: "You have a chance too", thanks to which Roma students have the opportunity to receive a quality education.

It is very challenging for a public university to be a full participant in an available credible competition focused on the complexity of CSR or at least one of the pillars of CSR.

#### FOR EUBA, THE FOLLOWING IS ALSO A VALUABLE AWARD

##### **a) Membership of reputable organisations/associations focused on ESG and SDGs:**

- UN Global Compact
- Slovak Diversity Charter
- BLF – Business Leader Forum
- PS RI4SK

##### **b) Participation of the EUBA Ethics Committee:**

- Co-authorship of the National Declaration on Strengthening Research Integrity in Slovakia [https://euba.sk/www\\_write/files/SK/univerzita/organy-univerzity/eticka-komisia/deklaracia\\_12102021.pdf](https://euba.sk/www_write/files/SK/univerzita/organy-univerzity/eticka-komisia/deklaracia_12102021.pdf) (signed by 37 universities)
- Membership of Via Bona <https://www.nadaciapontis.sk/en/projekty/via-bona-slovakia/about-via-bona/> (national award for CSR).
- Entrusting EUBA with the implementation of research on ethics and integrity in HEIs in the Slovak Republic within the project VEGA 1/0836/21 "Establishment of an appropriate behavioural model for ethics and integrity of institutions in the field of scientific research activities on the basis of international comparison and setting up a system of determining attributes for its effective implementation and functioning" <https://www.minedu.sk/rozpis-dotacii-na-nove-a-pokracujuce-projekty-vega-na-rok-2021/>

All ESG activities implemented within the framework of the EUBA Ethics Management are coordinated by the EUBA Ethics Committee with the RI4SK PS (<https://euba.sk/univerzita/eticky-manazment#clenstva-a-iniciativy-podporujuce-nase-zodpovedne-spravanie>) as an implementation of the National Declaration on Strengthening Research Integrity in Slovakia, to which EUBA is a signatory as of 12 October 2021 (+ 36 other universities in the Slovak Republic).



# MEASUREMENT OF OUTCOMES

## Part III. Measurement of Outcomes

### 1) ETHICS BEHAVIOUR ACCORDING TO THE STAKEHOLDER GROUPS

EUBA's characteristics of responsible behavior, according to the 10 principles of the UN Global Compact is based on the essence of ESG implemented on a daily basis towards specific stakeholders. We will focus only on the key attributes of the status quo of EUBA's relationship with individual stakeholders. We prefer this system logic approach for the ESG analysis of EUBA's ESG activities and their degree of identity with the 10 principles of the UN Global Compact, as it is a relevantly more detailed approach declaring a higher quality, and primarily a concretization of EUBA's ethical management in everyday practice:

#### A. STUDENTS

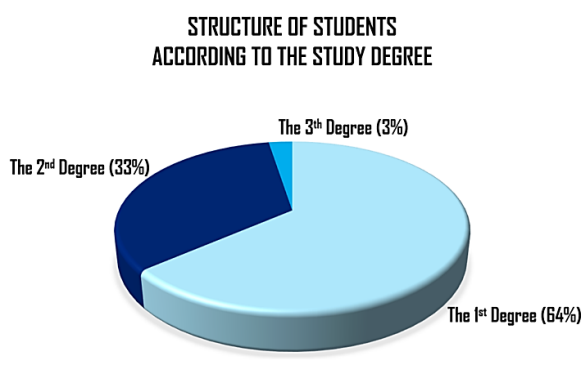
In this group of stakeholders, the implementation of the 10 principles of the UN Global Compact is identifiable, primarily through the above-standard respect for human rights in the time of the Covid 19 pandemic, especially through consistent inclusive diversity (EUBA signatory of the Diversity Charter), e.g. the form of study is conceived and the acceptance of the possibility of external study.

##### a. Structure of students

As of 31/12/2021 the structure is as follows:

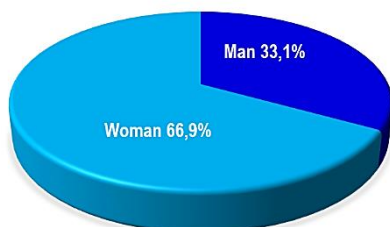
study faculty	Faculty of National Economy	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Management	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy
daily study	1389	1319	1225	1536	516	186	613
external study	172	123	20	19	14	0	78

The study, from the aspect of 3 levels of study, is made possible for all those who meet the knowledge and previous educational prerequisites according to the accredited 56 study programmes (at the 1<sup>st</sup> level – 18, at the 2<sup>nd</sup> level – 26, at the 3<sup>rd</sup> level – 12). As of 31/12/2021 the structure is as follows:

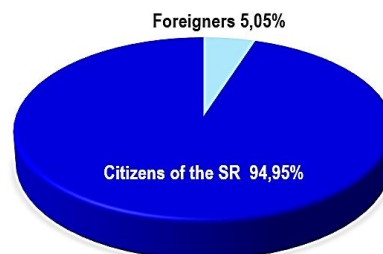


Responsible Inclusive and diverse behaviour of EUBA can also be very visibly recognized in the structure of students according to gender and nationality statuses. As of 31/12/2021, the structure is as follows:

**STRUCTURE OF STUDENTS  
ACCORDING TO THE GENDER**

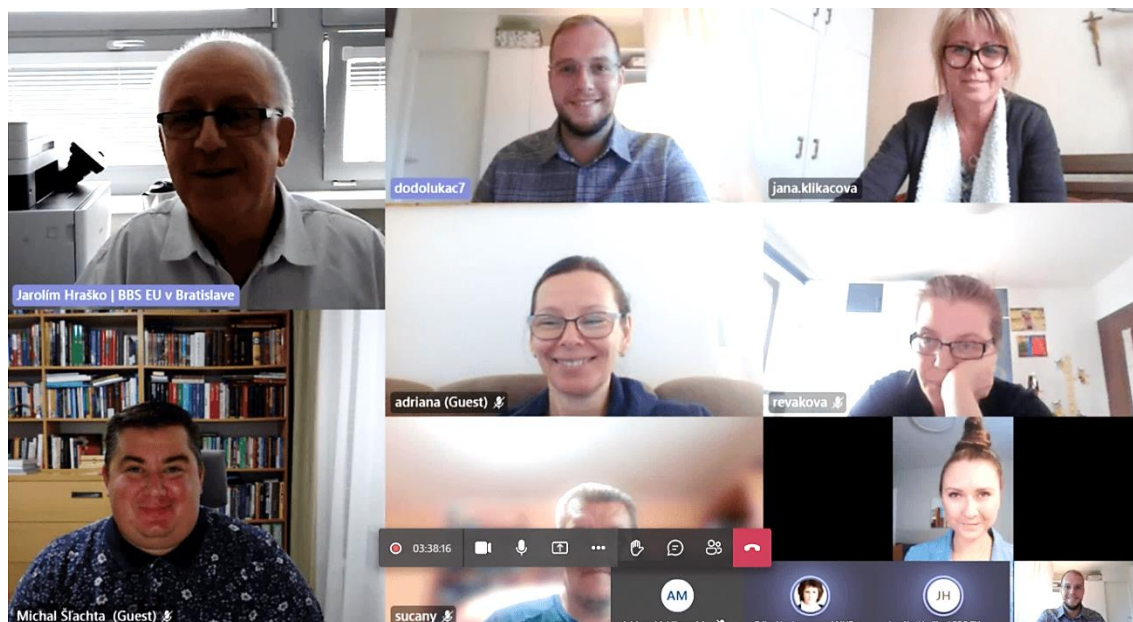


**STRUCTURE OF STUDENTS BY NATIONALITY**



## b. Lifelong learning

Another form of successfully enabling inclusive and diverse education is lifelong learning (Center for Lifelong Education of the EU in Bratislava) in economics and management study programmes accredited at the university, and allowing participants to complement, expand and deepen their education, retrain or prepare for obtaining a degree at the university. In 2021, due to the ongoing Covid 19 pandemic, these courses were in progress: Exercise of Control in Public Administration with emphasis on Local Government (16 participants), Exercise of Control in Public Administration with emphasis on Local Government (15 participants), Language and Vocational Training in the Slovak Language (12 students), MBA programme in cooperation with Franklin University in Ohio, USA (2 graduates), Specialized Education entitled Economics, Management and Valuation of Assets (24 participants).



## c. Integration of ESG in the educational process

Within the educational process in all forms, EUBA actively teaches and promotes education in the field of responsible behaviour (CSR), sustainable development (SDG), and primarily the theoretical basis of ESG, (a current pressing social and economic requirement) – specifically by teaching subjects at I., Corporate



Governance, Business Ethics, Ethics in Accounting, Corporate Social Responsibility, etc. or in cross-curricular subjects where the dimension of responsible behaviour is an integral part of the thematically oriented content, e.g. Fundamentals of Accounting, Consumer Protection, Business Economics, Marketing, Sales Strategy, Business in Construction, Corporate Controlling, Management, etc. EUBA has implied a comprehensive approach to the subject of responsible behaviour within the educational process is conceptually implemented in the assignment, solution and processing of partial and final theses (focused on various topics and areas of Corporate Governance, Business Ethics, ESG, SDG, CSR, which must meet the immanent principle of practical implementation and authenticity with the required dimension of Economics and Ethics). Educational process within Economics and Business Management with an integral dimension of Ethics allows to creatively and effectively approach even the most complicated challenges of contemporary economic development, which gives a wide range of possibilities in selecting and solving current problems in the field of Corporate Governance, Business Ethics, ESG, SDG, CSR, e.g.: verification of ESG in Corporate Practice, Socially Responsible Investing, Strategic Management of enterprises based on the objectives of AGENDA 2030, Management of the value of the enterprise through Sustainable Development and Corporate Responsibility indices, etc. The process of implementation of the National Declaration on Strengthening Research Integrity in Slovakia generates a goal-oriented system of education, trainings and advisory and consultancy activities with the topics of ethical and integrity behaviour of students (as a form of problems prevention of this type) and participation in voluntary activities, e.g.: Sustainability Festival, CSR, Innovative Trends in Co-operative Society in Slovakia, etc., with the aim of intensifying practical cooperation between students and corporate practice within entities with a declared ESG and SDG concept.

#### d. Social

EUBA pays attention to student support, which is manifested in the social field (including counselling and guidance activities for students). The university also provides incentive scholarships from the funds allocated for the purpose. In 2021, 273 students received a social scholarship, which represented 4.33 % of the total number of 6 294 full-time students at the EUBA in the first and second cycle of studies (in 2020 it was 306 students, i.e. 4.86 %). Number of students receiving various forms of scholarships in 2021:

Faculty Scholarship	Faculty of National Economy	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Management	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy	The Rector	Σ Number of students
Social	56	38	62	50	16	10	41	/	<b>273</b>
Pregnancy	3	6	7	4	0	0	9	/	<b>29</b>
Incentive	178	155	193	171	54	20	34	89	<b>894</b>



A specific sub-group consists of students with specific needs: reasonable adjustments and support services provided by the University have been transformed into an online format for part of the winter and summer term in 2021 (COVID-19 disease risk). Given the emergency situation, the University has transformed its intention in the provision of services to students with specific needs, as well as in the support of teachers in working with students with specific needs, into four priority areas:

- The provision of effective online teaching, taking into account the reasonable adjustments and support services granted, in particular in the area of promoting self-sustainability of learning related to digital information transfer,
- Providing support for teachers through online guidance to address appropriate learning methods for students with specific needs according to the classification of disability,
- Preparation of training modules for faculty coordinators for the next academic period,
- Developing an academic environment for students with specific needs, as well as supporting the development of an inclusive environment at the university.

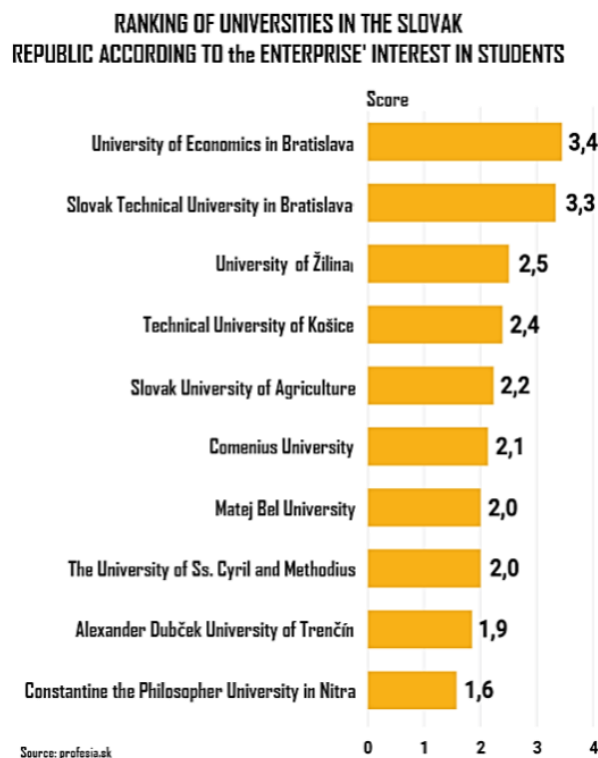
In 2021, 40 students with specific needs studied at EUBA Bratislava. All students with specific needs were provided with reasonable adjustments and support services by the university depending on the type of disability.

The following services were provided to students with specific needs at the UE in Bratislava in 2021:

- Face-to-face and online advice on university studies, taking into account reasonable adjustments and support services,
- Providing information to applicants with specific needs about study options,
- Provision of support services and reasonable adjustments during the academic year: extension,
- Preparation time for examinations, combined form of examination of students, ensuring distribution of study texts from lectures and exercises, transformation of literature into an adapted form – digitalization of study texts, individual schedule of fulfilling study obligations, use of assistive technologies, lending of available technical equipment, individual teaching of selected subjects in full-time and on-line form,
- Providing interpreting services to a deaf student into Slovak sign language.
- Individual teaching of students with sensory disabilities in face-to-face and online form,
- Providing priority accommodation in the barrier-free premises of the EU Student House in Bratislava,
- Ensuring barrier-free access for students and applicants within the University campus,
- Reservation of parking spaces for students with reduced mobility,
- Providing transport services for students with reduced mobility.

All, university-granted, reasonable accommodations and support services have been transformed into online form and provided through MS Teams. Compensatory aids have been added for the technical support area and the digital technology portfolio has been expanded.

## e. Level of acceptance of EUBA in practice



## f. International dimension of our education system

The calendar year 2021 was an important milestone for international relations at the UE Bratislava. The EU in Bratislava successfully completed the international accreditation process and in November 2021 received international accreditation under the AACSB system. This achievement marks the culmination of a multi-year process in which the Accreditation Commission has continuously assessed all areas of EU Bratislava's activities. Obtaining this prestigious international accreditation represents an opportunity for international relations at UE Bratislava to join a close circle of the best international universities and colleges, providing the best internationally recognised study programmes, and at the same time giving us a strategic advantage in establishing partnerships with the most prestigious universities with the same international accreditation. A significant added value of the AACSB accreditation is the fact that the UE in Bratislava was the first university in the former Czechoslovakia to receive it and the third university in the Visegrad Group (V4). EUBA's strategic approach to internationalisation also in 2021 is visualised in the relevant areas of the educational process:

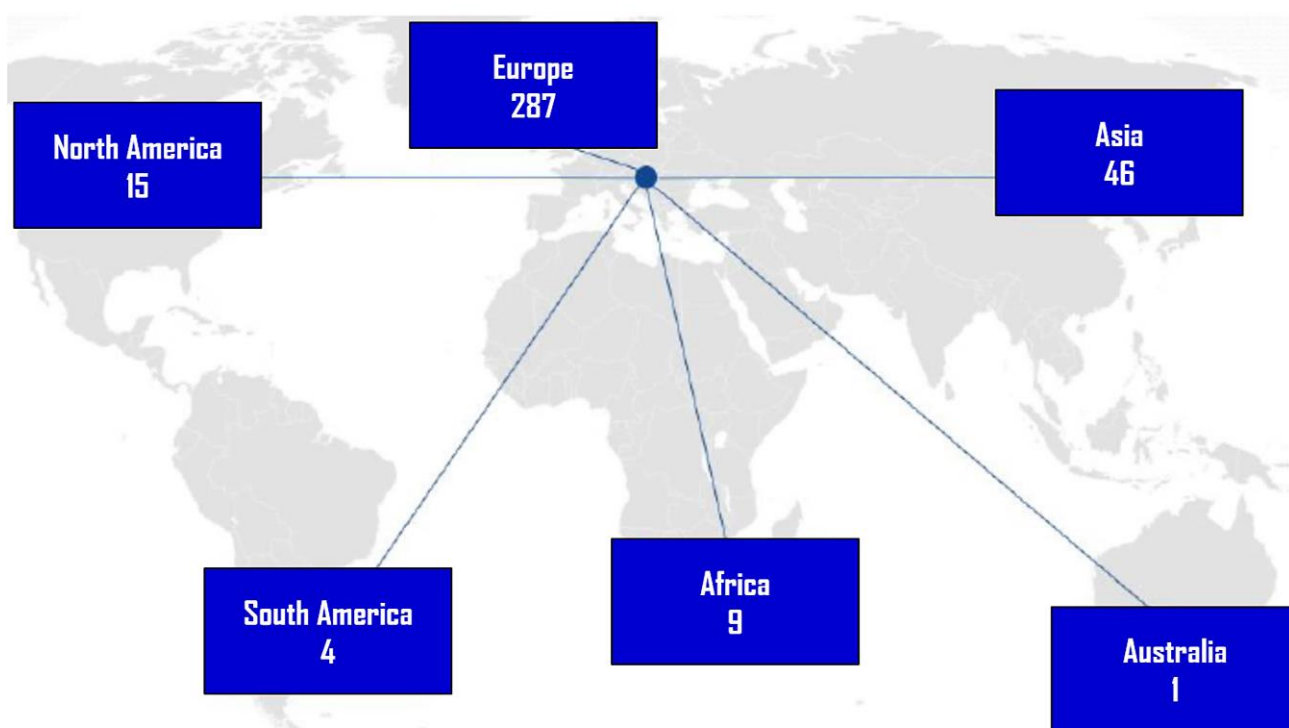
- 11 study programmes in foreign languages



- professional subjects in foreign languages (English, German, French, Spanish, Russian) – 101 in total:
  - in the summer semester 2020/2021: 52 subjects,
  - in the winter semester 2021/2022: 49 subjects.



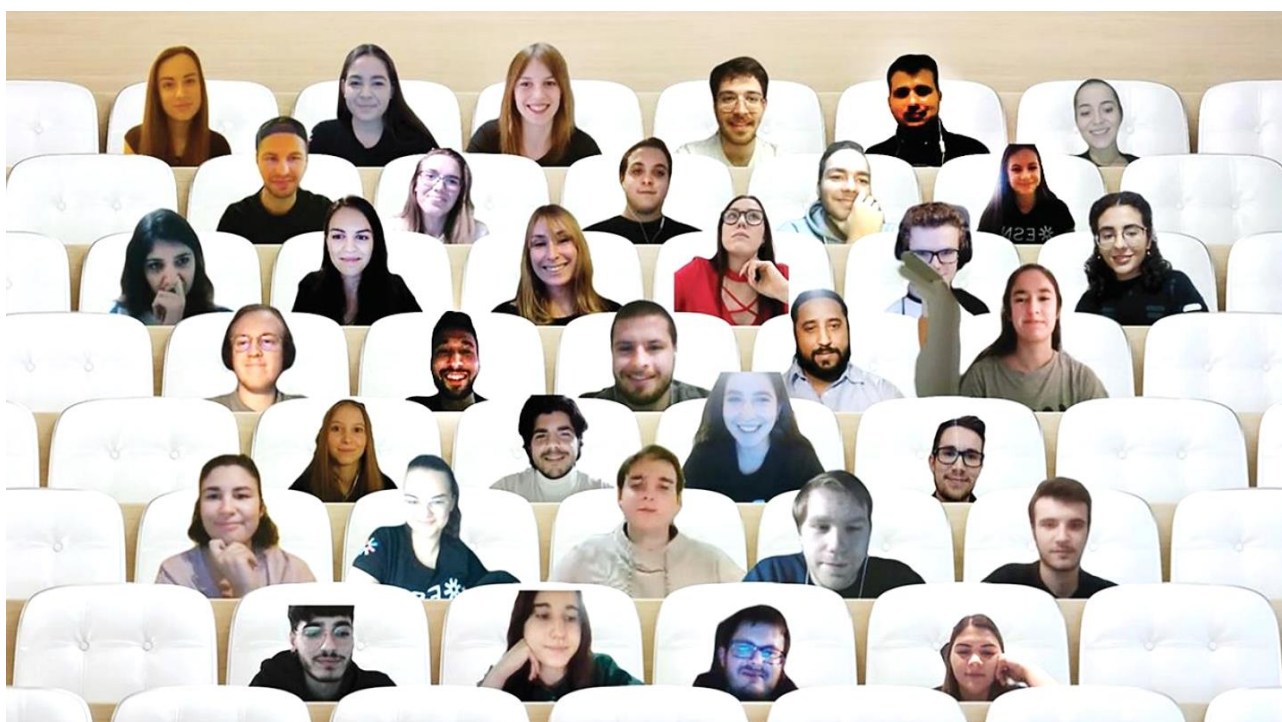
Currently, the EU in Bratislava has 362 bilateral agreements, including 234 Erasmus+ bilateral partnerships in 47 countries participating in the programme and 126 framework cooperation agreements in 46 countries worldwide. In total, the EU in Bratislava has concluded cooperation agreements with university institutions in 64 countries worldwide:



In the calendar year 2021, a total of 276 students were sent abroad, of whom 242 were on study stays and 34 on practical placements. Of the 276 students sent abroad, 11 students participated in an online study placement and 1 student participated in an online practical placement, 13 students had a combined mobility. A total of 158 students were admitted from abroad during the reported period.

Year	2014	2015	2016	2017	2018	2019	2020	2021
Outcoming students	468	515	297	292	320	293	223	276
Incoming students	408	440	399	342	337	287	152	158

In the academic year 2020/2021, the EU in Bratislava sent 173 students on study stays and internships. Of this number, 12 students were on virtual mobility and 9 students were on combined mobility. In the reporting period, the EU in Bratislava hosted 89 students. In terms of structure, 62 % are female and 38 % are male.



## B. EMPLOYEES

CSR in relation to employees and other categories of human capital has been sustainably implemented at EUBA in the long term on the basis of mutually beneficial use of their expertise and creative potential with adequate remuneration, fairness, correctness, objectivity of evaluation of results in pedagogical, scientific research, publishing and creative-sustainable activities.

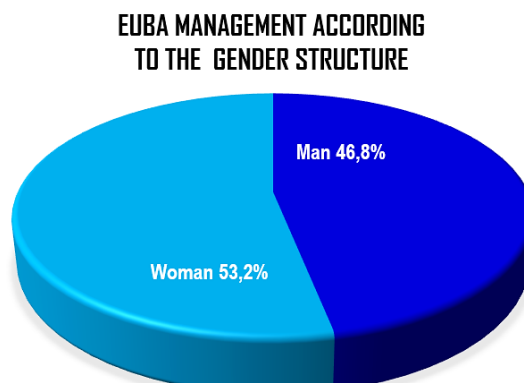
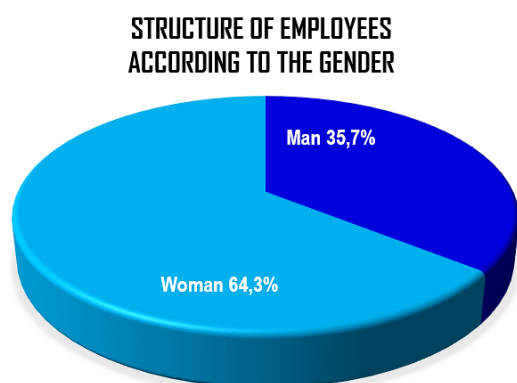
### a. Staff structure

The total number of registered employees in physical persons in all categories (university teacher, researcher, administrative, technical-economic and manual staff) at the UE in Bratislava as of 31 December 2021 was 871 persons:

Teaching Staff				
Professors	Visiting Professors	Assoc. Professors	Assistants of a Professor	Lecturers
41	2	127	255	11
Age Structure				
Under 35 years	From 36 – to 40 years	From 41 – to 50 years	From 51 – to 60 years	More than 60 years
64	63	136	87	86
Employment Age				
	Under 5 years	From 5 – to 10 years	From 10 – to 15 years	More than 15 years
	90	68	75	203

We can also declare the implemented diversity and inclusion parameter on the following structure:

- % of female employees: 64.3 %,
- % of women in management: 53.2 %.



## b. Collective agreement

The Collective Agreement and the possibilities of using the Social Fund are of great help in improving and enhancing the relations of the University of Economics in Bratislava with its employees. Its aim is to ensure the rights, legitimate interests and needs of employees, to improve their living and working conditions. This collective agreement is concluded in accordance with Article 2 of the International Labour Organisation Convention No. 154 of 1981 concerning the Promotion of Collective Bargaining and Article 2, paragraph 3, letter b) of Act No. 2/1991 Coll. on Collective Bargaining. The collective agreement shall also be concluded on behalf of non-unionised employees. The current collective agreement, in force since 1 June 2021, demonstrates responsible behaviour and respect for the principles of the Diversity Charter:



<p>EUBA provides catering for staff in several catering facilities.</p> <p>The employer contributes to the catering from the employer's budget by 55% of the value of the meal plus a contribution from the Social Fund of EUR 0.40 per warm meal per day.</p>	<p>Direct social assistance for various reasons in 2021 the University of Economics in Bratislava provided 49 employees (at the birth of the employee's child, the death of the employee or his life partner, purchase medications for particularly severe employee's illnesses, in case of accident, extraordinary major events) in the amount of 350 €.</p>	<p>Allowance for the regeneration of the workforce was set at EUR 75. In November 2021 accounts, 830 employees received this allowance.</p>
<p>Employee recreation allowance has been set at a maximum of EUR 275 per calendar year as of 1 January 2019. In 2021, 237 EUBA employees claimed this recreation allowance in varying amounts for a total amount of EUR 48 232,95.</p>	<p><b>CURRENT COLLECTIVE AGREEMENT, VALID FROM 1 JUNE 2021 → PROOF OF RESPONSIBLE BEHAVIOUR AND RESPECT FOR THE PRINCIPLES OF THE DIVERSITY CHARTER:</b></p>	<p>EUBA provides employees with a contribution to a children's camp or a children's economic university, a contribution to a language course, and a donation on the occasion of life or work anniversaries.</p>
<p>The contribution to supplementary pension savings per person per month until 31.12.2021 was set at € 19, from 1.1. 2022 at € 20.</p>	<p>In 2021, EUBA recorded 52 employees who are listed as disability retirees. Benefits they can draw:</p> <ul style="list-style-type: none"> <li>* marked exterior paths</li> <li>* pull-out platform for wheelchair users</li> <li>* covered seating for wheelchair users on the university campus</li> <li>* levy relief for disabled persons</li> </ul>	<p>EUBA provides recreational stays for employees and their family members in 3 facilities (Accommodation facility in Starý Smokovec - 28 beds, Educational facility in Vrt - 80 beds, Accommodation facility Jarabá - 18 beds), with extremely favourable conditions.</p>

## C. STAKEHOLDERS IN THE AREA OF ACCREDITATION

The basis for accreditation and quality management at EUBA is the university's vision: the aim of EUBA is to be perceived and recognised as a high quality, modern research university with an international orientation that reflects social responsibility and prepares graduates capable of responding to the challenges of globalisation. At the same time, one of the main objectives of EUBA is "the continuous assurance of high quality in all areas of the University and its individual organisational components, as well as quality improvement in accordance with the requirements arising from the international accreditation standards of AACSB International, from the Standards and Guidelines (ESG) and from other internationally recognised quality standards".

### a. Award of AACSB International Accreditation to the University of Economics in Bratislava

Sustainable development and responsible behaviour within EUBA is supported by AACSB – Association to Advance Collegiate Schools of Business. Synonymous with the highest standards of excellence since 1916, AACSB provides quality assurance, business education intelligence and professional development services to more than 1,600 member organizations and more than 800 accredited business schools worldwide. AACSB connects, shares and inspires innovation and quality among its members.

In 2021, EUBA successfully completed the international accreditation process and received international accreditation under the AACSB system. This achievement marks the culmination of a challenging multi-year process in which the AACSB Accreditation Commission continuously assessed all areas of the University's activities. It focused its attention in particular on the content and quality of the study programmes and the results of the scientific research activities of the staff, as well as the success of students and the application of graduates in practice. By obtaining this accreditation, the UE in Bratislava has joined the group of universities from all over the world that provide high quality and internationally comparable education in business programmes. At the same time, it has become a member of a club that comprises 6 % of the schools in the world focusing on business degree programmes that have received this AACSB accreditation. The UE in Bratislava is the first Slovak university, the first in the former Czechoslovakia and the third university in the V4 countries to receive the prestigious AACSB international accreditation.

AACSB accredits institutions that have demonstrated a clear focus on excellence in education, research, curriculum content, and student outreach. AACSB accreditation ensures continuous quality improvement at schools and guides them in fulfilling their mission, innovating, and achieving impact. Schools that are accredited through the AACSB have successfully passed a rigorous accreditation process that ensures that the educational institutions have the necessary resources, a reputation, and are prepared to make a commitment to providing students with an excellent, future-focused economics education.

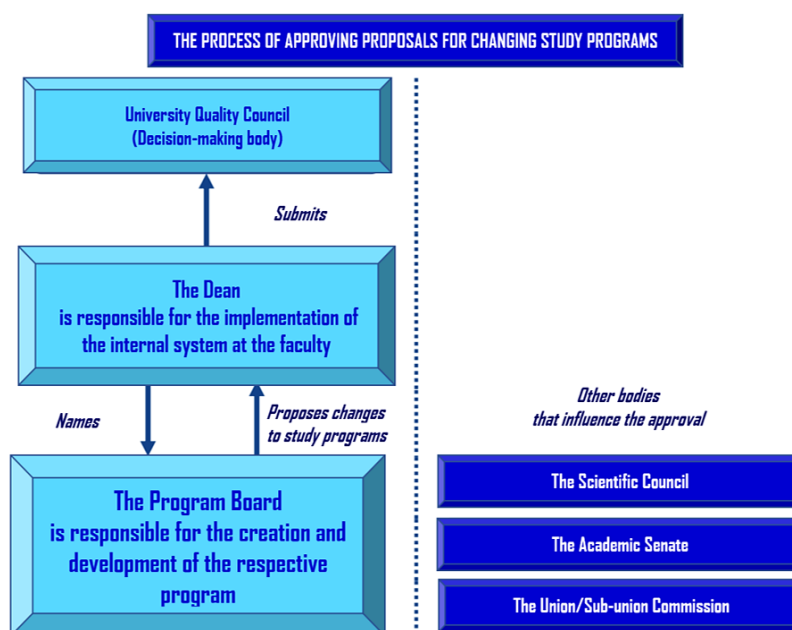


**b. Accreditation in accordance with the standards of the Slovak Accreditation Agency for Higher Education (SAAVŠ),** in 2021, is involved in the alignment of study programmes with the Standards for the Internal Quality Assurance System for Higher Education and the Standards for the Study Programme.

To carry out this process, EUBA has a tool "Rules for the Internal Quality Assurance System for Higher Education at EUBA", which defines the system and rules for quality assurance and internal quality assessment of educational, creative and related activities. The internal system is governed by the Act, Act No. 269/2018 Coll. on Quality Assurance in Higher Education and on Amendment and Supplementation of Act No. 343/2015 Coll. on Public Procurement and on Amendment and

Supplementation of Certain Acts, as amended (hereinafter referred to as the "Act on Quality Assurance"), the EUBA Statute and other internal regulations of EUBA.

The general binding regulations of this system include: in particular the Quality Assurance Act, Act No 131/2002 Coll. on Higher Education Institutions and on Amendments and Additions to Certain Acts, as amended (hereinafter referred to as the 'Higher Education Act'), Decree of the Ministry of Education No 614/2002 Coll. on the credit system of studies, Decree of the Ministry of Education No. 246/2019 Coll. on the procedure for obtaining scientific-pedagogical titles and artistic-pedagogical titles of associate professor (hereinafter referred to as the "Decree on Habilitations and Inaugurations"), Decree of the Ministry of Education and Science of the Slovak Republic No. 244/2019 Coll. on the system of fields of study in the Slovak Republic, Decree of the Ministry of Education and Science of the Slovak Republic No. 16/2016 Coll. on the system of fields of study in Slovakia, No. 296/2010 Z. z. on the professional competence for the exercise of the health profession, the method of further education of health professionals, the system of specialisation fields and the system of certified work activities, as amended.



In preparation for the process of institutional accreditation of SAAVS, the above Rules were approved by the EUBA Rector's College at its meeting on 16<sup>th</sup> December 2020 and further forwarded to the EUBA Academic Senate for discussion and were approved by the EUBA Scientific Council at its meeting on 8<sup>th</sup> December 2020. As of 31<sup>st</sup> March 2021, new study programmes (18 programmes) were discussed by the Quality Council and submitted for accreditation under Section 30 of Act No. 296/2018 Coll. of the SAAVŠ, as well as proposals for the assessment regarding the adaptation of continuing study programmes of 4 faculties were discussed. From the organisational and administrative point of view, the implementation of the quality monitoring and evaluation process is ensured at University level, as well as at the level of faculties and study programmes.

The EUBA Quality Council, which is the decision-making body for internal accreditation, operates at University level. The decisions of the Quality Council are binding for all EUBA components where study programmes, habilitation and inauguration procedures are carried out. At the level of individual study programmes, there are Programme Councils, which consist of at least 5 programme teachers, a representative of the practice and a student representative. The members of the Programme Board are appointed by the Dean of the Faculty and the Programme Board is responsible for the creation and development of the respective study programme. In the case of a proposal for a new programme or a change to an existing programme, the Dean of the Faculty submits the application developed by the Programme Board to the EUBA Quality Council for consideration.

### **c. Quality management**

Quality management at EUBA (as mentioned above) is institutionalised by the Quality Assurance and Support Centre, which is managed by the Vice-Rector for Academic Project Management. The quality assurance and improvement system at UEBA is regulated by the Institutional Quality Manual, which deals with the monitoring and evaluation of quality in the activities of UEBA in the form of the following tools:

- a survey of the views of relevant target groups,
- control of the pedagogical process in the form of hospitalizations,
- evaluation of subjects,
- evaluation of study programmes.

EUBA regularly pays attention to the evaluation of the course and quality of educational activities, in accordance with Section 70(1)(h) of the Higher Education Act, it allows students to express their opinions on the quality of teaching and the performance of individual teachers in the pedagogical process twice in an academic year. The opinion survey is carried out by the EUBA Centre for Quality Assurance and Quality Promotion in close cooperation with individual faculties and student parliaments. In the context of the continuous improvement of the quality of study programmes (especially business-oriented programmes), the Assurance of Learning process is implemented and evaluated in compliance with the demanding AACSB standards. The results of surveys and evaluations are an important basis for decision-making and taking measures to improve the quality of teaching of individual courses and programmes, as well as to improve performance in other areas of the University's activities.

This university-wide workplace, the Centre for Quality Assurance and Support, provides relevant administrative, organisational and technical support to EUBA management, faculties, institutes and other EUBA departments in the implementation and improvement of the internal quality system, and organises development and training activities for EUBA staff. The quality of the educational system is also declared by an attractive example when Ing. Vuong Dinh Hue, PhD graduate of EUBA, was successfully elected as the Speaker of the Vietnamese Parliament:





## D. RESEARCH STAKEHOLDERS

Research is one of EUBA's key activities. In 2021, the University's research activities were also oriented towards the fulfilment of the Long-term Plan of the University of Economics in Bratislava for the time period 2019 – 2027. University teachers and researchers focused on the implementation of research activities that contribute to the sustainable growth of the University's scientific research potential in the field of economic sciences in the Slovak Republic and create conditions for expanding the University's research in the European research (and innovation) area, primarily with a target orientation towards ESG.

The scientific research activities of the University's creative staff were carried out mainly through the solution of domestic and foreign research projects, projects for young teachers, researchers and PhD students in full-time study at the UE in Bratislava, as well as applied research projects. In the table below we can see the number of research and other (non-research) projects currently underway in 2021:

Number of students/ Faculty	Faculty of National Economy	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Management	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy	The Rectorate
National	38	24	14	26	7	7	10	
International	4	7	1	3	9	3	2	7



Project activities at EUBA with all stakeholders are carried out on a basis of accepting the demanding requirement of ethical behaviour before, during and after the research, since in most cases it is indirect research on the population and the environment (including its living and non-living components). Increasingly, national projects, European Commission projects as well as other international projects (Interreg, Horizon 2020, COST, Visegrad Fund, ERASMUS+, APVV, VEGA, KEGA, etc.) in the field of economics and management require the implementation and declaration of sustainability on the basis of ESG, and for project activities at EUBA this is standard.

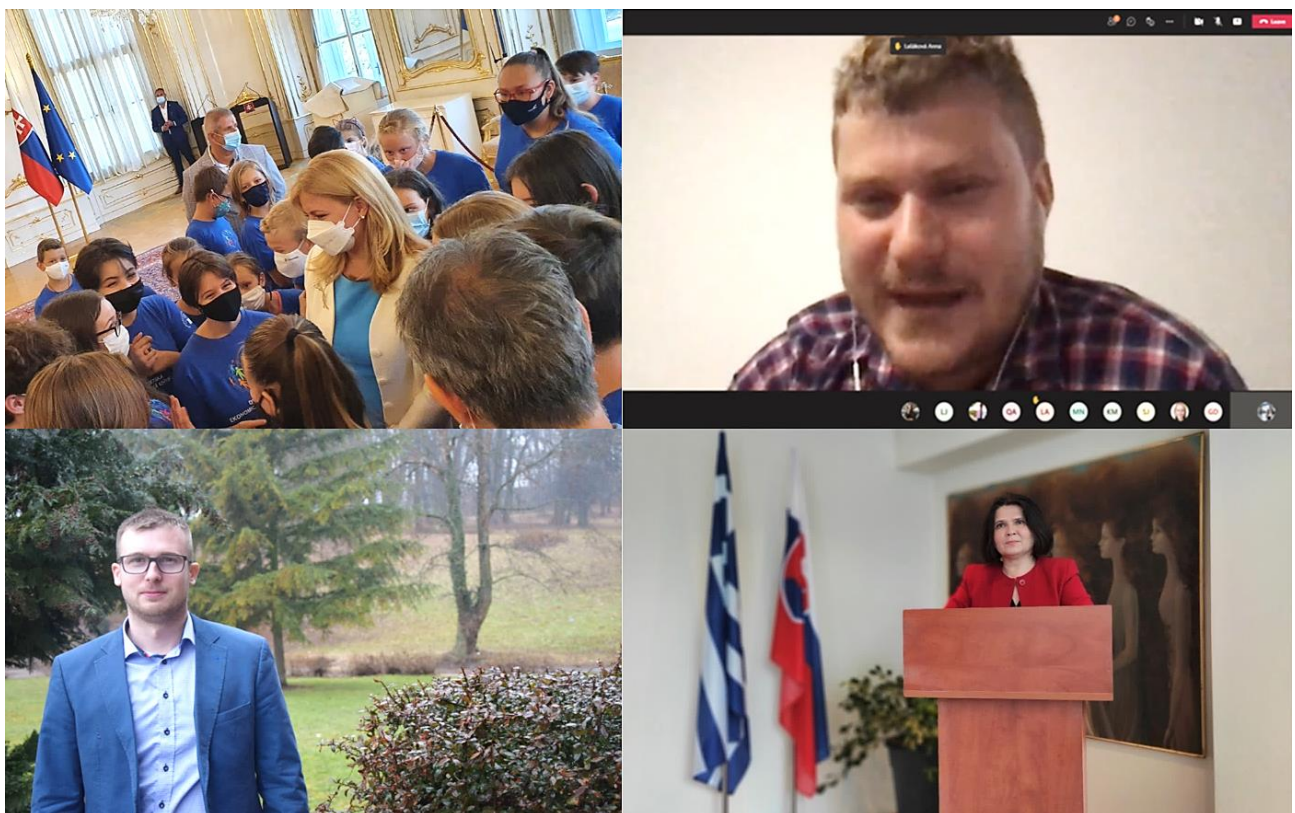
## E. STAKEHOLDERS FOR COOPERATION WITH PRACTICE

EUBA, with the intentions of leadership in ethical management and increasing demands within the framework of the implemented accreditation processes, strategically implements the ethical principles of ESG also in the daily cooperation with the subjects with practice, whether from the field of macroeconomy, business, management, social sphere and others on the basis of relevant topics related to the educational and scientific activities of individual faculties. The primary emphasis, whether in formalised or informalised relationships, is on responsible and of quality corporate/institutional behaviour. On this basis, we have been carrying out a wide range of activities with our partners in practice for a long time:

FORMS OF COOPERATION WITH STAKEHOLDERS		
1. Educational accredited subjects/courses: subjects implemented by one enterprise, e.g. Corporate Managerial Accounting with ESET; subjects with one topic implemented by several enterprises, e.g. Corporate Social Responsibility with BLF enterprises; selected one-off lectures	6. Collaboration on joint solutions in scientific research and other projects, both domestic and foreign	11. Special cooperation with entities in associations, associations and chambers where EUBA is/or is interested in being a member.
2. SDGs in diplomatic practice: regular lectures by diplomats from other countries and Slovak diplomats abroad	7. Cooperation on the basis of organising mobility in the implementation of internships	12. Joint volunteer project with the Salesian Youth Association, Centre Bratislava – Mamateyova
3. Selected lectures and discussion forums with TOP representatives of the EU, state and municipal institutions of the Slovak Republic	8. Collaboration in the development of theses at all 3 levels	13. Special cooperation with the media in the Slovak Republic, hired for problematic topics
4. Summer schools and winter schools, e.g. International Strategic Management, Doing Business in Central Europe, etc.	9. Special cooperation with publishers and printers on the basis of preparation and publication of articles, papers, monographs and textbooks	14. Workshops and excursions
5. Consulting projects, e.g. International Business Consulting Programme	10. Competitions, e.g. Sustainability Festival	15. Activities within ALUMNI

As examples of very attractive, and primarily motivating for our students, long-term quality collaboration, we present 4 visualized examples:

1. Accepting of the participants of the Children's Economic University EUBA by the President of the Slovak Republic Zuzana Čaputová.
2. Project manager Paulo Vasconi Speroni from UN Global Compact & PRME, who presented the current functioning of the UN Global Compact & PRME on CSR.
3. Lecture "Sustainable SME Entrepreneurship in Greece" by H.E. Mrs. Iveta Hricova, the Extraordinary and Plenipotentiary Ambassador of the Slovak Republic to the Hellenic Republic in the subject Entrepreneurship in SMEs.
4. Speaker Peter Ježo, PhD., Chairman of the cooperative, Agricultural Cooperative Mestečko at the international scientific conference Actual Problems of the Corporate Sphere 2021.



## F. SUPPLIERS

The implementation of EUBA's relations with the supplier is carried out within the framework of standard and project activities in a mediated manner, since the functioning of the relations is governed by an internal entity – the responsible unit for public procurement, whose competences, links and processes in relation to the faculties and other organisational units of EUBA are regulated by the Internal Directive No. 2/2019 on public procurement in the conditions of EUBA. The above-mentioned directive is an instrument for strict compliance with Act No 343/2015 Coll. on public procurement, as amended, and, together with the publication of invoices, orders and contracts on the web or in the central register, is intended to prevent non-transparency and favouritism towards certain tenderers and suppliers in the procurement of goods, services

and works, and thus to ensure the efficient and effective management of public funds. The above directive is a relevant part of the compliance programme at EUBA, the daily practice of which precisely defines a regulatory system of commercial and contractual relations, unquestionably integrating the ethical principles of relationships (monetary and non-monetary) that in commercial firms establishes an ethical management for responsible relations with suppliers.

A characteristic attribute of public procurement at EUBA (including EUBA) is the principle of compliance with the ethical minimum, i.e. highly standardised legislation codified on the basis of the rules of objectivity, transparency, equality of opportunity, fairness, honesty, justice and accountability, and since it is a highly credible research educational institution, the degree of application of this legislation (ethical minimum) takes on in practice the character of goal-oriented ethical behaviour, relevantly incorporated into the responsible behaviour of EUBA. The practical implementation of the rules of public procurement in the everyday life of the university is considered as part of the educational and dissemination activities of the individual EUBA members. The EUBA contracting authority uses procedures for the award of contracts in accordance with the applicable Public Procurement Act, depending on the estimated value of the contract. EUBA is also obliged to publish the information and documents specified by the Public Procurement Act in its profile established on the website of the Public Procurement Office and to publish summary reports after the end of each quarter. In order to increase the efficiency of the use of funds and to enable as many interested parties and, consequently, bidders as possible to participate in the public procurement process, the University approaches the award of selected low-value contracts through the EPP (Electronic Public Procurement) information system of the Public Procurement Office, where it publishes invitations to tender via the Public Procurement Office Bulletin.

THE STATE OF PUBLIC PROCUREMENT CONTRACTS FOR 2021					
Contract type	Volume (in Eur)	Number of	Average contract value (in Eur)	Number of successful contracts	Number of unsuccessful contracts
With low value according to § 117 of Act No. 343/2015 Coll.	3714827	290	13267,24	280	10
Sub-limit without use of the electronic marketplace	3908612,81	3	1302870,87	3	0
Above the limit	3388961,75	3	1694480,87	2	1

One of the University's critical items of cost are energy costs. In order to achieve an optimal consumption of energy utilities, daily monitoring was provided at the bulk gas collection points, including the tracking of electricity and natural gas consumption on the web portals of the respective energy suppliers.

This ensured the detection of possible malfunctions and the timely adoption of the necessary measures to eliminate them. In the past year, the reconstruction of the heat transfer station connected with the hydraulic balancing of the heating system of the youth hostel Vlčie Hrdlo 74 was completed. In 2021, the CIT (Centre for

Information Technology) processed procurement orders for the supply of computer equipment, accessories, toners, spare parts and active elements of computer networks. Anti-pandemic measures and movement restrictions have resulted in a shift of funds of other University activities including computing. The number and volume of orders doubled year-on-year and it was necessary to set up a dynamic purchasing system. As a result of the shortage of chips and the overall poor availability of computing equipment, some procurements had to be repeated due to lack of interest and inability of suppliers to offer the required performance, and some orders had to be postponed to the following year.

## **G. COMMUNITY**

EUBA's creative inspiring relationship and openness to the community (Bratislava, Košice) is visibly indicated in the humanization of the educational process, which means that good opportunities for education are given to students without any form of discrimination, with extensive support for inclusive diversity. With the intentions of implementing the long-term goal, the EUBA intensively develops and "refines" long-term professional-social relations aimed at the practical application of ESG, CSR and SDGs in corporate practice (different types of enterprises), within the framework of the functioning of the BLF Memorandum with the EUBA and the Diversity Charter, and especially on the basis of direct cooperative research, internships, thesis (including experiential forms of education) focusing on these areas and its application, especially in excellent enterprises, with the bilaterally beneficial development of effective sustainable relationships between theory and economic practice.

A complementary part of the quality accredited study programmes at EUBA focused on micro- and macroeconomics with an integral part of ESG, CSR and SDGs- is the system of sophisticated cooperation with the local community and the nearest locality of the university, as evidenced by the involvement of especially students and lecturers in volunteer activities of various nature, e.g. Our Town, collections to help socially disadvantaged families, assisting disadvantaged students, etc. The Covid-19 pandemic has displayed itself in this area through a marked reduction in the frequency of activities of this nature (with a move to the online space, where possible).

Another manifestation of EUBA's positive relationship with the community is the form of active participation in various public commissions, organizations and institutions, and also the formation of various associations, where it considers it an immanent attribute to implement and disseminate the principles of ethical management, which will be mandatory next year in the controlling for non-financial ESG reporting, as early as 2023, and to be responsibly competent to the current economic and social challenges.

The donation activities carried out by EUBA are an expression of the positive relationship of students and staff to the community and are acquiring gratifying values (despite the Covid-19 pandemic):

- community investments amounting to EUR 81 551,
- amount of volunteers 16.1%.



## The most successful EUBA activities focused on our community:



### OUR CITY 2021:

- attractive and socially beneficial volunteer event for the 4th time in a row
- 31 teachers and students
- realisation in cooperation with DOMKA on Mamateyke
- the only university in the SR



### DISSEMINATION & POPULARIZATION FOR THE PUBLIC:

- raising public awareness, e.g. about:
- amendment to the Higher Education Act
- dilemmas of online education
- issues related to the draft general government budget
- political science topics of governance

### CHILDREN'S ECONOMIC UNIVERSITY:

- leisure holiday education for juniors
- 2-week programme in 2 groups
- 1/Innovation makes the world go round: 50 children aged 9 to 15
- Flying around the world for 50 children aged 11 to 15

### RESPONSIBLE EXTERNALLY ORIENTED MANAGEMENT:

- experts presenting EUBA in various organisations, institutions
- creation of associations
- social, economic and managerial character
- thematically corresponds to the specialisation of the subjects



### UNIVERSITY OF THE 3<sup>TH</sup> AGE:

- leisure-time interest education of seniors, in a motivational way
- 438 students
- in 4 cities
- in 18 study programmes
- hybrid education



The position of a public university established in accordance with the provisions of Section 2(2)(a) of the Higher Education Act generates fundamentally different conditions for the functioning of the day-to-day relationship with the shareholder's (owner's) resources, as the legislation implies (as an ethical minimum) the economical use of the founder's public resources and, in the context of management, the delegation of the founder's authority - the Ministry of Education, Science, Research and Sport of the Slovak Republic.

These general principles of management of public resources at a public university in the case of EUBA are integrated to an even greater extent into the normal functioning of the university as it is a specific economy of a corporate entity managing on the principle of public resources with an effort to maximally respect the high ethical minimum set by the Law on Higher Education applied on the basis of economic efficiency of the entity, which in everyday practice is engaged in educational, scientific research and dissemination-popularization activities.

The ESG principles implemented in the effective behaviour of the company at EUBA are contained in the EUBA Long-term Development Plan for the period 2019-2023 with a view to 2027 and the current EUBA Ethical Management generated by it, which in the case of an institution with a high standard of responsible behaviour towards public resources are a good basis for long-term sustainable behaviour based on the 10 principles of the UN Global Compact.



In this context, throughout the year 2021, EUBA in constructive cooperation with the universities of the Slovak Rectors' Conference and the Council of Universities of the Slovak Republic intensively participated in the creation of the amendment to the Higher Education Act under the Ministry of Education, Science, Research and Sport of the Slovak Republic. Illustration (Minister of Education Branislav Gröhling and State Secretary of the Ministry of Education, Research and Innovation Ľudovít Paulis) from the publication of the press release. Gröhling:



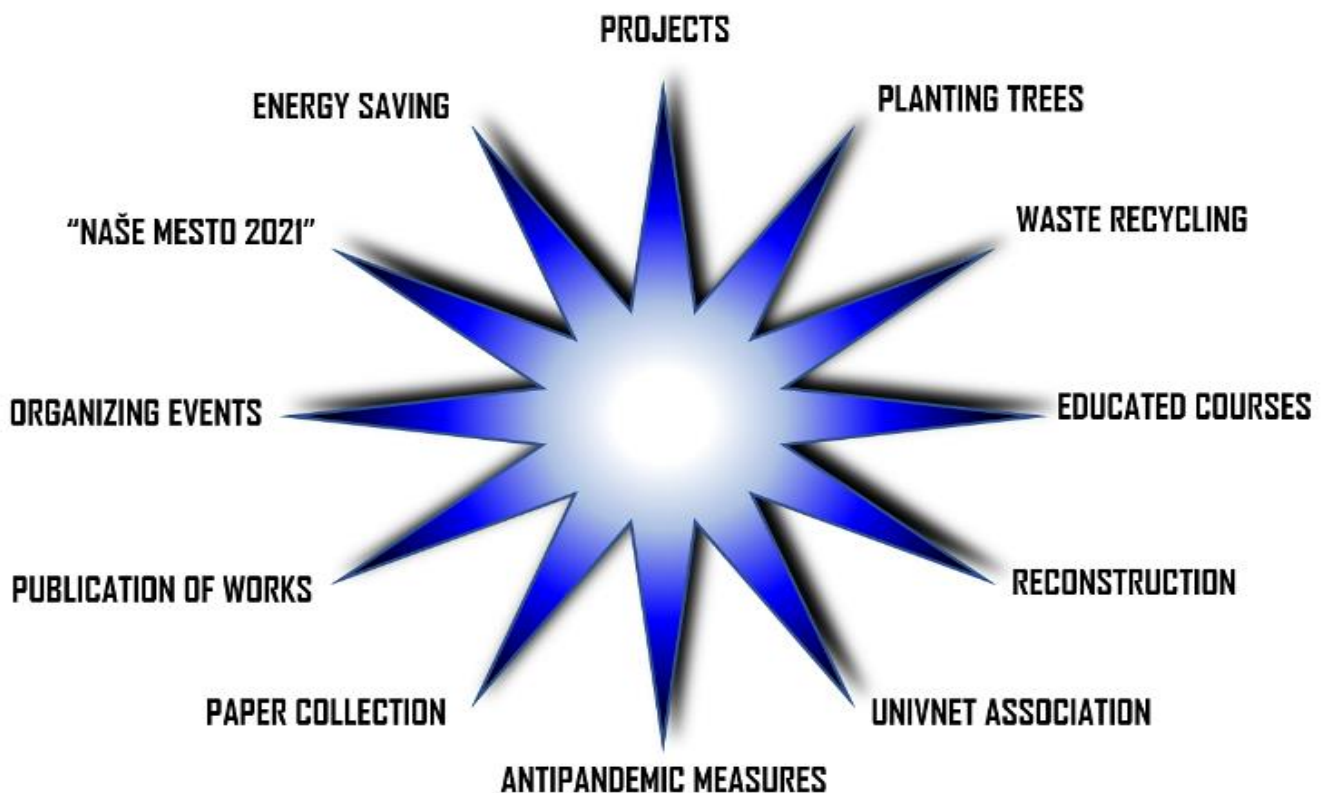
## H. ENVIRONMENT

The relationship of EUBA employees, students and all stakeholders to the environment (to its living and non-living components) is implemented strategically on the basis of the Long-Term Plan and functioning ethical management, principally in the intentions of implementing ESG rules in any activity.



A solid part of the educational, scientific-research and practical-operational functioning of the staff and students at EUBA is the purposeful education and cultivation of relations to the environment, which stems from the nature of the study programmes at EUBA with a parallel focus on the aspect of responsibility, but also economic efficiency, with an awareness of the long-term successful sustainable development of EUBA.

In everyday life at EUBA, the manifestation of a positive relationship with the environment is implemented through careful behaviour towards the available resources (material and financial) with the aim of saving them by the efficient use of recycling opportunities and with the parameter of permanent optimization of their use. The Covid-19 pandemic reduced the activities implemented by the standard physical presence of students. In the year 2021, the structure of activities declaring ethical behaviour towards the environment was as follows:



The following activities were implemented in detail, declaring ethical behaviour towards the environment, in the intentions of ESG and oriented towards the 3 basic principles of the UN Global Compact supporting environmental sustainability:

ACTIVITIES PROMOTING ENVIRONMENTAL SUSTAINABILITY	
ACTIVITY	CHARACTERISTICS
ANTIPANDEMIC MEASURES	Adequate anti-pandemic measures in place, implemented in direct coordination with the Public Health Office of the Slovak Republic and currently adapted as part of the EUBA compliance programme, aimed at the protection of life and health, with adequate impact on the environment.
ENERGY SAVING	Savings achieved mainly as a result of reduced consumption during online student teaching, energy saving behaviour of staff and the positive effects of several renovations in previous years, primarily the renovation of the central heat management of the EU in BA, which aimed to increase the energy efficiency of heat production and distribution in the heat management of the university.
WASTE RECYCLING	Continued sustainable staff behaviour encouraging separation and recycling of waste materials and reduced waste generation itself as a result of online learning.
UNIVNET ASSOCIATION	Implementation of activities within this association – It was established when the highest representatives of five research universities (University of Economics in Bratislava, Slovak University of Technology, Technical University of Košice, University of Žilina and Technical University of Zvolen) created it together with the Association of the Automotive Industry of the Slovak Republic a new association UNIVNET, with the aim to implement R&D activities in the field of recycling and low-waste technologies and also to significantly adapt the status quo in Slovakia to less landfilling and more recycling.
EDUCATED COURSES	Education on ethical sustainable behaviour towards the environment based on ESG principles has been implemented at all 3 levels within subjects directly dedicated to the environment (e.g. Environmental Management) or integral subjects (e.g. Current Trends in Environmental and Social Entrepreneurship). The thesis topics focusing on environmental issues are also very attractive, e.g. Impact of the COVID-19 pandemic on the environment (bachelor thesis). Environmental taxes and their impact on the environment and environmental performance in selected European Union countries (master thesis).
RECONSTRUCTION	During the online teaching, the operational management focused primarily on investments in renovations of buildings and student residences (SR) – measures to increase the standard and quality of accommodation in parallel supporting lower energy consumption and consequently lower costs: Youth Hostel Vlčie hrdlo, Youth Hostel Ekonóm, Youth Hostel Dolnozemska, Youth Hostel Starohájska 4, Youth Hostel Starohájska 8, Youth Hostel Horský park – Hroboňová 4, Youth Hostel Horský park Prokopa Velkého 41, Youth Hostel Bellova Košice and b) Educational facility Virt – repair of roofs. (See picture below).
PAPER COLLECTION	At the end of the academic year 2020/2021, a jointly organised paper collection for the entire EUBA was carried out, combined with shredding (secure document disposal). This is a regular activity that contributes to the sustainable management of natural resources, despite the fact that the consumption of paper during the pandemic at EUBA has decreased considerably.
"OUR CITY 2021"	The regular volunteer activity "OUR CITY 2021" [OUR CITY 2021] is always synergistically concentrated on helping the community, and above all on improving of at least a small area of the environment – but in our case, together with DOMKA na Mamateyke, we also inspire and motivate children and young people to love the greenery and nature around them, and to take care of it with optimism (and thus also help ourselves).
ORGANIZING EVENTS	It is the pandemic situation that has made it possible to implement various virtual forms of communication, online events, which are extremely beneficial, especially for international forums, conferences, discussions and workshops on environmentalism. Educators at EUBA not only in 2021 were very happy, frequent and prospective to use these online forms, e.g. the discussion forum "Climate Crisis: Is it possible not to succumb to panic?" within the Economic Policy course in cooperation with EURACTIV, etc.
PROJECTS	At EUBA, we are working on a number of creative, inspiring, but especially environmentally beneficial projects - with a focus on reducing negative environmental impacts from various aspects and applying the synergies of different scientific disciplines. These are projects carried out in cooperation with practice, whether domestic or foreign, e.g. H2020-LC-GD-9-2-2020 – Situation rooms for climate-neutral urban futures: Integrating Earth observation data with far-sighted adaptation to climate-induced environmental risks; project of the Ministry of Education and Science of the Slovak Republic 0201/007/20 UNIVNET (University and Industrial Research and Education Platform for Recycling Society) - Implementation of foresight and research and development activities in the search for new technologies and techniques for maximally efficient waste recovery, especially in the automotive industry and in order to minimize the negative impacts on the environment and to save primary energy and raw material resources (research institutes: STU, ŽU in Žilina, TU in Košice, TUZVO, EU in Bratislava (NHF, OF, FHI), etc.
PUBLICATION OF WORKS	In the field of environmental science, a group of investigative scientists who, from the aspect of their profession and team interest, address project topics with themes focused on environmental sustainability and publish the results of their research in different forms, in different author teams and in different publications, present their creative potential in the field of environmental science. EUBA also allows other authors to publish in its journals, e.g. MAJERNÍK, Milan et al. Comprehensive Management of Natural Resources: A Holistic Vision. In Sustainable Resource Management: Modern Approaches and Contexts – Amsterdam: Elsevier, 2021. ISBN 978-0-12-824342-8, pp. 221-240 online. KEGA 026EU-4/2018; ADEDIYAN, Aderopo Raphael – CHIGOZIE, Uchenna Kingsley – OBADONI, Venus Nmakamma. Foreign Direct Investment and External Debt Impacts Assessment on Environmental Resources Depletion in Nigeria. Economic Outlook/Economic Review 4/2021. <a href="https://doi.org/10.53465/ER.2644-7185.2021.4.361-380">https://doi.org/10.53465/ER.2644-7185.2021.4.361-380</a> , etc.
PLANTING TREES	The tree planting at the end of each academic year is a 3in1 activity, as it is primarily an alumni team building, another small tree is added on campus and it is an alternative to street art, e.g. the picture above is the 2021 alumni tree of the Faculty of Economic Informatics.



Innovative investments in the reconstruction of buildings with the largest amounts of funds and primarily supporting the mitigation of negative environmental impacts (clockwise): the Vlčie hrdlo Youth Hostel, Horský park Youth Hostel, Starohájska 4 Youth Hostel, Bellova Košice Youth Hostel:



## 2. SUSTAINABLE DEVELOPMENT GOALS FOR YEAR 2022

The Plan of Sustainable Development Activities of the University of Economics in Bratislava (hereinafter EUBA) is based on the update of ESG (Environmental, Social, and Corporate Governance) and is aimed at deepening the principles of sustainable development and responsible behaviour in the area of relevant stakeholders in 2022. The Plan does not take into account the activities of a standard nature resulting from Act No. 131/2002 Coll. on Higher Education and on Amendments and Additions to Certain Acts, as amended, and other relevant legislation.



## **A. RELATIONSHIP WITH STUDENTS**

- Teaching of accredited courses at all levels of study at EUBA focused on sustainable development, ESG, social responsibility, ethics, competitiveness, application of digitalisation to the content of study programmes and primarily adaptation to the full-time form of teaching,
- Continue the process of aligning study programmes with the Standards for the Internal Quality Assurance System for Higher Education and the Study Programme Standards. Subsequently, continue the process of accreditation of SAAVS study programmes and institutionalisation of the measures to the AACSB Standards in order to ensure permanent improvement of the quality of study programmes,
- Continue the process of monitoring and evaluation of quality in EUBA's activities in the forms that have been in place so far and their implementation in the accreditation process;
- Creation of new modules and expansion of double/joint degrees, especially with partner universities within the European area,
- Promoting culturally responsible behaviour among students on mobility and education on social issues such as consumer protection, environmental protection, responsible business in practice, business ethics, diplomacy in practice, gender equality,
- Promoting linguistic diversity: promoting teaching in the Slovak language and promoting teaching in foreign languages – English, Spanish, French, German and Russian (EUBA provides more than 60 courses per semester).
- Support of lifelong learning implemented by the Bratislava Business School, such as accredited educational programmes for TOP management and local government auditors, courses of the University of the Third Age, Children's University, education of experts, auditors, mayors and mayoral administrators, etc.
- Initiating and supporting domestic and international research initiatives and grant projects (with an ESG and SDG dimension),
- Implementation of extensive international scientific research activities – specifically and integrally oriented towards sustainable development and ESG (within the Horizon 2020, INTERREG, COST, 5C Cross, Globproject GLOBE 2020, etc. grant schemes),
- Involving students, especially doctoral students, in research initiatives and problem-solving within multidisciplinary research platforms of national and transnational character,
- Support for activities concerted on sustainable development and ESG in the framework of activities such as EDAMBA 2022 – European Doctoral Association in Management and Business Administration, Researchers' Night, etc.,
- Broad support for student diversity – resulting from the application of the Diversity Charter and the UN Global Compact.





## B. RELATIONSHIP WITH EMPLOYEES

- Focus on promoting diversity and inclusion in the work environment, stabilizing employment, and supporting young educators and their families,
- Support for granting leave to lone workers with children under 10 years of age,
- Organising events for the children of staff members on the occasion of MDD and organising a children's camp,
- Extensive personnel policy employee contributions: for regeneration of the workforce, for supplementary pension savings, for social assistance, for language courses, for children's camp or children's university, employee awards (gifts) on anniversaries,
- Arranging recreational stays for staff and their family members at University and other facilities,
- Creation of conditions for the holding of sports and social days and cultural and cognitive events as well as other events of a physical education nature,
- Broad support for employee diversity – resulting from the application of the Diversity Charter and the UN Global Compact.



## C. RELATIONSHIP TO THE COMMUNITY

- Promoting involvement in the "Our Town" project through active participation in the preparation and implementation phase,
- Blood donation of students and teachers 2 times during the calendar year,
- Pre-Christmas and occasional clothing collections – a charity event by students and teachers for a particular socially disadvantaged group,
- Volunteering to improve the environment,
- Developing membership activities in associations supporting sustainable development and ESG (e.g. UN Global Compact, EUA, EFMD, AACSB International), cooperation with business practice (e.g. employers' associations, Slovak Chamber of Commerce and Industry, support for family business) – cooperation with Business Leader Forum and cooperation with municipalities supporting sustainable development and responsible behaviour (e.g. Association of Chief Controllers of Slovak Cities and Municipalities, Bratislava City Hall and Petržalka Municipality),
- Broad support for diversity of community collaborators – resulting from the application of the Diversity Charter and the Charter and UN Global Compact's own collaboration and coordination in the Diversity Charter team.



## D. RELATIONSHIP TO THE ENVIRONMENT

- Implementation of the investment plan with the aim of energy saving and better study and working conditions: reconstruction of the UZ Pokrok, reconstruction of 2 lifts in building V-2 and reconstruction of water heating systems in building V-2 and V-1, regulation of the heating system and continuation of the replacement of windows with emphasis on energy saving,
- A special investment action will be the construction of a multipurpose sports hall on Májová Street in Bratislava, which will serve mainly for the needs of teaching and development of sports and physical activities of EUBA students, but also with the aim of full use by EUBA employees and for disadvantaged groups of people in the field of sport,
- Optimising the consumption of materials at the University's workplaces, e.g. paper, toner,
- Ensuring and supporting the improvement of the waste sorting and recycling system within the University,
- Involving faculty and university research teams in research questions related to the intersection of economics and ecology, e.g. projects focused on the positive impacts of green innovations in markets of imperfect competition, responsible consumption, food safety...



The report "COMMUNICATION ON ENGAGEMENT" as of 31/12/2021 was prepared by the members of the Ethics Committee composed of:

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