

**KAUNAS UNIVERSITY OF
TECHNOLOGY GENDER
EQUALITY PLAN
2022–2025**

FRAMEWORK

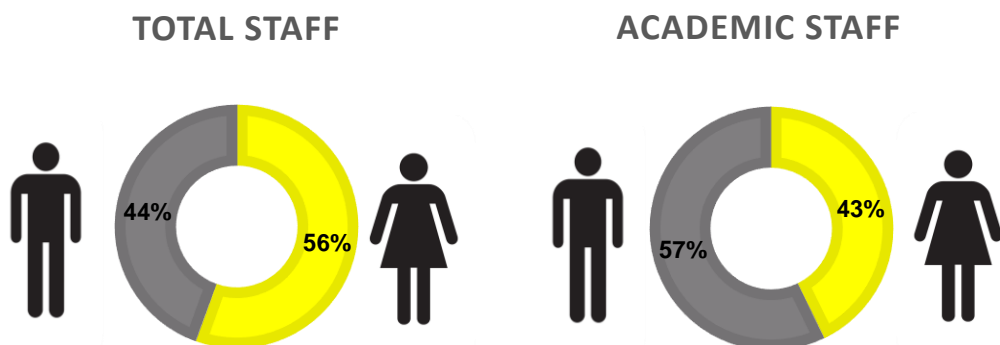
To fully implement the principles of the European Charter for Researchers and the Magna Charta of the European Universities, Kaunas University of Technology (KTU) organises its activities while creating an open environment where individual differences, characteristics, potential and contribution of all its staff and students are acknowledged and appreciated. Each employee and student has the right to work and study in the environment that encourages respect for everyone’s dignity. To foster and ensure the implementation of the fundamental human rights set out in the Constitution of the Republic of Lithuania and the Charter of Fundamental Rights of the European Union, the Equality and Diversity Policy was approved and the University’s Equality Committee was established in 2018.

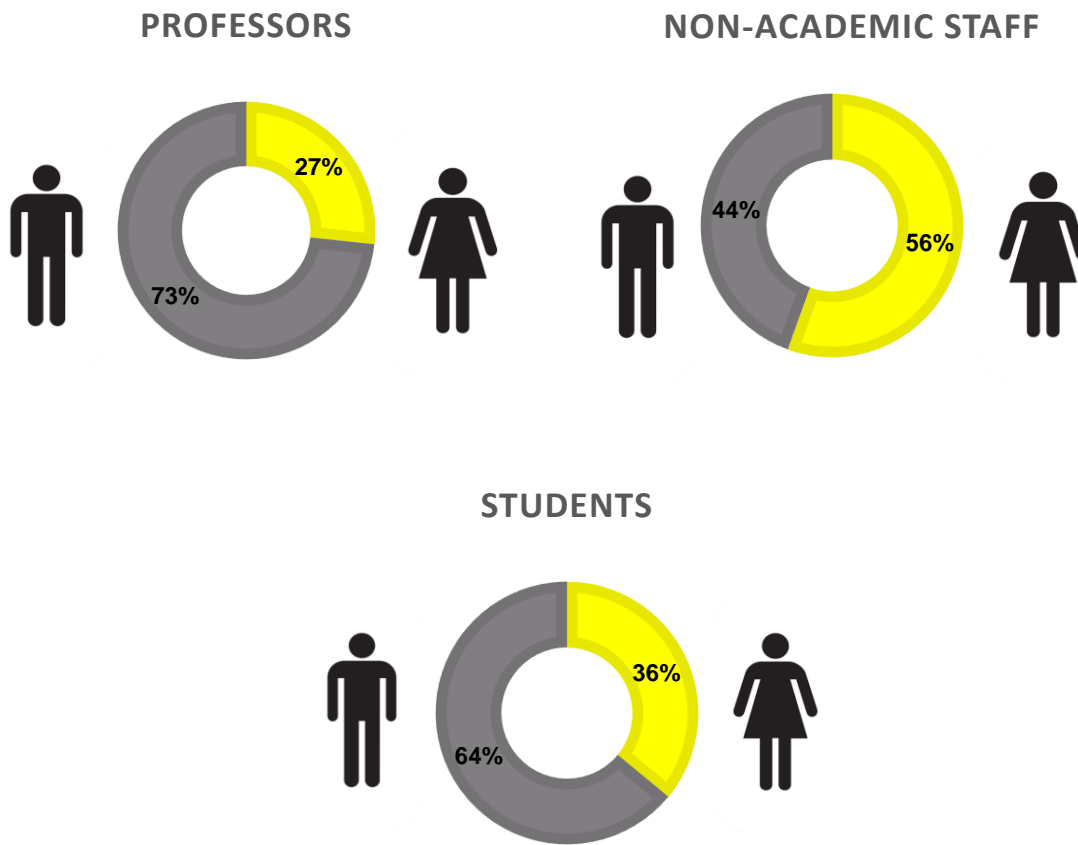
The University’s Equality Committee is responsible for coordinating the implementation of the Equal Opportunities and Diversity Policy at the University, examining reports by the University’s employees and students regarding the violation of equal opportunities or persecution, advising managers, staff and students on the issues of equal opportunities and preventing violations of equal opportunities.

Furthermore, in April 2018, the University submitted the declaration of commitment to the European Charter for Researchers and the Code of Conduct for the recruitment of researchers (ECRCC), initiating the process of the Human Resources Strategy for Researchers (HRS4R). KTU has performed an HRS4R Gap analysis, developed an HRS4R Action plan, filled out a checklist for the implementation of the ‘Principles of Open, Transparent and Merit-Based Recruitment’ at KTU and has received the HR Excellence in Research award in September 2020.

HRS4R Action plan 2020–2022 consisted of 9 actions, 4 of which were related to targeting the aspects of gender balance, work-life balance, career development, and capacity building.

Even though the University has been working to promote gender equality and diversity at all levels since 2018, there is still work to be done.





KTU GENDER EQUALITY PLAN 2022–2025 IN SUMMARY

KTU Gender Equality Plan 2022–2025 provides the framework for the University’s aim to promote gender equality and diversity. The framework covers activities focused on work-life balance, organisational development, organisational culture, recruitment and promotion as well as gender representation in management positions and involvement in decision-making bodies. The action plan is compatible with the EU requirements related to Horizon Europe.

TRAINING OF STAFF AND STUDENTS

The awareness of gender equality and diversity at the University requires continuous training sessions to enable changes in the organisational culture and the development of new traditions. Therefore, training activities are a cross-cutting element of KTU Gender Equality Plan.

ALLOCATING RESOURCES

Specific resources are foreseen for a successful implementation of KTU Gender Equality Plan. The resources are focused on developing training programmes as well as ensuring support for managers, employees, and students while implementing actions. The University's Equality Committee dedicates its working time to monitoring the implementation progress of KTU Gender Equality Plan. Furthermore, a portion of the working hours of the Head of the Human Resources Management Office is dedicated exclusively to the implementation of KTU Gender Equality Plan.

CONTINUOUS DATA COLLECTION AND MONITORING

KTU is collecting and monitoring gender-disaggregated data for staff and students according to the main study levels and job categories. The data are included in the University's Annual Report to highlight the key figures in relation to gender equality and diversity.

ACTIONS IN KTU GENDER EQUALITY PLAN 2022–2025

Action group I: developing the organisation towards equality and diversity goals

Activities	Outcomes	Implementation deadline
1. Preparation of the action plans at the level of the faculties and science institutes	A prepared gender equality action plan at each KTU faculty and science institute	2022–2023
2. Establishment of the instrument for the annual reporting on the issues of gender equality and diversity	An annual report on gender equality and diversity at KTU	Annually, starting in 2022
3. Updating the present website for equal opportunities at KTU	An updated website	2022
4. Further development of intranet section on gender equality and diversity	A developed intranet section	2023

5. Continuous training for employees and students on how to recognise and report gender related issues and ensure equal treatment of colleagues and students	At least one training session organised per year	Ongoing, starting in 2022
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Action group II: enhancing organisational culture that enables gender equality and diversity

Activities	Outcomes	Implementation deadline
6. Launching of internal communication initiatives to promote the topics of gender equality and diversity	Series of communication activities highlighting gender aspects in research, representing role models, etc.	Ongoing, starting in 2022
7. Launching of external communication initiatives to reflect on KTU achievements in relation to gender equality and diversity	Series of communication activities reviewing KTU progress while implementing gender equality plan	At least one publication a year, starting in 2022
8. Development of the universal design principles to ensure accessibility within the University's infrastructure	A prepared strategy for the universal design	2024
9. Increasing equal access to all services provided by the University	A prepared Disability Policy	2023

Action group III: increasing equal career opportunities and improving gender balance in the University's management positions and decision-making bodies.

Activities	Outcomes	Implementation deadline
10. Encouragement of qualified female representatives to take the positions at the management level and apply for the positions in decision-making bodies	An increased number of females holding the management positions and representing the decision-making bodies at the University	Ongoing, starting in 2022
11. Review of the content of the present Leader Lab	An updated Leader Lab training programme	2022

initiative to promote gender equality while developing management competencies		
12. Development of the guidelines for gender representation in appointment, recruitment, and promotion processes	Prepared guidelines	2023
13. Development of the career development workshops for the doctoral students focusing on female role models	Developed yearly workshops	Ongoing, starting in 2022

Action group IV: improving work-life balance to become a flexible and family-friendly workplace.

Activities	Outcomes	Implementation deadline
14. Setting up family-friendly working rooms in various buildings of the University	An increased number of family-friendly working rooms at the University	2024
15. Support families with young children by offering activities for children during the holiday period at schools	A prepared proposal for expanding services offered to children during the holiday period at schools	2023
16. Development of the initiatives to reduce workplace stress.	A prepared programme for managing workplace stress and reducing its impact on mental health	2023
17. Development of the guidelines for flexible working conditions at KTU	A prepared proposal for flexible working conditions	2023