

KAUNAS UNIVERSITY OF TECHNOLOGY GENDER EQUALITY PLAN 2022-2025

BACKGROUND

To fully implement the principles of the European Charter for Researchers and the Magna Charta of 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 a right to work and study in an environment that encourages respect for everyone's dignity.

To foster and ensure the implementation of the fundamental human rights which are 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 Equality and Diversity and Violence Prevention Policy of Kaunas University of Technology was updated and prepared, and a new Equality and Violence Prevention Committee was established in 2022.

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

Furthermore, in April 2018, the University submitted the declaration of commitment to the recommendation of the European Commission on the ECRCC, initiating the process of Human Resources Strategy for Researchers (HRS4R). KTU has performed HRS4R Gap analysis, developed the HRS4R Action plan, filled out a checklist for 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 for 2020- 2022 consisted of 9 actions, 4 of which were related to targeting gender balance, work-life balance, career development, and capacity-building aspects.

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.

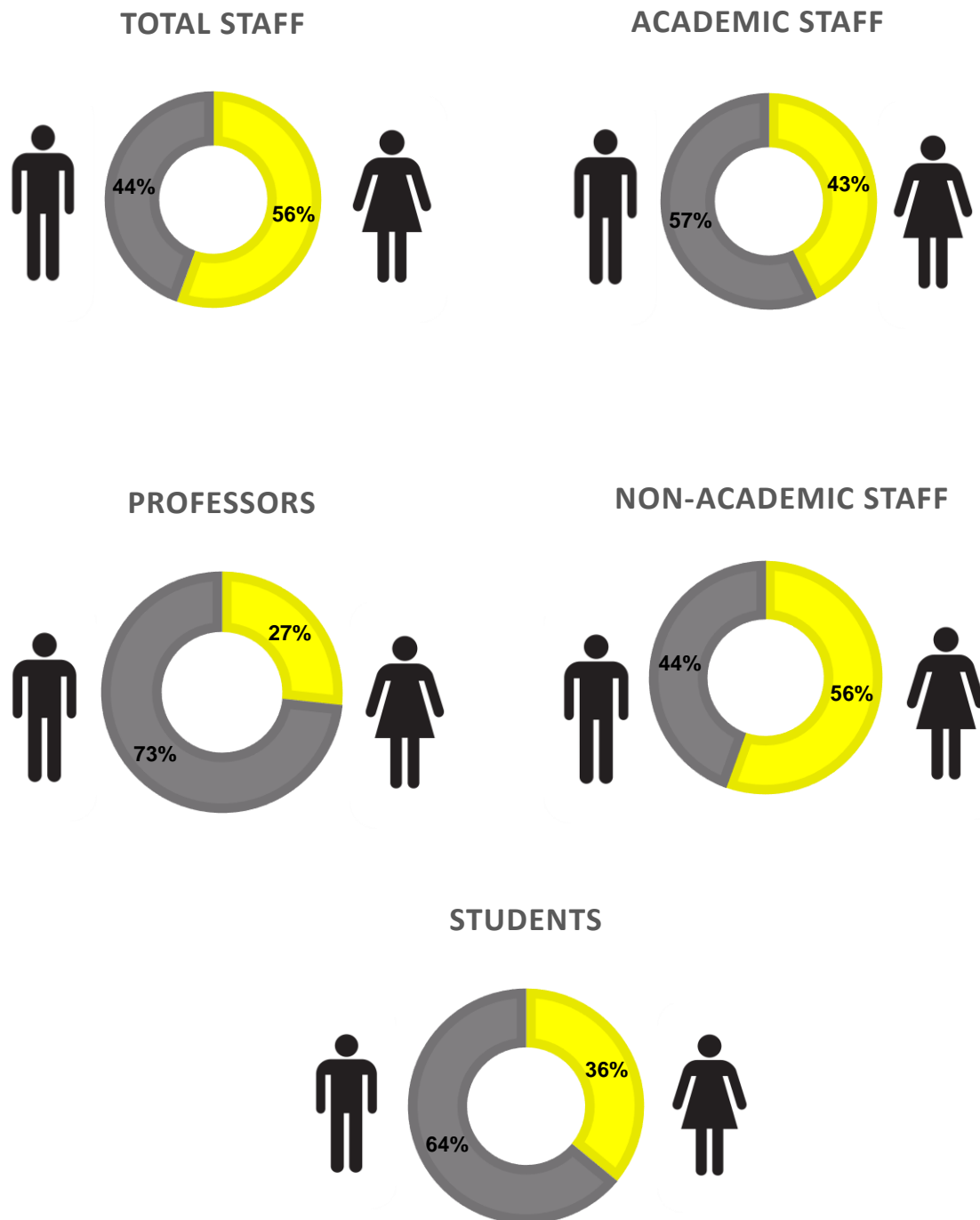


Fig. 1. Gender distribution at KTU

KTU GENDER EQUALITY PLAN 2022-2025 IN SUMMARY

The KTU Gender Equality Plan 2022- 2025 provides the framework for the University's aim to promote gender equality and diversity and ensure violence prevention. The framework covers activities aimed at 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 EU requirements related to Horizon Europe.

EDUCATION OF STAFF AND STUDENTS

Awareness of gender equality and diversity, and guarantees of violence and discrimination prevention at the University require continuous training sessions to allow the development of a tolerant organisational culture and the creation of traditions promoting this approach. Targeted education of members of the University community, strengthening their competencies and shaping their behaviour on relevant topics, is one of the key cross-cutting elements of KTU Gender Equality Plan 2022-2025.

DISTRIBUTION OF RESOURCES

Specific resources are planned for the successful implementation of KTU Gender Equality Plan 2022-2025. These resources are aimed at developing training programmes as well as ensuring support for managers, staff and students. The University's Equality and Violence Prevention Committee dedicates its working time to monitoring the implementation progress of KTU Gender Equality Plan 2022-2025. Furthermore, a portion of the working time of the head of the Human Resources Management Office is exclusively dedicated to the implementation of KTU Gender Equality Plan 2022-2025.

CONTINUOUS DATA COLLECTION AND MONITORING

KTU is collecting and monitoring gender-disaggregated data for staff and students by main study levels and job categories. The data is included in the University's Annual Report and submitted to the Labour Council highlighting the key figures related 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. Updating the model of general competencies for the University's staff by including the aspects of gender equality, diversity, violence and harassment prevention, etc.	The relevant competencies have been added to the model of general competencies of employees	2024
2. Developing an instrument for annual reporting on gender equality and diversity issues	Expanding the annual reports of the University including the indicators of gender equality and diversity	Ongoing, starting 2022
3. Updating the existing KTU website of equal opportunities	KTU website of equal opportunities has been updated	2022
4. Developing KTU intranet section on gender equality, diversity and violence prevention	KTU intranet section on gender equality, diversity and violence prevention has been developed	2023
5. Continuous education of staff and students on how to recognise and report gender-related issues, ensure equal treatment of colleagues and students and increase tolerance in less familiar or recognisable areas	At least one training session or educational seminars for staff and students are organised per year	Ongoing, starting 2022

Action group II: enhancing organisational culture that enables gender equality, diversity and violence prevention

Activities	Outcomes	Implementation deadline
6. Launching internal communications initiatives to promote gender equality, diversity and violence prevention topics	Series of communication activities or events highlighting gender aspects in research, representing role models, etc.	Ongoing, starting 2022
7. Launching external communications initiatives to reflect on KTU achievements related to gender equality and diversity	Series of communication activities reviewing KTU progress while implementing the gender equality plan	At least one publication a year, starting 2022

8. Developing universal design principles to ensure accessibility within the University's infrastructure	A vision for the Student Campus incorporating universal design principles has been developed	2024
9. Increasing equal access to all services provided by the University	Guidelines for ensuring community inclusion have been prepared Information dissemination on the adaptability of studies for target groups has been developed	2024

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

Activities	Outcomes	Implementation deadline
10. Encouraging qualified female representatives to take the positions at management level and apply for positions in decision-making bodies	Increased number of females at holding management positions and representing decision-making bodies at the University.	Ongoing, starting 2022
11. Reviewing the content of the existing Leader Lab initiative to promote gender equality while developing management competencies	Developing the general competencies of managers to include gender equality, diversity and violence prevention topics	2025
12. Developing guidelines to address gender representation in appointment, recruitment, and promotion processes	Guidelines for selection, recruitment and dismissal procedures have been updated	2023
13. Developing career development workshops for doctoral students focusing on female role models	Annual seminars have been developed	Ongoing, starting 2022

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

Activities	Outcomes	Implementation deadline
14. Installing family-friendly working rooms at various University buildings	Increased number of family-friendly working rooms at the University.	2024

15. Initiatives for families with young children by offering activities for children during the school holidays	A proposal for expanding the services offered to children during the school holidays has been developed	2023
16. Developing initiatives to reduce workplace stress	A programme for managing workplace stress and reducing its impact on mental health has been developed	2023
17. Providing flexible working conditions at KTU	Information dissemination tools for the application of flexible working conditions at KTU have been developed	2025