



KTU Gender Equality Plan 2026-2030

Introduction

Kaunas University of Technology (hereinafter KTU or the University), in pursuing its strategic objectives and in line with European Union, national and institutional commitments in the fields of human rights, equal opportunities, diversity and inclusion, seeks to create an open, safe and respectful environment for work, studies and research. The University recognises diversity as one of the key strengths of its community, contributing to higher quality of studies, advances in research, innovation and organisational sustainability.

KTU fosters an organisational culture in which every member of the community – regardless of gender, gender identity, age, disability, nationality, social status, religious beliefs or other aspects of personal identity – has equal opportunities to realise their potential, pursue professional and academic goals, and feel valued and respected. The University does not tolerate discrimination, harassment, violence or any other conduct that undermines human dignity.

KTU has been systematically developing its commitment to gender equality and diversity since 2018, when the Equal Opportunities and Diversity Policy was approved and the Equal Opportunities Commission was established. This was subsequently followed by an updated Policy on Ensuring Equal Opportunities and Diversity and Preventing Violence.

The Human Resources Strategy for Researchers (HRS4R), implemented by KTU, also plays an important role in embedding gender equality principles at the University. On this basis, the University was awarded the European Commission's "HR Excellence in Research" Award in 2020.

Implementation of the 2020–2025 Gender Equality Plan created a foundation for strengthening a culture of gender equality and inclusion at the University. The new 2026-2030 Plan sets out targeted measures to strengthen gender equality, diversity and inclusion, create a safe and respectful academic environment, and ensure equal opportunities across all areas of University activity.

By implementing this Plan, the University seeks not only to comply with national and international requirements, but also to be a progressive and socially responsible organisation that fosters an inclusive academic community in which every member can fully realise their potential.

Summary of KTU GEP 2026-2030

The KTU Gender Equality Plan 2026–2030 sets out measures to integrate the principles of gender equality, diversity and inclusion into University governance, organisational culture and human resources processes. The Plan focuses on strengthening gender equality governance, raising community awareness, ensuring equal career opportunities, improving work-life balance, and preventing violence, harassment and discrimination. It provides for strengthening community competences, ensuring transparent recruitment, remuneration and career processes, developing employee well-being initiatives, and creating a safe environment. Implementation of the Plan will contribute to the achievement of KTU's strategic objectives and the principles of the European Charter for Researchers.

Training for staff and students

To ensure awareness of gender equality and diversity across the University and to prevent violence and discrimination, it is important to provide regular training that supports the development of a tolerant organisational culture and traditions that reinforce it. Targeted development of University community members, strengthening their competences and shaping behaviour in relevant areas, is one of the key cross-cutting elements of the KTU Gender Equality Plan 2026–2030.

Allocation of resources

Specific resources have been allocated to ensure successful implementation of the Plan. These resources are intended for developing training programmes and implementing the planned initiatives. The University's Equal Opportunities and Violence Prevention Commission allocates working time to monitoring progress in the implementation of the Plan. In addition, part of the working time of staff in the Human Resources Management Division is dedicated specifically to implementing this Plan.

Continuous data collection and monitoring

KTU collects and monitors sex-disaggregated data on staff and students (covering the main study cycles and staff categories). The data are included in the University's annual report and presented to the Works Council, highlighting key indicators related to gender equality and diversity.

Implementation of the KTU GEP 2022–2025

While implementing the 2022–2025 Gender Equality Plan, the University consistently carried out measures to integrate the principles of gender equality, diversity and inclusion into University governance, organisational culture, human resources policy, and the study and work environment. In 2025, initiatives launched in previous years were continued and further developed, with particular attention to strengthening community competences, disseminating information, increasing inclusion and supporting employee well-being.

An assessment of the implementation of the actions set out in the Plan shows that most planned measures were fully or partially implemented, and their results contributed to strengthening a culture of gender equality and diversity at the University.



Action Group I. Develop the organisation to achieve equality and diversity objectives

- The general staff competency model was supplemented with openness and inclusion competences.
- Gender equality and diversity indicators were integrated into KTU annual activity reports.
- The "KTU Responsibly" section of the KTU website was updated.
- A dedicated "Equality, Diversity and Inclusion" section was published on the intranet.
- Various training sessions and seminars were organized.



Action Group II. Strengthen an organisational culture that ensures gender equality, diversity and the prevention of violence

- Articles and stories about women's achievements in science and technology were published.
- A virtual mentoring programme for women and girls in STEM was launched.
- A campus vision incorporating universal design principles was developed.
- The Emotional and Social Well-being Policy and its implementation guidelines were approved.



Action Group III. Increase gender-sensitive career opportunities and gender balance in University governing bodies

- Initiatives were implemented to support women's professional growth and strengthen their leadership potential.
- Procedures for staff selection, recruitment and termination were updated.
- Career development events and summer schools were organised for doctoral students.



Action Group IV. Improve work–life balance

- Eight spaces adapted for families and children were established.
- Children's camps were organised by the KTU Sports and Wellness Centre.
- Alumni camps for teenagers were launched.
- Educational and Christmas activities were organised for employees' children.
- The employee well-being programme "How Are You?" was launched.

ACTION GROUP I. STRENGTHENING GENDER EQUALITY GOVERNANCE AND ORGANISATIONAL PROCESSES

Aim: to integrate gender equality into the University's strategic and day-to-day governance.

Measure	Expected results	Implementation deadline
Integration of Gender Equality Plan implementation indicators (KPIs) into KTU Strategy monitoring (from 2026)	Selected KPIs are incorporated into strategic documents	Annually
Annual public gender equality report with indicator analysis according to organisational units	Prepared and publicly available report	Annually
Strengthening the role of Equal Opportunities and Violence Prevention Commission	Reviewed and updated Commission regulations	2027
Gender perspective integration into the review of internal regulatory documents	Identification and updating the key internal regulations	2030
Implementation of Pay Transparency Directive from a gender perspective	Internal pay equity is monitored	Annually

ACTION GROUP II. ORGANISATIONAL CULTURE, EDUCATION AND AWARENESS

Aim: to strengthen the ability to recognise discrimination and foster an inclusive culture.

Measure	Expected results	Implementation deadline
Mandatory periodic training for managers on gender bias, inclusion and decision-making (every two years)	At least 2 training sessions delivered, with at least 20 managers participating	2030
Targeted training for staff and students on forms of discrimination and reporting mechanisms	At least 2 training sessions delivered, with participation of at least 50 staff members and at least 30 students	2030
Internal communication campaigns	At least 2 internal communication campaigns	2030
Gender equality topics integration into staff and student induction sessions	At least 4 staff induction sessions and at least 1 student induction session per year	Annually

ACTION GROUP III. CAREER OPPORTUNITIES, RECRUITMENT AND ADVANCEMENT

Aim: to ensure transparent career systems based on equal opportunities.

Measure	Expected results	Implementation deadline
Monitoring gender balance in recruitment, promotion and remuneration processes	A list of monitoring indicators has been developed; monitoring is carried out, and the results are published in a public report.	Annually
Updating the job advertisement template to include information on equal opportunities	Updated job advertisement template	2026
Communication of transparent promotion criteria and career pathways to all staff	Career pathways model developed	2029
Mentoring and leadership programmes for vulnerable groups in academic and administrative positions	At least one programme has been developed and implemented, with a minimum of 20 participants.	2030
Training for selection committees and hiring managers on unconscious bias	At least two training sessions have been delivered, with a total of at least 30 employees participating.	2030

ACTION GROUP IV. WORK – LIFE BALANCE

Aim: to strengthen KTU's reputation as a flexible and family-friendly organisation.

Measure	Expected results	Implementation deadline
Monitoring the use of flexible working arrangements and dissemination of good practices.	Indicators for monitoring the use of flexible working arrangements identified; at least 2 newsletter items on good practices prepared.	Annually
Additional initiatives for employees on parental leave.	A programme developed and implementation launched.	2027
Expansion of psychological well-being and stress prevention measures.	At least 1 initiative implemented per year.	Annually
Continued implementation of universal design principles in infrastructure.	Universal design principles implemented in renovated and/or new infrastructure; family-friendly hygiene facilities; adaptation of premises/working conditions and learning resources to accommodate neurodiversity and physical disabilities.	2030

ACTION GROUP V. PREVENTION OF VIOLENCE, HARASSMENT AND DISCRIMINATION

Aim: to ensure a safe environment based on trust.

Measure	Expected results	Implementation deadline
Review and simplification of the mechanism for reporting discrimination and violence	Updated procedure	2027
Clear communication on confidentiality and protection from adverse consequences	Communication materials developed	2028
Regular case-analysis training for managers, HR specialists and the Commission	At least 2 training sessions delivered, where participated at least 30 employees	2030