

## **RESOLUTION OF THE SENATE**

RTU Senate Meeting of 27 December 2021 (Minutes No 658)

### **On Approval of Gender Equality Plan of Riga Technical University for 2021 – 2025**

RTU Senate has decided to approve RTU Gender Equality Plan for 2021 – 2025

### **Gender Equality Plan of Riga Technical University for 2021 – 2025**

The aim of the Gender Equality Plan of Riga Technical University (hereinafter – RTU) is to ensure integrated, purposeful, and efficient action to promote implementation of equal rights and opportunities for women and men at Riga Technical University. The Plan sets the aims of the university in the priority fields of ensuring gender equality and tasks to be implemented to reach these aims, as well as performance terms thereof. The activities shall be implemented in the period from 2021 to 2025.

RTU Gender Equality Plan is implemented in accordance with RTU Diversity, Equality and Inclusion Policy and is maintained and updated within the framework of RTU Diversity, Equality and Inclusion Policy.

The selection of priorities and activity areas of RTU Gender Equality Plan is related to the challenges highlighted in different international documents for promoting implementation of equal rights and opportunities for women and men, especially the EU Gender Equality Strategy 2020 – 2025, the Council of Europe Gender Equality Strategy 2018 – 2023 and compliance criteria of Horizon Europe 2021 – 2027 research and innovation program, Cabinet Regulation No 578 “On the Plan for Promoting Equal Gender Rights and Opportunities 2021 – 2023”.

Within the framework of this Plan, the concept ‘organizational unit’ denotes a faculty and an administrative body.

RTU Personnel Unit is the unit responsible for monitoring and updating this Plan, involving also the Office of Vice-Rector for Academic Affairs, Office of Vice-Rector for Research, and faculties.

Every December, the Personnel Unit shall draw up a report and submit it to the Rector for approval. Following the approval, the report shall be published on the homepage of RTU.

Gender equality priority areas are as follows:

1. equal and balanced representation of genders in management and decision-making;
2. building awareness of gender equality;
3. gender equality in recruitment and career development;
4. reduction of salary differences;
5. measures for combatting gender-related violence, including sexual harassment.

## 1. Equal and Balanced Representation of Genders in Management and Decision-Making

Although the division of RTU personnel by gender, both at the university in general and at its organizational units, is considered to be sufficiently balanced, in the higher-level positions, including academic and administrative ones, the number of women is by 40 % lower as compared to men. Therefore, women should be more actively involved in decision-making and management of academic and administrative organizational units, representation of both genders in the organizational units where it is expressly in favor of one of the genders should also be improved. The aim of the recommended RTU gender balance for academic faculty and administrative organizational units is the relative representation of women of 40 % by 2025.

Aim	Task	Year (inclusive) of the resulting outcome
To promote equal rights of women and men in decision-making	Regular analysis, circulation, and appropriate planning of the gender equality data. Data included in the analysis are provided in RTU Diversity, Equality and Inclusion Policy. Information regarding the balanced representation of women and men in the university councils, committees, and other decision-making bodies is summarized regularly and proposals are developed to promote a more balanced representation.	2022
	Attraction of candidates of both genders in employee selection competitions	2022
	The recommended gender representation is 40 % of women	2025
Ensuring gender equality in top positions of organizational units	Development and introduction of RTU internal gender equality mentoring and support program	2024
	Inclusion of a separate module on gender equality in the leadership training program for the heads of organizational units	2023
Promoting gender-balanced representation in academic positions	Alignment of the gender-balanced representation of 50 % / 50 % at PhD study programs and its promotion in academic positions, dynamics measurement	2022
	Analysis of the reasons for terminating PhD studies by women and men and implementation of respective measures	2023
	Introduction of support programs (mentoring, career support), including those for young scientists and post-doc students	2023

## 2. Building Awareness of Gender Equality

Building awareness and promoting knowledge of the issues pertaining to gender equality in the work and study environment play a significant role in ensuring gender equality, including awareness of prejudices and gender stereotypes, both among women and men. By increasing awareness of these issues, it is possible to encourage representatives of both genders to apply as candidates for certain positions, to promote their career in a certain field, as well as to improve gender equality in general. It is also important to integrate information on gender equality in the research and study curriculum for new students.

Aim	Task	Year (inclusive) of the resulting outcome
Promotion of awareness of gender equality issues and its improvement in studies and work	Organization of educational events and training programs for employees and managers on gender equality issues	2022
	Inclusion of a separate module in the leadership training program for managers and the training program for new managers	2023

	Organization of a cycle of discussions and establishment of a work (focus) group on further improvement of equal opportunities and attitudes at the university	2023
Development of gender balance, encouraging both men and women to build their academic career at RTU	Creation of support mechanisms for career advancement at RTU corresponding to the organizational unit and position	2024
	Inclusion of gender equality principles in career advancement and the related processes (formation of a career path)	2023
	Consultative support to the heads of organizational units on gender equality promotion issues	2023

### 3. Gender Equality in Recruitment and Career Development

Generally, one of the significant reasons for gender differences in remuneration is the fact that more women work at lower or less-paid positions, with less representation at higher or higher-paid positions. Therefore, additional support mechanisms are required to motivate women to take higher responsibility positions, as well as support measures for ensuring work and private life balance for women.

Aim	Task	Year (inclusive) of the resulting outcome
Inclusion of gender equality observation principles in personnel management processes	Inclusion of gender equality aspects in the selection, career advancement, salary determining, and related personnel management processes	2022
	Monitoring of introduction of gender equality principles at organizational units	2025
Ensuring support measures for employees who take care of minor children or senior relatives, as well as promoting work and private life balance	Introduction of a flexible and remote work mode	2022
	Arrangement of short-time babysitting opportunities at the university	2024
	Increase of employee satisfaction by ensuring work and private life balance	2024
	Introduction of support measures for employees – care persons	2024

### 4. Reduction of Salary Differences

Although comparatively small salary differences between different genders in similar positions are observed at the university, still such salary differences need to be further monitored, paying special attention to the general salary differences (with no regard to specific positions) and their analysis, as well as salary differences between organizational units in both academic and managerial positions. To evaluate salary differences for women and men in similar positions, it is necessary to define such positions by applying the respective monthly salary group and using the position assessment method in accordance with the uniform remuneration principles.

Aim	Task	Year (inclusive) of the resulting outcome
Introduction of equal and uniform remuneration principles (within the framework of improvement of the remuneration system)	Clarification of similar positions (development and introduction of a new Job Catalog)	2022
	Mutual matching of remuneration systems for academic, scientific, and general personnel and development of a uniform system	2022-2024
	Analysis of salary ranges for the same or equal positions, reduction of differences	2023
	Regular analysis of salary differences for women and men and respective planning	2021-2025

## 5. Measures for Combatting Gender-Related Violence, including Sexual Harassment

Up to now, no cases of gender-related violence have been reported at RTU. However, taking into account the information provided by the Latvian Central Statistical Bureau, there is gender-related violence in Latvia, with the Latvian assessment in the field of violence being 38.2, which is higher than in EU-28 states on average (27.5) (Source: [https://www.csb.gov.lv/lv/dzimumu-lidztiesiba/Likumparkapumi\\_vardarbiba](https://www.csb.gov.lv/lv/dzimumu-lidztiesiba/Likumparkapumi_vardarbiba)). With account of the possibility of gender-related violence, measures should be taken to promote zero tolerance for eliminating possible gender-related violence.

<b>Aim</b>	<b>Task</b>	<b>Year (inclusive) of the resulting outcome</b>
Promoting zero tolerance to eliminate gender-related violence	Educating employees and students on the signs and types of gender-related violence	2022
	Informative events and organized discussions to update on the issues of gender-related violence	2023

Chair of the Senate

E. Gaile-Sarkane

Drafted by the Administrative Director