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Dr. Aurelija Novelskaitė

Vilnius University GEP(s)

Local, national and international contexts

Gender Equality Plans - a new criterion in Horizon Europe

NCP in Poland and NCBR/BSP in Brussels

Webinar: 1 July, 2021



Vilniaus universitetas



No1 in Lithuania: the oldest, the largest, the mostly prominent

✓Metropolitan with branches in other cities, multidisciplinary, international



The context

1998 (2016)

Law on Equal Opportunities for Women and Men

- Article 5. The Employer's Duty to Implement Equal Rights for Women and Men at Workplace

2005-2009
(2010-2014,
2015-2021)

The National Programme on Equal Opportunities for Women and Men

2008

Strategy of Women's and Men's Equal Opportunities in Science

(02/06/2008 ISAK-1600)

2011-2013

National project: *Promotion of gender Equality in Science* (LYMOS)

- On grounds of the project results, to update Strategy of Women's and Men's Equal Opportunities in Science

2015

Recommendations for insuring equal opportunities for men and women in Lithuanian science and study institutions

2016 (2017)

Law on the approval, entry into force and implementation of the labour code

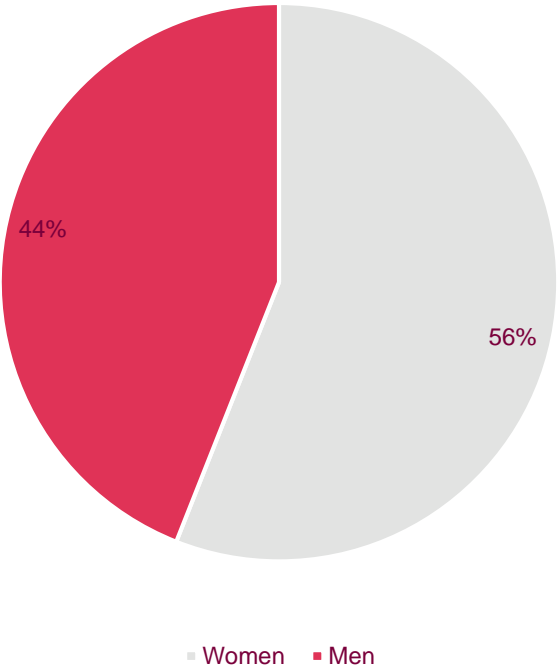
(14/09/2016 No XII-2603)

- Article 26. Employee Gender Equality and Non-Discrimination on Other Grounds

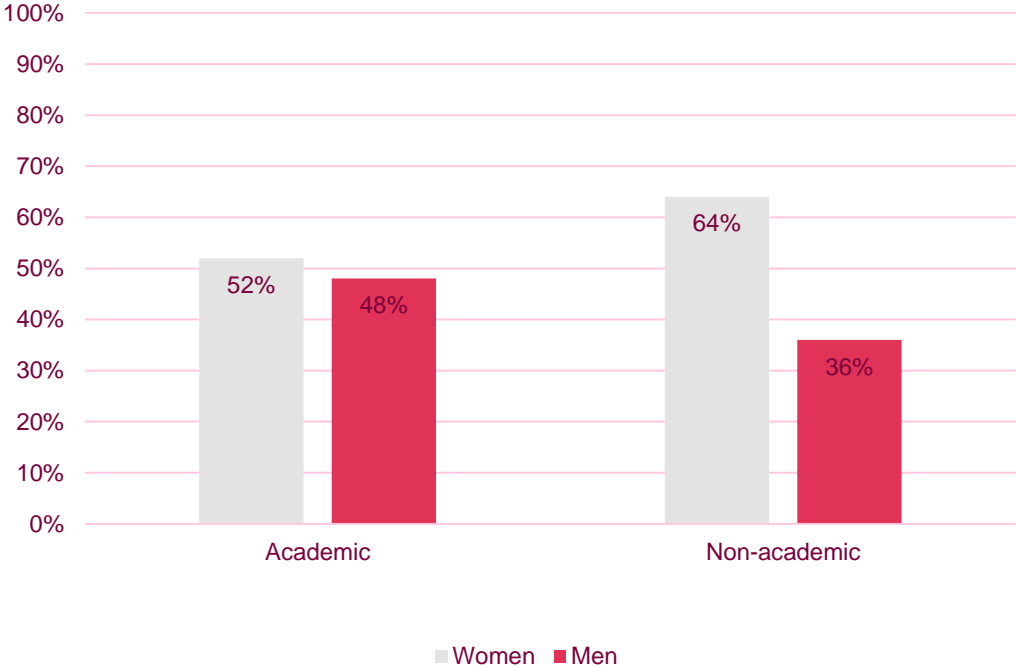
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Gender distribution among VU employees

Gender Distribution of VU Employees

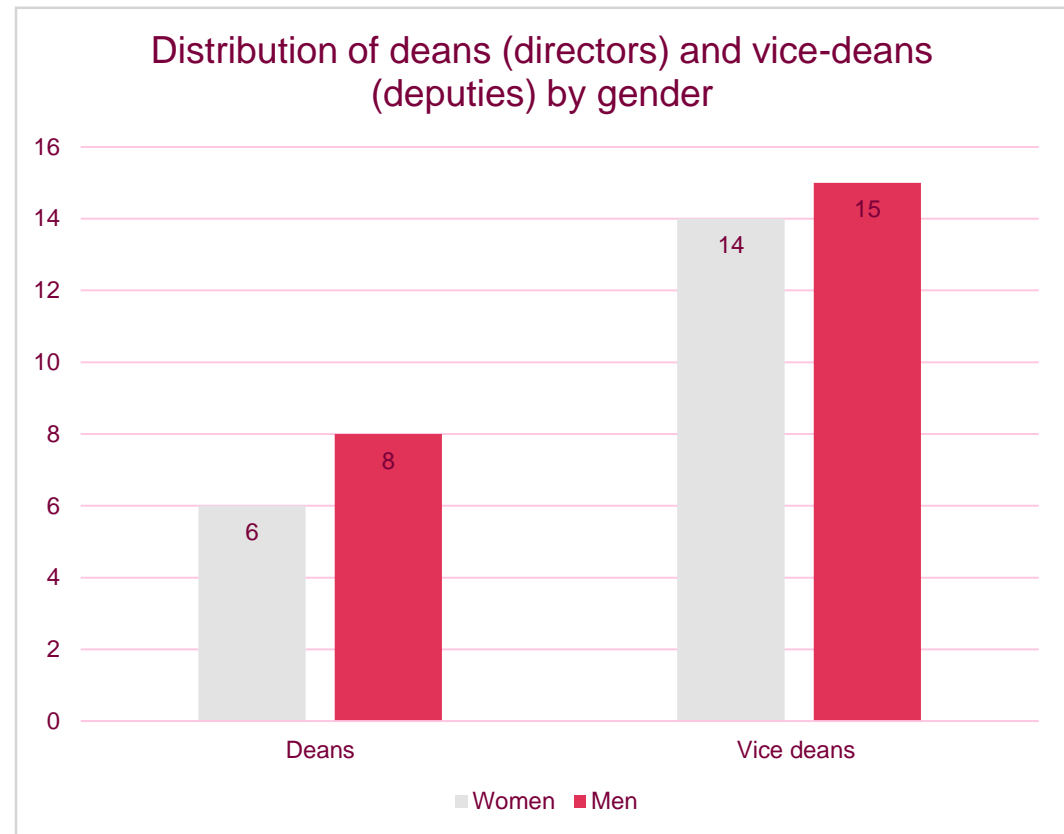
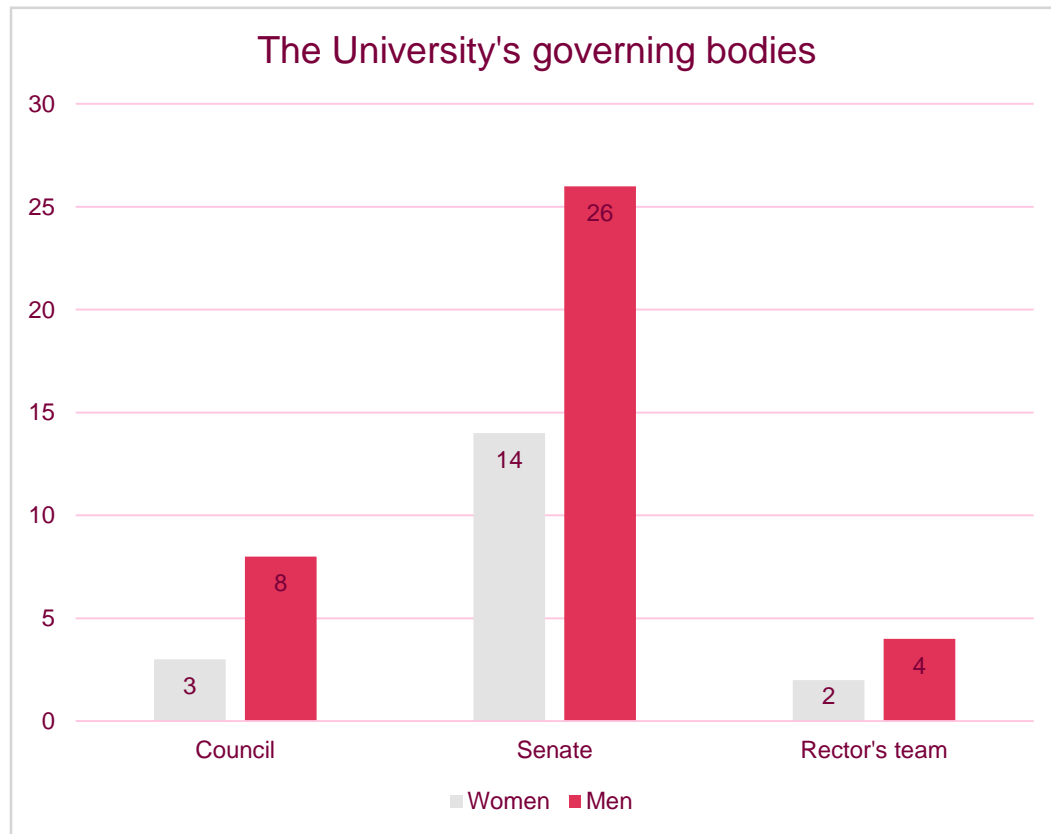


Gender Distribution of VU Employees



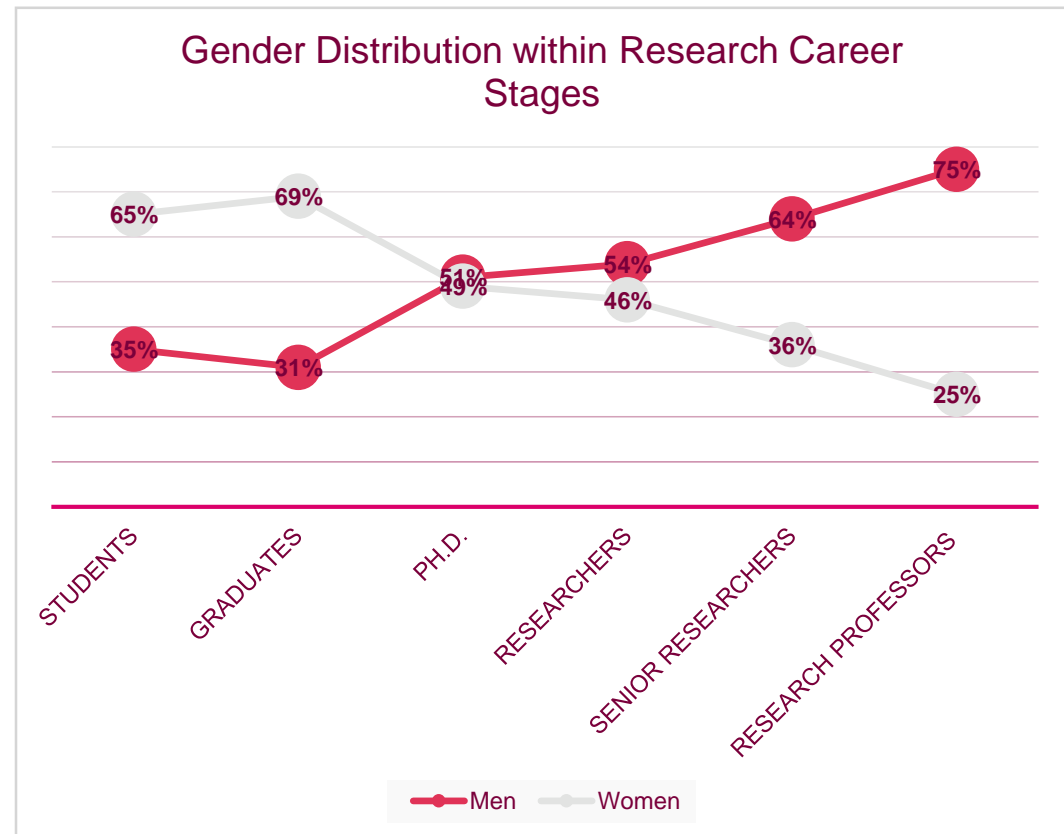
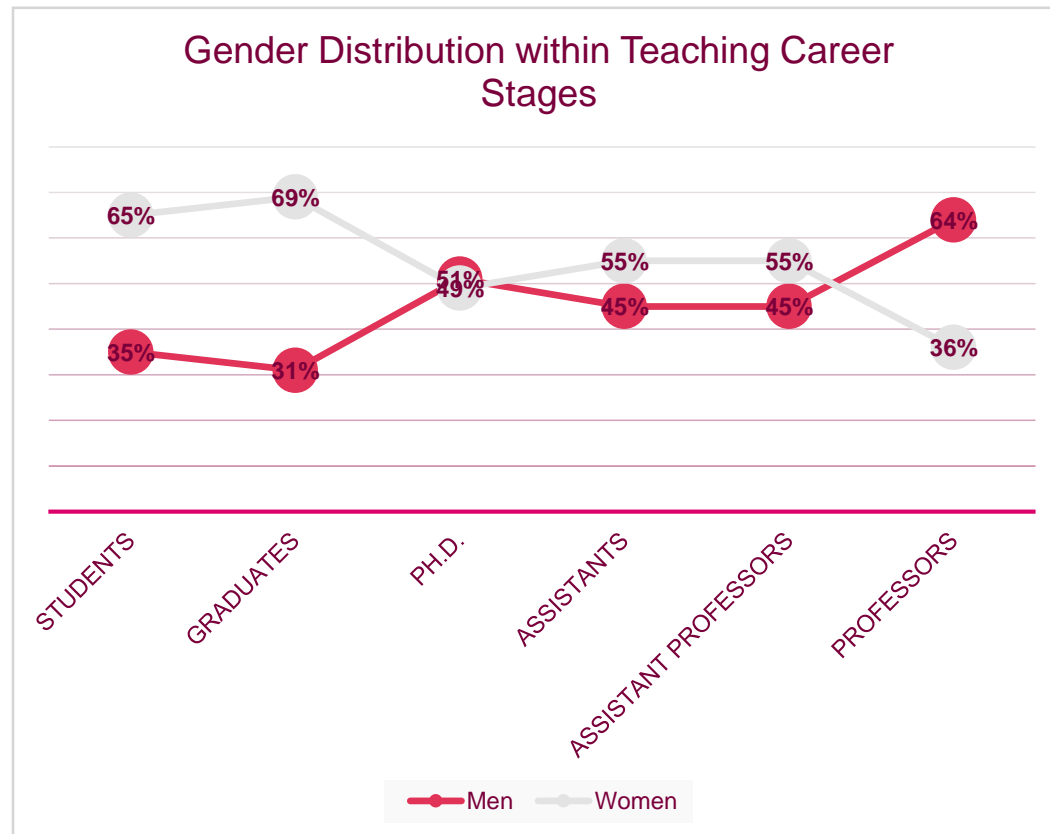
Gender distribution within decision making bodies

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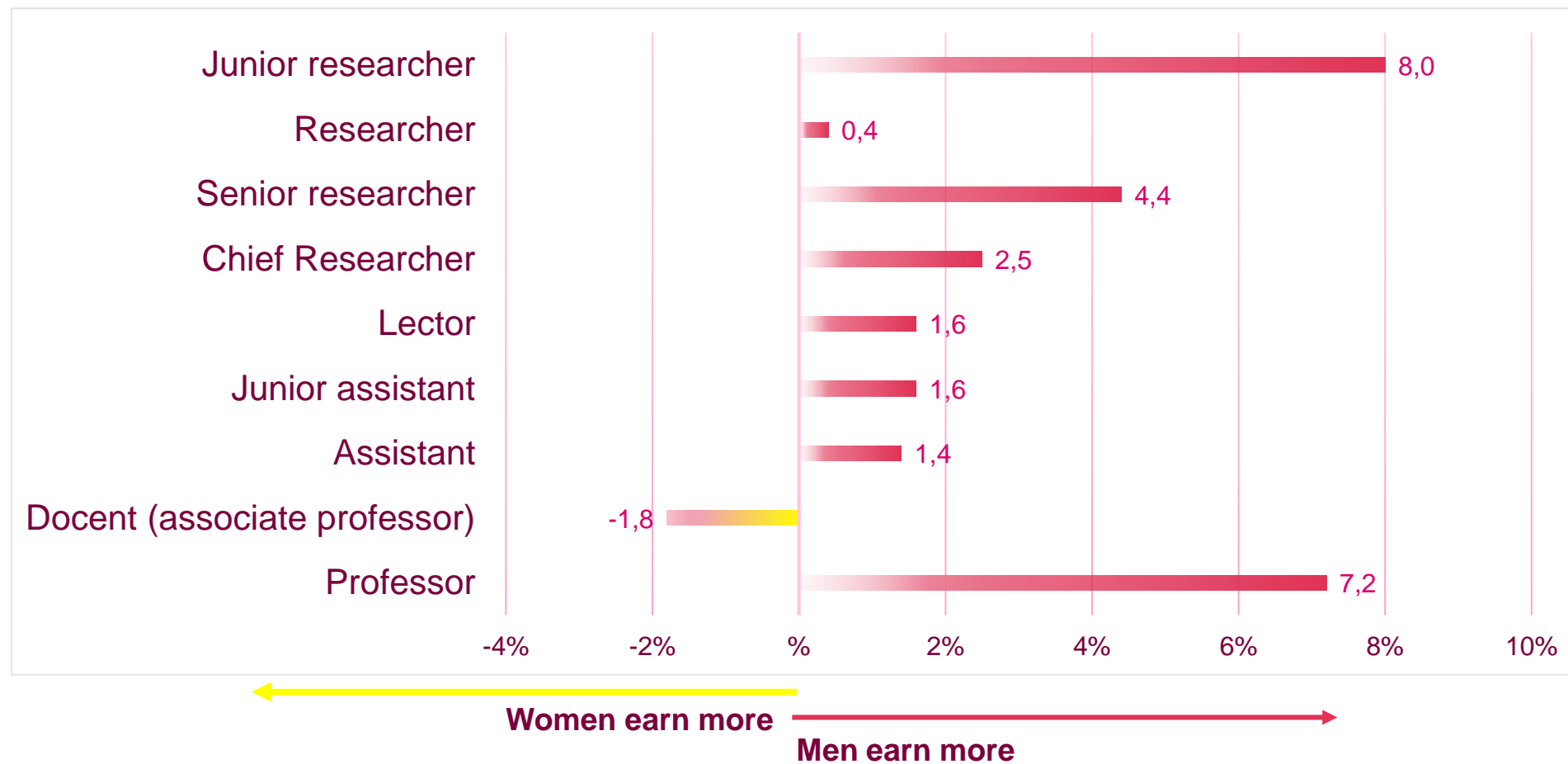


Gender distribution on academic career stages

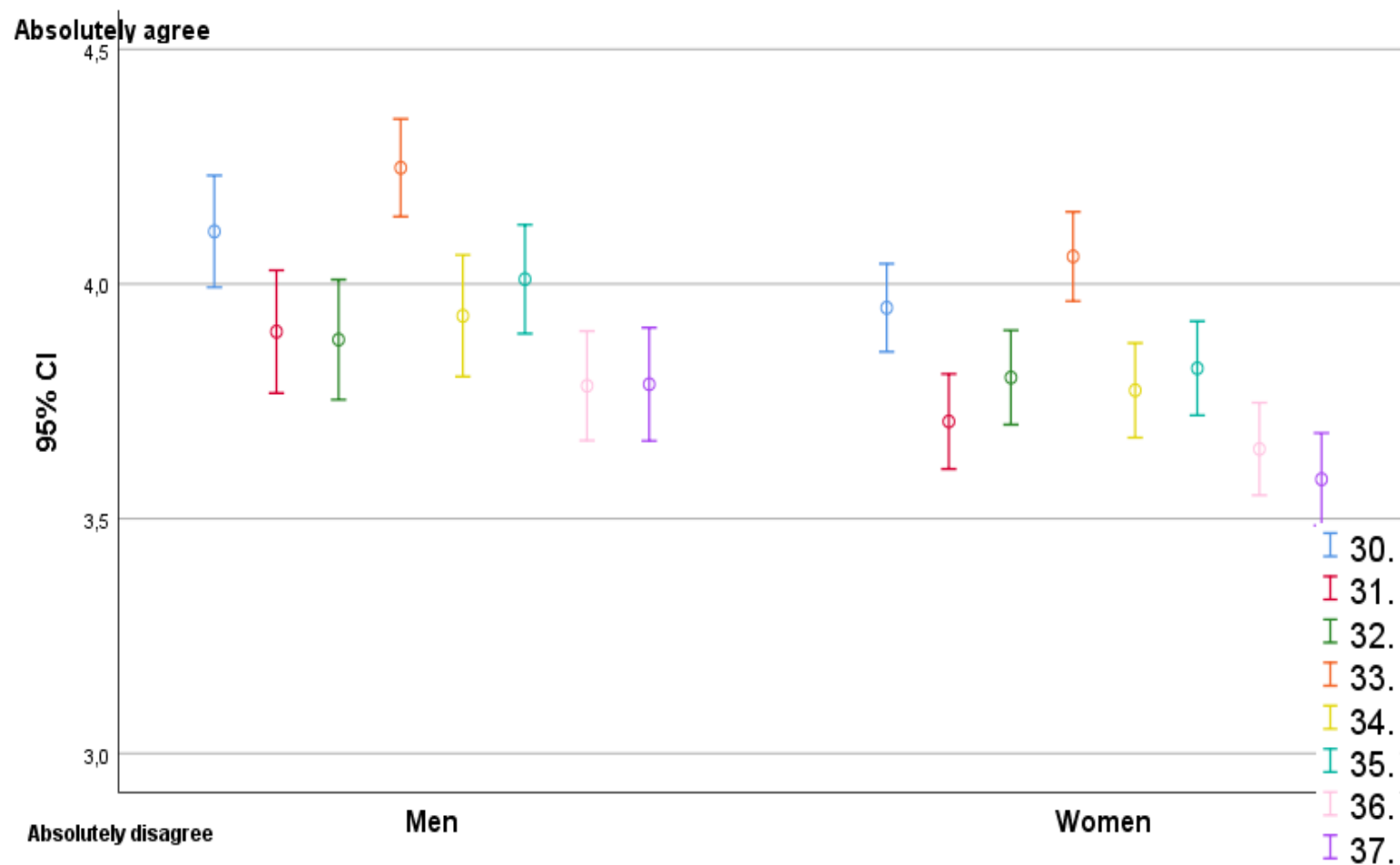
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Gender pay gap



Relationship with superiors



30. My immediate superior recognizes and values my work and achievements

31. My immediate superior is fair with all employees

32. My immediate superior takes care of employees, is interested in their problems and needs

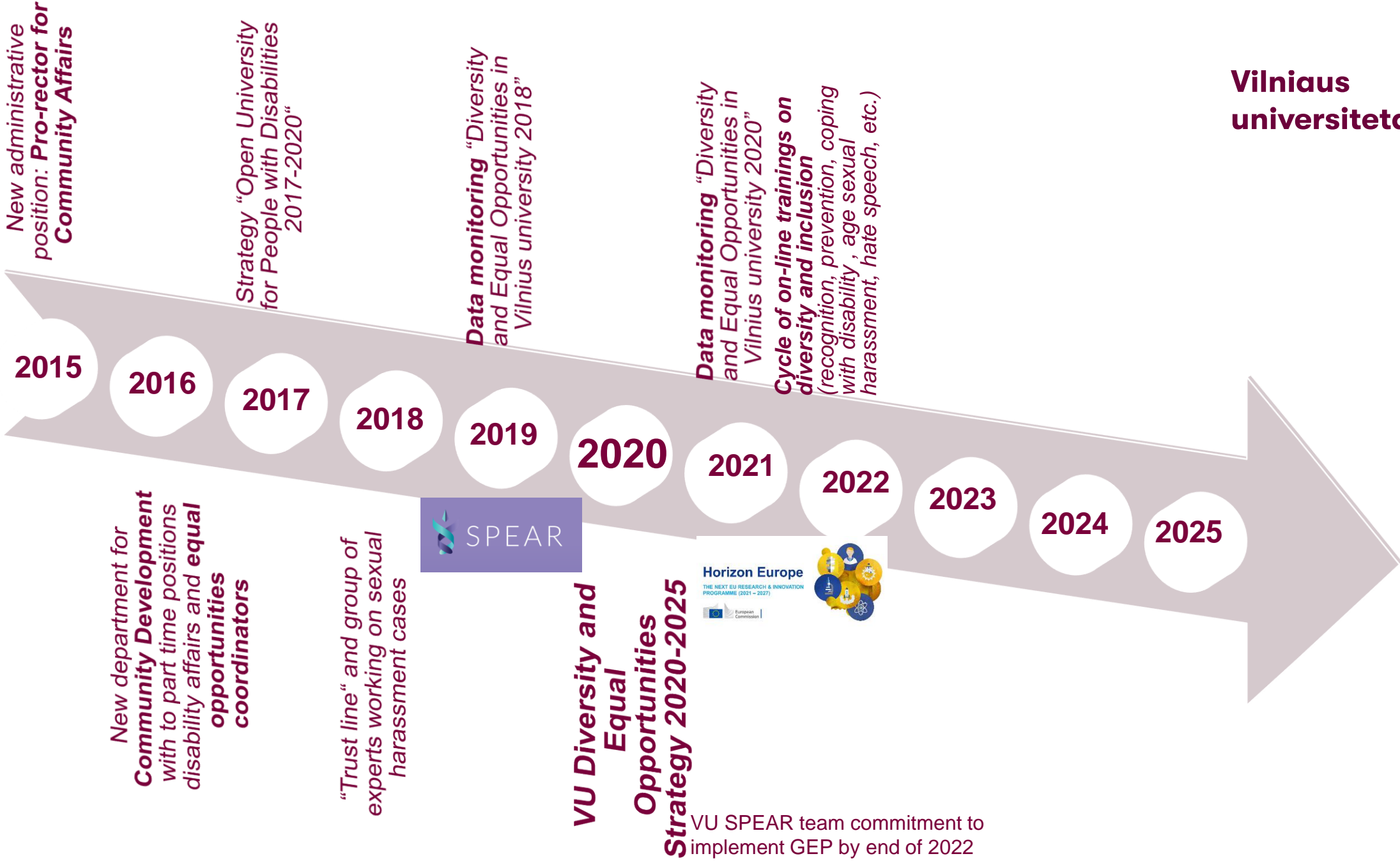
33. I can discuss, consult with my immediate superior (solving) work issues (problems)

34. My immediate superior informs employees in detail about work-related decisions

35. I trust my immediate superior and his / her decisions

36. Employees are involved and their views are taken into account in work-related decisions

37. I receive enough information from my immediate superior about the results of my work





Development of VU GEP(s)

... being part of the **SPEAR**

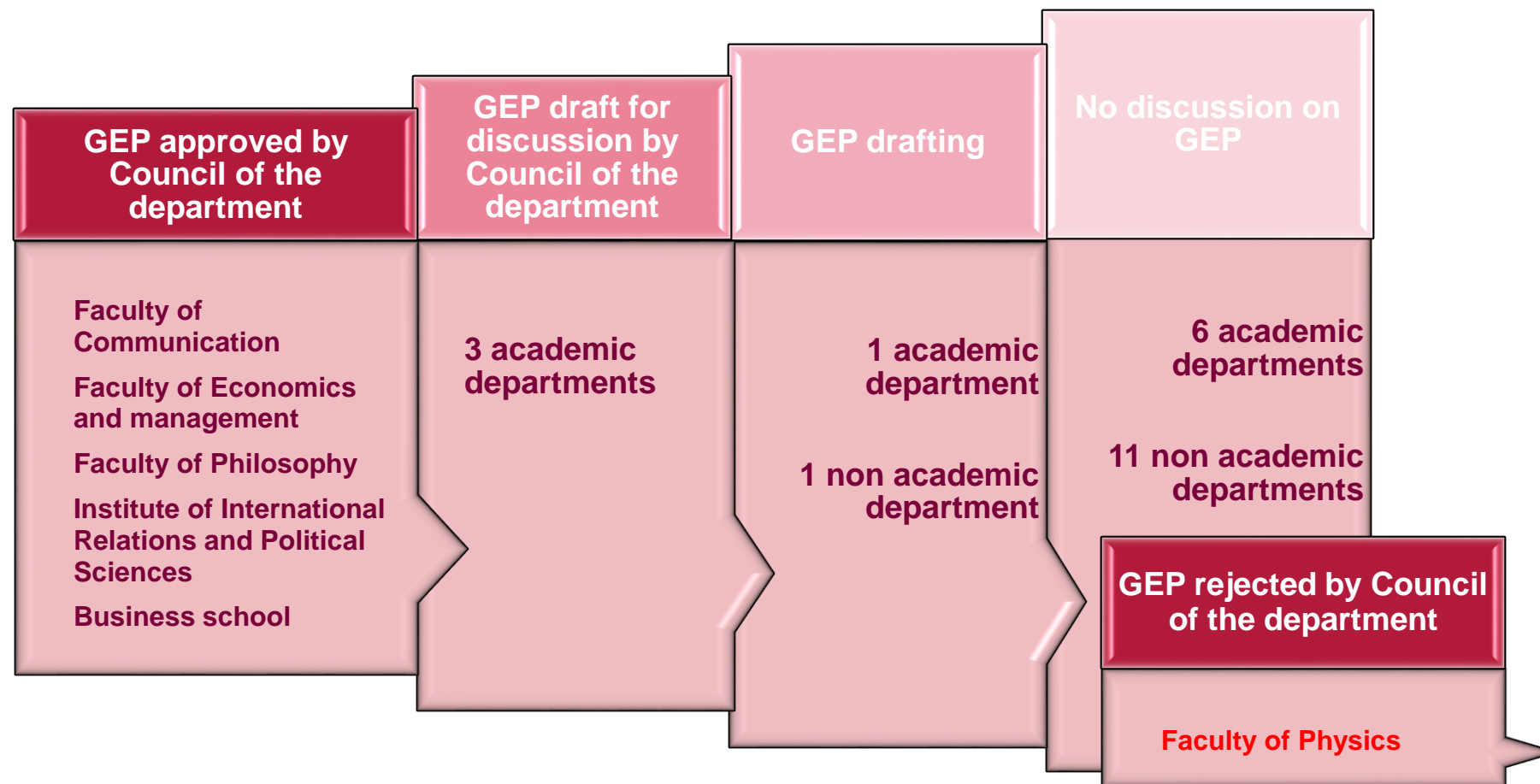


- knowing organization: thorough analysis of GE in VU, identification of issues, search for measures
sex-segregated statistics, gender pay gap, gender discrimination, etc.
- changing organization: elaboration of piloting GEPs, new lines of activities for GE awareness raising
10 volunteering departments, trainings on sexual harassment prevention, etc.
- expanding GE networks: cooperation with national and international stakeholders
presentations of SPEAR to the BASNET Forumas, the Research Council of Lithuania, the Ombudspersons for Equal Opportunities and Academic Ethics and Procedures of the Republic of Lithuania, project ACT community of practices GEinCEE, etc.



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Overall VU GEP – 2021 autumn / winter

#ArqusAcademicDebate4

arQus
European University Alliance

3 FEBRUARY 2021
17:30 H. CET

Women in Academia across Europe



Renate Dworczak, University of Graz
Sandra Praigauskaitė, University of Vilnius
Margarita Sánchez, University of Granada
Helène Courtols, Université de Lyon

LIVE STREAMING ON YOUTUBE

Moderator:
Annalisa Obes
University of Padova

ARQUS
ACADEMY WEEK
3-7 MAY 2021
SHAPING THE UNIVERSITY OF THE FUTURE






SEMINAR
Women in academia - Gender equality

Thursday, 6 May 2021
16:00 to 18:00 CEST

INCLUSIVE UNIVERSITY

Gender equality in academia can be reached via applying different kind of measures simultaneously. Analysis of academic remunerations specifics reveals the peculiarities of labor and task divisions between women and men in academia. Gender equality is strongly dependent and intertwined with the language we use and practice, it can either reinforce factual inequality, or to prevent it.

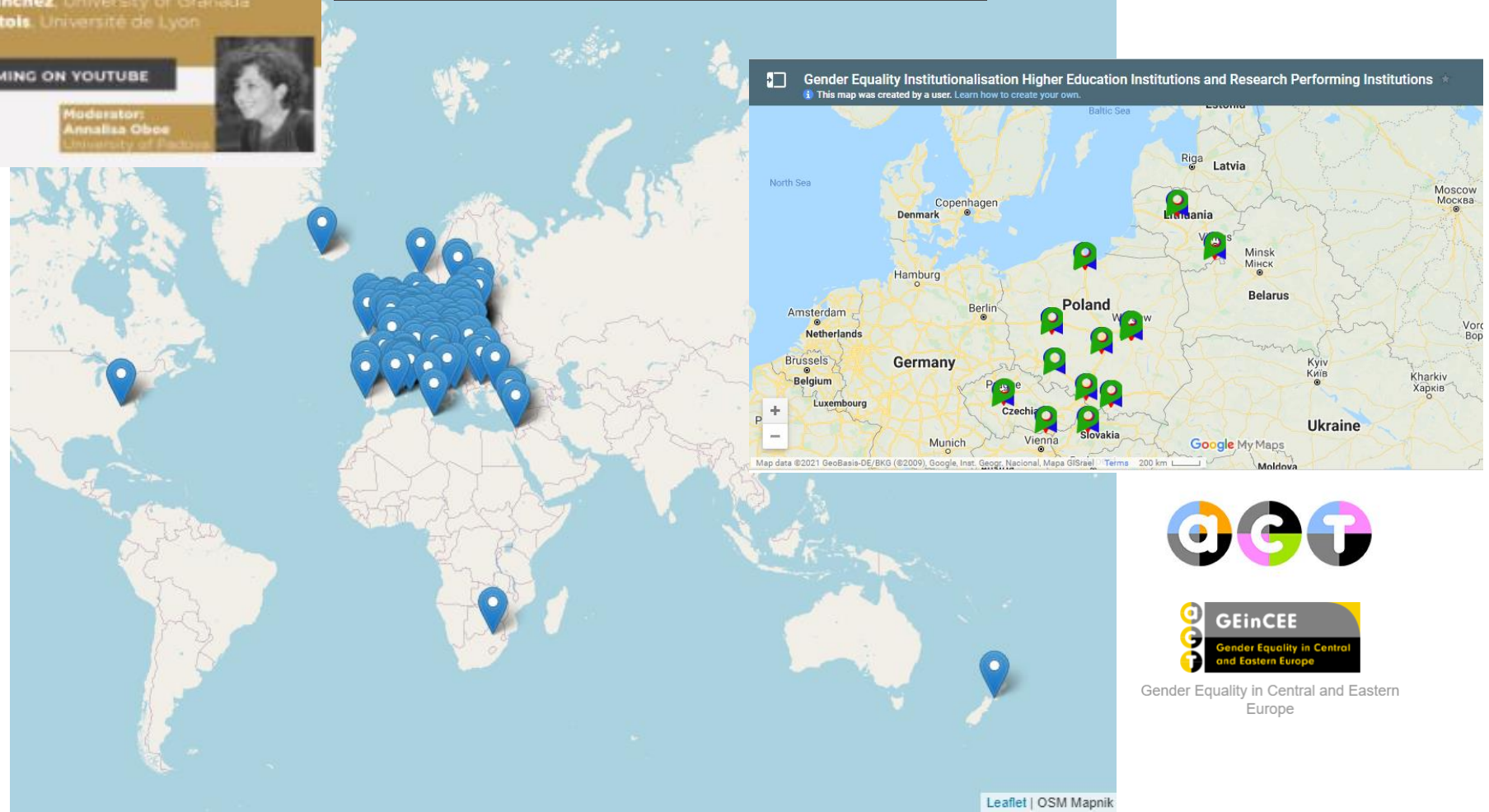
SPEAKERS

 Aurelija Novelskaite Vilnius University	 Caterina Sultner University of Padua	MODERATOR  Ruta Ruolyte Verchoore Vilnius University
 Lorenza Perini University of Padua	 Lisa Scheer University of Graz	

More info and registration on:
arqus-alliance.eu

arQus
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Gender Equality in Central and Eastern Europe



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