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EQUALIST

Gender Equality in Information Sciences and Technology

Updated Gender Equality Plan

WP3 – Development and implementation of tailored GEPs

Kaunas University of Technology, Informatics Faculty, KTU (Lithuania)

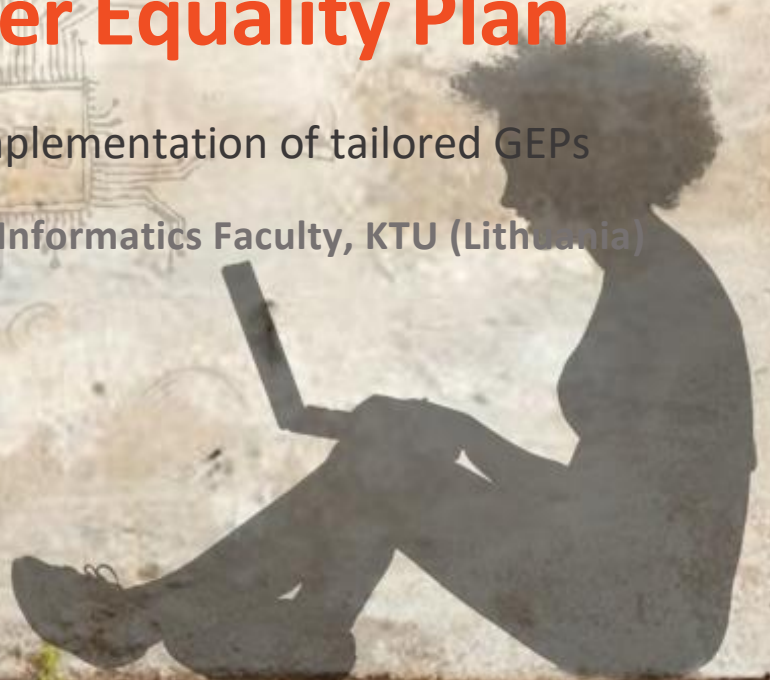


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1 Kaunas University of Technology, Informatics Faculty, Lithuania (KTU) – Gender Equality Plan

Introduction and Acknowledgements

Taking the issue from the roots, in schools, 15-year-old girls outperform 15-year-old boys (by the equivalent of roughly one year of school), while in mathematics boys outperform girls (though by a narrower margin, the equivalent of less than half a year of school); in science there is instead little difference between boys' and girls' performance. However, if we search in detail, a more nuanced picture emerges. There are far more boys (24.9%) than girls (12.5%) among the lowest-achieving students in reading, while there are far fewer girls than boys among the top performers in mathematics (10.6% vs 14.8%) and science (7.7% vs 9.3%).

There are even larger gender differences in the fields of study chosen in higher education: in OECD countries, less than 1 in 3 engineering graduates and less than 1 in 5 computer science graduates are girls. This is likely because of stereotypes and expectations, rather than performance differences in math and science. For example, at age 15 far fewer girls (4.7%) than boys (18%)—even among the top performers— reported that they expect to have a career in engineering or computing.

In Lithuania, a distribution between men and women studying in the field of ICT is similar to the tendency all over the world. Taking into consideration all three levels of post-secondary education (vocational; college and university studies) the big difference can be seen between boys and girls studying in the field of ICT and

engineering¹. At the vocational level, only 2.6% of girls choose engineering or computing studies while 41.6% of boys consider it as a future profession. A similar situation is at the college level as well, where 1.6% of girls choose engineering studies while at the same time the percentage stands at 37.19 for boys. A somehow better situation is observed at the university level, where 4.4% of girls and 30.3% of boys study engineering. However, these numbers show the huge gap between the choices of girls and boys. These numbers of students are not enough to cover the need for ICT and engineering professionals fully.

Taking it a little bit further, even when girls do graduate from scientific fields of study, they are much less likely than boys to work as professionals in these fields, more often choosing to become teachers. Data from a subset of OECD countries show that, among graduates with science degrees, 71% of men but only 43% of women work as professionals in physics, mathematics and engineering. As a result, across OECD countries, only 13.7% of the inventors who filed patents are women².

There are three types of problems for women: cultural traditions and stereotypes; internal barriers; external barriers (fig.1). These stereotypes cause a low rate of women interested in the ICT field.

Problems that prevent women from entering the ICT sector	
Cultural traditions and stereotypes:	1. Cultural ideas about women's role in society
	2. Stereotypes around the sector
Internal barriers:	3. Reticence to talk openly about gender issues
	4. Lack of self confidence
	5. Difficulties at negotiating and competing in the sector
External barriers:	6. Strongly male dominated and discrimination
	7. "Old-boys network" culture
	8. Complexity of conciliating personal and professional life
	9. Lack of role models in the sector

Figure 1. Problems that prevent women from entering the ICT sector.²

Women face various problems that prevent them from entering the ICT sector in Lithuania. Most of the problems are related to cultural views and distribution of "female" and "male" works. However, these barriers create a massive gap between women and men working in the academic field of ICT. The Informatics Faculty at the Kaunas University of Technology seeks to change the situation and encourage women to choose their Career in ICT field. In addition, it seeks to break the stereotypes and eliminate obstacles that cause the low rate of women joining the ICT field.

To increase the low number, of women choosing their Career in the ICT field, it is essential to know the factors that make a positive impact to girl's interest in the STEM field. As figure 2 shows, the highest impact is being made by parents and teachers. These factors are the most important as those people are the closest to girls.

¹ Statistics Lithuania, 2016. Women and Men in Lithuania. ISSN 2029-588X. https://osp.stat.gov.lt/documents/10180/2246109/13_Moterys_vyrai_Lietuvoje_2015.pdf

² OECD. www.oecd.org/gender/data/wherearetomorrowsfemalescientists.htm

If those factors are not activated, and if the people of those factors, thus parents and teachers, do not support the interest in the STEM field, then girls will never think of it as one of the Career possibilities. Additionally, the influence is made by second-level factors (creativity; teacher mentors; peer group approval; visible female role models, etc.) that have no direct influence on a girl’s choice but makes her reconsider her choices. The third-level factors such as parent careers, male teachers, the approach of society, etc. are less important if a girl gets enough of support from the first two levels.

Which factors have the biggest impact on girls’ interest in STEM?

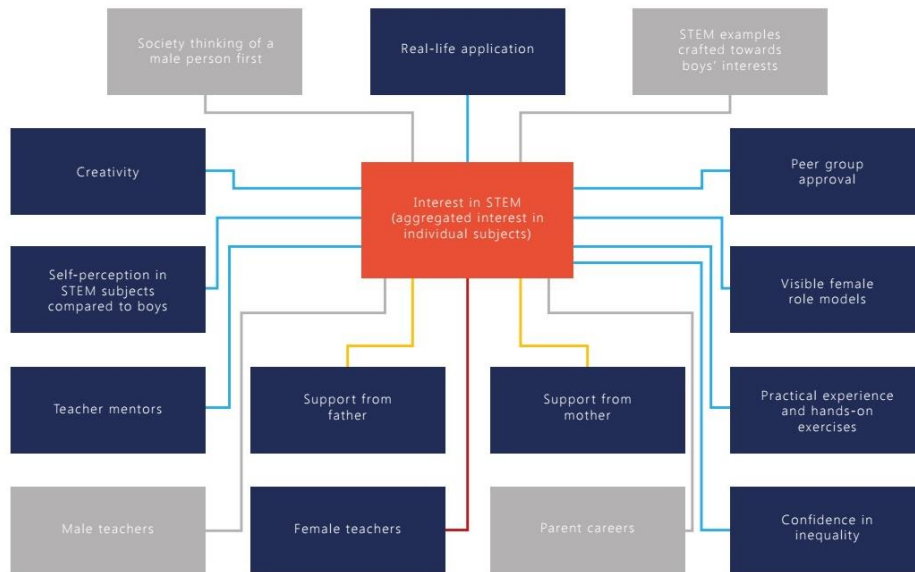


Figure 2. The Factors that have the most significant impact on girl's interest in the STEM.

The prepared Gender Equality Plan is a result of long and intensive discussions, researches and analysis of data in need to create a plan that perfectly fits the situation of Informatics Faculty at KTU. The primary information for the discussions and researches was taken from the Gender Equality Audits, which were carried out the previous months due to the need to indicate the GE situation at Informatics Faculty at KTU. The results of Gender Equality Audits have shown that the situation of Gender Equality in the Informatics Faculty of KTU is imbalanced and needs serious improvements. Later actions on CrowdEquality Platform, where the ideas of how to improve the situation were described, presented and given for voting, shown the most voted actions. The voted ideas were presented to the Leader Board of Informatics Faculty.

The Working Group took the responsibility in organising the meetings with the Leading Board members (Dean of Informatics Faculty, Vice-dean for Science Affairs of Informatics Faculty and Administration Staff) in order to design GEP suitable for Informatics Faculty. During the meeting for GEP design, the top voted ideas were presented and their implementation possibilities were discussed. The most suitable ideas for situation improvement were accepted and signed.

The unique role and contribution from the EQUAL-IST and KTU IF Faculty Working Group shall be acknowledged as the driving force in the auditing and GEP's design process: they spent much time and shared numerous ideas while searching for ways to implement the best actions. In addition, another valuable

contribution was provided by the Informatics Faculty. Their insights in preparation of GEP were very useful and fruitful. The same stands for the Leading Board of the Informatics Faculty members for their time and thoughts on what could be done on the Faculty Level.

Selection of Challenges

Kaunas University of Technology has identified eight challenges related to the Gender Equality Issues in the University. The table below presents the Area, Title and provides the Objective(s) for each of the Challenge. The Selected Challenges are in bold.

Challenge Main Area	Challenge Title	Objective(s) to address the Challenge
HR and Management Practices	Challenge 3 –Lack of support to female students at KTU to retain them into ICT academic careers	Objective 3 – Create mentoring Network for Women PhD students at KTU
	Challenge 4 – Women struggle in creating a clear career vision	Objective 4 – help women to create their career Roadmap
	Challenge 5 – Women are not involved in decision making at the Faculty	Objective 5 - Involve women in organization decision-making process by supporting women leadership
Teaching and Students Services & Institutional Communication	Challenge 6 – The lack of visibility of women in IT	Objective 6 – Present more good practices for women working in IT
Other Gender Equality Issues	Challenge 8 - Lack of men involved in Gender Equality Actions	Objective 8 – Encourage men to stand for Gender Equality

The process of selection of Challenges included several actions:

- The first level was the voting process on the CrowdEquality Platform, where the most interesting/relevant challenges were identified.
- The second level was a discussion with GEP Working Group Members and interested parties about the top voted challenges.

During the discussion at these two levels, the needs and possible ways for the implementation of the related actions (some of the challenges might seem very relevant and important, but there is no legal base on what we could implement as solutions to tackle them) were evaluated.

- The third level included the discussion with Faculty Leader Board about the selected (top voted) ideas/solutions and the ways of implementing them. During the last phase of selection, it was decided to select and approve those actions that are possible to be implemented in the Faculty and will not require major institutional changes in the University legislation.

The rationale behind the decision of focusing on the Challenges mentioned above lay on the situation in the Kaunas University of Technology and the strategic goals the University governing bodies have set in the current years. The past few years, the university has paid much of attention to the improvement of work conditions and environment for women and other-disadvantaged groups. The University also seeks to ensure equal rights for every staff member. The selected Challenges represent the main focal points of the organisational changes, and they are agreed on the organizational level.

Considerable attention while selecting challenges was paid to career paths as the University has included Career planning of the staff in its long-term plans. However, that Plan is not detailed, and there is no special attention paid to Women and their specific Career Path including breaks. For this reason, it was decided to select the challenge and participate in creating special Career Planning action for Women to help them to have clear goals for their careers with a Plan if they have a Break in their Career, as well as lack for women in decision making positions. An overall important outcome and goal of the current GEP is therefore related to mainstreaming a gender approach into a strategic HR policy at the University.

Current challenges

According to data that is provided by Eurostat, 29 out of 1000 women are holding a degree in ICT, and only four women stay to work in the field of ICT. Women manage about 19.2% of people working in the ICT sector while in other fields, women manage 45.2% employees.

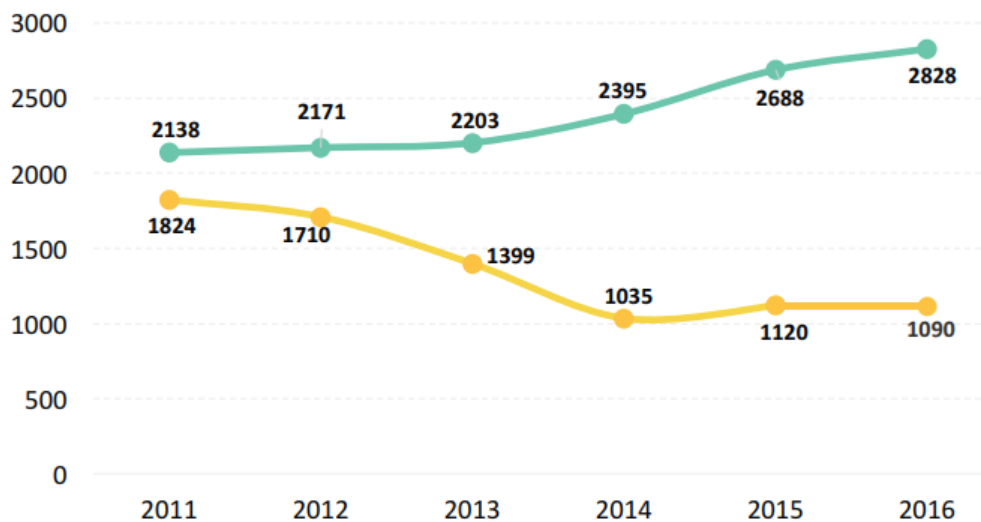


Figure 3. The supply and demand of IT professionals in the market in Lithuania.

The growing demand of IT professionals requires a qualified labour force. Figure 3 presents a need for IT professionals (the real need marked in green; the IT graduates marked in yellow). However, a big part of students who chose ICT studies do not graduate (50% in university and 56% in college).

The results of researches show that women get paid 9% higher than working in other fields and rarely become unemployed. A job in ICT field offers the possibility to have a flexible work schedule or the possibility to work from home. Despite various benefits ensured by working in ICT field, only 10% of girls study ICT. For this reason, it is crucial to formulate an action plan that would encourage girls to choose technical and engineering sciences at school and later choose studies in the STEM.

Another challenge for the Informatics Faculty at the Kaunas University of Technology is to create an environment that would encourage girls to continue their scientific researches in ICT field as well as encourage them to seek for an Academic Career in the ICT field. The range of professors or researchers is very low in the Faculty of Informatics. It is essential to make main changes in the infrastructure of the Faculty as it is the only way to eliminate the disproportion between men and women in the Faculty. It is important to highlight that the changes should cover the whole university. Additionally, Informatics Faculty should be responsible for implementation/creation/changes of particular segments in the change plans of the University.

In order to proceed to the forecasted actions, and after the in-depth analysis of results of interviews and meetings with target groups described in PGA report, it helped to identify the two challenges that require a lot of attention. The main two solutions identified, were raised during the meeting with focus groups and the interviews: 1) a mentoring network for Women; 2) Helping women to create their career roadmap.

The creation of a mentoring network for Women was identified as a crucial challenge that needs a quick action as it has an impact on the whole Faculty. The roots of the challenge hide in the past decade, when the rise of women, having tertiary education, was noticed (fig. 1). Women have started to reach achievements more actively in education, and this situation was impacted by the belief that women need to have a higher education degree to have the same position compared to their male colleagues. This unequal situation creates a need to **reach high results in education before merging in a job market**. At the same time, women, holding a degree, do not know how to manage their career as they are surrounded by the social boundaries: to get a job, to prove your expertise; to have a family, to have children, etc. This situation can be seen in a sharper light in the ICT field where women consist of the minority.

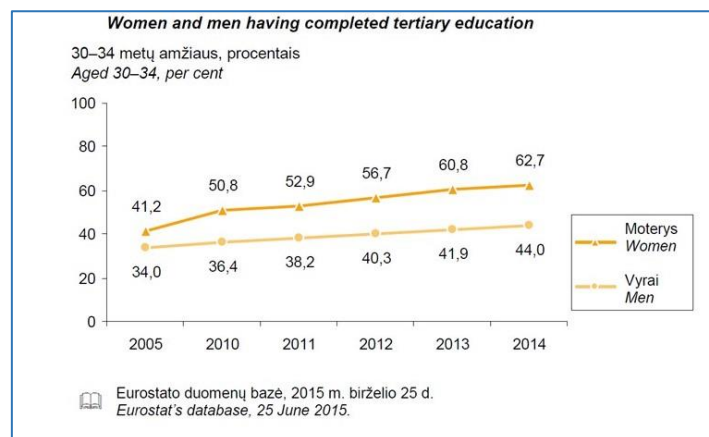


Figure 1: Women and men having completed tertiary education (Statistics Lithuania, 2015).

The meeting with the HR Management group and Researchers showed that women feel **a lack of concern about their career path compared with their male colleagues**. Since ICT is shown as a male field of activity, women are not supported fully in their integration to the field and their academic activities. Those young women express a need to get some specific support from their older colleagues. Especially, while they are

facing difficulties in their career or having troubles with a decision of what actions should be taken to improve their career paths. However, there are a few women working in that field who could share their insights and experience about a career in ICT field at the university. For this reason, a network of women in ICT is needed to create a better working environment for women working in ICT and help them to create and manage their career paths.

Following the previous challenge, an additional one arises, the one according to which women face problems **while planning their career**. The meetings with HR management group and interviews showed that women feel a little bit lost regarding the steps and goals of their career and how to plan them right. The main challenges of planning a career appear when they start planning a family or expecting a baby as these situations keep them away from their active career for a while. In addition, women feel some boundaries and do not know how to overcome them (mostly those are related to limited career opportunities in the institution). Even though, the research did not show any particular indications that women, working in Informatics Faculty would feel a Glass-ceiling effect (fig. 2), during the interviews, some of them agreed that there are some boundaries in their career advancement or they have to work double to reach the same as their male colleagues. In addition, it is noticed that all women, even those who have a wide career experience in the field face a problem to raise and reach measurable goals in their careers. This becomes an obstacle in the long-perspective career planning as most women have no plan at all and they act more spontaneously.

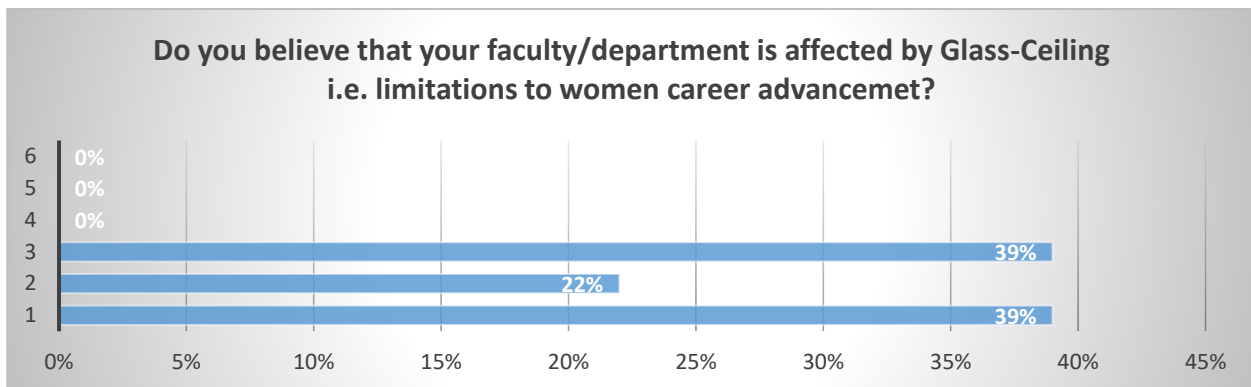


Figure 2 – Glass-Ceiling effect in the Faculty of Informatics.

The meeting with HR management group and researchers showed that **most of them think that parental duties have a significant impact on employees' careers and affect them negatively** (fig. 3). So, women’s career paths are affected by them even stronger as mothers’ role is more important in the family in our society. In other words, career planning becomes crucial for women in an ever-changing field such as ICT.

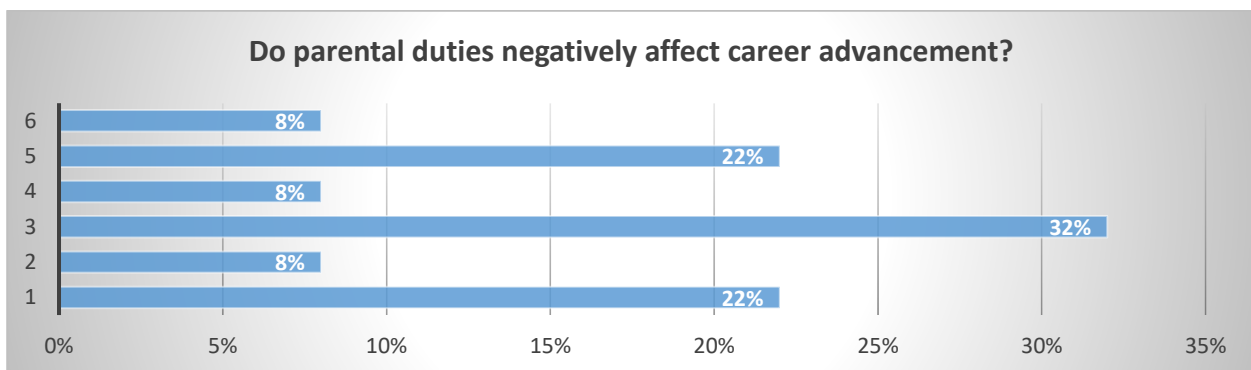


Figure 3 – Parental duties and negative effect on the career.

These two challenges are aimed to help women to better integrate into the ICT field and become more confident about their career paths. In addition, it will ensure the support for women who are facing difficulties in their professional path and encourage them to take action into their hands.

Gender Equality Strategy: areas of intervention and goals

Challenge 3 – Lack of support to female PhD students and Jr researchers at KTU to retain them into ICT careers

Description: The low number of female academics (professors, doctoral and postdoctoral researchers) in ICT field can be related with a low number of female students choosing their Bachelor and Master studies in this field. The closer analysis of students' segregation (D 2.4) in ICT has shown that only about 10% of girls have chosen their bachelor studies in ICT field and in the past two years, this percent was not stable (10% - 2013; 5% - 2014; 6% - 2015). The unstable number of girls choosing master's degree cause a lack of female students taking PhD studies in the field of ICT. This situation might be caused due to a lack of mentoring actions for female students in the Faculty as women face various kind of problems while studying in the field of ICT. Another reason is that female students (PhD) lack of support from their lecturers. Especially when they face not common problems while studying. The mentoring Network would help PhD students to get insights/ advice/help from the female academic staff working in the field of ICT. This might encourage PhD students to continue their Career in the academic environment and become professors or researchers.

Goal – Create Mentoring Network for Women

Aim: To create a network to help female PhD students to overcome the obstacles during the studies in the field of ICT.

Target group: Junior researchers and PhD students as mentors and full professors or associate professors as mentors.

Description: Academic Career is not easy for women and requires much motivation. Therefore, it is a very interesting and but challenging career path offering many opportunities to be in the first rows of STEM inventions. Some of the girls seem very motivational about becoming researchers. However, afterwards they face many personal and professional issues that might seem impossible to solve. For this reason, a mentoring network for Women seeking to become academics (researchers) will be created. Two types of mentoring will be suggested: online mentoring where PhD students will be able to contact their mentors through an online mentoring platform and face to face mentoring sessions when female PhD students will be able to meet their mentors in person. The network will connect young female PhD students with experienced female researchers in order to create mentoring relationships and help them to overcome difficult situations that may occur. The Mentoring Pairs might be created from women, working/studying in the same or different fields. This will help to solve various levels of issues and see the problems from different perspectives.

Challenge 4 - Women struggle in creating a clear career vision

Description: The interviews with HR management group, researchers and academic staff have shown that women, working in the Faculty, never planned their Career consequently. Analyzing this situation, it was

noticed that women do not have any Career Plans and never had one before. This also affects their Career as women have to include many unplanned conditions in their Career: marriage, children, parental leave, etc. This situation makes women to be more spontaneous and to not raise any goals in their Career Paths as they are not sure of what they can do or reach in their professional life. Also, women are not sure of how to visualise their future Career and how to plan it as no Career Counseling Services are provided for administration or/and academic staff in the Faculty. This situation adds instability to women's careers when women do not seek promotion opportunities and choose to take lower level positions instead of reaching out higher level work positions.

Goal - Help Women to create their long-term gender sensitive Career planning template

Aim: To help women to create their Career Plans and provide Career Counseling services while creating and filling in the Plans.

Target group: Junior researchers, PhD students, full professors or associate professors, administrative staff.

Description: Helping Women working in the Informatics Faculty to create their Career Roadmaps will open the opportunities to evaluate and encourage women to reach for their Career Goals as well as have a clear image of what to do if an unexpected professional break will happen. The goal involves all kind of Career Planning actions: individualised Template of Career Plan, individual sessions with Career Counselor and annual overview sessions with peer staff members. These actions will help women to take action in their hands and try harder for their Career. Additionally, it will help to see what the staff members expect from their Career, what they have succeeded and what they need to improve. It will help the leaders of the Faculty and HR managers to better manage the staff and assist in tasks that help to improve some of the needed skills/competencies.

Challenge 5 - Women are not involved in decision making at the Faculty

Description: The interviews with HR management and Administrative Staff have shown that women occupy administration-level work positions in the Faculty of Informatics while men occupy the leading positions in the Faculty. This situation shows the imbalance in the leading Board as women are not involved in the decision-making process in the Faculty. In addition, women are not involved in the working groups and do not lead them.

Goal - to involve women to decision - making process

Aim: to involve women in the decision-making process by supporting women leadership in the Faculty of Informatics.

Target group: Junior researchers and PhD students and full professors or associate professors, administration staff.

Description: In the Faculty of Informatics only one department is led by a woman; other departments are led by men. This shows that the leading positions are taken by men in the Faculty and the distribution between genders is not equal. Due to unequal distribution, women voices are not expressed, while the most important decisions in the Faculty are made by a committee which contains only one female member (one Department

leader). For this reason, it is important to promote women to seek leadership at the workplace (Informatics Faculty in this case) to ensure that the perspectives of both genders would be expressed and evaluated equally. At least 10 women working in the Informatics Faculty will be invited to participate and develop their leadership skills.

Challenge 6 – The lack of visibility of women in IT

Description: General image of women in IT field is dull and boring. This type of image forms an opinion that work in IT is boring and monotonous. However, the reality is very different. For this reason, it is important to raise awareness and promote women in IT as a role model. It is necessary to stress out that this picture does not mirror the reality. There are many successful women studying and working in ICT: they are charismatic, confident, and socially active. Mass media are just stereotyping. That would help to change the society's mindsets about IT and women working in it. Additionally, it would help to encourage girls to choose studies and later work in this field.

Goal - to present more good practices for women working in IT

Aim: To present more good practices for women working in IT.

Target group: Female bachelor and master students, junior researchers and PhD students, administrative staff.

Description: It is important to present more good practices of women having a success in IT field to encourage more girls to seek a Career in this area. Also, the good samples or practices of women working in IT will help to change the negative image of women in this field and bring more awareness about the impact women make in this field. Totally 15 female Learners will get some knowledge in the 3 webinars about opportunities in the STEM as well as a wide and detailed presentation of possible specialities. Also, they will hear what it is like to study IT and what issues female students faces during studies.

Challenge 8 - Lack of men involved in Gender Equality Actions

Description: Gender Equality actions may be seen as a feministic approach as mostly women get involved in this kind of actions. Women fight for equal rights at work and home. They try to prove, they are equal to men, but these actions are fruitless without the actual involvement of men. However, most of the times, men are left behind, they are not invited to participate and feel responsible for the changes. Also, the involvement of men might be seen as an inappropriate act, not be accepted by society. However, men should be involved in the actions of GE.

Goal – to encourage men to stand for Gender Equality

Aim: To encourage men to stand for Gender Equality.

Target group: Junior researchers and PhD students and full professors or associate professors, administrative staff.

Description: During the interviews, the idea of men feeling excluded from the Gender Equality thematic was expressed. The main idea was that men also had experienced gender inequality actions, but they cannot talk about it loudly as Gender Equality is a "feminist act". Additionally, the results of interviews have shown that women alone, will never reach valuable results for Gender Equality if men are not involved in these actions. For this reason, men should be encouraged to take serious steps and actively join and participate in the gender equality actions to change the current situation. This way the will feel responsible for the change of this

situation and fight for gender equality at work and home. This involvement of men could play an instrumental role and could be really the way to eliminate the gender inequality issue.

Action Plan

In this section, the approved action plan is presented and described in detail for each of the selected ideas aimed to solve the issues described in the Challenges part (Section 2 and 3). The actions are aimed to fulfil both: tangibility and intangibility. In addition, the actions are aimed to reach a broader target group; outside Informatics Faculty.

Goal 1 – Create Mentoring Network for Women

Action 1 – Involvement of female students to scientific Researches

Aim: To encourage girls to choose a researcher's career path.

Target group: Junior researchers and PhD students.

Description:

Another significant action that might help to involve students and make them consider a researcher's career as one of the Career possibilities is the involvement of students in scientific researches. Experienced female researchers work on various researches which might be attractive to students, studying at Informatics Faculty, and help to encourage them to seek a Career in Researches. For this reason, an involvement action (students will be invited to join the scientific researches as assistants) will be organized where female students, studying ICT, will have an opportunity to work with experienced female researches on various scientific projects and gain competencies that are needed to become a researcher.

Expected results: 5 female master students or female PhD students will be involved in researches. 5 sessions.

Timeline: 2017-07/2018-12

Action 2 – Involvement of female students into teaching assistance and in informal education activities

Aim: To encourage female students to gain education skills and knowledge.

Target group: Female students: Junior researchers and PhD students.

Description:

To develop skills and competencies of students to become teachers and researchers, they will be invited to help female teachers to assist in informal education activities such as lessons, lectures or seminars. In this activity, female students will have an opportunity to observe other teachers, learn their methods, help teachers in the classroom, provide lessons by themselves. During this activity, 10 students will have an opportunity to try themselves out in a teacher's position. It will also help to gain more knowledge in education.

Expected results: 10 female master or PhD degree students will be involved in assisting activity; 5 sessions.

Timeline: 2017-07/2019-05

Action 3 – Creation of Mentoring network of Research Professionals and PhD students

Aim: To ease the entry to the academic world of ICT field for women.

Target group: female PhD students; professors; researchers; female students.

Description:

One of the most important activities is the creation of a Network for Research Professionals and PhD students. The Network will help to connect experienced Researchers (Senior Researchers), researchers, female students and PhD students to share experience, ideas and advice. Due to lack of experienced researchers in ICT field, it is planned to make two pairs made of one experienced researcher and one PhD student.

Expected results: 1 mentoring Network (including 2 pairs of female mentors and female mentees) will be created and an online platform for it. At least 5 sessions will be organized for meetings of mentors and mentees.

Timeline: 2018-02/2019-06

Action 4 – Mentoring and encouraging young researchers to apply for a grant in Gender Equality area

Aim: To help more young researchers to participate in Gender Equality programmes and provide counselling on applying for Gender Equality projects.

Target group: young female researchers and female PhD students; experienced female professors and experienced female project managers.

Description:

Nowadays, when Gender Equality became one of the main factors that are taken into account in order to indicate a prestige of an organisation, it is very important to raise awareness, participate and initiate more ideas for projects in Gender Equality area. For this reason, the mentoring and encouraging activity will be provided to young researchers who want to participate in applying for grants in Gender Equality area. This activity will help to initiate more innovative ideas and raise awareness on Gender Equality in the university on a wider scale.

Expected results: 3 counselling sessions for 9 young researchers.

Timeline: 2018-09/2019-05

Goal 2 – Help Women to create their Career Roadmaps

Action 1 - Creation of a long-term Gender Sensitive Career Planning Template

Aim: to create a template for long-term Career Planning for Women working in IT

Target group: female academic staff at Informatics Faculty.

Description:

There was no continuing career planning of employees at the Kaunas University of Technology. For this reason, it is very difficult for academic employees that are not sure about their Career paths. After highlighting the problem, the action plan including various specific actions has been created. This plan will enable each one of the employees of Kaunas University of Technology to prepare a personal Career Plan, review it constantly and change according to the needs.

The close collaboration between experienced and less-experienced workers is required in this phase of Action Plan. The main point of this action is the Career planning of women who work as academics at Kaunas University of Technology. It is important that specific faculties such as Informatics Faculty will have to adopt the common template for career planning due to the specificity of the field. Willing to help women to create their Career Plans, the step-by-step actions are planned. These actions would create assumptions for future when more women will take a part in Informatics Faculty as researchers, lecturers, etc. This will have a big impact in help Women to create their Career Roadmaps.

Kaunas University of Technology has involved Career Planning in its organizational change plan. For this, a common Career Plan template will be created. EQUAL-IST working Group will participate actively in the creation process to ensure that a template would involve women's need to have long-term Plans. EQUAL-IST Working Group will provide suggestions on improvements to make the Template more a useful tool to create and set their Career Plans in a long-term with a particular focus on work-life balance. This Template could serve for both genders as it would help to set long-term Career Plans for women and men equally.

Expected results: 1 Gender Sensitive Career Planning Template will be created.

Timeline: 2017-07/2018-03

Action 2 – Adaptation of the Career Planning Template according to the specifics of IT specialities

Aim: To improve a Career planning template for IT-specific requirements.

Target Group: Female academic staff of Informatics Faculty.

Description:

As it was mentioned, Kaunas University of Technology has involved Career Planning as one of the activities for organizational change. However, the common Template will not be suitable for academic staff working in IT field as well as it is not adapted for women in the ICT field. For this reason, EQUAL-IST working Group members will initiate an adaptation process of the template to make it more relevant to academic staff in Informatics Faculty. The changes will be made according to the work specific of IT as well as different opportunities for each of IT position in the Faculty. This edited template will help women to create individual Career Plans as it will be more relevant to ICT field and in special charge for women.

Expected results: 1 Career Planning Template will be adapted.

Timeline: 2018-01/2018-03

Individual Counselling and Monitoring to Women in designing their Career Plans

Aim: To help Women to set goals for their Career.

Target group: Female academic staff of Informatics Faculty

Description:

As it was mentioned before, women are not active in setting up the goals for their career. To help women working in Informatics Faculty to fill in the created Career Plan Template, Career Counseling Services will be provided by face-to-face meetings. This activity will let women, working in the Informatics Faculty to get a professional help setting up the Plan as well as find out the strengths and weaknesses which they should improve to reach set goals. A professional Career Counselor will help Women to create a long-term Career Plan including unexpected breaks in the Career or providing opportunities on how to get more from their Professional Life. It is expected that at least 10 women will be involved in Career Counseling activity and actively create their Career Path. Most of the staff of the Informatics Faculty and women especially do not have and not willing to have one. For this reason, women will be encouraged to fill in the Career Planning Template together with their Career Counselor and help to set measurable goals that could be reached with the help of colleges and leaders (providing tasks that are related to the goals, encouraging to attend, etc.) The Career Plan will help women to get a clearer fore-seen image of their Career and set goals that would help to reach more in their professional life. The last activity is the roundtable meetings to gather Women who work in the Faculty of Informatics and who have filled Career Plans together to overview the progress in their Careers as well as make improvements in their Career Plans. During this activity women will present what goals they have reached by that time as well as if Career Planning helped them to improve their Professional Life.

Expected results: 1 individual counselling session for each woman will be provided (10 sessions in total); 10 women will fill in the Career Plans and roundtables for plans review.

Timeline: 2018-03/2019-03

Action 4 - Informational booklet on Women's Role and Career Planning in ICT field

Aim: To share information about Women's Career Planning with a wider society in the university.

Target group: female academic and administrative staff of Faculty of Informatics; female professors; young female researchers; female PhD students; students.

Description:

To follow up those women who took part into Career Planning activity and those who were not, it was decided to release the booklet on Women's Role and importance of Career Planning while working in ICT field. The booklet would present the relevant information and explain why it is essential to plan a Career, how to do it and where to find more useful information on Career Planning. The booklet will be distributed around the Faculty and presented not just to academic and administrative staff but also students as raising awareness action.

Expected results: 1 booklet about Career Planning for women.

Timeline: 2018-10/2018-12

Goal - to involve women in organisation decision-making process by supporting women leadership

Action 1 – A workshop on Leadership Development for Women

Aim: To present Leadership development methods and opportunities for women in the Faculty.

Target group: Female academic and administrative staff of Informatics Faculty

Description:

Due to the imbalanced situation in Informatics Faculty where women are not involved in decision making, it is important to train women to raise their leadership competencies and seek higher positions at work. For this reason, a workshop on Leadership development for women working in the Faculty of Informatics will be organized. At least 10 women working in the Informatics Faculty will be invited to participate and develop their leadership skills.

Expected results: 1 workshop; 10 participants.

Timeline: 2018-04/2018-06

Action 2 - Women's involvement in Gender Equality Committee work

Aim: To involve more women into work of Gender Equality Committee.

Target group: experienced female professors; female administrative staff; female PhD students.

Description:

Since Women are still not very involved with the managerial level decision-making process, the activity "Women's involvement into Gender Equality Committee work" is aimed to encourage more women to stand for gender equality and encourage them to get involved with the Committee work. Also, this activity would help to raise awareness about Women's position in Research organisations as well as to demonstrate more leadership driven skills. Women also would have a chance to stand for their beliefs and say them loud as well as present the real situation of Gender Equality issues in the university.

Expected results: 4 women to participate in 2 Working Group Meetings.

Timeline: 2018-09/2019-05

Goal – to present more good practices of women working in IT

Action 1 – A set of Webinars for Girls

Aim: To raise awareness of women's image in IT field.

Target group: Female students, schoolgirls, junior researchers; PhD students, female professors and associate professors.

Description:

A set of webinars will be the first action of creating Mentoring Network and will help a wider group of girls and to gather girls who are interested in Technologies together and represent women's role and different kind of image of Women in Technology, a set of Webinars will be organized. It is planned to organize 3 webinars:

1. Academic staff and learners. In this webinar, academic staff would give a detailed presentation about STEM specialities and Career in ICT field.
2. Students and learners. In this webinar, students would present their experiences of studies in ICT.
3. Academic staff and students. In this webinar, academic staff would share their experience, good practices and advice on how to project a career to become a researcher.

During these webinars, women, working as academic staff will share their experience and motivate young girls to choose studies in ICT field. Also, they will encourage girls who already study in ICT field to think about researcher's career path.

Female students will be able to share their current experience in studies in ICT field and motivate learners to think about studied in this field. Also, they will get some knowledge about how to continue their Career in the University and become a researcher or a professor.

Female Learners will get some knowledge about opportunities in the STEM as well as a wide and detailed presentation of possible specialities. Also, they will hear what it is like to study IT and what issues female students faces during studies.

Expected results: 3 webinars; 15 participants for each webinar.

Timeline: 2017-07/2018-10

Action 2 – An organizing a special session “Women in ICT” in International Conference on Advanced Learning Technologies (ALTA)

Aim: To consolidate the positive image of women in ICT.

Target group: female students; PhD students, researchers; professors.

Description:

To consolidate an image of women in ICT and help to spread ideas and works of female researchers in IT field, a special session in the international conference "Advanced Learning Technologies – ALTA" (<https://ndma.lt/alta2017/>) will be organized. During this session, female researchers will have an opportunity to share their ideas, experiences and the newest findings as well as have discussions with like-minded people. It is especially important for young researchers to get feedback from more experienced researchers and to hear their different perspective, which would enrich their researches. The area of intervention on Research Design and Delivery will consist of encouraging the integration of gender as a dimension in the call for papers, designing Technologies taking into account styles gender and other differences in users' learning needs or cognitive styles into account. The participants (researchers) will be invited to participate in the mentoring network and will give an added value to the project implementation. Besides its main goals related to visibility of women researchers and networking, this action will try to achieve an impact also in terms of mainstreaming a gender approach into Research Design and Delivery IST and Advanced Learning Technologies in particular. The call for papers for the conference will encourage submission of papers on designing ALTA Technologies taking gender and other differences in users' learning needs or cognitive styles into account.

Expected results: 1 special session will be organised in the Conference; 3 female researchers will share their outputs and insights in the conference.

Timeline: 2017-07/2017-11

Action 3 – An organisation of special session “Women in ICT” in International Conference on Information and Software Technologies (ICIST)

Aim: To consolidate the positive image of women in ICT.

Target group: female students; male and female PhD students, researchers; professors; other interested parts.

Description:

To consolidate an image of women in ICT and help to spread ideas and works of female researchers in IT field, a special session on Women working in ICT sector as researchers will be organised in the international conference "Information and Software Technologies – ICIST". During this session, female researchers will have an opportunity to share their ideas and the newest findings as well as have discussions with like-minded people on research topics and gender equality in the field. It is especially important for young researchers to get feedback from more experienced researchers and hear their different perspective which would enrich their researches.

Expected results: 1 special session will be organized in the Conference; 3 female researchers will share their outputs and insights in the conference.

Timeline: 2018-09/2018-10

Action 4 – A creation of a social network for Women's Good Practice exchange

Aim: To spread good practices of women working in the ICT sector for wider society.

Target group: female and male students (bachelor and master's degree); researchers; professors; administrative staff, women working in other ICT organizations, social partners and other interested parties.

Description:

To strengthen the image of women working in ICT field, a social group/page will be created on one of the most popular social Networks where women will be able to share their own experiences. Also, the members of the group will be encouraged to create a strong virtual community where participants help each other if there is an issue that should be solved or support each other while taking tough decisions. The society will not be open to male participants as well as they can help to spread and change the image of the women working in IT.

Expected results: 1 social page will be created.

Timeline: 2017-09/2019-05

An Event for girls to present best samples of Women in ICT

Aim: To present best practices to girls and encourage them to get involved with IT Career

Target group: female students; schoolgirls; female business representatives; female professors.

Description:

To strengthen the image of women in ICT field and to broaden the view of school girls that are going to choose their career the event for girls about women's opportunities in STEM will be organized. The best practises and samples of women working in STEM field will be presented as well as girls will have an opportunity to take various hands-on activities. During and after the event the participants will have an opportunity to talk with women working on leading positions in IT field and find out many more interesting things such as studies, employment, work or skills needed in the field. Hopefully, this might help to girls to consider about their career in IT field.

Expected results: 1 event with 50 female participants

Timeline: 2018-04/2018-04

Goal – to encourage men to stand for Gender Equality

Action 1 – A workshop with experienced professors for IF students on Gender Equality

Aim: To encourage men to get involved with Gender Equality Issues.

Target group: female and male students (bachelor and master's degree); PhD students; researchers; professors; administrative staff.

Description:

As the researches have shown, men are not involved with the Gender Equality issue. To encourage men to stand for Gender Equality issues and get involved with various actions for that, bachelor, master, PhD students; researchers; professors and administrative staff will be invited to a workshop with experienced male professors working on Gender Equality. During the workshop participants will get to know why they should be more active in Gender Equality, what they could change in close environment (work, study or home) in society or nation. Also, they will be invited to share their own thoughts and experiences of Gender Equality. A big attention will be paid to male participants and their attitude towards Gender Equality issues.

Expected results: 1 workshop will be organized. At least 20 participants will take a part in the workshop.

Timeline: 2018-04/2018-05

Action 2 – A guide for men about Women's support in Research area in ICT field

Aim: To provide information for men how to support women's initiatives in research in ICT field.

Target group: male administrative and academic staff; male professors; male researchers; male fellow researchers; male lecturers; male PhD students; male students.

Description:

Gender Equality is not a female thing anymore and for better Gender Balance both genders need to standby. The activity "a guide for men about Women's support in Research area In ICT field" is another initiative to encourage men and help them to support women for better Gender Balance and to ease the entrance to the ICT Research field. This Guide would help men to understand better why women need their help and support

and how to provide it avoiding diverse situations. The Guide will be distributed around the Faculty and published online for wider society.

Expected results: 1 guide for men (20 printed and 1 online version)

Timeline: 2018-08/2018-10

Duration

Indicate the specific duration of this action plan. During this phase, we will focus on a timeframe until the end of the Project (M14-M36). Redesign of the GEPs will then have a strong focus on sustainability and extend the duration of the Plan including actions to be implemented after the Project conclusion. You will find an indicative example of a GANNT chart, below.

		M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36
1	Create Mentoring Network for Women																							
1	Action 1 - An involvement of female students in scientific Researches (2017-07/2018-12)																							
2	Action 2 - An invitation to female students to assist teachers in informal education activities (2017-07/2019-05)																							
3	Action 3 - A creation of Mentoring network of Research Professionals and PhD students (2018-02/2019-06)																							
4	Action 4 – Mentoring and encouraging young researchers to apply for a grant in Gender Equality area (2018-09/2019-05)																							
2	Help Women to create their Roadmaps	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36
1	Action 1 - Creation of a long-term Gender																							

D3.4: Revised RPO-specific GEPs

	Sensitive Career Planning Template (2017-07/2017-12)																								
2	Action 2 - An adaptation of a template for specifics of IT specialities (2018-01/2018-03)																								
3	Action 3 - Individual Counselling and Monitoring to Women in designing their Career Plans (2018-03/2019-03)																								
4	Action 4 – Informational booklet on Women’s Role and Career Planning in ICT field (2018-10/2018-12)																								
3	Involve women in organization decision-making process by supporting women leadership	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36	
1	Action 1 – Workshop on Leadership development for Women (2018-04/2018-05)																								



D3.4: Revised RPO-specific GEPs

2	Action 2 –Women's involvement in Gender Equality Committee work (2018-09/2019-05)																							
4	Present more good practices of women working in IT	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36
1	Action 1 - A set of Webinars for Girls (2017-07/2018-10)																							
2	Action 2 - An organization of special session “Women in ICT” in International Conference ALTA (2017-07/2017-11)																							
3	Action 3 - An organization of special session “Women in ICT” in International Conference ICIST (2018-09/2018-10)																							
4	Action 4 – A creation of communication area in social networking tool for women to share good experiences (2017-09/2019-05)																							
5	Action 5 - An Event for girls to present best																							

D3.4: Revised RPO-specific GEPs

	samples of women in ICT (2018-04/2018-04)																								
5	Encourage men to stand for Gender Equality	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36	
1	Action 1 – Workshop with experienced professors for IF students on Gender Equality (2018-04/2018-05)																								
2	Action 2 – A guide for men on Women’s support in ICT field (2018-08/2018-10)																								



Summary table of the Gender Equality Action Plan

Please, use the enclosed Summary Table (Annex A) below to recap all Challenges/ goals/actions and provide an overview of the GEP’s articulation. The table below has to be filled in individually by each RPO: not all challenges (defined in the 3rd column) which are listed shall necessarily be included. You should choose based on your institutional needs and what you have described in the previous sections.

Monitoring

Specific measurable indicators and monitoring procedures are now available at D4.1 provided by the evaluators. Please, use this deliverable as a term of reference. The actions and the measures are examples proven to be effective in tackling challenges, but of course, this is not an exhausting list. Indicators can also be adjusted tailored to your institutional needs.

Review the summary table (Annex) especially the column “Output Planned Target value”

Annex A GEP Summary Table

Main Area	Sub- Area	Challenges and Goals	Action	Output Plan	Responsible Stake	Time	Resources
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			ned	holder	ra	ur	
			Targ	s	m	ce	
			et	/Units	e	s	
			valu		M		
			e		x-		
					M		
					y		
HR & Management practices	Work-Life Balance	Challenge: lack of awareness and communication					
		Goal:					
		Challenge: missing information and communication of existing rights and provisions					
		Goal:					
		Challenge: lack of individual support measures					
		Goal:					
	Gender Segregation	Challenge: need for setting up new facilities and provisions					
		Challenge: vertical segregation					
			Goal:				

D3.4: Revised RPO-specific GEPs

		<p>Challenge: lack of transparency in career progression criteria</p> <p>Goal:</p>					
		<p>Challenge: widespread negative attitude against, and lack of implementation of positive discrimination in recruitment and appointment</p> <p>Goal:</p>					
		<p>Challenge: horizontal segregation (as low share of women in ICT/IST and tendency to take on administrative/support tasks)</p> <p>Goal:</p>					
		<p>Challenge: lack of recognition of operational management tasks often undertaken by women</p>					

		Goal:					
		Challenge: Mentoring network for women in ICT organizations Goal: Create a mentoring network for Women	An involvement of female students to scientific Researches	10 female master/PhD students will be involved in the STEM researches; 5 sessions	EQUAL-IST Working Group; academic staff; female master/PhD students ; junior researchers	2017-07/2018-06	Workshops; surveys
	An invitation to female students to assist teachers in informal education activities		10 female master/PhD students will be involved in assisting activity; 5 sessions	EQUAL-IST Working Group; academic staff; female master/PhD students , junior researchers	2017-07/2018-05	Interviews ; workshops	
	A creation of Mentoring network of Research Professionals and PhD		1 mentoring network; 2 mentors and 2 PhD students (2 pairs); 5 sessions	EQUAL-IST Working Group; academic staff; PhD students ; professors,	2018-02 / 2019-05	Surveys; interviews	

D3.4: Revised RPO-specific GEPs

			students	ns for each pair.	researchers.		
			Mentoring and encouraging young researchers to apply for a grant in Gender Equality area	3 Counselling events ; 6 young researchers	EQUAL-IST Working Group; academic staff; PhD students ; professors, researchers.	2018-09/2019-05	Counselling; Workshops
		<p>Challenge: Women struggle in creating clear career vision</p> <p>Goal: Helping women to create their career roadmap</p>	An active participation in the creation of a template for long-term Career Planning for Women	1 template for Career Planning	EQUAL-IST Working Group; HR management Group; Academic staff	2017-07/2017-12	Workshop
			An adaptation of a template for specifics of IT specialties	1 Career Planning Template for the staff of Informatics Faculty	EQUAL-IST Working Group; HR management Group; academic staff	2018-01 / 2018-03	workshop

D3.4: Revised RPO-specific GEPs

			A Provisi on of Couns elling Servic es for Wome n to fill in the Career Plans	10 wome n; 10 individ ual couns elling sessio ns	EQUAL- IST Working Group; HR manage ment Group; female academi c staff; female Researc hers	2018-03 / 2019-03	Individual workshops
			Involv ement of Wome n to plan their Career	10 wome n will fill career plans	EQUAL- IST Working Group; HR manage ment Group; female academi c staff; female Researc hers	2018-03 / 2018-04	Workshop ; interviews
			Round -table meeti ngs to overvi ew the progre ss of Career	3 round- table sessio ns; 10 wome n and 1 Career Counci llor partici pate in a round- table meeti ng.	EQUAL- IST Working Group; HR manage ment Group; female academi c staff; female Researc hers	2018-05; 2018-11; 2019-05	Interviews ; survey
			Inform ational bookle t on Wome	1 inform ationa l bookle	EQUAL- IST Working Group; HR	2018- 10/2018- 12	Booklet

D3.4: Revised RPO-specific GEPs

			n's Role and Career Planning in ICT field	t; 50 printed copies	management Group; female academic staff; female Researchers		
		<p>Challenge: Women are not involved into organization's decision making</p> <p>Goal: Involve women in organization decision-making process by supporting women leadership</p>	A workshop on Leadership Development for Women	1 workshop; 10 women.	EQUAL-IST Working Group; female academic and administrative staff.	2018-04 / 2018-05	Workshop
			Women's involvement in Gender Equality Committee work	2 meetings; 4 young researchers	EQUAL-IST Working Group; female academic and administrative staff.	2018-09/2019-05	Discussions; Reflections;
	Gender Equality Machineries	<p>Challenge: few dedicated resources and coordination on Gender Equality</p> <p>Goal:</p>					
		<p>Challenge: lack of a strategic approach</p>					
		<p>Lack of an internal Gender</p>					

		Equality Machinery Goal:					
	Gender Disaggregated Data and Monitoring	Challenge: procedural-operational difficulties in producing and integrating gender disaggregated data Goal:					
Teaching and students services	Integration of gender issues into teaching	Challenge: lack of recognition of Gender Studies'/issues relevance					
		Lack of awareness from teaching staff and students of gender issues in general and the impact of work-life balance on students' lives					
	Contrasting gender segregation in studies choices	Stereotypes about ICT/IST studies _Lack of role models for girls					

D3.4: Revised RPO-specific GEPs

			A set of Webinars for Girls	3 webinars; 15 participants for each webinar.	EQUAL-IST working Group; female academic staff; female students studying ICT; schoolgirls; students	2017-07/2018-04	webinars
		<p>Challenge: The lack of visibility of Women in IT</p> <p>Goal: to present more good practices of Women working in IT</p>	An organization of special session “Women in ICT” in International Conference ALTA	1, special session; 3 Researchers sharing their outputs and insights in the conference	EQUAL-IST Working Group; female academic staff; educators; PhD students ; professors.	2017-07/2017-11	Session in the conference
			An organization of special session „Women in ICT in International Conference ICIST	1, special session; 3 Researchers sharing their outputs and insights in the conference	EQUAL-IST Working Group; female academic staff; educators; PhD students ; professors.	2018-09/2018-10	Session in the conference

D3.4: Revised RPO-specific GEPs

			A creation of a social network for Women's good Practice Exchange	1 social page	EQUAL-IST working group, women working in IT; professors; administrative staff, students, researchers, social partners, other interested parties	2017-09/2019-05	Social network; virtual resources
			An Event for girls to present best samples of women	1 event for Girls; 50 female participants	EQUAL-IST working group, women working in IT; professors; administrative staff, students, researchers, social partners, other interested parties	2018-04/2018-04	Event
Research	Lack of women leading research projects						

D3.4: Revised RPO-specific GEPs

	Gender dimension not included in research contents and methods					
Institutional	Gender stereotypes/Bias in institutional communication					
	Communication not targeting/not attractive to girls					
	Gender bias in gender equality policies focusing on women only					
Other	Open issue about future of the GEP after EQUAL-IST termination					
	Challenge: Lack of men involved in Gender Equality Actions	A workshop with experienced professors on Gender Equality for students	1 workshop; 20 participants in each of the workshops	EQUAL-IST working group, students, researchers, professors, administrative staff	2018-04/2018-05	Workshop, discussion
		A guide for men on women's support in ICT field on Research	1 guide; 20 printed copies	EQUAL-IST working group, students, researchers, professors, administrative staff	2018-08/2018-10	Guide, leaflet

D3.4: Revised RPO-specific GEPs

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