

GENDER EQUALITY



PLAN



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6 KTU Gender Equality Plan

6.1 Introduction

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. Yet dig a little deeper and 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, fewer than 1 in 3 engineering graduates and fewer 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 engineering⁴⁶. In the vocational level, only 2.6% of girls choose engineering or computing studies while 41.6% of boys consider it as a future profession. Similar situation is in the college level as well, where 1.6% of girls choose engineering studies while at the same time 37.19% of boys choose it. A little bit better situation is in 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 of ICT and engineering professionals fully.

Talking a little bit further, even when girls do graduate from scientific fields of study, they are much less likely than boys to work as professional 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 women⁴⁷.

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.

⁴⁶ 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

⁴⁷ OECD. www.oecd.org/gender/data/wherearetomorrowfemalescientists.htm

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 4: Problems that prevent women from entering the ICT sector.²

Women face various problems that cause a prevent from entering the ICT sector in Lithuania. Most of the problems are related with cultural views and distribution of "female" and "male" works. However, these barriers create a huge gap between women and men working in the academic field of ICT. Informatics Faculty at 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 causes the low rate of women joining the ICT field.

To increase the low number of women, choosing their Career in ICT field, it is important to know the factors that make a positive impact to girl's interest in STEM. As figure 5 shows, the most impact is made by parents and teachers. These factors are the most important as those people are the closest people to a girl. If a girl will not get any support from these groups she will never be interested in STEM as well as she will never think of it as one of Career possibilities. Additionally, the influence is made by second-level factors (creativity; teacher mentors; peer group approval; visible female role models and 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, approach of society and etc. are less important if a girl get enough of support from the first two levels.

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

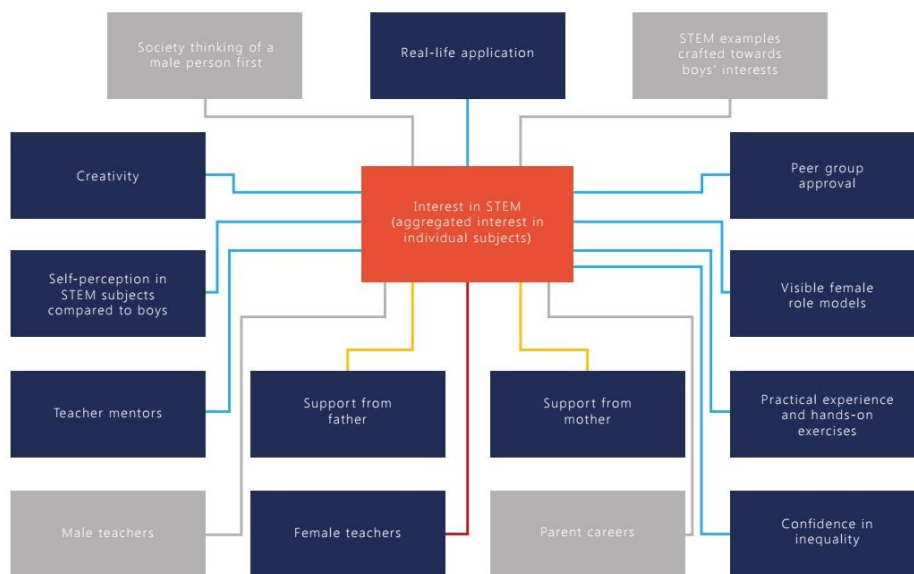


Figure 5: The Factors that have the biggest impact on girl's interest in STEM.

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 main information for the discussions and researches was taken from the Gender Equality Audits, which were carried out earlier this year 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 need 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 organizing 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 in.

The special 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 paid 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 was very useful and fruitful as well as the Leading Board of the Informatics Faculty members for their time and thoughts on what could be done on the Faculty Level.

6.1.1 Selection of Challenges

Kaunas University of Technology has identified 8 challenges related to the Gender Equality Issues in the University. The table below presents the Area, Title and provided Objective of each of the Challenge. The Selected Challenges are in bold.

Challenge Main Area	Challenge Title	Goals(s) to address the Challenge
HR and Management Practices	Challenge 1 –Lack of support to female students at KTU to retain them into ICT academic careers	Create mentoring Network for Women PhD students at KTU
	Challenge 2 – Women struggle in creating a clear career vision	Help women to create their career Roadmap
	Challenge 3 – Women are not involved into decision making at the Faculty	Involve women to organization decision making process by supporting women leadership
Teaching and Students Services & Institutional Communication	Challenge 4 – The lack of visibility of women in IT	Present more good practices of women working in IT
Other Gender Equality Issues	Challenge 5 - Lack of men involved in Gender Equality Actions	Encourage men to stand for Gender Equality

The process of selection of Challenges included several actions:

- First level was the voting process on the CrowdEquality Platform, where the most interesting/relevant challenges were identified.
- 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 implementation of related actions (some of the challenges might seem very relevant and important, but there is no legal base on what we could implement solutions to tackle them) were evaluated.

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

The rationale behind the decision of focusing on the above-mentioned Challenges lay on the situation in 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 seeks also to ensure equal rights for every staff member. The selected Challenges represent the main focal points of the organizational changes and they are agreed on organizational level.

A great attention while selecting challenges was paid to career paths as 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 Plan of their Career with a Plan if they have a Break in their Career as well as lack of 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.

6.2 Identified Challenges Related to Gender Equality and Diversity

According to data that is provided by Eurostat, 29 out of 1000 women are holding a degree in ICT and only 4 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.

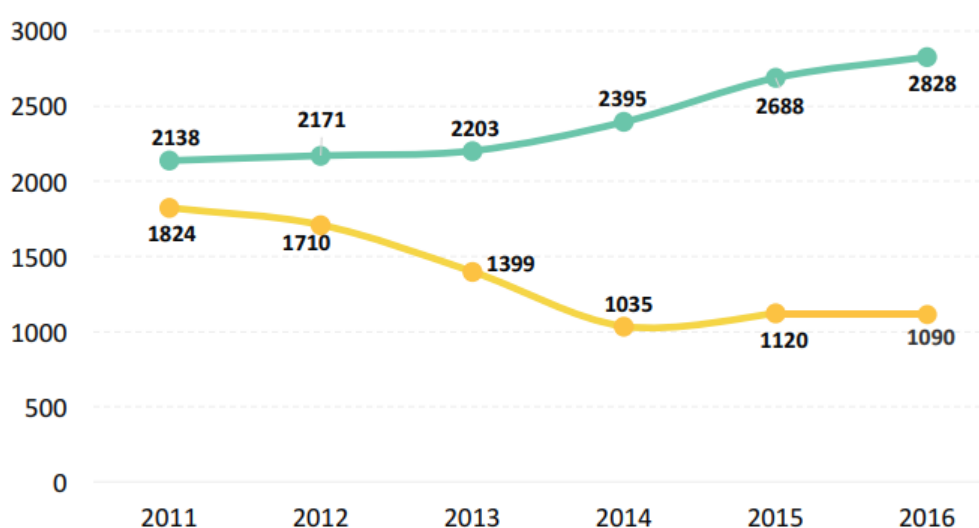


Figure 6: The supply and demand of IT professionals in the market in Lithuania.

The growing demand of IT professionals, requires a qualified labor force. Figure 6 presents a need of IT professionals (the real need marked in green; the IT graduates marked in yellow). However, a big part of students who chose ICT studies did 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 offer a possibility to have a flexible work schedule or possibility to work from home. Despite of various benefits that work in ICT field ensures, only 10% of girls' study ICT. For this reason, it is important to create an action plan that would encourage girls to choose technical and engineering sciences at school and later choose studies in STEM.

Another challenge for Informatics Faculty at 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 important 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 all the university. Additionally, Informatics Faculty should be responsible for implementation/ creation/changes of special segments in the change plans of the University.

To make the forecasted actions, and after the deep analysis of results of interviews and meetings with target groups described in PGA report helped to identify two challenges that requires much of attention. The main two solutions identified raised during the meeting with focus groups and interview: 1) a mentoring network for Women; 2) Helping women to create their career roadmap.

The creation of mentoring network for Women was identified as a crucial challenge that needs a quick action as it has an impact to whole Faculty. The roots of the challenge hides in a past decade, when the raise of women, having a tertiary education, was noticed (fig. 1). Women has started to reach achievements more actively in education and this situation is impacted by the belief that women need to have a higher education degree to have the same position comparing 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, does 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 and etc. This situation can be seen in a sharper light in the ICT field where women are a minority.

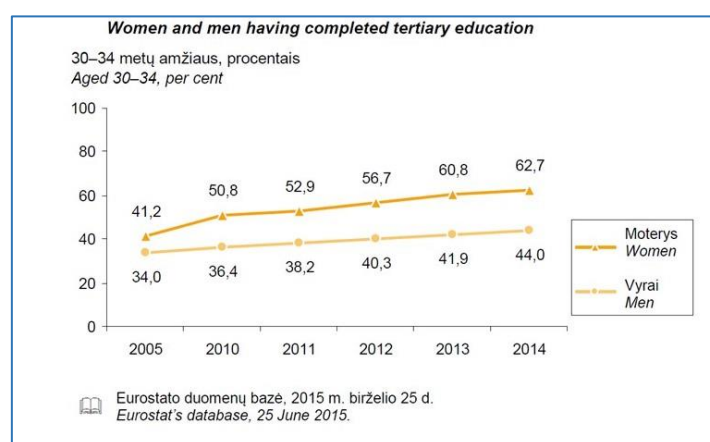


Figure 7: Women and men having completed tertiary education (Statistics Lithuania, 2015).

The meeting with HR Management group and Researchers showed that women feel **a lack of concern of their career path comparing 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 university. For this reason, the 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.

Continuing the previous challenge another challenge arise women face problems **while planning their career**. The meetings with HR management group and interviews showed that women feel a little bit loss of what they want to do with their career and how to plan it right. The main challenges of planning a career appears when they start planning a family or expecting a baby as these situations keep a woman away from her active career for a while. In addition, women feel some kind of boundaries and do not know how to overcome them (mostly it is related with limited career opportunities in the institution). Even though, the research did not show any special 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 of women have no plan at all and they act more spontaneous.

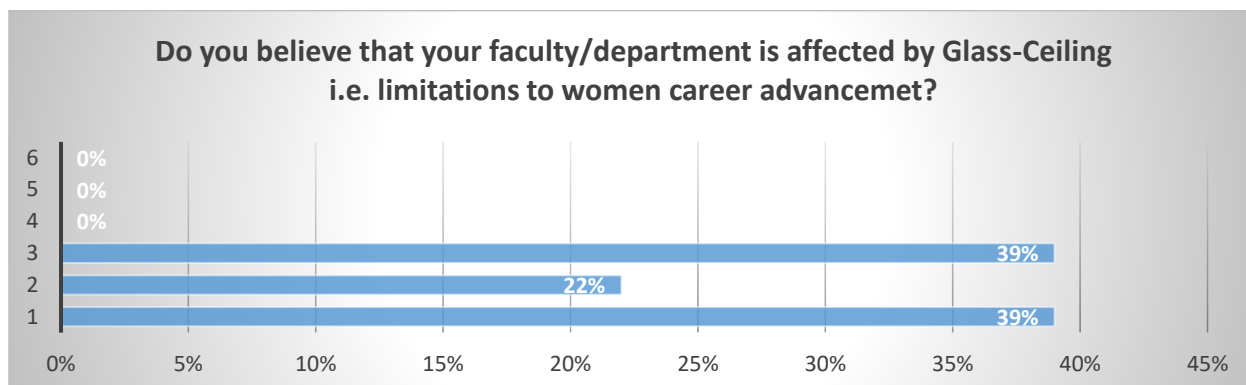


Figure 8: Glass-Ceiling effect in the Faculty of Informatics.

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

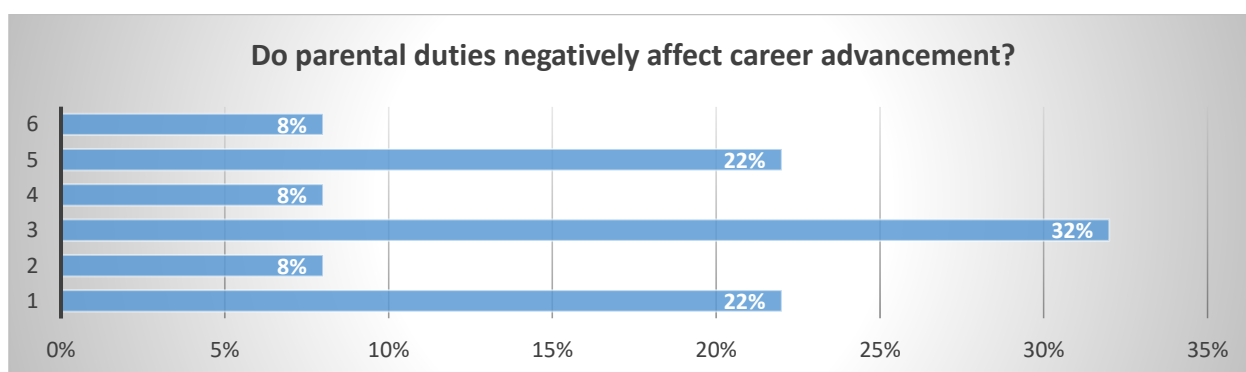


Figure 9: Parental duties and negative effect to the career.

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

6.2.1 Challenge 1 – 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 instable number of girls choosing master 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 having studies 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/advices/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.

6.2.1.1 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 mentees and full professors or associate professors as mentors.

Description: Academic Career is not easy for women and requires much of motivation. Therefore, it is very interesting and challenging career path offering many opportunities to be in the first rows of STEM inventions. Some of girls seem very motivational about becoming researchers. However, sometime later they face with many personal and professional issues that might seem not impossible to solve. For this reason, a mentoring network for Women seeking to become academics (researchers) will be created. The 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 due to create mentoring relationships and help 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.

6.2.2 Challenge 2 - 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 affect their Career as women have to include many unplanned conditions to their Career: marriage, children, parental leave and etc. This situation makes women to be more spontaneous and do 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 visualize 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 for promotion opportunities and choose to take lower level positions instead of reaching out higher-level work positions.

6.2.2.1 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: individualized Template of Career Plan, an individual session with Career Counselor and annual overview sessions with peer staff members. These actions will help women to take an action in their hands and try harder for their Career. Additionally, it will help to see what every of staff members expect from their Career, what they succeed at and what they need to improve. It will help the leaders of the Faculty and HR managers better manage the staff and assist tasks that help to improve some of the needed skills/competences.

6.2.3 Challenge 3 - Women are not involved into decision making at the Faculty

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

6.2.3.1 Goal - to involve women to decision making process

Aim: to involve women 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 are not equal. Due to unequal distribution, women's voice is not expressed while taking the most important decisions in the Faculty as women are not involved (except one department leader). For this reason, it is important to promote women to seek for 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.

6.2.4 Challenge 4 – 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 monotonic. However, the reality is different. For this reason, it is important to make women working in IT more visual. 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 is just stereotyping. That would help to change the society's mind about IT and women working in it. Additionally, it would help to encourage girls to choose studies and later work in this field.

6.2.4.1 Goal - to present more good practices of women working in IT

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

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

Description: The negative image of women working in IT field creates a negative society's reaction on this. It is important to present more good practices of women having a success in IT field to encourage more girls to seek for 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 STEM as well as a wide and detailed presentation of possible specialties. Also, they will hear what it is like to study IT and what issues female students faces during studies.

6.2.5 Challenge 5 - Lack of men involved in Gender Equality Actions

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

6.2.5.1 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 the Gender Equality theme was expressed. The main idea was that men also have experienced some of 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 will not be involved in these actions. For this reason, men should be encouraged to take serious steps and join the gender equality actions to change the situation. They should feel responsible for changing the situation of gender inequality and fight for gender equality at work and at home. Only the union of both genders can help to eliminate the gender inequality issue.

6.3 Action Plan to Address the Identified Challenges

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 wider target group; outside Informatics Faculty.

6.3.1 Goal 1 – Create Mentoring Network for Women

6.3.1.1 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 very important action that might help to involve students and make them to consider a researcher's career as one of the Career possibilities is an involvement of students to scientific researches. Experienced female researchers work on numerous researches which might be interesting 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 competences that are needed to become a researcher.

Expected results: 10 female master students or female PhD students will be involved in researches. 5 sessions.

Timeline: 2017-07/2018-06

6.3.1.2 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 competences 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: 2017-07/2018-05

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

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

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

Description:

The one of 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 advices. 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

6.3.2 Goal 2 – Help Women to create their Career Roadmaps

6.3.2.1 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 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 every 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 adapt 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 into Informatics Faculty as researchers, lecturers and 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 special 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: 2017-07/2017-12

6.3.2.2 Action 2 – Adaptation of the Career Planning Template according the specifics of IT specialties

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

6.3.2.3 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 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 a help of colleges and leaders (providing tasks that are related to the goals, encouraging to attend trainings and 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 round table 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 counseling session for each of woman will be provided (10 session in total); 10 women will fill in the Career Plans and round tables for plans review.

Timeline: 2018-03/2019-03

6.3.3 Goal - to involve women to organization decision making process by supporting women leadership

6.3.3.1 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 imbalanced situation in Informatics Faculty where women are not involved in decision making, it is important to train women to raise their leadership competences and seek for 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: 2018-04/2018-05

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

6.3.4.1 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 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 specialties 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 advices 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 STEM as well as a wide and detailed presentation of possible specialties. 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: 2017-07/2018-04

6.3.4.2 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 international conference “Advanced Learning Technologies – ALTA” 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 a 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 integration of gender as a dimension in the call for papers, designing Technologies considering 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. Beside 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 AL Technologies taking gender and other differences in users’ learning needs or cognitive styles into accountt.

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

Timeline: 2017-07/2017-11

6.3.4.3 Action 3 – An organization 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 organized in international conference “Information and Software Technologies – ICIST”. During these sessions, 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 a

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

6.3.4.4 Action 4 – A creation of 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 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 any 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

6.3.5 Goal – to encourage men to stand for Gender Equality

6.3.5.1 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 degree); PhD students; researchers; professors; administrative staff.

Description: As the researches has 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