



**KAUNAS UNIVERSITY OF TECHNOLOGY,  
KTU**

**LITHUANIA**

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**NATIONAL MINI REPORT  
CURRENT GENDER DISTRIBUTION**



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710549.



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

### **National Gender equality regulation in Lithuania**

Equality between women and men is a fundamental value of the EU enshrined in the Treaties and is a horizontal priority in all policy areas. In Lithuania, equal rights and opportunities for women and men are enshrined in the Law on Equal Opportunities for Women and Men. Consistent and systematic implementation of programmes, measures and projects is aimed at gender equality de facto.

The Law on Equal Opportunities for Women and Men since 1998 forbids any discrimination – direct and indirect – on the grounds of sex, harassment on the grounds of sex, sexual harassment and an instruction to directly or indirectly discriminate against persons on the grounds of sex. The Law sets out preconditions for gender mainstreaming. All State and municipal institutions and agencies must ensure that equal rights for women and men are ensured in all the legal acts drafted and enacted by them, must draw up and implement programmes and measures aimed at ensuring equal opportunities for women and men and, in the manner prescribed by laws, must support the programmes of public establishments, associations and charitable foundations which assist in implementing equal opportunities for women and men<sup>1</sup>.

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<sup>1</sup> More information and access to the national legal acts are available on:

<http://www.socmin.lt/en/gender-equality-8891.html?backlink=%252Fen%252Fsearch%252Fresults%252Fp0.html>



The fourth National Programme on Equal Opportunities for Women and Men 2015–2021 and its Action Plan is being implemented in order to achieve gender equality de facto.

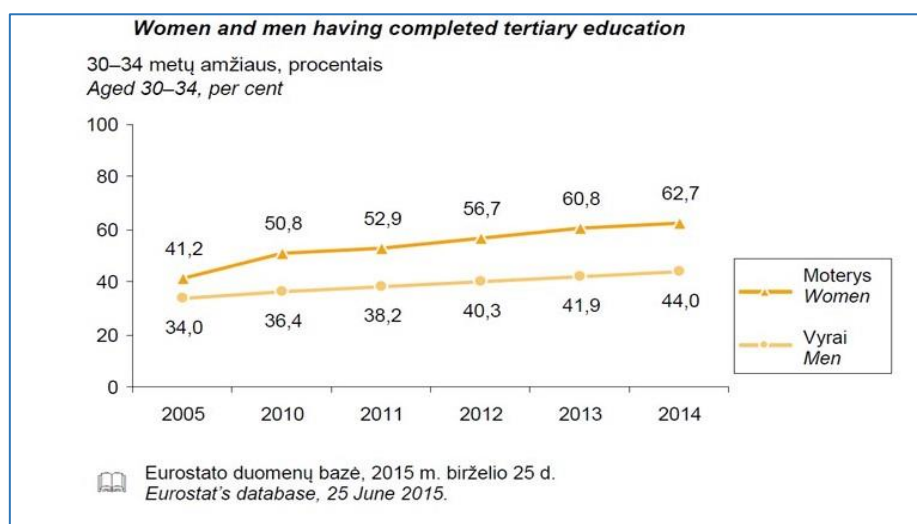
The Programme is complex, covering gender equality activities in priority areas. They are: employment, science and education, health-care, environmental protection, national defense, decision-making, EU and international cooperation and developing mechanisms and methods to implement equal opportunities for women and men. Different ministries are responsible for the implementation of the concrete measures. Municipalities, women's organizations, gender studies centres, social partners and other relevant bodies are encouraged to cooperate in implementation.

The Programme joins the efforts of State institutions, women's non-governmental organizations, researchers and social partners to reduce inequalities of different situations of women and men.

Commission on Equal Opportunities for Women and Men set up by Resolution No 266 of 7 March 2000 of the Government of the Republic of Lithuania is in charge of coordination of implementation. The Commission is formed of representatives of ministries and non-governmental organizations. The Commission is chaired by the Vice minister of the Ministry of Social Security and Labour. The composition of the Commission is approved by the Order of the Minister of Social Security and Labour. Each year the Commission prepares yearly reports on the implementation of the Programme and submits them to the Government. Approved reports are published on Ministry's website. A comprehensive impact assessment and a comparative evaluation of the implementation of the Programme is conducted at the end of the Programme.

## Statistics on gender and gender disaggregated data

### National level<sup>2</sup>



<sup>2</sup> see more. Statistics Lithuania (2015). Women and Men in Lithuania 2014, Statistical publication, Vilnius, ISSN 2029-588X. 35-37. Retrieved from [http://osp.stat.gov.lt/documents/10180/2246109/Moterys\\_ir\\_vyrai\\_Lietuvoje\\_2014.pdf](http://osp.stat.gov.lt/documents/10180/2246109/Moterys_ir_vyrai_Lietuvoje_2014.pdf)



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

<b>Women and men university graduates by degree</b>								
	Baigę ir įgiję kvalifikaciją, kvalifikacinį ar mokslo laipsnį – Number of graduates with a							
	Bakalauro		Magistro		Profesinę kvalifikaciją		Daktaro mokslo ar meno licenciato	
	Bachelor's degree		Master's degree		Professional qualification		Doctoral degree	
	moterys women	vyrų men	moterys women	vyrų men	moterys women	vyrų men	moterys women	vyrų men
2005	12030	6282	4900	2587	1409	606	158	117
2010	13466	7596	6770	3075	777	270	216	158
2013	11638	6928	5712	2878	642	171	249	174
2014	8754	5154	5520	2717	410	153	221	151
<b>Procentais Per cent</b>								
2005	65,7	34,3	65,4	34,6	69,9	30,1	57,5	42,5
2010	63,9	36,1	68,8	31,2	74,2	25,8	57,8	42,2
2013	62,7	37,3	66,5	33,5	79,0	21,0	58,9	41,1
2014	62,9	37,1	67,0	33,0	72,8	27,2	59,4	40,3

Figure 2 Female and male university graduates by degree (Statistics Lithuania, 2015).

<b>Number of tertiary level graduates (ISCED 6–8) in natural sciences, technology and applied sciences</b>					
Skaičius, tenkantis 1 tūkst. 20–29 metų amžiaus gyventojų Per 1000 population aged 20–29					
	2005	2010	2013	2014	
<b>Iš viso</b>	<b>19,8</b>	<b>21,9</b>	<b>21,4</b>	<b>18,1</b>	<b>Total</b>
Moterys	14,1	12,7	11,7	10,6	Women
Vyrai	25,4	30,9	30,7	25,2	Men

Figure 3 Number of graduates at tertiary level in STEM (science, technology, engineering, and mathematics) (Statistics Lithuania, 2015).

<b>Researchers with a scientific degree by field of science, 2014<sup>1</sup></b>							
	Moterys Women		Vyrai Men		Procentais Per cent		
	iš viso total	%	iš viso total	%	moterys women	vyrai men	
<b>Iš viso</b>	<b>3905</b>	<b>100</b>	<b>3976</b>	<b>100</b>	<b>49,5</b>	<b>50,5</b>	<b>Total</b>
Humanitariniai mokslai	753	19,3	522	13,1	59,1	40,9	Humanities
Socialiniai mokslai	1186	30,4	759	19,1	61,0	39,0	Social sciences
Technologijos mokslai	403	10,3	932	23,4	30,2	69,8	Technical sciences
Fiziniai mokslai	433	11,1	855	21,5	33,6	66,4	Physical sciences
Žemės ūkio mokslai	194	4,9	156	4,0	55,4	44,6	Agricultural sciences
Biomedicinos mokslai	936	24,0	752	18,9	55,5	44,5	Biomedical sciences
medicinos mokslai	623	66,6	505	67,2	55,2	44,8	medical sciences
kiti biomedicinos (gamtos) mokslai	313	33,4	247	32,8	55,9	44,1	other biomedical (natural) sciences

Figure 4 Researchers with a scientific degree by the field of science 2014 (Statistics Lithuania, 2015).



*Table 1 R&D staff in Higher Education sector (Updated on: 2016-06-17. Statistics Lithuania, 2015)*

Year	Males and females	Males	Females	Females %
<b>2009</b>	13309	5768	7541	57
<b>2010</b>	13280	5715	7565	57
<b>2011</b>	16492	6961	9531	58
<b>2012</b>	16584	6921	9663	58
<b>2013</b>	16527	7036	9491	57
<b>2014</b>	15975	6757	9218	58
<b>2015</b>	14860	6257	8603	58
<b>2009</b>	10633	4970	5663	53
<b>2010</b>	10686	4916	5770	54
<b>2011</b>	13664	6130	7534	55
<b>2012</b>	13939	6185	7754	56
<b>2013</b>	13936	6304	7632	55
<b>2014</b>	13532	6038	7494	55
<b>2015</b>	12600	5609	6991	55





# Lithuania

## Gender Gap Index 2015

Rank

**31**

(out of 145 countries)

Score

**0.740**

(0.00 = inequality, 1.00 = equality)

## Key Demographic and Economic Indicators

GDP (US\$ billions)	32.44
GDP (PPP) per capita (constant 2011, international \$)	25,708
Total population (millions)	2.93
Population growth (%)	-0.96
Overall population sex ratio (male/female)	0.85

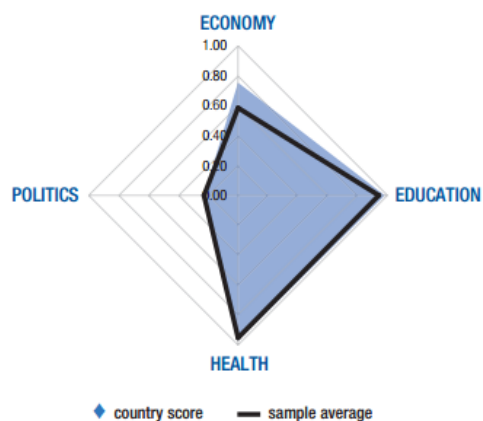
## Country Score Card

	Rank	Score	Sample average	Female	Male	Female-to-male ratio	0.00 = REQUALITY	1.00 = EQUALITY
<b>ECONOMIC PARTICIPATION AND OPPORTUNITY</b>	<b>35</b>	<b>0.759</b>	<b>0.592</b>					
Labour force participation	14	0.94	0.67	71	76	0.94		
Wage equality for similar work (survey)	83	0.62	0.60	—	—	0.62		
Estimated earned income (PPP US\$)	33	0.74	0.54	23,011	30,901	0.74		
Legislators, senior officials, and managers	24	0.63	0.27	39	61	0.63		
Professional and technical workers	1	1.00	0.64	66	34	1.97		
<b>EDUCATIONAL ATTAINMENT</b>	<b>66</b>	<b>0.994</b>	<b>0.946</b>					
Literacy rate	1	1.00	0.89	100	100	1.00		
Enrolment in primary education	90	0.99	0.93	95	96	0.99		
Enrolment in secondary education	88	0.99	0.64	96	97	0.99		
Enrolment in tertiary education	1	1.00	0.92	83	57	1.45		
<b>HEALTH AND SURVIVAL</b>	<b>42</b>	<b>0.979</b>	<b>0.957</b>					
Sex ratio at birth (female/male)	99	0.94	0.92	—	—	0.94		
Healthy life expectancy	1	1.06	1.04	70	60	1.17		
<b>POLITICAL EMPOWERMENT</b>	<b>45</b>	<b>0.227</b>	<b>0.230</b>					
Women in parliament	63	0.31	0.27	23	77	0.31		
Women in ministerial positions	59	0.27	0.24	21	79	0.27		
Years with female head of state (last 50)	16	0.15	0.20	6	44	0.15		

Figure 5 Gender GAPS index: Lithuania, 2015.

## Country Scores Compared

Against sample average



Against income group range and average

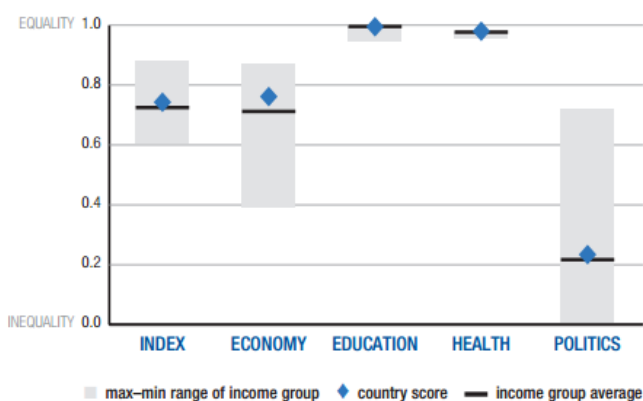


Figure 6 Scores of Lithuania compared, 2015



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710549.

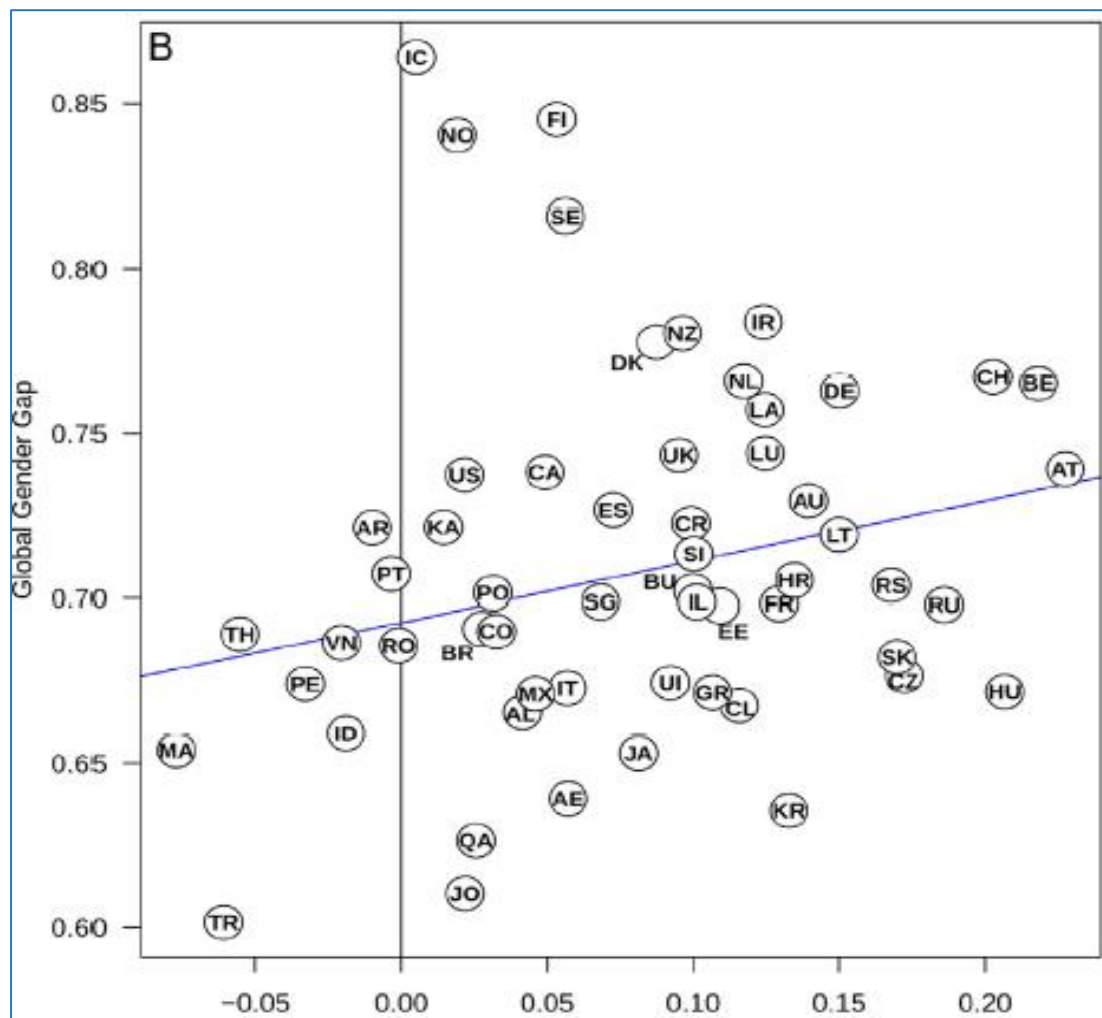


Figure 7 Sex differences in parental opinion (as reported by the 15-year olds) about the importance of mathematics are related to human development (HDI) and gender equality (GGI). The two-letter codes are country abbreviations (Stoet et al., 2016)

## Kaunas University of Technology, Lithuania

*Table 2 Gender distribution at University (KTU) and Faculty of Informatics (IF) in 2006-2015*

Gender Unit	2006		2009		2012		2015	
	KTU	IF	KTU	IF	KTU	IF	KTU	IF
<b>F</b>	1565	80	1563	59	1522	55	1329	55
<b>M</b>	1342	183	1332	162	1242	126	1076	133
<b>Total</b>	<b>2907</b>	<b>263</b>	<b>2895</b>	<b>221</b>	<b>2764</b>	<b>181</b>	<b>2405</b>	<b>188</b>

*Table 3 Gender distribution at University (KTU) and Faculty of Informatics (IF) according to professional area in 2006-2015*

Function	Gender Unit	2006		2009		2012		2015	
		KTU	IF	KTU	IF	KTU	IF	KTU	IF
University administration	F	136	-	144	1	182	2	222	1
	M	142	15	131	13	146	14	129	10
Services	F	488	-	533	3	424	1	296	1
	M	328	8	347	5	317	1	228	1
Project related staff	F	-	-	-	-	158	6	50	9
	M	-	-	-	-	80	2	34	6
Research staff	F	51	3	60	4	215	10	159	7
	M	87	11	83	14	262	29	198	17
Teaching staff	F	574	28	550	27	506	25	450	32
	M	739	114	700	105	602	91	550	98
Supporting staff	F	466	55	420	32	369	20	334	19
	M	288	61	296	48	212	22	179	33

## Faculty of Informatics

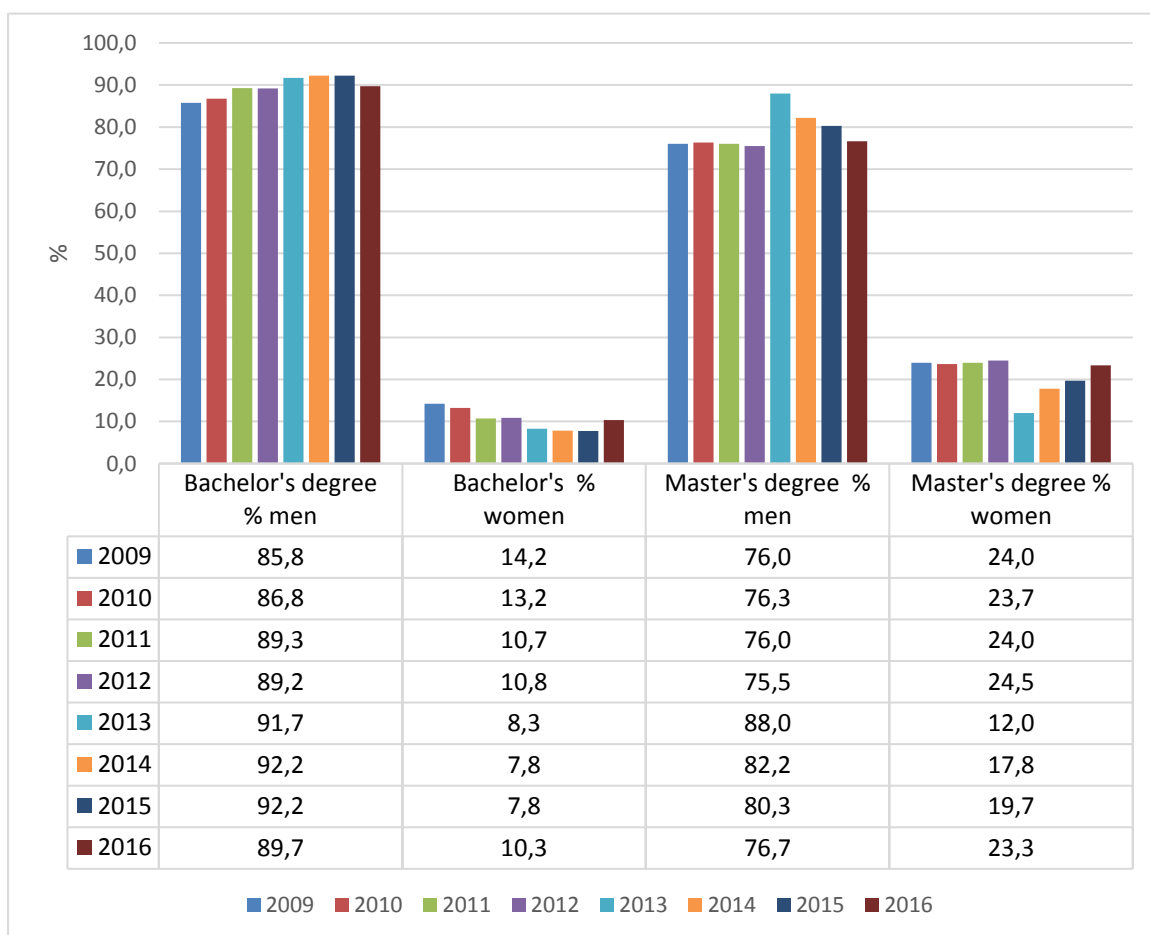
*Table 4 Female and male graduates of KTU in studies fields Informatics and Informatics Engineering in period 2009-2016 by degree (Updated on: 2016-07-11. KTU, 2016)*

Year	Bachelor's degree	Master's degree	PHD degree
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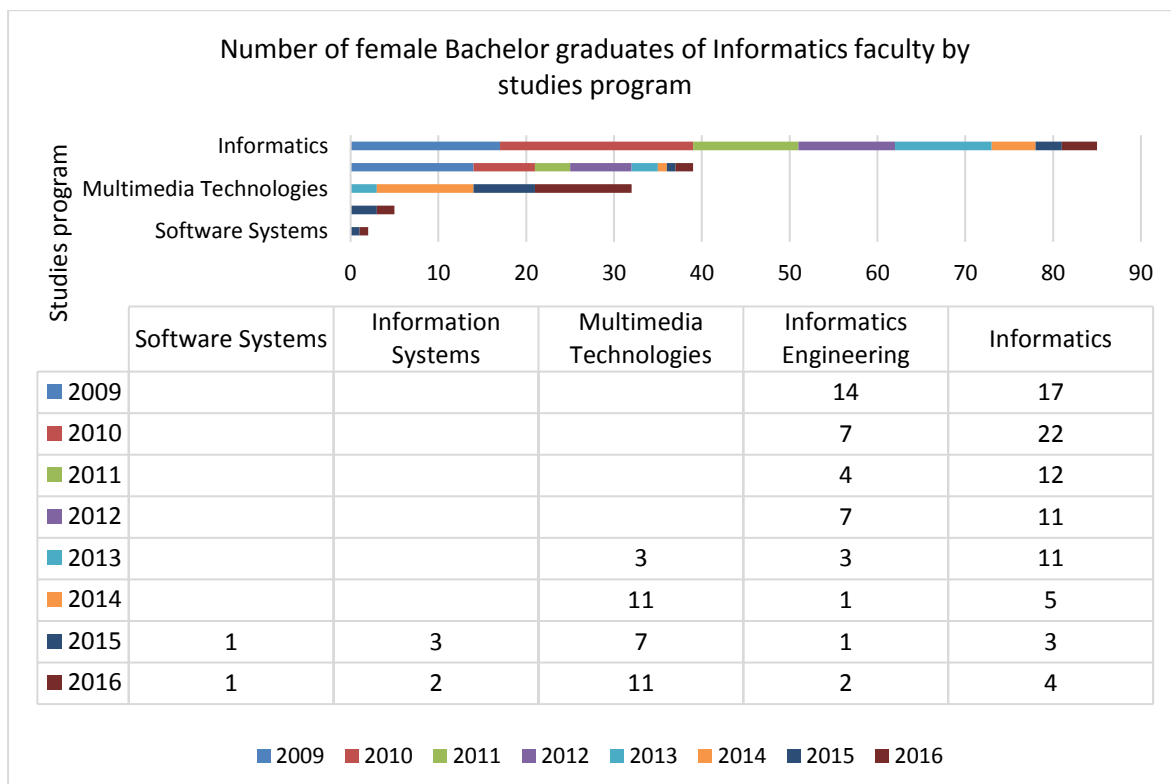
	men	women	men	women	men	women
<b>2009</b>	187	31	95	30	9	7
<b>2010</b>	190	29	87	27	9	1
<b>2011</b>	133	16	92	29	3	2
<b>2012</b>	148	18	77	25	7	1
<b>2013</b>	188	17	73	10	4	1
<b>2014</b>	201	17	74	16	4	1
<b>2015</b>	178	15	61	15	0	3
<b>2016</b>	174	20	69	21	2	0



*Figure 8 Percentage of female and male graduates from the Faculty of Informatics at KTU by degree (Updated on: 2016-10-11. KTU, 2016).*

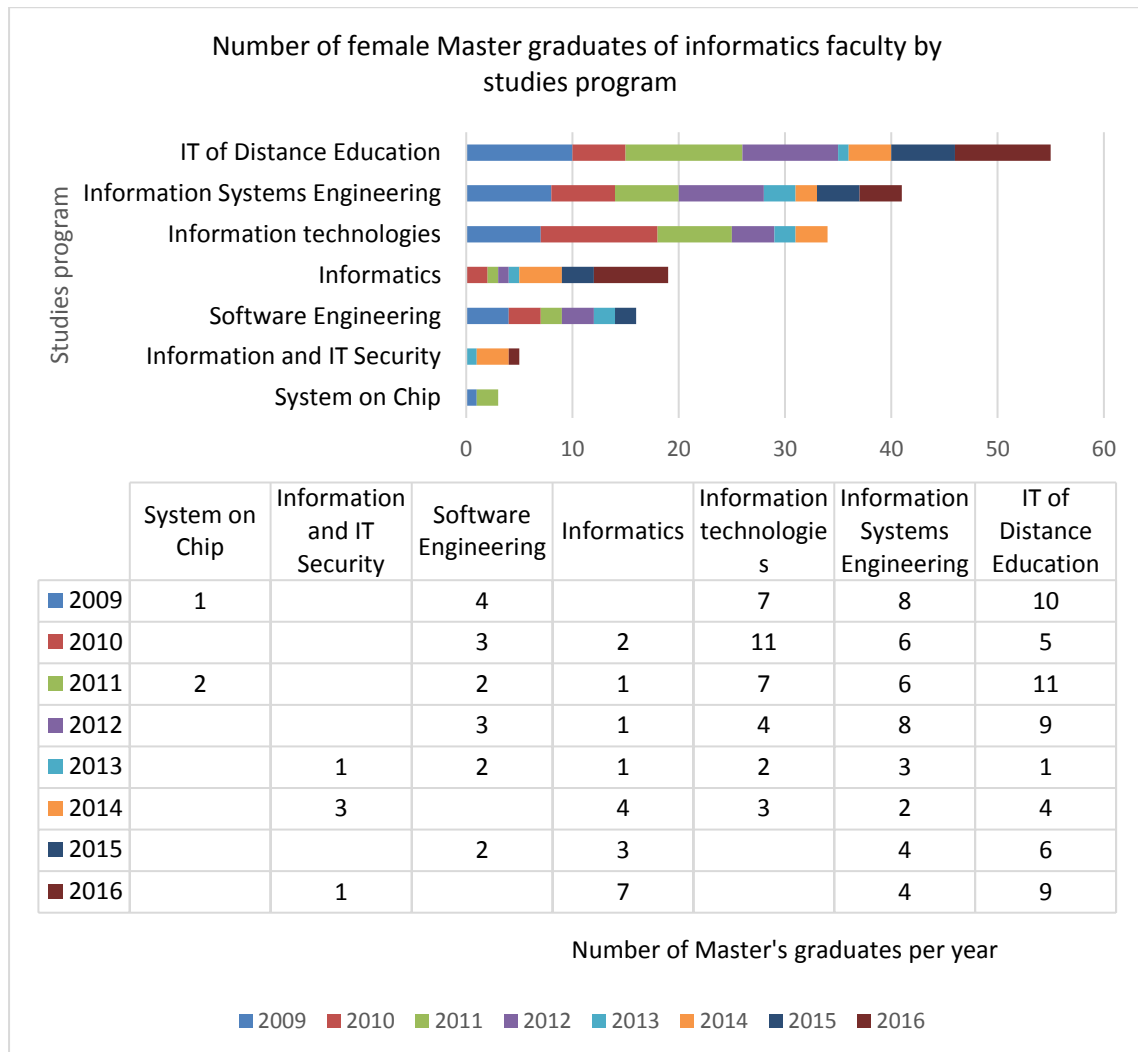
*Table 5 Bachelor's graduates from the Faculty of Informatics at KTU by studies program (Updated on: 2016-07-11. KTU, 2016)*

Years	Information Systems	Informatics	Informatics Engineering	Multimedia Technologies	Software Systems	Total
2009		135	83			218
2010		139	80			219
2011		102	47			149
2012		107	59			166
2013		111	70	24		205
2014	13	108	65	32		218
2015	27	50	45	21	50	193
2016	27	32	49	32	54	194
Total	67	784	498	109	104	1562



*Figure 9 Number of female Bachelor graduates by study program from the Faculty of Informatics at KTU in the period 2009- 2016 (Updated on: 2016-07-11. KTU, 2016)*





*Figure 10 Number of female Master graduates by studies programs from the Faculty of Informatics at KTU in period 2009-2016 years (Updated on: 2016-010-11. KTU, 2016).*

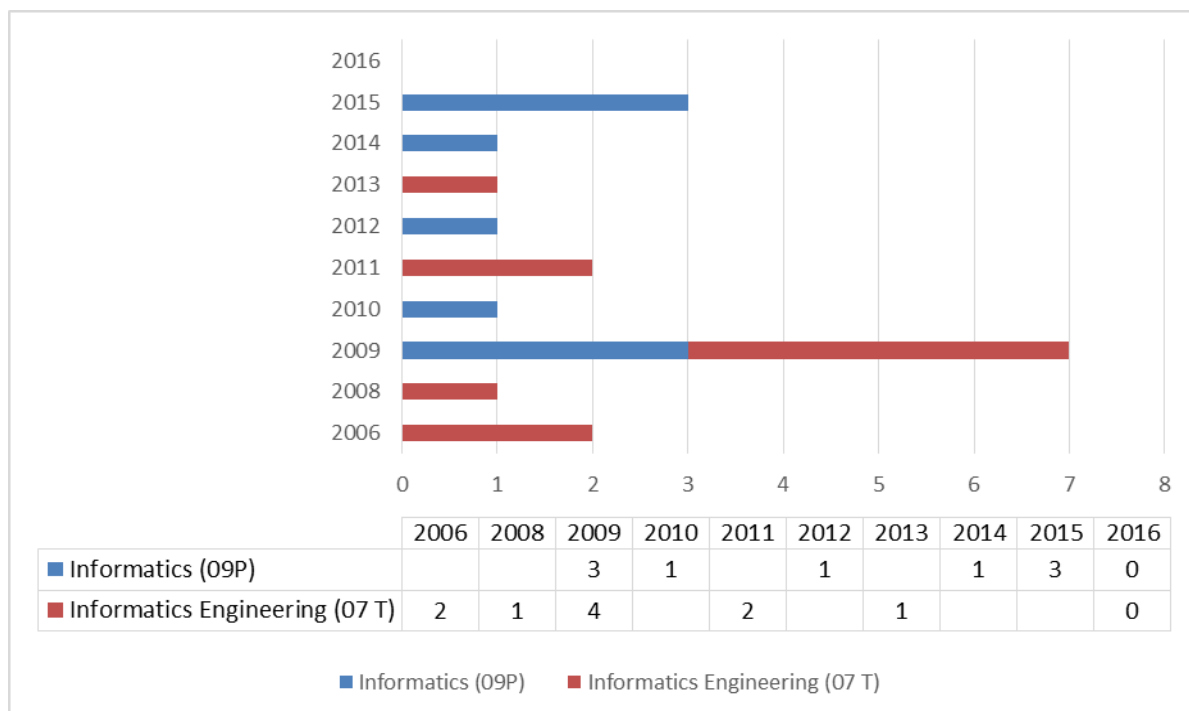


Figure 11 Number of female PhD degree graduates by studies fields Informatics and Informatics Engineering in period 2006-2016 years (Updated on: 2016-10-11, <http://www.lmt.lt/lt/paslaugos/disertacijos/d-db.html>, LMT).

Table 6 Staff of the Faculty of Informatics at KTU by subunits in 2016 year (Updated on: 2016-07-11. KTU, 2016)

Subunit	men	women	Total	% women
Dean's office	5	8	13	61,5
Dep. of Multimedia Engineering	27	17	44	38,6
Research lab	8	5	13	38,5
Dep. of Information Systems	15	7	22	31,8
Dep. of Applied Informatics	22	10	32	31,3
Grand Total	174	72	246	29,3
Dep. of Software Engineering	32	11	43	25,6
Centre of Information Systems Design Technology	13	4	17	23,5



Centre of Real Time Computer	13	3	16	18,8
Dep. of Computer Science	22	4	26	15,4
Training lab	17	3	20	15,0

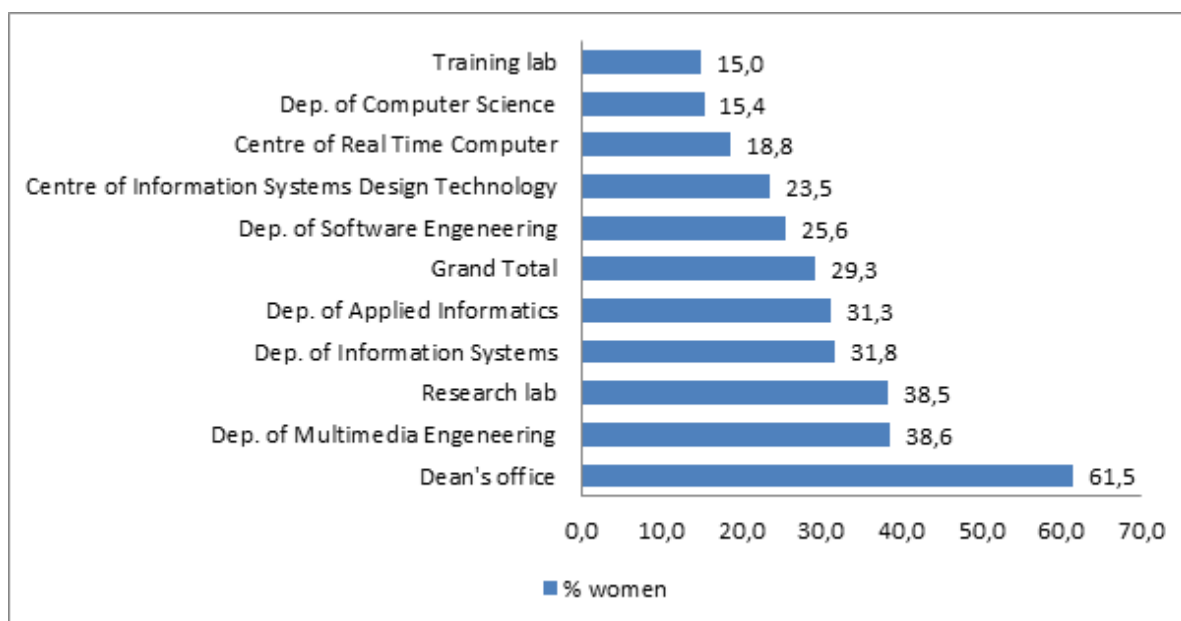


Figure 12 Percentage of women staff in the Faculty of Informatics at KTU by subunit in 2016 year  
(Updated on: 2016-07-11, KTU, 2016)

Table 7 Staff of the Faculty of Informatics at KTU by position in 2016 year (Updated on: 2016-07-11, KTU, 2016)

Position	men	women	Total	% women	% men
Total staff	174	72	246	29,3	70,7
administrator	1	11	12	91,7	8,3
academic assistant	1	4	5	80	20
coordinator	1	3	4	75	25
analyst	5	7	12	58,3	41,7
expert	4	4	8	50	50
contracted teacher	11	7	18	38,9	61,1
manager	7	4	11	36,4	63,6
lecturer	33	12	45	26,7	73,3





head of subunit	6	2	8	25	75
junior researcher	9	3	12	25	75
associate professor	32	8	40	20	80
researcher	5	1	6	16,7	83,3
assistant	12	2	14	14,3	85,7
technician	12	2	14	14,3	85,7
engineer	9	1	10	10	90
professor	14	1	15	6,7	93,3
junior researcher	1	0	1	0	100
head of faculty	3	0	3	0	100
programmer	7	0	7	0	100
senior researcher	1	0	1	0	100



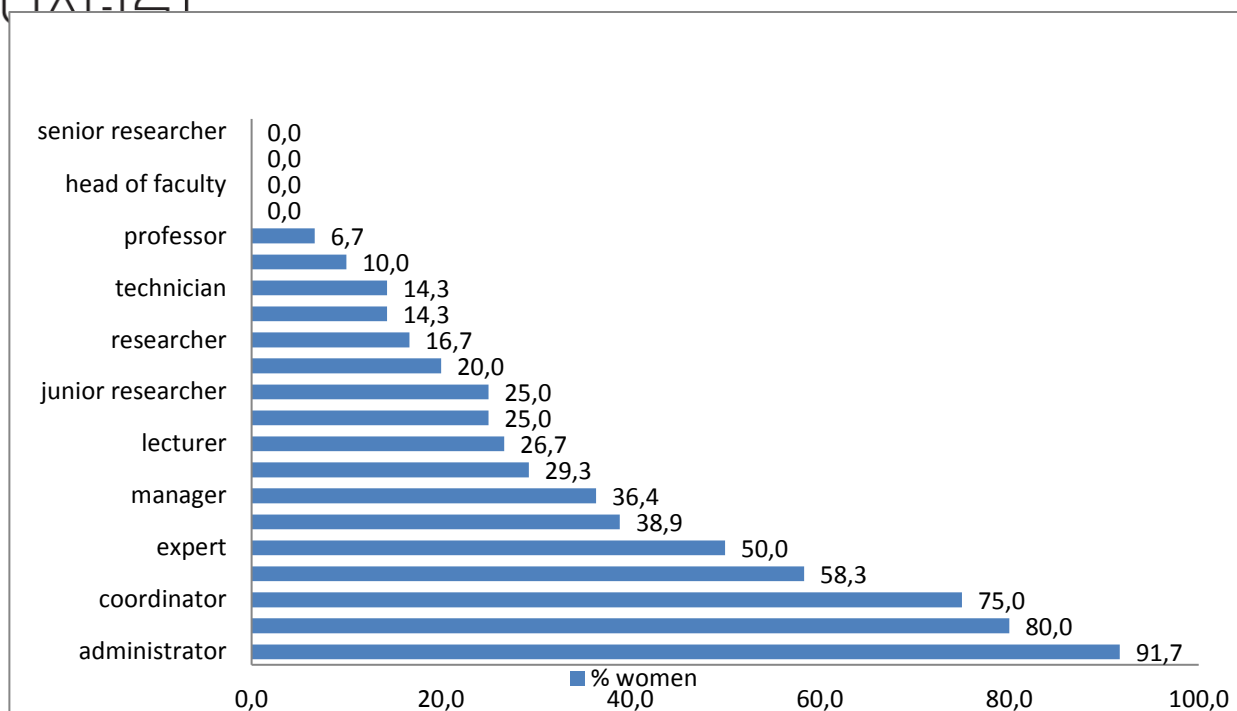


Figure 13 Percentage of women staff in the Faculty of Informatics at KTU 2016 year by position (Updated on: 2016-07-11, KTU, 2016).



*Table 8 Number of female staff of the Faculty of Informatics at KTU by position from 2006 until 2016 year. (Updated on: 2016-10-06. KTU, 2016)*

Position	2006	2009	2011	2016
administrator	16	19	11	11
analyst		2		7
assistant	6	2	1	2
associate professor	5	5	4	8
contracted teacher				7
coordinator				3
engineer	3	5	1	1
head of subunit	1	2	1	2
junior researcher	7	1		3
lecturer	11	20	17	12
manager	5	2	1	1
professor	1	1	1	1
programmer	1	1		
project expert				4
project coordinator				1
project leader	1			2
research assistant	1	1	1	4
researcher	1	2		1
senior informatics	1	1	1	
senior research fellow		1		
technician	8	5	6	2
vice dean		1	1	
<b>Total</b>	<b>68</b>	<b>71</b>	<b>46</b>	<b>72</b>



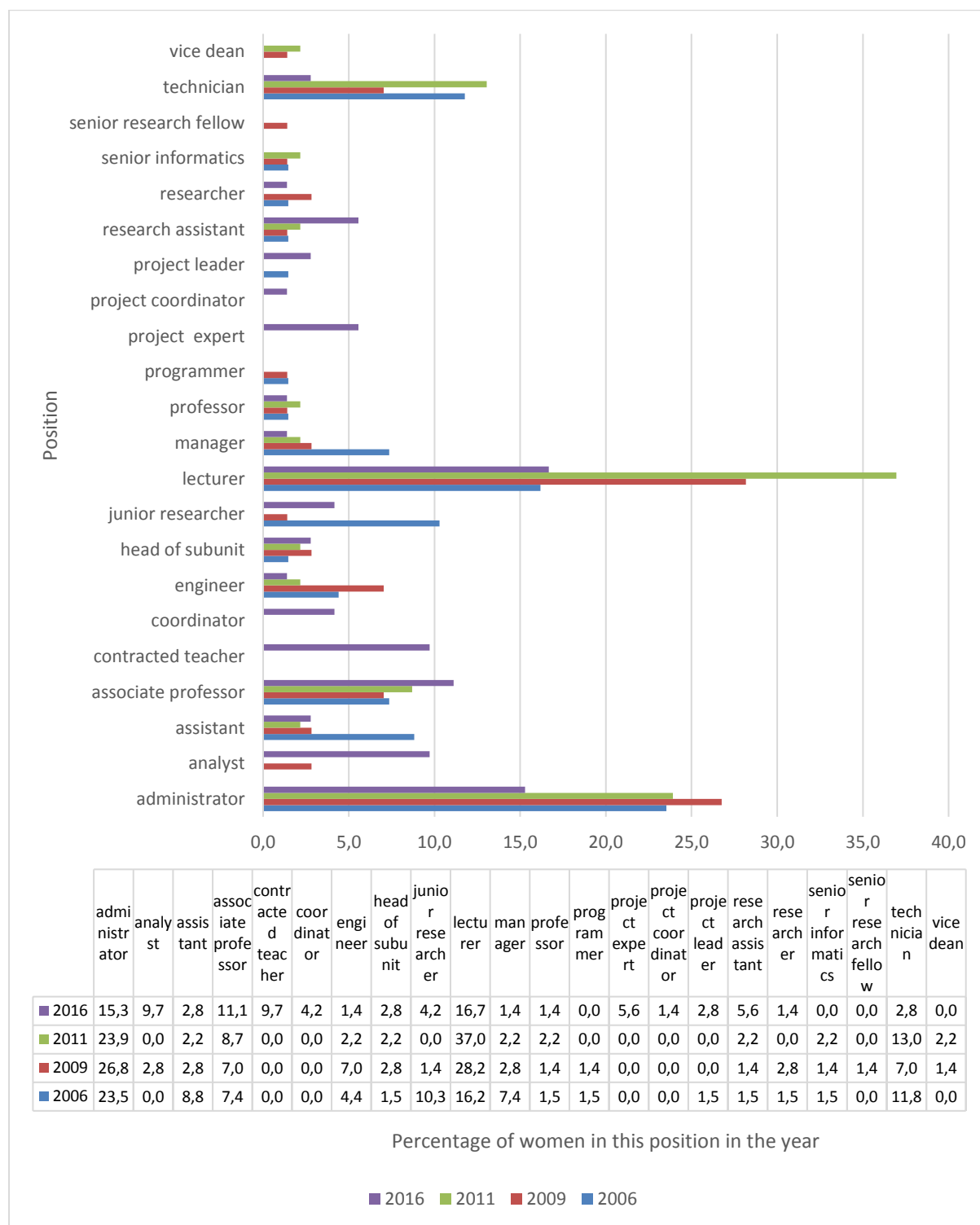


Figure 14 Distribution (%) of female staff according their position at the Faculty of Informatics at KTU in 2006- 2016 years. (Updated on: 2016-07-11, KTU, 2016).



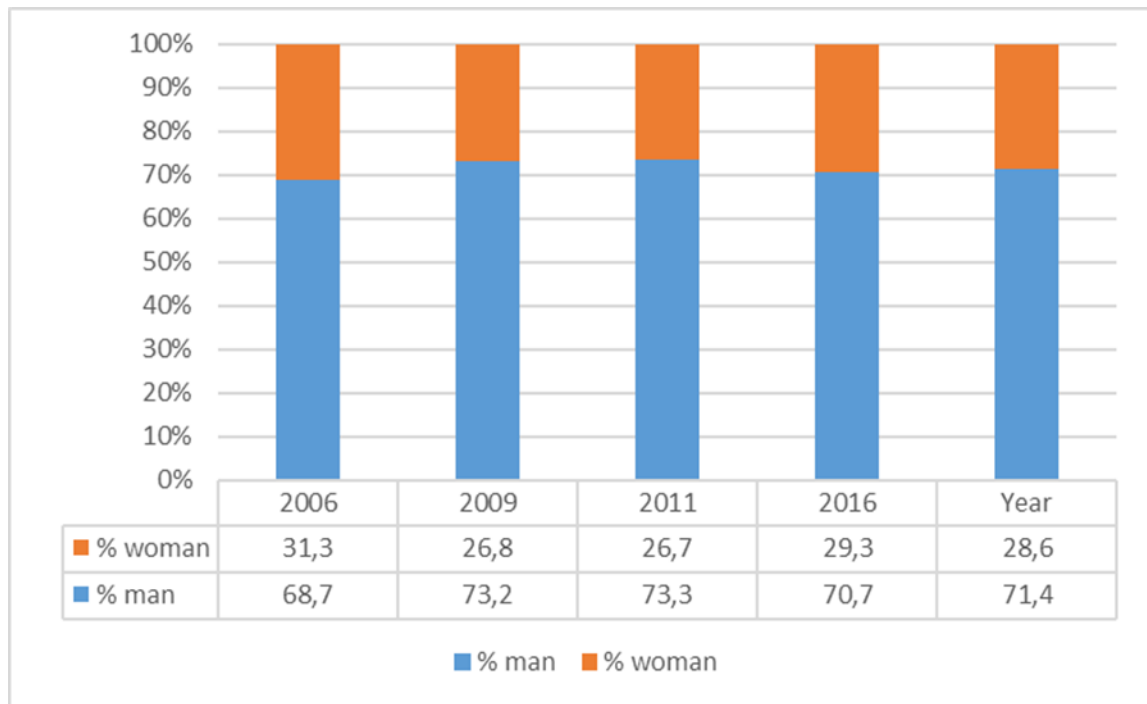


Figure 15 Dynamics of staff gender percentage in the Faculty of Informatics at KTU by year 2006-2016 (Updated on: 2016-10-05, KTU, 2016).

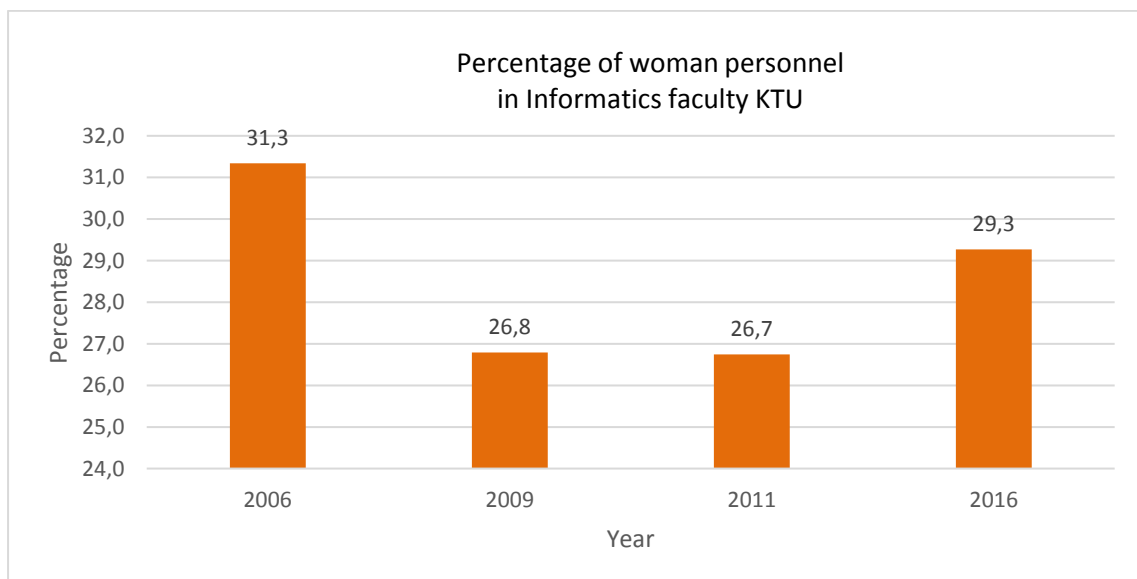
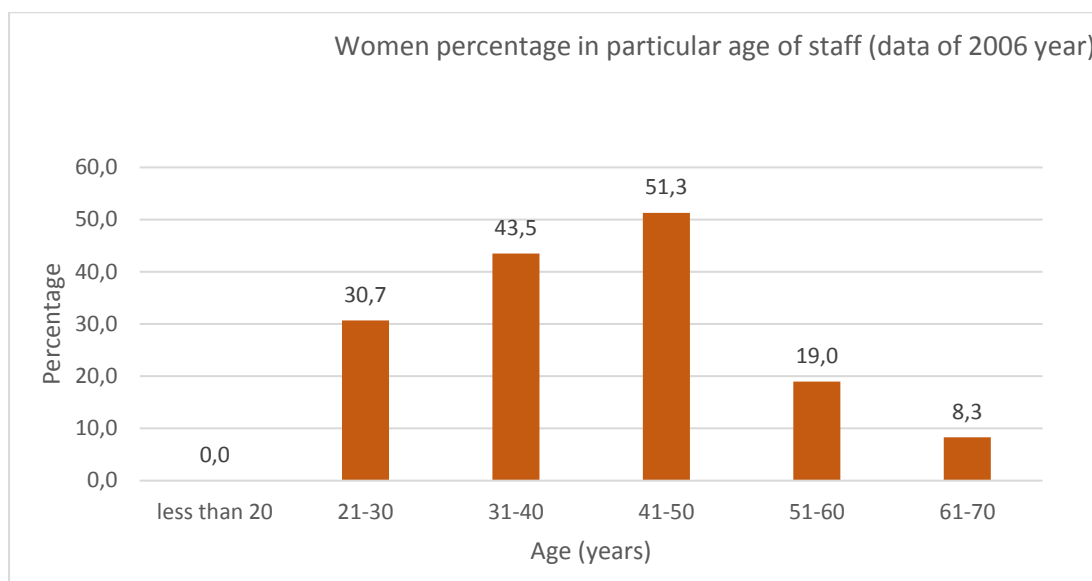
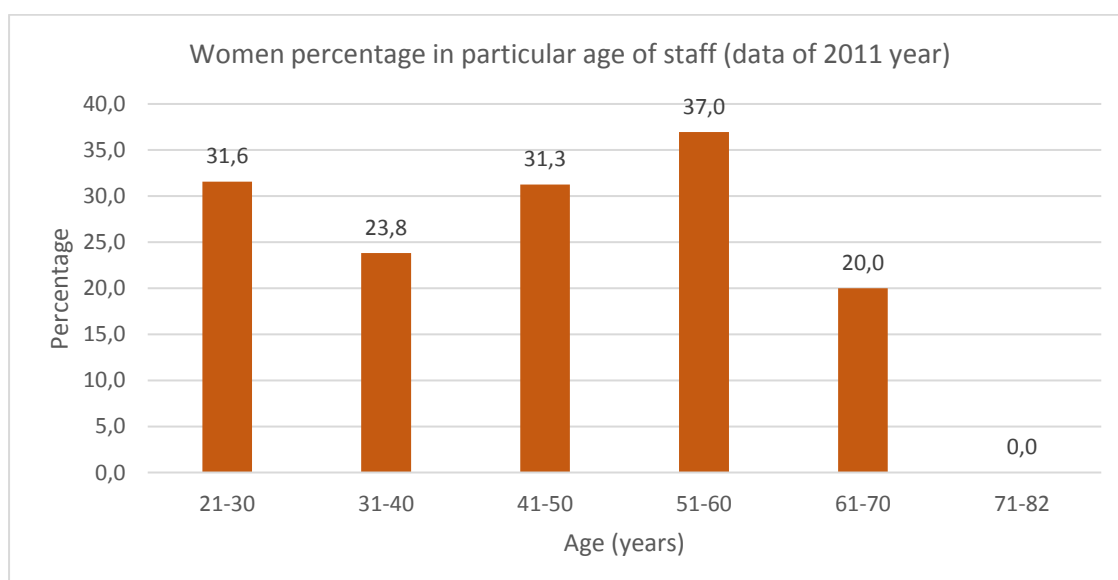


Figure 16 Percentage of women staff in the Faculty of Informatics at KTU by year in 2006- 2016 (Updated on: 2016-10-05, KTU, 2016).





*Figure 17 Percentage of women among staff of a certain age at the Faculty of Informatics in 2006 (Updated on: 2016-10-05, KTU, 2016).*



*Figure 18 Percentage of women among staff of a certain age at the Faculty of Informatics in 2011 (Updated on: 2016-10-05, KTU, 2016).*

## Organization's Gender Equality Plans, Policies and programs

Gender Equality issues are regulated by the national law which guarantees equal rights for men and women (cf. Part 1) thus it is assumed that duplication of national legislation by additional documents issued by an organization is legally unnecessary and should be avoided.

Work-life balance and academic life issues are regulated by:

- Labour Code and Social welfare legislation<sup>3</sup>. Gender equality is established in the legislation; there is no specific focus on gender issues, the law rather focuses on family status and special needs of employees (single parents, number of children, care of relatives, special needs, etc).
- Collective labour agreement (available in Lithuanian only). It lays out possibilities for distance/virtual work, flexible work time accounting, terminated work agreements, individual work time – all issues might be discussed individually in detail according to the needs of an employee and the University.
- University Statute<sup>4</sup>. Designed in compliance with the requirements of gender equality as designated in the national law.
- KTU Academic Regulations<sup>5</sup>
- KTU Code of Academic Ethics<sup>6</sup>. It claims equality of all employees in terms of gender, ethnical background, religion, etc.: University's community members can freely and openly express their opinions and critical attitudes, exchange ideas without restraint, set up research groups, select themes and techniques for research and creative work as well as higher education goals and methods. Responsible exercise by each member of the University community of his/her freedom is understood as the necessity to recognise that other community members also enjoy the same freedom.

After the reorganization of the University in 2013, Center of Gender Studies was incorporated in the Department of Educational Studies. The research on gender equality issues is still carried out but the activities mainly focus on participation in projects and conferences:

### 1. Title: Baltic States network 'Women in sciences and high technology

Duration: 2006 -2007

The aim was to establish the interregional Baltic States Network “Women in Sciences and HT” for developing the common strategy for the Baltic States to increase women’s participation in sciences and high technology.

Coordinator: Universitas Vilnensis (Lithuania). Participants: Haridus-Ja Teadus Ministeerium (Estonia), Kaunas University of Technology (Lithuania), Latvijas Republikas Izglitības Un Zinatnes Ministrija (Latvia), Latvijas Universitate (Latvia), LR Ministry of Education and Science (Lithuania), Polskie Towarzystwo Fizyczne (Poland), Tartu Uelikool (Estonia), Universitatea Din

<sup>3</sup> <http://www.socmin.lt/en/legislation/legislation-9988.html>

<sup>4</sup> [http://ktu.edu/sites/default/files/annex\\_4\\_ktu\\_statute.pdf](http://ktu.edu/sites/default/files/annex_4_ktu_statute.pdf)

<sup>5</sup> [http://ktu.edu/sites/default/files/annex\\_22\\_ktu\\_academic\\_regulations.pdf](http://ktu.edu/sites/default/files/annex_22_ktu_academic_regulations.pdf)

<sup>6</sup> <http://ktu.edu/en/operational-documents>



## **2. Title: SAPGERIC: Structural Change Promoting Gender Equality in Research Organizations**

Duration: 2013 – 2014

SAPGERIC (Structural Change Promoting Gender Equality in Research Organizations). Funded under: FP7-SIS Structural Change Promoting Gender Equality in Research Organizations, Project reference: 620745 (2013-2014). Coordinator Vilnius University, Lithuania.

The SAPGERIC project aimed at organization of LT presidency conference “Structural change promoting gender equality in research organizations”. The main goal of the conference is to reflect the current state of activities at EU level targeted for promoting gender equality in research institutions and enhance the effective dialogue and knowledge sharing between academia, research institutions, funding agencies, researchers, policy makers and society.

Aim: organization of Lithuanian presidency conference “Structural change promoting gender equality in research organizations”. The main goal of the conference is to reflect the current state of activities at EU level targeted for promoting gender equality in research institutions and enhance the effective dialogue and knowledge sharing between academia, research institutions, funding agencies, researchers, policy makers and society.



## Engagement Strategy

KTU is one of the largest technological universities in the Baltic states known for its linkages with business, leadership in scientific research, flexible interdisciplinary study programmes. KTU is a coordinator of Lithuanian Distance Education Network (<http://www.liedm.lt>) and is a contractor for several major national projects for ICT development in Higher Education. Being one of the most dynamic schools of higher education in Lithuania, KTU often becomes a research and study leader in various fields. The Faculty of Informatics is one of the biggest faculties at the university which enrolls about 30 % of all the university students. Female representatives of the Faculty of Informatics initiated a national movement named "Women and Technology Network ([www.mitt.lt](http://www.mitt.lt)) and the "Europe-Central Asia Women and Technology" establishment.

Working group at KTU:

- dr. Eduardas Bareisa senior researcher of the project
- dr. Robertas Damasevicius senior researcher of the project
- dr. Rytis Maskeliunas senior researcher of the project
- dr. Aleksandras Targamadze researcher of the project
- dr. Danguole Rutkauskiene junior researcher of the project
- Daina Gudoniene junior researcher of the project
- Virginija Limauskiene junior researcher of the project
- Reda Bartkute junior researcher of the project
- dr. Audrone Gedziute junior researcher of the project

All members of the WG have equal responsibilities regarding gathering information on gender equality assessment on national, institutional and faculty levels to evaluate general gender equality situation at KTU and in ICT sector. The group members will also work on developing a tailored GEP and implementing it at the university under the guidance of Aleksandras Targamadze and Danguole Rutkauskiene. Relevant departments at the university will be addressed when necessary according to the procedures detailed in GEP. The WG will have meetings when necessary to discuss and assess GEP implementation; GEP will be revised and amended according to the results of the assessment, necessary measures will be undertaken to guarantee successful implementation of GEP. All WG members will contribute to the sustainability of the project, but Virginija Limauskiene, Reda Bartkute, Rytis Maskeliunas and Audrone Gedziute will be especially responsible for the dissemination of the results.

In addition, Daina Gudoniene might involve in monitoring WG activities and ensuring timely completion of tasks, whereas Eduardas Bareisa, the Dean of the Faculty of Informatics, and Robertas Damasevicius, a vice-dean for research in the Faculty of Informatics, are involved in decision making bodies at University and thus may facilitate internal communication and implementation of GEP.

