

VILNIUS UNIVERSITY

BUSINESS SCHOOL

PLAN ON EQUAL OPPORTUNITIES FOR GENDERS

2021-2025

I. Personnel area

The aim is to create the conditions for a successful career, regardless the gender.

No.	Measurements	Implementation			
		Procedures and dates	Resources	Responsible persons	Success indicators, recording dates
1.	Appointment of a person responsible for coordinating diversity and equal opportunities	Order of the Director of the BS; 2021 May.	BS non-academic personnel (human) resources	BS Director	Appointment of a specific person to supervise equal opportunities and diversity issues and inform the BS community; 05/2021
2.	Monitoring the implementation of gender equality and recommendations for improvement	Review and recommendations of the existing documents regulating the internal activities of the BS; until 2021	BS non-academic personnel (human) resources	A person responsible for coordinating diversity and equal opportunities	Recommendations for drafters; 10/2021
		Review of the newly prepared documents regulating the internal activities of the BS and integration of the gender equality aspect; constantly	BS non-academic personnel (human) resources	A person responsible for coordinating diversity and equal opportunities; Director's assistant; drafters of new documents	Ensuring gender equality in documents; 12/2021 12/2022 12/2023 12/2024 12/2025



II. Area of organizational management (decision-making level)

The aim is to achieve gender equality in representation structures

No.	Measurements	Implementation			
		Procedures and dates	Resources	Responsible persons	Success indicators, recording dates
1.	Review of the composition of existing BS committee and ensuring gender equality	Analysis of the composition of the committee; adjustment of the composition; every two years (2021 and 2023) until December.	BS human resources	Head of the Study Service - Deputy Director; academic staff coordinator; Director's assistant; committee chairs	Balanced composition of the committee in terms of ensuring gender equality, renewed committees; 01/2022 01/2024
2.	Ensuring gender equality in the composition of newly established BS committees	Coordination and approval of the composition of the committee; constantly	BS human resources	Head of the Study Service - Deputy Director; academic staff coordinator; Director's assistant	A balanced composition of committees in terms of gender equality, approved committees; 12/2021 12/2022 12/2023 12/2024 12/2025

III. Areas of study and science

The aim is to raise awareness of the importance of ensuring gender equality

No.	Measurements	Implementation			
		Procedures and dates	Resources	Responsible persons	Procedures and dates
1.	Establishment of BS research program groups and promotion of scientific activities	Formation and annual review of four groups of research programs, integrating the gender perspective;	BS non-academic personnel (human) resources	Entrepreneurship and Innovation Development Manager; academic staff coordinator	Groups of research programs have been formed, their leaders have been appointed, and action plans have been drawn up;



		drawing up group work plans; integration of research responsibilities into lecturers' workload; annually (2021-2024) until June.			research commitments integrated into the workload; 06/2021 06/2022 06/2023 06/2024 06/2025
		Coordination of group activities; constantly	BS non-academic personnel (human) resources	Entrepreneurship and Innovation Development Manager;	The scientific output of each group 12/2021 12/2022 12/2023 12/2024 12/2025
2.	Increasing constant visibility of gender equality dissemination of success stories from lecturers, non-academic staff, and students	Monitoring the recording of success in terms of ensuring gender equality; balanced promotion of success on social networks and websites; continuously according to the plans of the Marketing and Communication Group	BS human resources	Head of Marketing and Communications Group; academic staff coordinator; Director's assistant	Balance of publicized success stories in terms of gender equality; 06/2021 06/2022 06/2023 06/2024 06/2025
3.	Integrating the gender perspective into the teaching of different programs	Discussion of options in the SPC and preparation of guidelines; monitoring and summarizing gender mainstreaming; until 2021 October (guidelines); constantly	BS human resources	SPC Chairs; Head of the Study Service - Deputy Director; head of the academic advisory group; academic staff coordinator	Guidelines on gender mainstreaming have been developed; ensuring the balance of equal opportunities for invited lecturers - guests; the results of the integration are discussed annually

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IV. Area of institutional communication

The aim is to increase awareness and sensitivity to gender differences

No.	Measurements	Implementation			
		Procedures and dates	Resources	Responsible persons	Procedures and dates
1.	Gender equality mainstreaming in all BS communication plans	Self-assessment of communication messages in all BS communication channels and provision of measures for gender equality mainstreaming; annually (2022-2025) until March.	BS non-academic personnel (human) resources	Head of Marketing and Communication Team Manager	Presentation of communication analysis and tools to the BS administration team; 04/2022 04/2023 04/2024 04/2025
2.	Gender training for academic and non-academic staff	Organization of training, until 2021 November	BS non-academic personnel (human) resources; CR resources	A person responsible for coordinating diversity and equal opportunities issues; Director's assistant	50% of academic and 80% of non-academic staff participated in training; 100% of employees are acquainted with training materials; 12/2021
3.	Gender equality training for students	Organization of training, until 2022 June and annually as needed	BS non-academic personnel (human) resources; CR resources	Head of the Study Service - Deputy Director; BS Student Union; the person responsible for coordinating diversity and equal opportunities	10% of students participated in training; teaching materials are available to 100% of students; 09/2022 09/2023 09/2024 09/2025