

## RESOLUTION

Adopted by the participants of the International Conference  
“GENDER EQUALITY IN STI: PROGRESS AND CHALLENGES”  
held on 18-19 of March, 2019 in Vilnius

### Measures to improve gender equality in STI

The growing pool of highly skilled women is not reflected in the most R&I organizations. This calls for a modernisation of research institutions through the structural change [1], in order to ensure equal opportunities in careers, gender balance in decision-making and the integration of the gender dimension in research content where relevant. The participants of the International Conference “GENDER EQUALITY IN STI: PROGRESS AND CHALLENGES” (<https://www.basnetforumas.eu/conference-2019/>) held on 18-19 of March, 2019 in Vilnius accepted the present Resolution inviting stakeholders at different levels to pay serious attention to the unique and valuable experience of the Baltic States: during half a century these countries have undergone a substantial change in their social and economic systems maintaining a rather well-developed science. This specific experience can be used as a source and an integral part of European and international cooperation in the field of gender equality in research. The specific shortcomings and challenges discussed during the conference showed the need for a broader approach to the specificities of the region in finding innovative solutions for Europe as a whole. The conference highlighted the growing role of NGOs, associations and networks in shaping gender equality policies, disseminating and supporting their implementation in research organizations. These organizations should be supported as creators of new ideas and strategies that can offer different approaches and solutions complementing the only current EU approach to fund systemic institutional change by means of gender equality plans and measures.

THE CONFERENCE PARTICIPANTS CALL ON:

#### 1. European Commission

- Adopt gender equality and diversity as a social technology that fosters the scientific knowledge generation in the ERA with new innovative applications and avoids developments harmful for any sex.
- Set up calls in Horizon Europe programme dedicated to the Baltic States and other New Member States including associated countries to allow studying their experience and challenges when implementing gender equality in research organizations and difficulties concerned with their integration into the ERA. The gained experience is expected to reveal a clear European added value for all European countries.
- Include in the Horizon Europe programme Coordination and Support Actions to support networks of organisations as communities of practice to strengthen their role in gender equality policy making, disseminating and implementing.

## **2. Funding Agencies of the Nordic Countries**

- Set up common programmes tailored to use the unique experience of researchers from the Baltic States and pioneering initiatives of Nordic countries in structural change, for supporting gender equality and for furthering implementation of gender equality in research organizations of the Baltic Sea region.
- Set up common programmes supporting collaboration among Nordic countries and Baltic States NGOs working for gender equality policy in research dissemination and implementation.

## **3. Baltic States Assembly**

- Initiate and accept a Baltic States Assembly Resolution on gender equality in research as one of the Baltic States priorities for development of the Research and Innovation leading to the competitive science based economy.
- Initiate a declaration promoting closer collaboration among the Baltic States for gender equality assurance in research and supporting NGOs working for gender equality policy implementation and dissemination.
- Establish an AWARD for the University most advanced in gender issuers in the Baltic States.

## **4. Baltic States Parliaments**

- Initiate amendments to the national Science ruling laws [2], clearly determining the necessity to provide structural change in Universities and ensuring appropriate funding for it.
- Ensure the supervision of gender equality implementation in research organizations through relevant laws, legal acts and structures.

## **5. Baltic States Ministries of Education and Science**

- Establish an AWARD for Universities advanced in ensuring gender equality in research.
- Set up specific indicators on the progress in implementing measures supporting gender equality in research organizations: 1) to be included in the national monitoring system; 2) to be included into the criteria system for the basic financing of universities and other research organizations, establishing a relation between gender equality funding.
- Include structural change promoting gender equality into the National Programmes on Gender Equality 2021-2027 and its Action plan.

## **6. Baltic States Research Councils**

- Set up special national programmes for the implementation of structural change [1] promoting gender equality in research organizations in the Baltic States, including support to the NGOs working on gender equality in research policy making, disseminating and supporting its implementation.
- Set up programmes for gender research in universities and research institutions.
- Provide trainings on gender equality issues for RC administration officers, working with research supporting programmes.
- Ensure gender balance adopted to the discipline pool in RC committees and among evaluators of scientific projects.
- Develop criteria for establishing a relation between gender equality and funding: money from public/tax payer sources should not be used for funding universities without Gender Equality Plans.

#### **7. Baltic States Universities and Research Institutes**

- Adopt gender equality as a (social) technology and establish in institution a gender mainstreaming office/officer or board similar to the technology transfer offices.
- Ensure setting the Gender Equality Plans and their implementation in University/Research institute.
- Provide trainings on gender equality issues for administrative officers.
- Establish a monitoring system for gender equality.

#### **8. Baltic States Rector's Conferences**

- Disseminate EU gender equality policy and a good practice of its implementation research among the Baltic States University Rectors and managements of the scientific research institutes.

#### **9. STI professional societies**

- Disseminate gender equality policy and best practices in STI fields.
- Ensure the inclusion of scientists of both genders into the pool of conference invited speakers and speakers in programmes of professional conferences and workshops.

#### **10. Organizations ranking the universities and scientific research institutions**

- Include indicators revealing gender equality issues in universities and scientific research institutions in ranking criteria.

#### **References**

[1] Gender Equality Plans in the private and public sectors in the European Union, 2017,

[http://www.europarl.europa.eu/RegData/etudes/STUD/2017/583139/IPOL\\_STU\(2017\)583139\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2017/583139/IPOL_STU(2017)583139_EN.pdf)

[2] European Commission (EC). 2012. ERA Communication. A Reinforced European Research Area Partnership for Excellence and Growth, [https://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/era-communication-partnership-excellence-growth\\_en.pdf](https://ec.europa.eu/research/science-society/document_library/pdf_06/era-communication-partnership-excellence-growth_en.pdf)

[3] European Parliament resolution of 9 September 2015 on women's careers in science and universities, and glass ceilings encountered (2014/2251(INI)), <http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&reference=A8-2015-0235&language=EN>

#### Contact

Chair of the Conference organizing Committee

Assoc. Prof. Dr. Dalia Šatkovskienė

E-mail: [dalia.satkovskiene@ff.vu.lt](mailto:dalia.satkovskiene@ff.vu.lt)