



University Motivating its Community

1. Equal opportunities policy is VU strategic decision
2. Gender equality ruler (2019)
3. **SPEAR - Gender Equality in Academia and Research**

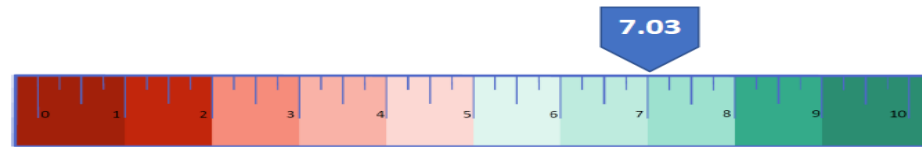
GENDER EQUALITY: PROGRESS AND CHALLENGES

Strategic Plan of Vilnius University for 2018–2020

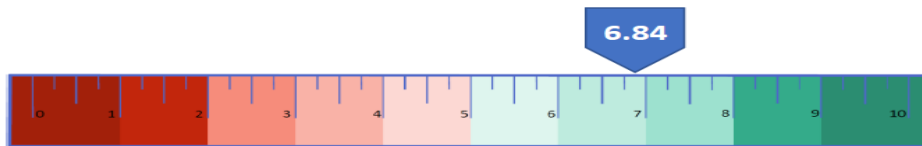
University Motivating its Community: university aims to improve working & study conditions.

Vilnius University aims to create and implement a strategy of openness to equality and diversity (of students' & employees' gender, culture, origin, social status, religion, age, etc.)

Gender equality ruler, 2019



Academic



Non-academic

Vilnius university is the first higher education institution in Lithuania, involved in such a study.

Survey was conducted in cooperation with the office of Equal Opportunities Ombudsperson of the Republic of Lithuania.

Survey covered 6 domains:

- Processes of employment and promotion
- Work conditions
- Organizational culture
- Salary and work evaluation
- Career breaks and returning to work
- Values of organization

Gender equality ruler, 2019

	Academic staff (1-10)	Non academic staff (1-10)
Recruitment and promotion processes	7,7137	7,4447
Work conditions	5,8761	5,4581
Organizational culture	7,7043	8,1333
Monthly salary rates	7,5839	7,7448
Career breaks and returning back to work	5,9747	5,4394
Values of the organization	7,3165	6,8414



**Vilnius
University**



SPEAR –
Supporting and
Implementing Plans
for Gender Equality
in Academia and
Research (2019 -
2022)

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The SPEAR consortium comprises 11 partners from 9 European countries:

- Project is coordinated University of Southern Denmark (Odense, Denmark)
- Uppsala University (Sweden),
- RWTH Aachen University (Germany),
- Europa Media Non-profit Ltd. (Hungary),
- Joanneum Research Forschungsgesellschaft mbH (Austria),
- South-West University (Bulgaria),
- University of Plovdiv (Bulgaria),
- Vilnius University (Lithuania),
- Vytautas Magnus University (Lithuania),
- Universidade Nova de Lisboa (Portugal),
- University of Rijeka (Croatia).

SPEAR (Supporting and Implementing Plans for gender Equality in Academia and Research) is a Coordination and Support Action project funded by the European Union's Horizon 2020 Science with and for Society (SwafS) programme.

SPEAR has received funding from the European Commission under H2020-SWAFS-2018-2020 under the grant agreement No. 824544.

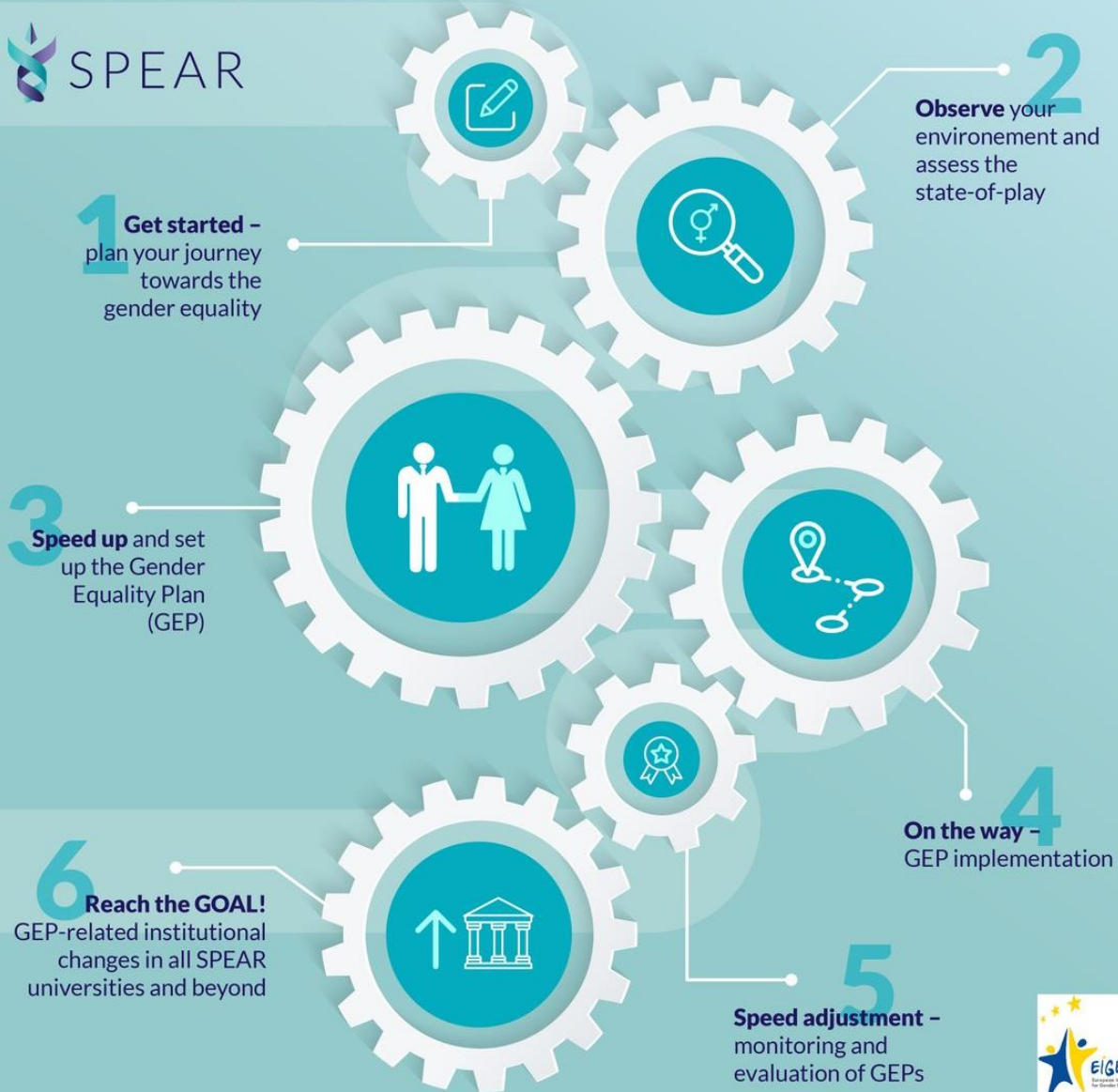




SPEAR will **focus on supporting implementation of gender equality plans (GEPs)** in European universities in accordance with the European Institute for Gender Equality (EIGE)'s toolkit GEAR.

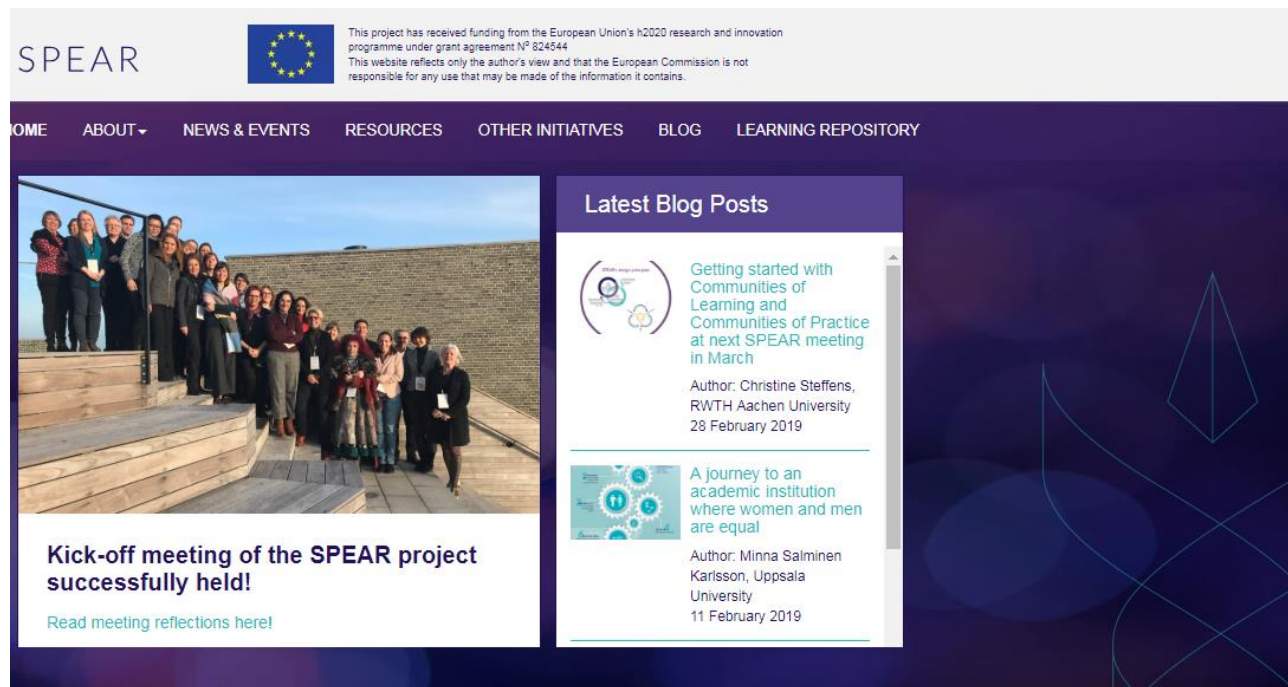
The project will establish **communities of learning** where supporting partners facilitate sessions as all project partners start to identify both shared and different needs for action in the various institutions. In tandem, SPEAR also establishes **communities of practice** where focus is on sharing practical experiences and transforming learning points into action and practice as the institutions start their GEP work.

SPEAR thus offers supportive structures through its interconnected **Community of Learning (CoL) and Community of Practice (CoP)**. CoL will provide learning platforms while CoP provides an arena for experience exchanges. Both are crucial to successful and sustainable implementation of gender equality plans (GEPs), a key instrument to improving GE.



SPEAR's central objective is to **support and implement GEPs** based on a step-by-step guide to GEP implementation devised by the European Institute for Gender Equality.

SPEAR aims to foster **sustainability in GE-practices in academia** through a range of measures and outcomes, including ties to other EU-based GE projects, network and community building within and beyond SPEAR, and formulation of practicable policy recommendations.



Website & social
media:

gender-spear.eu/

Welcome to SPEAR

We will be supporting the implementation of **Gender Equality Plans (GEPs)** in Research Performing Organisations (RPOs). SPEAR offers supportive structures comprised in its interconnected **Community of Learning (CoL)** and **Community of Practice (CoP)**. CoL will provide learning platforms while CoP provides an arena for experience exchanges. Both these are crucial to successful and sustainable implementation of GEPs, a key instrument to improving gender equality.

SPEAR's central objective is to implement GEPs in its nine implementing RPOs. Based on a

Gender Studies and Research 2019

International Conference “Gender Studies and Research in 2019: The Centenary Achievements and Perspectives” at Gender Studies Center of Communication Faculty of Vilnius University from the **21st to 23rd of November, 2019.**

Please visit the conference website for detailed information: www.genderconference.kf.vu.lt/



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Urtė Lina Orlova
Urte.Orlova@cr.vu.lt
Community development Department

Vilnius University
www.vu.lt