

Challenges implementing GEPs in Klaipėda University

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Gender Equality in STI:
Progress and Challenges
2019-03-19



Bios of “non-practicing” scientist

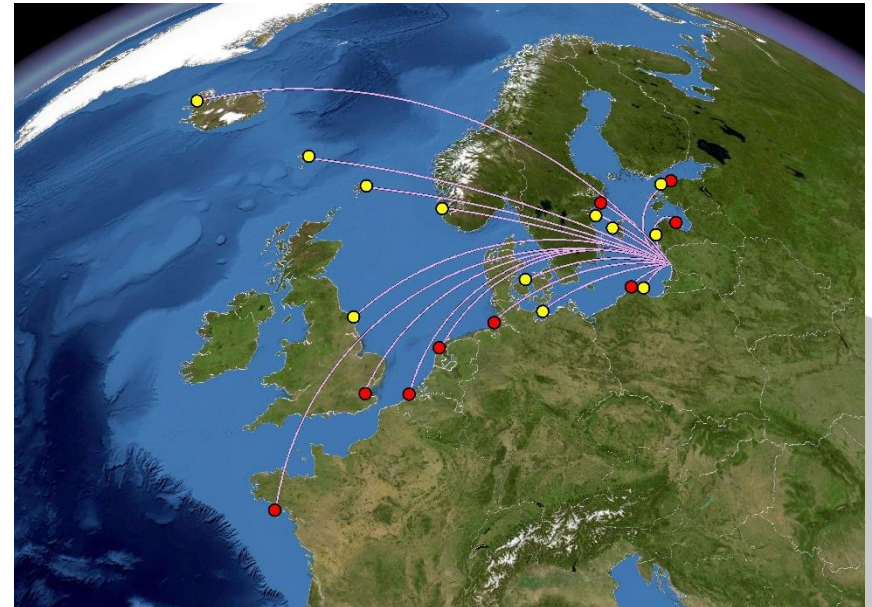
- PhD in Material Sciences in 2004
- 2 years of lecturing
- 5 year career break
- Career in Science support (since 2011)
- Lithuanian coordinator of BALTIC GENDER project (2016-2020)
- Chair of the board of the Marine Research Institute of Klaipeda University (since 2018)

State-of-play in the institution

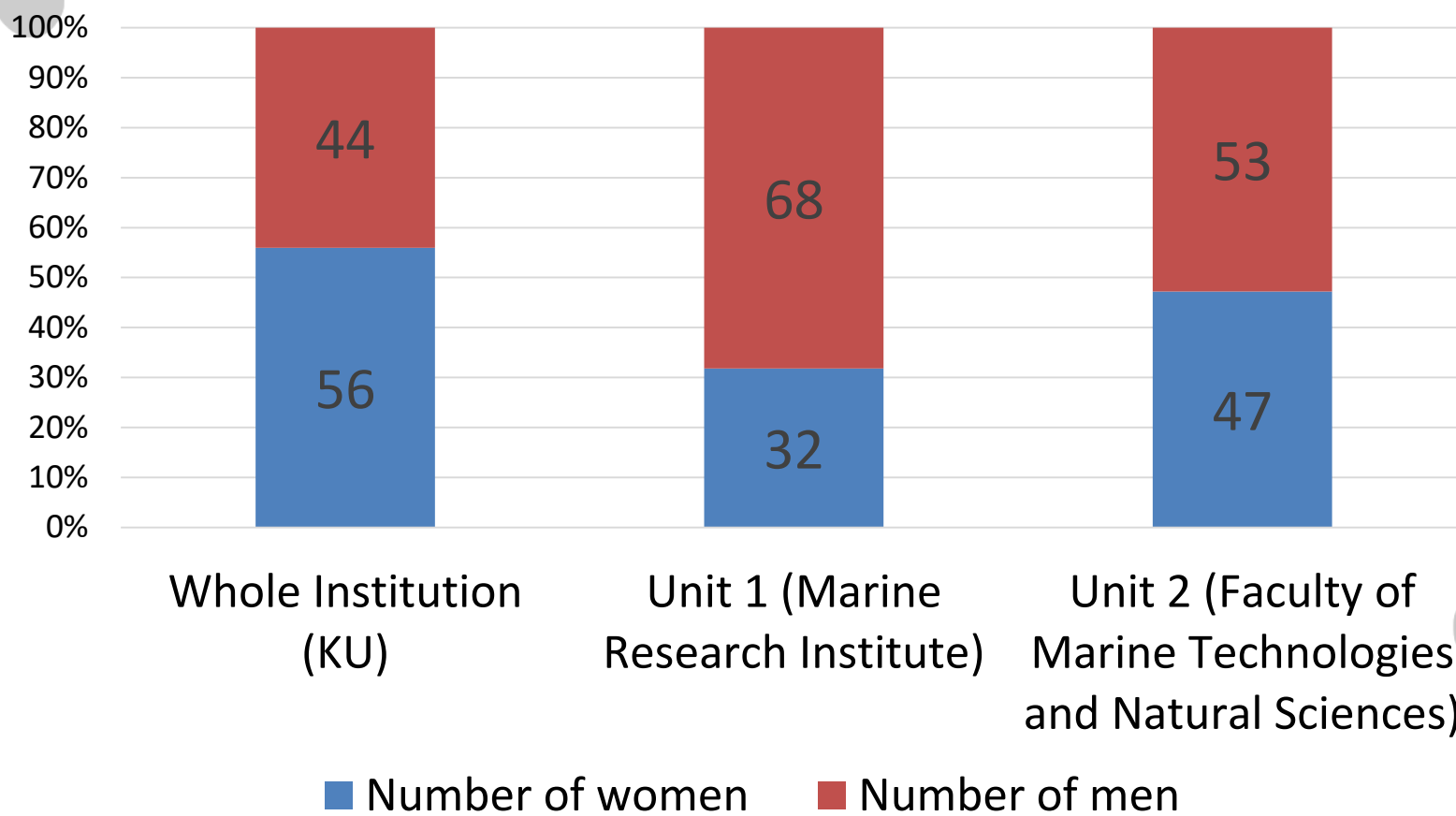


Marine Research Institute

- among TOP 200 universities in the world for Oceanography
- Worldwide partnership
- Broad area of expertise

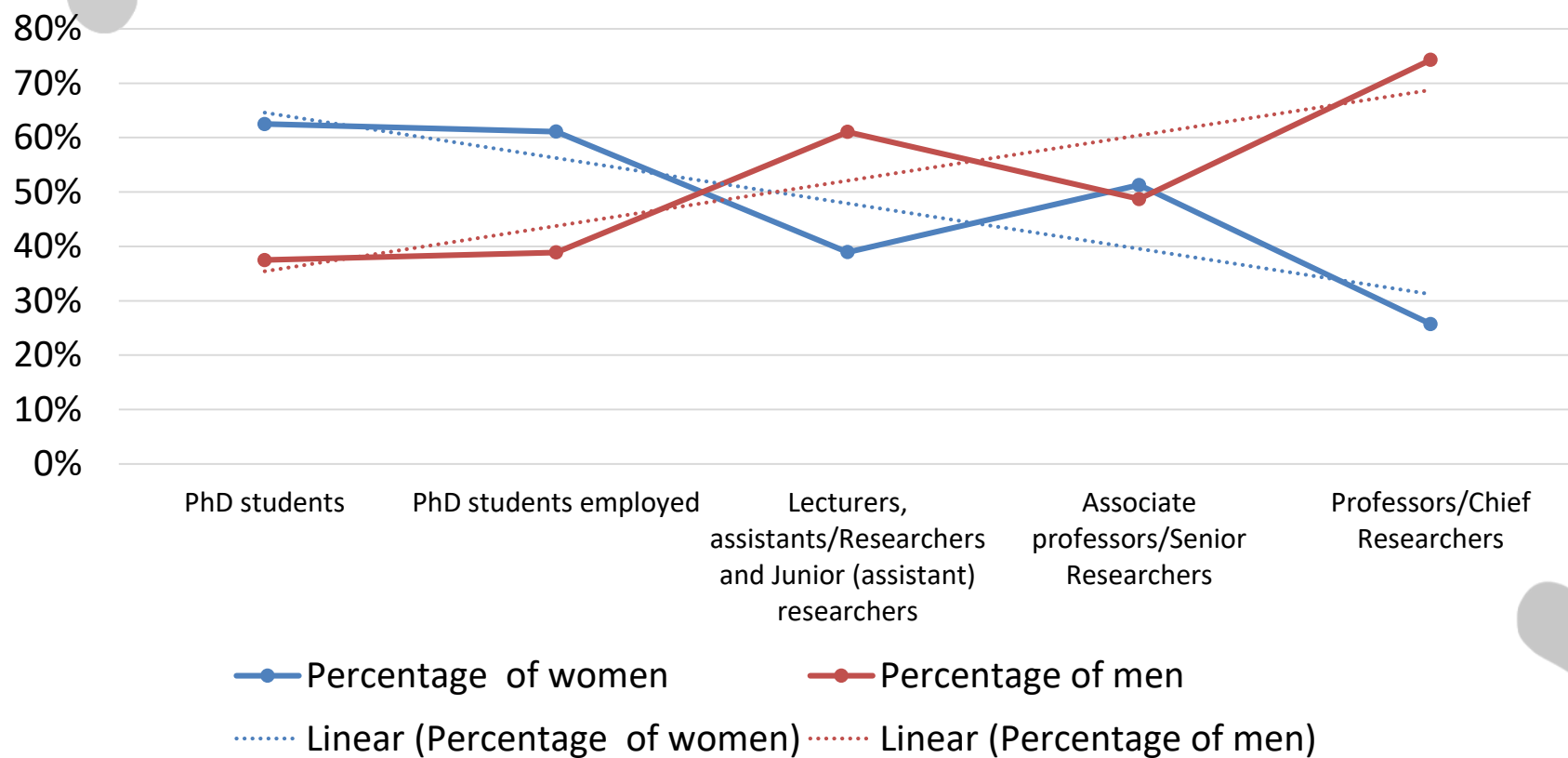


Proportion of academic staff, %



Gender in academic positions

Scissor diagram



Challenge 1

How to retain female in Marine
research

Action started in 2016

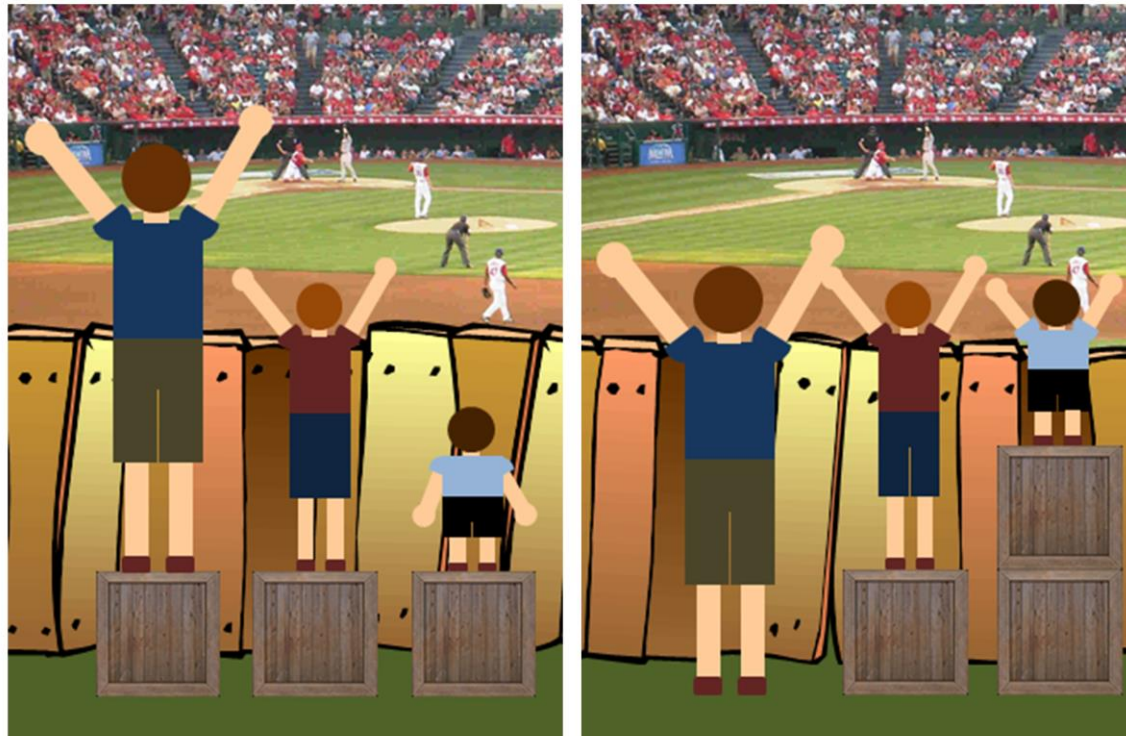
- The GEP set up and implemented at the level of Marine S&T-oriented units of Klaipeda University:
 - Marine Research Institute
 - Faculty of Marine Technologies & Natural Sciences

The main focuses of the gender equality plan

- ✓ Promoting (young) female scientists in marine science and engineering
- ✓ Increasing the presence of women in leading positions
- ✓ Supporting employees with family responsibilities
- ✓ Gender mainstreaming in research and other daily activities

Challenge 2

How to strive towards Institutional Changes



Achievements but...

- ✓ The guideline on Equal opportunities policy and its implementation within Klaipeda University approved 21/12/2017
- ✓ Labour Council has been established in March, 2018
- ✓ Equal opportunities and family friendly conditions were highlighted as priorities in Strategic Development Strategy document „KU: towards 2030“

? Equal opportunities

- ✓ No indicators & measures
- ✓ No competences



Bottom-up initiative
GEP in Marine Units
Baltic Gender

Baltic Consortium on Promoting
Gender Equality in Marine Research
Organisations



Challenge 3

How to attract females to Marine
Science & Technologies and other
STEAM fields

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