



Gender Equality Plan for CUT 2020 - 2023

I. Main Actions

a. Building a Gender Equality Culture

Objective 1: To promote a gender-inclusive organizational culture and eliminate unconscious gender biases in all aspects of human resource management: recruitment, retention, career progression and work-life balance

Action 1.1:

Establishment of a monitoring system for HR management activities, teaching and research projects, with specific indicators monitoring the key actions of the GEP.

Action 1.2:

Develop a comprehensive annual reporting system that will allow continuous monitoring of the operational objectives set to achieve gender equality and include a section on CUT's Annual Strategic Report. An evaluation analysis of gender equality measures to be conducted at the end of each GEP period by the Core Team and to be discussed by the Governing Bodies and if necessary decide on changes to the strategy.

Action 1.3:

Use of gender-sensitive language in all official documents of the University and in all channels of external communication (Website etc.)

Action 1.4:

Dissemination of knowledge gained through Gender SMART project and awareness-raising actions regarding the importance of gender equality in Research and Teaching at events / info days organized by the University – Give visibility to the Gender Equality Plan.

Responsible Bodies:

- Human Resource Services
- Studies and Student Affairs Services
- Library
- Research and International Relations Services
- Communication and Public Relations Services
- Departments and Faculties

b. Developing Equal Career Support Measures

The audits have indicated that there is a gender imbalance at senior management levels across the University. This imbalance occurs despite significant increases in women's participation in formal employment and higher education, hence it's a matter that needs to be addressed through the Gender Equality Plan.

This calls for reflection on the need to establish gender equality practices in recruitment and selection and current explicit attempts to break fossilized patterns. Gender awareness training of committee members, for instance, could be a first step in this reflection.

Objective 2: To promote a gender-inclusive organizational culture and eliminate unconscious gender biases in all aspects of human resource management: recruitment, retention, career progression and work-life balance

Action 2.1:

Formulation of an inclusive non-discriminatory HR Policy covering recruitment, retention, career progression and work-life balance:

- in recruitment, retention career progression: ensure transparency and gender sensitivity in selection processes especially when considering senior/leadership positions;
- gender mainstreaming of all written documents of the University, so as to ensure gender neutral communication policy;

- in work-life balance: concrete measures, for example, flexible schedules for administrative staff, to be further discussed.

Responsible Bodies:

- Human Resource Services
- Studies and Student Affairs Services
- Library
- Research and International Relations Services

Action 2.2:

Preparation and dissemination of an Annual Gender Report

- Monitor and evaluate indicators, as these were introduced through the Gender-SMART audits
- Improve data collection processes by establishing an electronic database with 'sex' and 'age' disaggregated information for all HR management aspects, teaching and research proposal/ project applicants and produce annual statistics.
- Link evaluation results with Departments, Faculties and Services' Key Performance Indicators (KPI).

Responsible Bodies:

- Human Resource Services
- Studies and Student Affairs Services
- Library
- Research and International Relations Services
- Communication and Public Relations Services

Action 2.3:

Raising gender awareness among academic and administrative personnel to address unconscious bias and promote the importance of gender equality by targeted trainings and workshops.

Responsible Bodies:

- Human Resource Services
- Departments and Faculties

c. Reshaping Decision-Making and Governance

CUT is governed through three official bodies: the University Council (Board), the Senate and the Rector's Council. Our audits indicated that there isn't any active gender+ governing body. Hence, CUT is not organized around gender internally or externally, nor there is any

institutional mandate for gender+ integration in the above-mentioned bodies; nor have any institutional measures or feedback arrangements for gender+ integration been established. However, some first steps will be taken to progress in this area in the context of the collective agreement on gender equality and the Gender-SMART project.

Objective 3: To create awareness among the decision-making and governance body in order to influence and ensure gender-sensitive internal processes and procedures

Action 3.1:

Generate effective management practices; raising awareness and building gender competence of key decision-makers by targeted briefing that will create the conditions to align core activities of CUT to gender equality when promoting excellence – link equality with quality.

Responsible Bodies:

- Human Resource Services
- Senate
- Research and International Relations Services
- Departments and Faculties

Action 3.2:

Include all measures that support and promote gender equality, within the organizational context, as a new strategic action of the University, as an indication of acknowledgment that gender is a factor that contributes to scientific excellence, teaching and research quality.

Responsible Bodies:

- Human Resource Services
- Senate
- Research and International Relations Services
- Departments and Faculties

d. Integrating Gender in Funding, Research and Teaching

Our audits indicated that at the moment, there have not been established any policies, strategies and measures to support/facilitate gender+ expertise and gender+ integration into education and teaching. Furthermore, we have identified an essential need for gender+ integration into research information to be generally collected, adapted, disseminated and used in a structured manner, whereas it would be useful for guidelines to be drafted for reporting on gender+ integration into research progress in annual and/or other institutional

formal reports. That would allow the collection and reporting on data concerning resource allocation to gender+ integration into research.

Objective 4: To instigate the integration of sex and/or gender dimension into research and teaching content to increase excellence in research and teaching.

Action 4.1:

Organization of a Network of Experts to exchange experiences, develop knowledge and capacity building and know-how for gender equality when designing new curricula, teaching programs, and research proposals.

Responsible Bodies:

- Research and International Relations Services
- Departments and Faculties
- Vice Rector of Academic Affairs and Research

Action 4.2:

Include a gender-sensitive statement in all calls for special scientists and research associates, to encourage more women to apply i.e. "CUT encourages women to submit applications as special scientists and research associates".

Responsible Bodies:

- Research and International Relations Services
- HR Services
- Departments and Faculties
- Vice Rector of Academic Affairs and Research

Action 4.3:

Ensure gender-balanced formation of research teams.

Responsible Bodies:

- Research and International Relations Services
- Departments and Faculties
- Vice Rector of Academic Affairs and Research

Action 4.4:

Provide specific guidance and training sessions on incorporating sex/gender in research and teaching content.

Responsible Bodies:

- Research and International Relations Services
- HR Services
- Departments and Faculties
- Vice Rector of Academic Affairs and Research

Action 4.5:

Make available to faculty and researchers informative videos uploaded on CUT's website on how to assess sex and gender integration in research and teaching.

Responsible Bodies:

- Research and International Relations Services
- HR Services
- Departments and Faculties
- Communication and Public Relations Services