

**State Research Institute
Center for Innovative Medicine
Gender Equality Plan 2022 – 2025**

The State Research Institute Center for Innovative Medicine (hereinafter – IMC) seeks to build an environment based on safety, health, respect, attentiveness and tolerance. IMC aims to ensure equal opportunities for all members of the community, improving not only the quality of science and results, but also working conditions.

A Gender Equality Plan is an institutional policy instrument designed to promote cultural, systemic and structural change within an organisation in order to achieve gender balance. The IMC Gender Equality Plan has been prepared following the recommendations of the European Institute for Gender Equality for drawing up Gender Equality Plans (hereinafter – GEP). The GEP covers the following main areas:

1. Pursuing gender balance in leadership and decision-making.
2. Ensuring transparency in recruitment and admission to studies (doctoral studies).
3. Ensuring a balance between career and family.
4. Changing organisational culture and creating a favourable environment to achieve gender balance.
5. Ensuring equal opportunities regardless of sex, and prevention of sexual harassment.
6. Strengthening the gender dimension in scientific research.
7. Removing obstacles and barriers for IMC community members in pursuing career and gender equality.
8. Pursuing gender balance by promoting women's and men's leadership in areas where a disproportion is observed.
9. The measures set out in the Plan will help achieve greater gender equality and ensure equal opportunities for all (-) members of the IMC community (-). Activities directed towards gender equality promote not only structural but also cultural change.

The GEP has been prepared in accordance with the Law on Equal Opportunities of the Republic of Lithuania, which regulates provisions establishing the equality of persons and the prohibition on restricting a person's rights or granting them privileges on the grounds of sex, race, nationality, language, origin, social status, religion, beliefs or views. The Law on Equal Opportunities for Women and Men of the Republic of Lithuania provides for the preparation and implementation of measures to ensure equal opportunities for women and men and to prohibit any discrimination on grounds of sex, in particular in relation to family or marital status. The Recommendations approved by Order No. V-1265 of 23 December 2014 of the Ministry of Education, Science and Sport of the Republic of Lithuania, aimed at ensuring equal opportunities for men and women in Lithuanian science and study institutions, set out guidelines for promoting equality between women and men and eliminating manifestations of inequality in the fields of science and study. These recommendations also seek to propose measures for the systemic integration of the gender dimension into all areas of an institution's policy and activities, and to improve the gender balance in various scientific fields and increase the number of women holding the highest scientific and administrative positions. The Labour Code of the Republic of Lithuania obliges employers whose average number of employees is more than fifty to adopt and make known, in the manner customary at the workplace, measures for the implementation and monitoring of an equal opportunities policy. The Labour Code, Article 28, also obliges employers to take measures to help an employee fulfil his or her family obligations. The principle of respecting an employee's family obligations is implemented through provisions of the Labour Code regulating

the right to remote work, part-time work, unpaid leave for family needs, flexible and individual working time arrangements, a variety of employment contracts, priority in choosing the time of annual leave, and additional protection upon termination of the employment contract. The Labour Code regulates in detail leave for pregnant women, paternity leave for those with children up to a certain age, and other social guarantees for persons with family obligations. The Labour Code also imposes on employers the duty to implement the principles of gender equality and non-discrimination on other grounds, i.e. to apply the same recruitment selection criteria and conditions to men and women, to establish the same working conditions for employees, to provide equal opportunities for raising qualifications and pursuing professional development, and to pay men and women equal remuneration for work of equal value.

The implementation of all these principles in the workplace has an impact on employees' decisions related to self-realisation and career choices. It is therefore particularly important that IMC be gender-sensitive, aware, and that it help community members fulfil their family obligations through active measures and concrete steps.

An analysis of IMC's strategic documents found that gender equality objectives are not directly formulated or integrated into IMC's strategic documents; the policy pursued is gender-neutral. There are no documents relating to the integration of the gender equality aspect into ongoing activities at IMC. In the IMC strategic action plan and in the table of indicators to be pursued, data are not broken down by gender; only overall figures are given without distinguishing sex, and the IMC community is treated as a homogeneous whole. Data disaggregated by gender are not collected and/or analysed.

The distribution of the IMC community by gender is presented below:

Table 1

Employees overall		Researchers		Non-researchers		Doctoral students		Doctoral supervisors	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
67%	33%	62%	38%	76%	24%	81%	19%	48%	52%

Table 2

Junior research staff		Research staff		Senior research staff		Chief research staff	
Women	Men	Women	Men	Women	Men	Women	Men
71%	29%	71%	29%	58%	42%	42%	58%

IMC shows a marked gender imbalance – the majority are women. Women make up the large majority (over 70%) of doctoral students, junior research staff and research staff. Among senior research staff, chief research staff and doctoral supervisors, the gender distribution is nearly equal.

A trend is observed whereby the gender disproportion shifts in higher scientific positions – men make up the larger share (58%) of chief research staff.

IMC governance:

Table 3

Scientific Technical Board		Science Council		Academic Ethics Committee	
Women	Men	Women	Men	Women	Men
50%	50%	33%	67%	33%	67%

The composition of the IMC Scientific Technical Board is balanced in terms of gender equality. Members are selected to this board on the basis of the position held – it is composed of all department heads, the scientific secretary, the deputy director for administration, the deputy director for science, and the director.

Two thirds of the Science Council are men and one third are women. The members of this council are elected by vote of all IMC research staff.

The Academic Ethics Committee is composed of 3 persons: 2 men and 1 woman.

Table 4

Administration	
Women	Men
55%	45%

Administrative staff (perhaps positions should be listed?). The gender distribution of administrative staff is nearly balanced.

Table 5. Average salary, EUR:

Employees overall		Researchers		Non-researchers	
Women	Men	Women	Men	Women	Men
1,326.35	1,678.71	1,510.07	1,862.97	1,092.52	1,243.16

Table 6. Share of full-time equivalent (FTE) position held:

Employees overall		Researchers		Non-researchers	
Women	Men	Women	Men	Women	Men
0.8	0.82	0.75	0.8	0.87	0.87

Men make up the larger share of the Science Council and the Academic Ethics Committee; gender balance is maintained in the Administration.

The average FTE share held is nearly equal between genders across all IMC positions. Having calculated the average remuneration for all IMC positions, it was found that men's average pay is 26.6% higher than women's. Among academic staff, men's average pay is 23.4% higher than women's average pay, while among non-academic staff, men's average pay is 13.4% higher than women's average pay.

Gender Equality Plan 2021 – 2025

1. Personnel area

No.	Measure	Procedures	Resources used	Responsible persons	Indicators / recording dates
1.	Appointment of a person responsible for coordinating diversity and equal opportunities matters	Order of the IMC Director, December 2022	IMC non-academic staff (human) resources	IMC Director	Appointment of the responsible employee to coordinate matters of equal opportunities and diversity, and to inform the IMC community, December 2022

2.	Monitoring of the assurance of gender equal opportunities and recommendations for improving the situation	Review of existing documents governing IMC's internal activities, and recommendations, until April 2023	IMC non-academic staff (human) resources	Person responsible for coordinating diversity and equal opportunities matters	Recommendations for document drafters, May 2023
		Review of newly drafted documents governing IMC's internal activities, and integration of the gender equal opportunities aspect, ongoing	IMC non-academic staff (human) resources	Person responsible for coordinating diversity and equal opportunities matters; drafters of new documents	Provisions reflecting gender equal opportunities assurance in documents
3.	Preparation of information on the possibilities of balancing work and family obligations	Situation analysis, description prepared	IMC non-academic staff (human) resources	Person responsible for coordinating diversity and equal opportunities matters	Situation analysis data, April 2023

2. Organisational management (decision-making level) area

No.	Measure	Procedures	Resources used	Responsible persons	Indicators / recording dates
1.	Review of the composition of active IMC committees and assurance of gender equal opportunities	Analysis of committee composition, clarification of composition; every two years, until December 2022 and 2024	IMC non-academic staff (human) resources	Deputy Director for Science; Deputy Director for Administration	Balanced gender equal opportunities aspect in committee composition, updated committees; 2023-01, 2025-01
2.	Assurance of gender equal opportunities in the composition of newly established IMC committees	Agreement and approval of committee composition, ongoing	IMC non-academic staff (human) resources	Deputy Director for Science; Deputy Director for Administration	Balanced gender equal opportunities aspect in committee composition, approved committees, annually 2021-12 – 2025-12

3. Science and studies area

No.	Measure	Procedures	Resources used	Responsible persons	Indicators / recording dates
1.	Establishment of IMC programme groups and promotion of scientific activity	Formation of scientific programme groups and annual review, integrating the gender equal opportunities aspect; formation of group work plans; integration of scientific commitments into workload, annually 2022-06 – 2025-06	IMC non-academic staff (human) resources	Deputy Director for Science	Scientific programme groups formed, their leaders appointed, work plans drawn up, scientific work commitments integrated into workload
2.	Integration of the gender dimension variable into scientific research	2.1. Assessment of the gender aspect carried out 2.2. Assessment of students studying in doctoral studies from a gender perspective carried out	IMC non-academic staff (human) resources	Deputy Director for Science	Assessment carried out and results published

4. Communication area

No.	Measure	Procedures	Resources used	Responsible persons	Indicators / recording dates
1.	Gender equality monitoring at IMC: analysis of administrative data and publication of results	Annual report	IMC non-academic staff (human) resources	Person responsible for coordinating diversity and equal opportunities matters	Annual report on gender equality prepared, December 2022
2.	Raising awareness / training on gender equality and unconscious gender bias	Training	IMC non-academic staff (human) resources	Person responsible for coordinating diversity and equal opportunities matters	Training organised / information provided to employees and decision-makers, December 2023