

**Action Plan on Gender Equality at the Technical University of Gabrovo**  
**(2022-2025 )**

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## **1. Introduction**

The Technical University of Gabrovo is a leading institution for training highly qualified personnel and conducting research that meets European standards. The Technical University of Gabrovo was established in 1964 and since then it has successfully combined the good educational traditions and innovative approaches in the field of training, research and international activities. Today TU –Gabrovo is a prestigious and elite university, part of the European educational and research network, holding a prestigious place in international rankings, member of university networks and scientific infrastructures and a partner of leading universities worldwide. The action plan on gender equality at the Technical University of Gabrovo (2022-2025) aims to indicate the path and the specific activities that the University will undertake to introduce and implement leading policies at national and European level.

Recent years have witnessed a significant progress in the sphere of gender equality at EU level. The advancement is the result of having Equal Treatment Legislation, incorporating the gender equality principle in all policies and taking effective measures based on Gender Equality Strategy 2020-2025.

The main objectives of the Strategy are to eliminate gender-based violence; challenging gender stereotypes; bridging the gender inequality gap in the labor market; achieving equal participation in various economic sectors; reducing gender differences in salaries and pensions; overcoming the differences between men and women in care-giving and achieving gender equality in politics and leadership.

Gender equality is seen as a priority of European Research Area and is enshrined in the EU Framework Programs. The European Charter for Researchers and the Code of Ethics for Researchers also regulate the basic principles of gender equality.

Based on international documents, an Action Plan on Gender Equality has been developed as an important step in the field of research, knowledge transfer and education.

The Action Plan is based on a number of European, national and institutional strategic documents, including:

- Anti-Discrimination Act, 20.05.2011;
- Act on Higher Education, 25 February 2020, article 4;
- Labor Code, 06.11.2018, article 8 (3);
- Employment Promotion Act, 13.03.2020, article 2.

The Action Plan was developed in accordance with the main priorities for the development of the University set out in the mandate program of TU-Gabrovo for the period 2019-2023 and the following internal regulatory documents:

- Strategy for Research Development at TU-Gabrovo for the period 2021-2023;
- Internationalization Strategy of TU-Gabrovo for the period 2020-2023

The development, adaptation and implementation of the Gender Equality Action Plan at the Technical University of Gabrovo emphasizes the dissemination of gender equality at university level, which is part of international research programs, including the Horizon Europe program.

The Plan aims to ensure equal opportunities for all students, postgraduates, lecturers and administrative staff and to promote research culture based on equality. It focuses on three of the five key pillars of action identified in the Gender Equality Strategy for the period 2020-2025, namely: equality in recruitment and career development, promoting equality between men and women in decision making, ensuring work-life balance.

2. Systematic collection of data, objective analysis based on gender equality data and activities in the following key areas – equality in recruitment and career development, promoting equality between man and women in decision making and ensuring work-life balance

	Planned activities	Target group	Priority Area	Indicator	Time frame/Deadline	Unit responsible
1.	Systematic data collection and monitoring of male/female percentage ratio at all levels in TU-Gabrovo and for all groups				Annually	
1.1.	Collection of data on male/female ratio for students and Ph.D. students	Students and Ph.D. students	Gender equality in university application and admission	Target value 50:50	November 2022	Head of Information Assurance Head of Academic Affairs
1.2	Data collection on academic staff male/female ratio	Academic staff	Gender equality in career development	Target value 50:50	December 2022	Human Resources
1.3	Data collection on ratio in the academic staff, deans of faculties, heads of departments, rectorate	Management staff	Gender equality in decision making	Target value 50:50	November 2022	Manager of Human Resources
1.4	Summary data on the percentage distribution of Ph.D. candidates for each gender and the accepted Ph.D. students.	PH.D. students and academic staff	Gender equality in application and career development	Target value 50:50	June 2023	Vice-Rector in charge of Academic Affairs Vice-rector in charge of Research and Development
1.5	Summary of data on percentage distribution of authorized parental leave	Academic and administrative staff	Ensuring work-life balance Organizational culture	Target value 100%	Annually	Manager of Human Resources
2	Inclusion of the collected data in the Rector's annual report and the annual reports of the heads of the main units and analysis of the information	Students, Ph.D. students, academic staff, management staff	All of the above mentioned	Published reports	April 2023	Heads of basic units Rector

3.	Collection of data on complaints filed and heard in the last 3 years concerning gender-based discrimination, workplace violence or harassment	Students, Ph.D. Students, academic staff	Measures against discrimination	Target value 3 maximum	Annually	Ethics Committee of TU-Gabrovo
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### 3. Integrating the topic of equality into research fields

	Planned activities	Target group	Priority Area	Indicator	Time frame/Deadline	Unit responsible
4	Publications of researchers on Gender Equality	Ph.D. students, Students, Academic staff	Integrating gender equality in scientific research	2 research papers	October 2023	Students Ph.D. students

### 4. Incorporating the idea of equality in education

	Planned activities	Target group	Priority area	Indicator	Time frame/Deadline	Отговорно звено
5	Dissemination of educational materials on gender equality	Students Academic staff	Mainstreaming gender equality in educational content		Annually	Vice-Rector in charge of International Cooperation and Public Relations

### 5. Incorporating the topic of equality in University culture

	Planned activities	Target group	Priority area	Indicator	Time frame/Deadline	Unit responsible
6	Organization of workshops on gender	Students	Raising awareness and engagement of	1 workshop	Annually	Vice-Rector in charge of

	equality issues	Ph.D. students Academic Staff Management Staff	academic community			International Cooperation and Public Relations
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#### 6. Ensuring work-life balance

	Planned activities	Target group	Priority area	Indicator	Time frame/deadline	Unit responsible
7	Conducting internal research on gender equality issues	Students Ph.D. students Academic staff	Ensuring work-life balance Organizational culture	Raising awareness and engagement	Annually	Education Quality Center

## 7. Conclusion

The implementation of the Plan requires the devoted efforts of both institutions and individuals. To become a credible tool for action, the Plan relies on the commitment and engagement of the entire academic community. The activities outlined in the Plan aim to offer the entire academic community better opportunities for personal growth and professional development at TU-Gabrovo.

The Action Plan on Gender Equality at the Technical University of Gabrovo was approved by a decision of the Academic Council, record №3 of October 25, 2022