



GENDER EQUALITY PLAN

2024 г.

The Women and Gender Equality Plan (WGEP) at CPT has been developed to promote responsible diversity management and build a sustainable environment that ensures equality between women and men in research, training and administrative activities and balances their work and family commitments. It is in line with the European Union's priority of ensuring equality between women and men, as set out in a number of documents:

- European Commission Strategy for Gender Equality 2020-2025.
- European Charter for Researchers.
- Code of Conduct for the Recruitment of Researchers.
- Guidelines from the European Commission's Directorate-General for Research and Innovation on the development of gender equality plans in relation to the Horizon Europe programme.
- European Parliament resolution of 9 June 2021 on the gender dimension of cohesion policy (2020/2040 INI)

Todor Kableshkov University of Transport

The 2030 Agenda for Sustainable Development, in particular Goal 5, which seeks to achieve gender equality and improved living conditions for women by 2030.

The development of the WLP at the VTU is in line with the national regulation on gender equality, enshrined in the following key documents:

- Law on Gender Equality in the Republic of Belarus. Gender Equality and Women's Rights in Bulgaria. The Law on Gender Equality and Women in Bulgaria, SG No. 33 of 26.04.2016.
- National Strategy for the Promotion of Gender Equality in the period 2021-2030.
- National Action Plan for the Promotion of Gender Equality for the period 2021-2022.
- Report on gender equality in Bulgaria for 2020, developed by the MLSP.

The activities set out in the LWMP are in line with the development vision of Todor Kableshkov University of Transport and ensuring a sustainable environment supporting the organizational and educational policy of the University of Transport, regulated in a number of internal documents:

- Regulations of Todor Kableschkov University of Transport
- Code of Ethics for employees, trainees and partners of Todor Kableschkov University of Transport
- Internal Regulations
 - Internal Rules for Personal Data Protection
 - Internal procedural rules for the work of the Ethics Committee
 - Financial Management and Control System

This plan covers four main areas of monitoring and impact.

Main areas of monitoring and impact in the Equality Plan

I. Creation and maintenance of a gender mainstreaming database

1.1

Conduct periodic surveys to determine the opinions and attitudes of the stakeholders of Todor Kableschkov University of Transport on the topic of gender equality and monitor the current situation

Survey among the team.

Designed indicators for equality monitoring

Equality monitoring carried out - Annually Human Resources Department

Ethics Committee

1.2

Creation of a database and archive of studies, analyses and reports carried out on gender equality issues

Database generation.

Creation of an archive - Annually Human Resources Department

1.3

Systematic data collection and monitoring of the female-male ratio

Establishment of indicators to characterise male-female ratios by area of analysis and by source of information and by level of management - Annual Human Resources Division

Groups monitored: teachers, projects, councils, committees, centres, editorial boards, juries, etc.

II. Organizational changes to build capacity and ensure gender equality

2.1

Regular follow-up and analysis of European policies and regulations at national level regulating gender equality in order to adapt to practices

European practices, EU initiatives and normative documents on gender equality analysed

Annually:

Ethics Committee

International Cooperation Department

Human Resources Department

Project Management Sector

2.2

Establish mechanisms to prevent and combat gender stereotypes.

Generate ideas for appropriate mechanisms by involving all stakeholders -

Ethics Committee

2.2

Identify economic and social inequalities from a gender perspective

Identified areas with inequalities in the performance of men and women

Annually

Ethics Committee

2.4

Implement an integrated approach to gender equality in all activities

Develop a concept for the implementation of an integrated approach to gender equality in research, education and administration

Ethics Committee

2.5

Establishment of dedicated resources for the development, implementation and

Assign the Ethics Committee to carry out development and implementation activities - Rector

Monitoring of the LWP - working group and gender officers

Monitor the plan through changes to the Code of Ethics and the Rules for its operation

2.6

Conduct training, capacity building and awareness raising through workshops and communication activities

Workshop covering gender equality issues - nature, EC requirements, good practices in Bulgaria.

Ethics Committee

2.7

Ensure awareness of all stakeholders on gender monitoring results

Organised initiatives to disseminate the results of gender equality monitoring to different stakeholders

Ethics Committee

2.8

Promotion and implementation of good European practices in the field of gender equality at the university

Workshop covering issues of regulation and good European practices to ensure gender equality.

Various equality topics are covered

Ethics Committee

International Cooperation Department

III. Interpreting and integrating gender equality in teaching and research

3.1

Exploring and promoting gender balance in participation in research projects

Research projects analysed and covered in relation to gender mainstreaming

Project Management Sector

The plan is based on the results obtained from an analysis of data showing the ratio of women to men in management positions at the University of Transport, data on the career development of staff and administrative personnel, and data on participation in editorial boards and research projects. In order to reflect stakeholders' attitudes and perceptions on the topic, a stakeholder survey was conducted.

The analysis of the information gathered shows that the ratio of women to men in the University of Technology is 60:40, which is almost identical to the ratio of women to men researchers at the national level, 54:463.

Women constitute 78% of the service units, with the proportion of women among new recruits to administrative positions at 77% and among promoted staff at 73%.

Women are relatively well represented in editorial boards - 48% in the e-journal of the University of Transport. The proportion of women in teams working on international projects averages 64% and 71% on national projects. The ratio of women to men working on Erasmus+ is 78:22.

A very high percentage of HEI stakeholders surveyed stated that women, regardless of their qualifications and professional competence, do not find it difficult to attempt to take senior management positions.

All staff interviewed said that they had never witnessed abusive or derogatory treatment or derogatory comments towards women based on gender in their work (training). About one-third of the interviewed experts from the University of Transport stated that they had included the topic of gender equality in their seminars in the form of case studies and discussion questions. Approximately the same proportion - about 30% of respondents - claim the same. Discussing gender equality issues is an unpopular topic in printed material, but there is a huge amount of information on the Internet that is actively used as a practice to date. The inclusion of the topic in

research projects and publications is important according to 48% of respondents, who say they are interested in exploring databases and publishing research related to gender equality. About one third of respondents said they would attend a seminar on this topic. Although the majority of those working in the sector are male, all stakeholders surveyed are interested in the topic of gender equality.

Adopted on the Rector's Council, with Protocol No.4 -24.11.2023

Prof. Daniela Todorova - Rector

Signature

