



VENTSPILS UNIVERSITY OF APPLIED SCIENCES

GENDER EQUALITY POLICY OF VENTSPILS UNIVERSITY OF APPLIED SCIENCES

INTRODUCTION

The Gender Equality Policy of Ventspils University of Applied Sciences (VUAS) has been developed to fulfil the future aspirations of VUAS in line with the seven VUAS values of excellence in research and studies, teamwork and support systems, adaptability to changing circumstances and drive for achievement.

To achieve its vision of a digitally open and accessible European university with an international profile and a significant contribution to economic and scientific development, VUAS continues to work towards gender equality and equal opportunities, becoming more and more accessible to the whole society.

In line with the objectives and priorities set out in international and local development planning documents, the VUAS Strategy 2021-2027 identifies the action line "Human Resource Development" as the main development direction for achieving human resource development and effective governance, which provides for the implementation of various support measures, including the strengthening of gender equality and equal opportunities measures.

1. GENERAL DESCRIPTION OF THE SITUATION

Established in 1997, VUAS is a state higher education and scientific institution under the supervision of the Ministry of Education and Science.

VUAS has three faculties:

1. Faculty of Economics and Management;
2. Faculty of Translation Studies;
3. Faculty of Information Technology.

The activities of the VUAS are related to the following fields of science and strategic specialisation of Latvia:

- **Natural sciences** (astronomy and astrophysics, mathematical modelling in physics, applications of optical signals and spectroscopy);

- **engineering and technology** (satellite and electronics, high-performance computing, remote sensing of the Earth's surface, information and communication technologies and electronics in applied sciences, signal and image processing technology);

- **social sciences** (entrepreneurship, innovation, regional development, economics and social capital management);

- **humanities and arts** (word and text in juxtaposition, contact and translation, lexicography and terminology, translation and society),

which are implemented by:

1. Engineering Institute "Ventpils International Radio Astronomy Centre" (VIRAC);
2. Scientific Institute "Technology Transfer and Innovation Centre" (TPIC) (formerly the Scientific Institute "Entrepreneurship, Innovation and Regional Development Centre (EIRDC));
3. Faculty of Economics and Management, Faculty of Translation Studies, Faculty of Information Technology.

Lifelong learning opportunities are provided by the VUAS Lifelong Learning Centre.

According to the Law on Higher Education Institutions, a higher education institution has the right to independently determine the organisational and administrative structure of the higher education institution, as well as to establish the staff of the higher education institution, which consists of academic staff - employees elected to academic positions of the respective higher education institution, general staff and students, including master students, doctoral students. The duties of the staff of the VUAS are to promote the development of studies and research by creating an accessible environment for all members of society without discrimination of any kind.

2. POLICY GUIDING PRINCIPLES

The VUAS Gender Equality Policy aims to ensure sustainable investment in human capital through the implementation of modern, good governance-based human resource management processes that respect the principles of gender equality and equal opportunities.

The rights of VUAS staff are exercised without discrimination, ensuring targeted and systematic action on gender equality and equal opportunities.

VUAS ensures compliance with the principles of gender equality and equal opportunities through each of its human resources management processes:

- Human Resources Planning;
- attraction and selection of human resources;
- employment relations;
- human resources performance management;
- human resources development.

within the framework of gender equality and equal rights.

2.1 Principle of equal rights

The principle of equal rights requires that, where the factual and legal circumstances of a case are the same, the VUAS as an institution and as an employer shall take the same decisions (or, where the factual or legal circumstances of a case are different, different decisions) regardless of sex, age, race, colour, language, religion, political or other opinion, social origin, nationality, and other circumstances.

The VUAS actions are based on deliberate and result-oriented action, ensuring equal opportunities for all.

- To ensure that the principle of equal rights is implemented in the achievement of the goals and objectives of VUAS:
 - implement support activities to raise awareness and strengthen equal opportunities for staff and the public by providing appropriate information;
 - continue to eliminate the possibility of unequal treatment in equal situations;
 - continue to ensure equal opportunities for all to become VUAS staff according to individual qualifications and skills;
 - strengthen the integration of diversity in education by developing interdisciplinary and interdisciplinary study and research opportunities and practices.

2.2 Open and accessible to the public

The activities of the VUAS are carried out for the benefit of society, which includes:

- Acting in the public interest, achieving the greatest possible benefit for society;
- respecting the equality of all members of society, and the principle of fairness in finding just and proportionate solutions;

- building relationships of cooperation, trust and mutual respect with colleagues.

The activities of VUAS shall not discriminate on the grounds of a person's sex, racial or ethnic origin (including colour, ethnic or national origin and nationality), age, disability, religion, political opinion, national or social origin, property or marital status, sexual orientation, or other status.

The VUAS aims to ensure that staff and the public are aware of anti-discrimination support actions. VUAS staff education on gender equality and equal opportunities is carried out at different levels, providing support and resources to prevent discrimination.

2.3 The principle of the value of knowledge, skills, competences and performance

The work of the VUAS is organised as efficiently as possible through continuous review of the institutional framework and, where necessary, improvements, including an assessment of the scope, need and degree of concentration of functions.

The human resources planning of the VUAS is carried out within the framework of the strategic objectives of the VUAS, taking into account the principle of gender equality, as well as an analysis of past experience and trends.

The recruitment and selection of VUAS human resources is based on an assessment of professional knowledge, skills and competences in order to achieve VUAS objectives, while promoting gender balance.

The competence of VUAS staff involved in the recruitment and selection process is regularly upgraded with the aim of avoiding gender discrimination.

The principle of professionalism and efficiency shall be applied in the achievement of individual objectives and the performance of tasks by VUAS staff, which shall include:

- using and developing the competences, skills and knowledge necessary for the sustainability of the activities of the VUAS, adopting best practices from industry and the private sector, and international experience;
- work is focused and results-oriented;
- the objectives set are delivered with quality and with the minimum possible resources;
- actions, decisions and opinions are reasoned and balanced, based on an analysis of the situation, objective facts and data;
- the approach is open to change and innovation,

continuing to respect and reinforce gender equality, equal rights without discrimination of any kind.

Integrity in the performance of duties: honest, open and independent, in compliance with the law, ethical standards and other binding requirements, with objectivity and neutrality (professional independence, academic freedom).

The performance management of the staff of the VUAS shall be aimed at managing the performance of each staff member and linking it to the achievement of the objectives of the VUAS, in accordance with the SMART principle and without discrimination.

VUAS remuneration system is based on an assessment of staff's individual qualifications and skills, performance and quality of work, excluding gender discrimination

3. NEXT STEPS

Regular analysis of the situation, evaluation and monitoring of the VUAS gender equality policy contribute to the VUAS sustainable activities aimed at the well-being of society:

- The activities contribute to the sustainable development of VUAS and the well-being of society, ensuring a good legacy for future generations;
- the common interests of different stakeholders, industry and the country are taken into account and balanced in a skilful way;
- has a strategic and flexible approach and the capacity to adapt to changes in society and global processes;
- Respect for the values and traditions of the VUAS is promoted;
- knowledge is accumulated and transferred in a targeted manner.

The development of VUAS human resources focuses on investment in human capital, strengthening human capacity and skills development in line with future competences, eliminating opportunities for discrimination.

Human resource development guiding principles for professional development and career development:

- The principle of the learning organisation, which requires the continuous development and enhancement of the capacity to learn, adapt to change and learn again. It is a process that combines knowledge and values and focuses on improving practices and learning from experience, and learning is an organic element of the system that helps to build its intellectual capital;
- the principle of using the skills set of staff to identify the development and potential of each staff member;
- The European Green Deal principle, which aims to develop digital transformation, including remote working, by strengthening digital and data-driven environments.

The analysis and development of the evaluation of the VUAS gender equality policy is carried out in the framework of the evaluation of the strategic indicators.