

# Gender action plan

**Version : One**

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**Title: Gender Action Plan**

## **History**

Altai State University has undertaken actions aimed at gender equality since 2000. However, since 2019 those actions were implemented in an integrated Gender Policy, including through Altai State University's Gender Action Plan.

## **Statistics**

Gender statistics at our university being made since 2000, have shown a strong gender discrepancy horizontally as well as vertically. The first imbalance turned up disciplinary, in which disciplines within the so-called hard sciences (engineering and architecture) indicated a predominance of male students in contrast with the so-called soft sciences disciplines (Psychology and Pedagogy) who are attesting an overweight of female students. However, the overall intake of female students at our university reaches 60%. Although actions to equate gender segregation and further studies to map the various intake streams with intersectional statistics will be needed, the Altai State University Gender Plan decided to set the dominant focus of actions upon the vertical gender discrepancy. This second focus or vertically gender discrepancy within Altai State University has been localized through staff policy. Now, in the so-called soft study disciplines that demonstrating an overweight at female students and on other courses, the lecturers balance remained dominantly neutral or equal as for male/female ratio (1 per 1). Therefore, the focus of the gender mainstreaming has mainly been on staff management.

## **Gender neutral recruitment and selection procedures**

Instruments were created for gender-neutral recruitment and selection procedures. Post-doctoral fellows could join into a mentoring program and enjoy individual career guidance. Furthermore, AltSU implemented a new career policy for full professorship considering gender factors.

## **Gender balanced representations in Councils and Commissions**

Due to the severe underrepresentation of women in executive committees and boards with decisive authority, from Jan 1n, 2020 a new decree has come into force. This decree prescribes the constitution of all councils, guaranteeing at least 1/3rd of members being women.

## **Combining work with family commitments**

Besides this implementation, the diversity and gender policy cell of the proposed actions for a more equilibrated balance between work and private life for both women and men. As such, there is a pending inquiry to replace pregnant lecturers structurally and centrally.

## **Gender and Diversity Studies**

Altai State University is marked by an active gender policy, further developing and improving gender mainstreaming through evaluation and exchanging good practices with other partner universities.