SUMMARY OF GENDER AUDIT RESULTS AT THE FACULTY OF MANAGEMENT TECHNOLOGIES AND HUMANITARIZATION AT THE BELARUSIAN NATIONAL TECHNICAL UNIVERSITY
In 2019, a gender audit was conducted at the Faculty of Management Technologies and Humanitarianization at the Belarusian National Technical University (FMTH BNTU). Its purpose was to assess the quality of implementation of the FMTH BNTU Gender Plan for 2017-2019 and to obtain source information for the establishment of the FMTH BNTU Gender Plan for 2020-2021. This study was conducted using gender audit methodology based on the principles of active participation developed by the International Labour Office (ILO Methodology).

This publication may be thought-provoking and useful to anyone who is interested in the development of gender education and the promotion of gender equality in the academic environment.

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SUMMARY

One important factor for achieving gender equality in higher education is the gender education of students, teachers and university managers. Gender education promotes the formation of gender equality and helps to overcome negative gender stereotypes. It does not have to be part of specific educational programs, but should be present in the processes of education and upbringing and included in higher education policy and ideology.

The development of gender education and awareness is one of the key objectives of the National Action Plan for Gender Equality in the Republic of Belarus for 2017-2020. Today, the basics of gender knowledge are included in the education system, introduced in refresher courses for public officers, managers and specialists in education, social protection, health, law and other fields. The National Statistics Committee has developed a system of gender statistics based on a set of gender indicators from the United Nations Economic Commission for Europe taking account of national specificity.

In accordance with the gender policy of the Republic of Belarus, reflected in the National Action Plan for Gender Equality for 2017-2020 as well as the policy of the Belarusian National Technical University, in 2016 an initiative group at the Faculty of Management Technologies and Humanitarization developed a document outlining the main goals of the faculty in the field of gender equality – the FMTH BNTU Gender Plan for 2017-2020. It was aimed at improving the level of gender culture and gender education of staff and students in the faculty, overcoming stereotypes and preventing gender discrimination. At the end of 2019, the faculty conducted a gender audit, the main purpose of which was to assess the quality of implementation of the FMTH BNTU Gender Plan for 2017-2019. The gender audit expanded the faculty employees’ collective capabilities as concerns the gender analysis of various aspects of professional activity, allowed the identification of strengths and weaknesses in the field, contributed to the development of practical recommendations for the implementation of the integrated gender approach, strengthened team spirit and stimulated analysis and exchange of information.

In 2019, a gender audit was conducted at the Faculty of Management Technologies of the Belarusian National Technical University (hereinafter-FMTH BNTU). Its purpose was to assess the quality of implementation of the FMTH BNTU Gender Plan for 2017-2019. This study was conducted using methodology for conducting gender audits based on the principles of active participation developed by the International Labour Office.

Tasks:
1. Developing the concept of a gender audit of FMTH with a description of research areas, indicators and methods of obtaining source empirical information.
2. Developing tools for gender audit.
3. Conducting statistical analysis of staff and student data (qualitative and quantitative analysis).
4. Conducting a questionnaire survey of female and male employees and students.
5. Analysing documents by research area (education, research, management, public relations).
6. Comparing and combining the results of sociological and statistical research, their generalisation, explanation and interpretation, establishing practical conclusions and recommendations.

This gender audit covered the main areas of faculty life: education, science, public relations and management.

BNTU FMTH BELARUSIAN NATIONAL TECHNICAL UNIVERSITY
Faculty of management technologies and humanitarization

GENDER PLAN FOR 2017-2019

The goal of the FMTH BNTU Gender Plan is the coordination of action on promotion of gender education and research in the field of gender equality among FMTH employees and students, as well as the promotion of gender culture development at the faculty.

The implementation of the FMTH BNTU Gender Plan involves conducting a number of activities within four areas: education, science, public relations and management.

I. Education
1. The development and implementation of gender-oriented subject blocks in the educational process, 2018.
2. The development of methodological materials on implementation of gender theory basics in academic disciplines, 2018.
4. Conducting a seminar on gender equality for the faculty staff (possible topic: Problems and prospects of gender equality promotion in the academic environment), 2018.
5. Conducting a training session (business game) for the faculty staff, that contributes to the consolidation of norms and standards of gender etiquette and gender-neutral behaviour, 2018.
The following methods were used in the implementation of the FMTH BNTU gender audit:
1. Quantitative and qualitative analysis of statistical data.
2. Questionnaire survey.
3. Quantitative and qualitative analysis of documents.
4. Comparative analysis.
5. General scientific principles (dialectics, objectivity, historicism) and general scientific methods of knowledge (abstraction, idealisation, formalisation, induction and deduction, analysis and synthesis, modelling and typology).
6. Gender analysis.

The following tools were developed and used to implement audit activities:
1. Instructions for analysis of documents.
2. Tables for quantitative (statistical) analysis of audit areas.
3. Tables for (qualitative) analysis of documents.
4. Questionnaires for the survey of female and male employees at the faculty.
5. Questionnaires for the survey of female and male students of the faculty.
6. Questionnaires (forms) for evaluation of events.
7. Tables for quantitative (statistical) analysis of student youth of the faculty.
8. Tables for quantitative (statistical) analysis of faculty male and female employees.

Development of the concept of FMTH gender audit with description of study areas, indicators and methods of obtaining primary empirical information.
The audit activities covered:
- 59 employees of FMTH BNTU, making up 32.35% of their total number, of which 28 (47.5%) were men and 31 (52.5%) were women,
- 211 students of FMTH BNTU, making up 23.3% of their total number, of which 99 (47%) were men and 112 (53%) were women.

The primary function of the organising committee was to develop a common action strategy, coordinate the actions of working groups, develop and adjust the action plan, discuss reports and analysis results.

The auditor investigated involved a number of stages:
1. Development of tools for the gender audit:
   - Instructions for analysis of selected documents.
   - Tables for qualitative (statistical) analysis of audit areas.
   - Tables for quantitative (statistical) analysis of selected documents.
   - Questionnaires for the survey of female and male students at the faculty.
   - Questionnaires for the survey of male and female employees at the faculty.
2. Statistical analysis of the staff and students (qualitative and quantitative analysis).
3. Analysis of the results and integration of data.
4. Questionnaire survey of female and male staff, female and male students:
   - Designing sociological research program.
   - Determining the general and sampled population, sampling a frame of the sociological studies.
   - Conducting a questionnaire survey of teaching and support staff at the FMTH.
   - Conducting a questionnaire survey of students at the FMTH.
   - Checking the quality of filled-out questionnaires and data obtained from the survey.
5. Logical analysis, generalisation, understanding and explanation of data, formulation of conclusions and practical recommendations.
6. Analysis of documents by area of research (education, research, management or public relations).
7. Analysis, generalisation and drawing up of gender audit report.
8. Drawing up the final report.

By means of calling for female and male respondents and volunteers among teachers and students of the faculty, the audit activities made it possible to inform all the employees of the audit being conducted.

The gender audit helped to make an assessment of:
- Efficiency of the gender plan been implemented at FMTH BNTU.
The gender audit expanded collective capabilities of the gender analysis of various aspects of professional activity of faculty female and male staff, allowed the identification of FMTH BNTU strengths and weaknesses in the field of promoting gender equality, contributed to the development of practical recommendations for the implementation of the integrated gender approach, strengthened team spirit and stimulated analysis and exchange of information.

**GENDER AUDIT RESULTS**

1. **Socio-demographic structure of teaching staff, support staff and students at FMTH BNTU**

A quantitative and qualitative analysis of statistical data was carried out in order to analyse the socio-demographic structure of the faculty. In the course of the research, 26 tables of statistical data were compiled, including nine – covering female and male employees of FMTH BNTU and 17 – for the analysis of the students at the bachelor and master level of higher education.

**Gender structure of employees at FMTH BNTU**

As of 2019, the average age of female and male employees of FMTH BNTU was 47 years, which in comparison with the indicator of 2016 (49 years) indicates a significant rejuvenation of faculty staff.

In the socio-demographic structure of the faculty staff, women still prevail – 67.9% (66% in 2016), however, women make up 39.1% of the faculty council, only 39.1% of women work in the faculty administration (20% in 2016), and the percentage of women who are heads of departments is 33.33 (10% in 2016). Thus, the percentage of women working in senior positions has increased over the period of the FMTH BNTU Gender Plan.

Compared to 2016, the percentage of teaching staff with an academic degree has decreased, namely 47.4% of the total teaching staff (52% in 2016), however, women make up 39.1% of the faculty council, only 39.1% of women work in the faculty administration (20% in 2016), and the percentage of women who are heads of departments is 33.33 (10% in 2016). Thus, the percentage of women working in senior positions has increased over the period of the FMTH BNTU Gender Plan.

**Gender structure of students at FMTH BNTU**

Women make up 58.7% of the fulltime students of FMTH BNTU (in the economic specialties – 57.7%, engineering specialties – 52%, creative specialties – 85.5%).

Among students in the correspondence form of education women make up 57.7% (in the economic specialties – 64%, in engineering specialties men prevail – 60%). Among students at the second stage of higher
education, 62% are women (63.9% of students study in the field of economic specialties, 66.67% – in engineering specialties). In contrast, 76.2% of candidates for a master’s degree who study in the correspondence form of education are young men (71.4% in economic specialties and 85.7% in engineering specialties).

With a significant rate of decline in the total number of students studying at FMTH BNTU (0.67) for over 2 years, the number of male students has decreased in a greater ratio to the number of female students, which requires further analysis of the dynamics of gender imbalance in the faculty's specialties.

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Women</th>
<th>Men</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-25 01 07 Economics and Management of the Enterprises</td>
<td>67</td>
<td>42</td>
<td>109</td>
</tr>
<tr>
<td>1-26 02 02 Management (by area)</td>
<td>98</td>
<td>102</td>
<td>200</td>
</tr>
<tr>
<td>1-36 20 01 Low Temperature Equipment</td>
<td>15</td>
<td>70</td>
<td>85</td>
</tr>
<tr>
<td>1-36 20 02 Packaging Production</td>
<td>84</td>
<td>16</td>
<td>100</td>
</tr>
<tr>
<td>1-36 21 01 Design of Industrial Equipment</td>
<td>71</td>
<td>12</td>
<td>83</td>
</tr>
<tr>
<td>1-43 01 06 Energy Efficiently Technologies and Energy Management</td>
<td>41</td>
<td>40</td>
<td>81</td>
</tr>
<tr>
<td>1-96 01 01 Customs affairs</td>
<td>158</td>
<td>93</td>
<td>251</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>534</strong></td>
<td><strong>375</strong></td>
<td><strong>909</strong></td>
</tr>
</tbody>
</table>

During the period covered by the FMTH BNTU Gender Plan, the composition of the FMTH Student Council also changed. It is worth noting that the changes related not only to quantitative indicators. In 2017 the Student Council consisted of 15 people, including six (40%) male students and nine (60%) female students, and 12 people in 2019, including five (41.7%) male students and seven (58.3%) female students.
The faculty’s volunteer squad today includes not only young men, but also young women: three out of 13 (23%).

Participation in the faculty gender audit is clearly a good experience and an additional source of information on the activities of FMTH. The importance of this event is obvious, since gender and gender equality issues should be highlighted as often as possible. Any person, one way or another, faces gender issues in everyday conversations, in the media, but many do not realise how close it all is. We come across gender discrimination in schools, universities and at work. Often it is sufficient to say that a woman or a man will not cope with this or that task, and the opposite gender will cope better.

The audit also allowed us to take a current look at the gender composition of the faculty and analyse the data obtained. In addition, the surveys conducted were also of practical interest to me as a student since they gave me an opportunity to communicate with other students and teachers, find out their points of view and compare them.

I believe that an audit should be conducted on a regular basis in order to constantly have relevant information and keep the audit topic up-to-date.

Ryzhankova Yuliya,
Fourth-year student of the specialty 1-26 02 02 Management at the Faculty of Management Technologies and Humanitarianization of the Belarusian National Technical University.

The faculty’s volunteer squad today includes not only young men, but also young women: three out of 13 (23%).
2. Education

All the planned activities in the field of education in accordance with the FMTH BNTU Gender Plan for 2017-2019 were implemented:

1. Gender-oriented thematic blocks (9 disciplines) were introduced into the educational process.
2. Methodological materials on the implementation of the gender theory and gender knowledge basics were developed and included into information and student counselling hours.
3. Seminars on gender equality were held for female and male FMTH employees (2).
4. A training session (business game) aimed at strengthening the norms and standards of gender etiquette and gender-neutral behaviour was held for female and male FMTH employees (8).
5. Lectures on gender equality were held for female and male FMTH students (120).
6. Practical seminars on the basics of gender culture, including in the student environment, were held for FMTH female and male students (30).

This area of the audit was examined using quantitative and qualitative analysis of documents, questionnaire for female and male employees, female and male students of the faculty and evaluation forms.

During the reporting period (the period of implementation of the FMTH BNTU Gender Plan for 2017-2019) the best practice for improving the level of gender education of students was the integration of gender issues into the student work plan and the development of methodological materials on the implementation of gender theory and gender knowledge basics into information and student counselling hours.

For the second consecutive year, the faculty also teaches an optional course “Gender and Law” for students studying the specialty 1-26 02 02 Management (in areas). The purpose of the course is to provide female and male students with basic theoretical knowledge of gender theory to form a comprehensive understanding of the essence and legal regulation of gender aspects in legislation.
The results of the survey of the faculty teachers indicate a fairly high level of awareness of the faculty’s activities in the field of preventing gender discrimination in the workplace and creating conditions that ensure a more complete implementation of the personal potential of women and men in all areas of faculty life. It can be also noted that there is a growing trend towards a positive attitude to the process of disseminating knowledge on gender equality policy among faculty female and male employees and female and male students.

In your opinion, does the faculty administration contribute to the improvement of your competence in gender issues and your level of gender education?

- Yes, contributes, more than enough
- Yes, contributes sufficiently
- Yes, contributes, but not sufficiently
- No, does not contribute

Does your faculty regularly hold events aimed at improving the level of gender education of the faculty employees?

- Very often
- Often enough
- Seldom
- Does not hold

In your opinion, do you have a sufficient level of gender education to introduce aspects of gender theory into the subjects you teach?

- Yes, I have, more than enough
- Yes, I have enough
- I have, but not enough
- No, I don’t have

How well do you think gender-oriented thematic blocks are being implemented in the educational process, as well as the basics of the concept of gender equality in the curricula of the disciplines taught at the faculty?

- Very successful
- Successful enough
- Not successful enough
- Is not done
The results of the survey of female and male students of the faculty also confirm an increase in the level of gender education.

In 2016, a survey on familiarity with the content of the term gender showed that almost half female and male students studying at FMTH understand the meaning of this term adequately. In 2019, 100% of the students surveyed gave the correct answer.

The answer to the question on the essence of gender equality showed almost the same result. In 2016, the majority of female students (67%) believed that this term means equal rights and equal opportunities for women and men, and 33% defined this term as “equal rights of men and women”. In 2019, 80.5% of female and male students said that gender equality is “equal rights and equal opportunities for women and men”.

3. Science and Research
The main scientific events planned in accordance with the FMTH BNTU Gender Plan for 2017-2019 were implemented, namely:

1. Gender issues were included into the program of scientific and practical conferences for BNTU employees (six as of 1 December 2019).
2. Gender issues were included into the program of scientific and practical conferences for BNTU students (3 as of 1 December 2019).
3. Gender issues were included in master’s theses, graduation and term papers (8 master’s theses, 17 graduation papers and 34 term papers as of 1 December 2019).

4. Work on creating a bank of faculty authors’ scientific works on gender issues began.

This area of audit was examined by means of quantitative and qualitative analysis of documents and a survey of female and male employees and students.

During the reporting period (the implementation period of the FMTH BNTU Gender Plan for 2017-2019), good practices in gender mainstreaming were included into the programs of scientific and practical conferences attended by female and male BNTU students by the creation of a section entitled Gender Aspects of Management within the framework of the student scientific and practical conference held April, 19, 2019 by the department of Management. The section was attended by 27 students, 22 presentations were given and 22 abstracts were published in the electronic book of conference materials.

The best practice of integrating gender issues into the scientific and practical conference programs of teaching staff was demonstrated by the International Scientific and Practical Conference “Gender in Focus” held at the premises of FMTH BNTU on 22-23 November 2017. The conference was a premier venue to share new ideas, research results and development experiences in the following fields:

1) Gender policy in higher education.
2) History of the emergence and formation of gender knowledge in the world and in Belarus.
3) Gender education and gender pedagogics.
4) Gender research and the gender dimension in various fields of knowledge.
5) Cooperation between universities, state authorities and public organizations to promote gender education and research.

The conference was attended by more than 70 representatives of higher educational institutions from Belarus, Sweden, Poland, Ukraine and Russia. As a result of the conference, a collection of 63 presentations was published. The conference and publication of the collection were organised by Raoul Wallenberg Institute of Human Rights and Humanitarian Law within the framework of their academic cooperation with BNTU and other higher education institutions in the Republic of Belarus with the financial support of the government of Sweden represented by the Swedish International Development Cooperation Agency (Sida).

On 20 April 2017, an international scientific and practical seminar for postgraduates, undergraduates and students “Gender Equality in Higher Education” was organized. The seminar was attended by 40 female and male students. The topics of this scientific and practical seminar covered 3 sections:

1) Gender policy in the field of education.
2) Gender labour segregation.

3. Gender ideals and gender stereotypes in the academic environment. On 26 April 2018, the section Gender Equality in Higher Education was held as part of the 74th student scientific and technical conference. Fourteen presentations were prepared.

In accordance with the gender plan, the work to include gender issues in master’s theses, graduation and term papers was carried out. An upward trend in the number of gender-related works is quite obvious.

Graph 7. The number of student gender-oriented papers or papers including gender aspects.

Gender-oriented papers are papers aimed at improving the level of gender education and gender culture. For example, a paper on gender issues, gender equality, gender discrimination etc. To classify a graduation project or a master’s thesis as a paper of this category, the title of the topic should focus on any of the following indicator words: “gender”, “sex”, or mention a gender group, for instance, “women”, “men”.

Papers including gender aspects are papers that touch upon gender issues indirectly. In order to classify a paper as a paper of this category the title of the topic should contain at least an indirect reference to gender issues.

For example “Human rights via the example of women’s rights”.

Figure 5. Participants of the International Scientific and Practical Conference “Gender in Focus” (22-23 November 2017 FMTH BNTU)
Gender in focus

For example, during the reporting period, master’s theses on the topics “Specifics of forming the professional identity of employees of a modern organisation” and “Optimisation of marketing strategies using the Internet”, that included gender issues, were defended. Gender analysis was used in graduation projects, for example when considering the structure of a company’s personnel and when developing a project to improve the existing remuneration system – a competitive compensation package including premiums and bonuses for special achievements and a system of benefits supporting the health of employees and their families (the topic of the work: “Optimisation of the employee remuneration system in a production enterprise”). The number of gender-related term papers, such as Economic manifestations of gender asymmetry in the labour market, Population employment problems: gender aspects, Development of the concept of a social gender-oriented advertising campaign, Development of advertising materials for a social gender-oriented campaign, are increasing on an annual basis.

However, the sociological survey results show that, when choosing topics for term, graduation and research papers, only 53% of FMTH teachers take account of the gender aspect in their work.

79.5% of the faculty employees answered affirmative (Yes, included) to the question: “Do you think gender issues are included into the research plan of your faculty?”

Now often do you openly consider the gender dimension in your work?

- Always: 31
- Often: 53
- Seldom: 15
- Never: 0

Do you think that gender issues are included into the research work of students of your faculty?

- Yes. They are included: 60
- No, They are not included: 31
- Hard to say: 9

The results of the survey of female and male students at the faculty show a high degree of FMTH student involvement into research work. 60% of female and male respondents personally participated in research work. 60% of respondents noted that gender issues are were included into FMTH student research work.

Also, 69% of students believed that all the female and male students of the faculty enjoyed equal access and equal opportunities to receive recommendations for participation in internships and scientific conferences. 73% of students believed that information on internships, scientific conferences, additional training opportunities etc. was publicly available.

The qualitative analysis of research and publications related to gender issues carried out by FMTH teachers during the period of 2017-2019 showed that these studies were conducted mainly by women in humanities and economics. Research in the field of technical sciences conducted at FMTH BNTU was gender-neutral. In general, the publications of lecturers in FMTH departments were mainly interdisciplinary in their nature.

The problem of changing gender stereotypes and attitudes affects almost all aspects of modern human life and activity. And the use of the gender approach in solving many tasks is becoming a social norm. The education system is not an exception. For example, our faculty has a gender plan as well as an optional course and also new academic courses emerge that study the impact of gender aspects in the fields of future specialist activities.

Participation in the organisation and performance of the faculty gender audit is an unusual event, and the practical work of organising interaction and evaluating the work of teachers within the framework of the gender plan is also of great interest. In my opinion, the main goal of this work was to help the dean’s office and lecturers understand how to perform their duties more effectively in order to achieve their goal and objectives.

Leshuk Ilya,
Second-year student in 1-43 01 “Energy Efficient Technologies and Energy Management” at the Faculty of Management Technologies and Humanitarization at the Belarusian National Technical University.

4. Public Relations
This area of audit was examined by means of quantitative and qualitative analysis of documents, survey of female and male employees and students.
All planned activities in accordance with the FMTH BNTU Gender Plan for 2017-2019 in the field of public relations were completed, namely:
1. Four design projects were prepared for the specialties Design of Production Equipment, Low-Temperature Equipment, Energy-Efficient Technologies and Energy Management and Packaging Production and 220 information booklets covering gender education were published.
2. Articles on gender issues (6), articles including gender aspects (11) and covering the activities of the FMTH BNTU Gender Plan (4) were prepared and published in the student newspaper FMTH FACTS.

In May 2017, BNTU launched a project which conducted a professional orientation campaign that took into account the gender imbalance among students in technical specialties in order to identify the causes of the gender imbalance in the Belarusian higher education system when selecting future specialties for women and men. It was aimed at changing the proportion of women and men in these specialties. The main goal of the project was to destroy gender stereotypes in order to make it possible for young people to realise their potential in their desired fields with no fear of gender discrimination.

The final implementation of the project was an information and professional orientation campaign that took into account the gender imbalance among students in technical specialties and aimed at changing the proportion of women and men in these specialties. Four booklet design projects were developed for the following specialties:
1. Design of Production Equipment
2. Low-Temperature Equipment
4. Packaging Production

At the final stage of the project, seven professionally-oriented events were held. On 18 December 2017, the primary results of the project were presented at the BNTU Council of the Faculty of Management Technologies and Humanitarization. A decision was taken to approve the work of the project participants and to use the results of the project for further consideration of gender balance/imbalance in admission process to the faculty specialties.

In the course of the seven professionally-oriented events, 220 information booklets were distributed (55 for each of the four specialties).

In the course of the seven professional orientation events, 220 information booklets were distributed (55 for each of the four specialties).

At present, the work on creating new information booklets taking into account the peculiarities of multicultural education has continued. Since more than 100 foreign students from different countries attend courses at the university, the faculty has already developed layouts for booklets in Turkmen and Kazakh, taking into account the gender aspect and tolerant attitude to representatives of other cultures and nationalities.

FMTH BNTU conducted three public events named Gender Week. The first – 20-27 April 2017, the second 23-20 April 2018 and the third 19-25 April 2019. During these events, video-clips on all specialties were shown and contests were held, all taking into account the peculiarities of gender balance in each specialty and the national traditions of foreign students.

The number of participants and organisers of the Gender Week events at FMTH BNTU is given in Table 2.

<table>
<thead>
<tr>
<th>EVENTS</th>
<th>Number of participants</th>
<th>Number of people, involved in organization and implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>students</td>
<td>FMTH employees</td>
</tr>
<tr>
<td></td>
<td>men</td>
<td>women</td>
</tr>
<tr>
<td>Gender Week at FMTH BNTU (April 2017)</td>
<td>25</td>
<td>11</td>
</tr>
<tr>
<td>Gender Week at FMTH BNTU (April 2018)</td>
<td>23</td>
<td>24</td>
</tr>
<tr>
<td>Gender Week at FMTH BNTU (April 2019)</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>TOTAL</td>
<td>79</td>
<td>66</td>
</tr>
</tbody>
</table>

Transparency in the implementation of the FMTH BNTU Gender Plan events was ensured through the publication of articles on the Times BNTU news portal and in the Vesti BNTU newspaper.

Monitoring of interim results of gender plan implementation was conducted in January 2018 and was based on the following methods of obtaining empirical information:
- Analysis of documents.
- Statistical analysis of the number and composition of employees.
- Statistical analysis of the number and composition of female and male students of FMTH.
- Survey of faculty female and male employees and students.
According to the results of the survey of female and male faculty students:

- 81% of respondents believed that the schedule of classes allowed students to combine their studies with other types of social activity (research, social and volunteer activities, student self-government).
- 81% of female and male students were also actively involved in the social life of the faculty and the university. The responses showed no gender differences.
- 91% of FMTH students were members of public organizations and/or public associations.
- 82% of students took part in socially significant events at the faculty, were involved in volunteer work and/or sports events.
- 79% of respondents stressed that gender issues were included in the activities of public organizations and student self-government.

Nowadays gender issues in the Republic of Belarus higher education institutions are considered not only in the framework of discussions at round tables, conferences and exhibitions, but are also implemented in the teaching of various courses, in activities and student self-government bodies. FMTH BNTU actively works in the field of gender education of both students and teaching staff. The efforts of the faculty administration are aimed at eliminating gender stereotypes, promoting gender culture and establishing a non-discriminatory environment.

A gender audit of an educational institution should be based on the principle of open and active participation of employees and students at the bachelor and master levels of higher education and, certainly, the student leaders. All these categories were fully involved in the organisation and implementation of the FMTH BNTU gender audit, and the dynamics of their composition, number as well as quantitative and qualitative indicators are reflected in the results of the audit.
Gender in focus

Do you think that the faculty has a certain conceptualization of gender equality?

- Yes, it does
- No, it doesn’t
- Hard to say

The number of issues considered at the meetings of the faculty methodological commission doubled twice as much every year.

The vast majority of faculty female and male employees, and female and male students believed that the FMTH BNTU administration made sufficient efforts to eliminate gender discrimination.

The results of the survey of the faculty teachers showed a significant degree of female and male employee satisfaction with the faculty management system.

Table 3. Structure of the contact group responsible for coordinating activities under the gender plan.

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>for 2016/2017 academic year</th>
<th>for 2017/2018 academic year</th>
<th>for 2018/2019 academic year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>men</td>
<td>women</td>
<td>men</td>
</tr>
<tr>
<td>Professors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate professors</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Senior Lecturers</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Lecturers</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 4. Structure of individuals involved in monitoring interim results of gender plan implementation.

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>January 2018</th>
<th>January 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>men</td>
<td>women</td>
</tr>
<tr>
<td>Professors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate professors</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Senior Lecturers</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Lecturers</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Students</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

Do you think that the management of your faculty is making enough efforts to eliminate gender discrimination?

- Yes, more than enough
- Yes, enough
- No, not enough
- Not at all

In your opinion, how effective is the work conducted with students at the faculty in the field of promoting gender equality?

- Very effective
- Sufficiently effective
- Insufficiently effective
- Not effective at all

Have you personally come across gender discrimination in the workplace?

- Yes, I have
- No, I haven’t
- Hard to say

Do you think that obstacles to equal access of men and women to all positions and duties have been removed at your faculty?

- Yes, they have been removed to the full extent
- Yes, they have been removed sufficiently

Please, rate the level of gender equality at your faculty in general?

- Low
- Average
- High
- Hard to say
The results of the survey of female and male students also indicated positive changes. For example, the majority of students who participated in the survey in 2016 (61%) did not personally experience gender discrimination at the faculty. In 2019, the number of students who did not experience gender discrimination at the faculty increased (81%) and 61% of students considered indecent screensavers, offensive post- ers, advertisements and rude jokes to be manifestations of gender discrimination.

Currently, the issue of gender equality in the academic environment is actively discussed all over the world. The Republic of Belarus is not an exception. The formation of an innovative, socially-oriented economy in the Republic of Belarus requires higher education to train specialists capable of self-realisation regardless of gender. In this context, professional development largely depends on the preconditions created at a university, the educational space that affects not only the formation of student professional knowledge, competencies, communication skills and socially-necessary personal qualities, but also contributes to the development of each student’s personality, the manifestation of individuality and their upbringing in the spirit of the egalitarian partnership of men and women in all spheres of life.

A gender audit is an effective tool for recording positive experiences in achieving gender equality in higher education institutions. A gender audit identifies problem areas and difficulties in establishing gender equality, and recommends methods for solving these problems. The FMTH BNTU gender audit allowed us to systematically evaluate the ratio of the number of men and women at the faculty at different levels of management in order to identify opportunities for further work on the integration of gender aspects into the educational process, it also facilitated enhancement of self-training in the gender approach and improvements in the system for monitoring and evaluating the state of gender equality at the faculty. Also, the gender audit procedure contributed not only to the consolidation of the student group and the teaching staff but also stimulated interaction within the faculty as a whole.

RECOMMENDATIONS

1. Socio-demographic structure of teaching staff, support staff and students at FMTH BNTU

1. Strive for gender parity in decision-making bodies considering the fact that the majority of teachers and students are women, to identify factors that affect career growth motivation for women and men and to determine reasons that may restrict career growth for women.

2. Conduct monitoring of scientific events held at FMTH to determine the motives encouraging academic staff and students to be engaged in scientific activities, the reasons for admission/refusal of admission to aster's/postgraduate studies for men and women, the availability of participation in scientific events (conferences, projects, grants, internships, business trips, etc.) for men and women.
3. Continue conducting professionally-oriented, gender-specific activities in order to overcome existing gender stereotypes in education, continue analysing statistical information on the student gender imbalance at FMTH BNTU, conduct a qualitative study using the matrix gender analysis method aimed at overcoming the gender imbalance among FMTH BNTU students.

2. **Education**
   1. Familiarise all FMTH BNTU female and male employees and students with the content of the National Action Plan for Gender Equality in the Republic of Belarus for 2017-2020.
   2. Study further possibilities of integrating courses on gender equality, gender-oriented thematic blocks or the basics of the concept of gender equality into the FMTH BNTU curriculum taking into consideration the opening of new specialties and the development of new curricular.
   3. Consider the organisation of special courses and training materials for the FMTH BNTU teaching staff on the implementation of the gender theory and gender knowledge aspects into training courses.
   4. Identify factors that motivate students to study master’s academic courses with integrated gender-oriented thematic blocks or the basics of the concept of gender equality, and explore factors that promote teaching staff activity in the development of courses on gender issues and the implementation of gender theory and gender knowledge aspects in the educational process.

3. **Science and Research**
   1. Conduct a number of scientific and methodological events (round tables, scientific sections, scientific seminars) for the FMTH BNTU teaching staff on the basics of gender analysis methodology, the basics of gender equality, gender-oriented teaching methods in such scientific and technical areas as renewable energy sources, waste processing, energy saving, industrial design.
   2. Develop a set of measures to encourage the more active participation of male researchers in research work related to gender issues.
   3. Make a list of possible research topics on gender at FMTH BNTU with a view to their subsequent implementation in term, graduate, master’s and PhD research.

4. **Public relations**
   1. Expand the focus of gender-based public relations activities at the faculty taking into account the tolerant attitude towards representatives of other cultures and nationalities.
   2. Increase publication activity in the media on gender events held at FMTH BNTU.

5. **Management**
   1. Develop practical recommendations for the administration and management of FMTH BNTU concerning gender equality-appropriate behaviour in the workplace and distribute them among faculty employees.
   2. Based on the results of monitoring interim results and the main gender audit, provide advice on ensuring gender equality-appropriate behaviour in the workplace.

3. Complete the gender audit system within the quality management system at the faculty.

The main result of the gender audit of FMTH BNTU was a new gender plan – the Gender Plan of the Faculty of Management Technologies and Humanitarization of the Belarusian National Technical University for 2020-2022.

**BNTU FMTH BELARUSIAN NATIONAL TECHNICAL UNIVERSITY**
**Faculty of Management Technologies and Humanitarization**
**GENDER PLAN FOR 2020-2022**

The goal of the FMTH BNTU Gender Plan is coordination of actions to maintain the achieved level of gender education and promotion of scientific research taking into account gender aspects among female and male employees, female and male students, as well as maintaining a high level of gender culture at the faculty.

The implementation of the FMTH BNTU Gender Plan involves conducting a number of activities in four areas: education, science, public relations and management.

I. **Education**
   1. Review of the results of implementation of the FMTH BNTU Gender Plan for 2017-2020 in the field of education at the Faculty Council, 2020.
   4. Conducting a survey of female and male students of the faculty to identify reasons of their unwillingness to study academic courses with integrated gender-oriented thematic blocks and the basics of the gender equality concept, 2020.
   6. Conducting a practical seminar for female and male students of the faculty on the basics of gender culture in the student environment, 2012 and 2022.
   7. Conducting a training session for female and male employees of the faculty on the implementation of the gender theory and gender knowledge in academic courses taught at the faculty, 2021.
   8. Conducting an educational lecture for female and male employees of the faculty on the formation of culture of gender-correct behaviour in the workplace, 2021 and 2022.

II. **Research**
   1. Incorporation of gender issues into the program of scientific and practical conferences for BNTU employees and students, 2020-2022.
   2. Drawing up and approval of a list of topics for master’s theses, graduation and term papers with integrated gender aspects for students at the faculty, 2021 and 2022.
   3. Updating the information base on the faculty scientists who have authored scientific papers on gender issues, 2020-2022.
   4. Conducting a round table on the basics of the gender analysis methodology, the basics of gender equality in the field of energy saving and renewable energy sources, 2021.
   5. Conducting a round table on the basics of the gender analysis methodology and the basics of gender equality in the field of industrial design, 2021.
   6. Conducting a scientific seminar for female and male students of the faculty on the basics of gender equality in the field of energy saving, renewable energy sources and waste processing, 2022.
Gender Plan of the Faculty of Management, Technologies, and Humanitarianization of the Belarusian National Technical University for 2020-2022

III. Public Relations
1. Preparation and publishing of an information booklet on the basics of gender equality and tolerant attitude towards representatives of different cultures and nationalities, 2020.
2. Conducting a public event Gender Week at FMTH BNTU, 2021 and 2022.
3. Integration of the gender audit system into the quality management system at the faculty, 2021.
4. Monitoring of interim results of the implementation of the gender plan, January 2021 and January 2022.

IV. Management
1. Establishment of a permanent contact group from among female and male employees of the faculty responsible for coordination of events provided by the plan, 2020-2022.
2. Conducting a public event Gender Week at FMTH BNTU, 2021 and 2022.
3. Development and implementation of a PR campaign to attract male researchers to research into gender issues, 2020.
7. Conducting a training session for female and male employees of the faculty on the basics of gender culture in the student environment, 2022.
8. Conducting an educational lecture for female and male employees of the faculty on the implementation of the gender theory and gender equality concept, 2020 and 2022.
9. Conducting a round table on the basics of the gender analysis methodology, the basics of gender equality in the field of energy saving and renewable energy sources, 2021.

RESOURCES AND PUBLICATIONS ON GENDER ISSUES PREPARED WITHIN THE FRAMEWORK OF ACADEMIC COOPERATION BETWEEN THE RAOUl WALLENBERG INSTITUTE OF HUMAN RIGHTS AND HUMANITARIAN LAW WITH BELARUSIAN UNIVERSITIES

Collection of publications on gender issues by Belarusian researchers
http://www.elib.bsu.by/handle/123456789/233595

This collection offers a selection of publications on gender issues by Belarusian researchers. The collection is open access and is located in the Electronic Library of the Belarusian State University (BSU) under the section Faculty of International Relations.
A gender audit was conducted in 2017 at the Faculty of International Relations of the Belarusian State University (FIR BSU).

The purpose of this audit was to broaden gender dialogue as an important instrument for consolidation of corporate spirit in the faculty team and improvement of internal communication. This survey was carried out using gender audit methodology based on the principle of active participation as developed by the International Labor Office (ILO Methodology).

The publication may be interesting and useful to anyone who is interested in the issue of gender equality promotion in an academic environment.
Gender in focus: a summary of gender audit results at the Faculty of Management Technologies and Humanitarianization at the Belarusian National Technical University
https://elib.bsu.by/handle/123456789/252119

In 2019, a gender audit was conducted at the Faculty of Management Technologies and Humanitarianization at the Belarusian National Technical University (FMTH BNTU). Its purpose was to assess the quality of implementation of the FMTH BNTU Gender Plan for 2017-2019 and to obtain source information for the development of the FMTH BNTU Gender Plan for 2020-2021. This study was conducted utilising the methodology for conducting gender audits based on the principles of active participation developed by International Labour Office (ILO Methodology).

This publication may be valuable and useful to anyone who is interested in the development of gender education and the promotion of gender equality in the academic environment.

Gender and law: first experience of teaching in the Republic of Belarus
http://rwi.lu.se/publications/belarus-gender-brochure/

The authors of the information brochure Gender and Law: first experience of teaching in the Republic of Belarus are happy to share the results of their work on the development, implementation and methods of teaching academic courses on the subject of gender and law. We hope that the brochure will be interesting and useful to lecturers at various educational institutions, researchers and a wider audience interested in issues of gender equality.

Recommendations for integrating the gender dimension into legal research
https://rwi.lu.se/download/gdi/?wpdmdl=17734

These recommendations offer a method of integrating the gender dimension in legal research developed on the basis of accumulation and adaptation of the methods used in the humanities. A step-by-step algorithm for integrating the gender dimension, a number of legal and non-legal methods with descriptions and examples for use in legal research are also presented. The recommendations contain materials that can be used in the process of integrating the gender dimension into legal research, a brief overview of the main concepts and gender theories, the categorical and conceptual apparatus of gender discourse, a selection of literature on gender theories and terminology and materials for a detailed study of methods and techniques.
Gender in focus

Gender equality in higher education systems: ways and means of achievement
I.N. Kandrichina [and others]; eds. V.G. Shadurski, L.S. Lukina
http://elib.bsu.by/bitstream/123456789/234777/2/cover_e.jpg

This publication is a comprehensive study of methods to achieve gender equality in higher education. The authors discuss a wide range of issues from the conceptual and categorical apparatus, legal regulation of achieving gender equality at international and national levels to proposals on the introduction of gender issues in various areas of higher education. The publication demonstrates a systematic approach to the analysis of the problem and offers practical recommendations for the introduction of the gender approach in higher education activities. The publication is intended for students and lecturers at higher education institutions, all those interested in gender issues as well as in the development of higher education in the context of gender equality.

Gender stereotypes in the university environment of Minsk
http://www.elib.bsu.by/handle/123456789/116386

The report presents the results of a study of gender stereotypes in the university environment of Minsk based on a survey of students and teaching staff (2012). The role of the higher education system in overcoming obsolete gender ideas is also considered.

INTEGRATION OF THE GENDER DIMENSION IN LEGAL RESEARCH

Booklet: Integrating the gender dimension into legal research
https://rwi.iu.se/download/gdi-english-pamphlet/?wpdmdl=17776

The recommendations for integrating the gender dimension into legal research include:
- An interdisciplinary methodology for integrating gender into legal research.
- Five practical steps towards integrating gender within the research cycle.
- Conceptual and categorical apparatus of gender research.
- A brief summary of gender theories.
- An outline of basic legal and non-legal methods in the framework of the integration of the gender dimension into legal research.
- Examples of the methodology used.

Report on the results of analysis of the legislation of the Republic of Belarus regulating relations in the field of higher education for gender equality
http://www.elib.bsu.by/handle/123456789/149728

This publication presents the results of the analysis of the legislation of the Republic of Belarus regulating education, labour and other aspects of the field of higher education for gender equality. The publication is intended for students of legal specialties, professors and those interested in gender issues in the legal context.
Materials from the international scientific and practical conference entitled Gender in Focus, Minsk, 22-23 November 2017.

This collection presents the materials from the international scientific and practical conference entitled Gender in Focus. The topics of the articles are related to current theoretical and practical issues within promoting gender equality.

Asly Tepeldik Dish, Christian Diemen, Mitchell Reardon and Timothy Anderson
https://www.rwi.lu.se/by/recommendationsurban.pdf

This publication was developed for lecturers at the Belarusian National Technical University and other universities in the Republic of Belarus who train future architects and urban planners. These recommendations are intended to help teachers to define their theoretical framework, teaching methods and reference materials on the interaction between social, gender issues and urban planning issues, emphasising their relevance and importance in creating more attractive, open and accessible cities.
Научно-популярное издание

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Безбожная Ольга Николаевна

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