

/Translation from Latvian, 27.03.2025/

APPROVED
by Rīga Stradiņš University
01.04.2025 Rector's Decree
No. 1-PB-2/173/2025

Gender Equality Action Plan at Rīga Stradiņš University

Rīga 2025

The Gender Equality Action Plan at Rīga Stradiņš University (hereinafter referred to as RSU) is a document signed by the Rector and made publicly available on the RSU website for all interested parties. The implementation of the RSU Gender Equality Action Plan will be guided by the core principles of diversity, equality, and inclusion upheld by RSU.

At RSU, both women and men have equal access to all resources (such as information, education, healthcare, finance, etc.) available at the university, and are able to utilise them. Both genders have equal rights and responsibilities. RSU evaluates the contributions of men and women based on the same criteria. Gender equality is not about making women and men identical, but about creating an environment and conditions in which both can enjoy their legal rights and freedoms equally, realise their potential, talents, and ideas, and have control over their lives, regardless of gender.

RSU Gender Equality Action Plan includes the following sections:

- Institutional mechanism for gender equality at RSU.
- Presentation and analysis of statistical data.
- Action plan with specific actions to improve gender equality at RSU.

RSU shall collect and process data for the development of this document and the achievement of its objectives, in order to assess the status of gender equality and its trends over the past five years. The findings were analysed, and an action plan to improve the status of gender equality was created based on this analysis. The Action Plan outlines the desired outcomes, the structural units involved and responsible, as well as specific implementation deadlines.

1. Institutional mechanism for gender equality at RSU

By the Rector's Decree, RSU shall designate a specialist in gender equality matters to carry out the following tasks:

- 1) To monitor and evaluate the implementation of the Gender Equality Action Plan.
- 2) To promote the implementation of the Gender Equality Action Plan at RSU.
- 3) To harmonise the views of different stakeholders regarding potential solutions to gender equality issues.

- 4) To monitor the overall situation at RSU and assess the impact of the plan through a gender equality lens.
- 5) To coordinate and oversee the implementation of the Gender Equality Action Plan, in collaboration with RSU structural units.
- 6) To inform RSU staff about achievements in the field of gender equality.
- 7) To participate in the review of gender equality complaints and recommendations.

The principles of gender equality and the prohibition of discrimination on the grounds of gender are enshrined in the Constitution of the Republic of Latvia, as well as in key laws and regulations across various sectors, including the Labour Law, Education Law, State Civil Service Law, Military Service Law, Consumer Rights Protection Law, Criminal Law, Law on Social Security, Law on State Pensions, and others.

2. Statistical data and their analysis

RSU has collected, aggregated, and analysed data on the gender ratio of staff over a three-year period across different function groups. This analysis is essential for drawing conclusions about the strengths and weaknesses of gender equality at RSU. The gender ratio is illustrated in graphs showing the overall gender distribution at RSU, the gender ratio among managers, and the gender breakdown in science and academic positions. Additionally, a visual representation of the average monthly salary ratio between men and women at RSU is provided. The analysis of the gender ratio at RSU reveals that the situation has remained stable over the three-year period. Historically, RSU employs more women, and this trend has not changed significantly over the past three years. Similarly, a higher proportion of women holds managerial positions at RSU. In both science and academic roles, the gender ratio remains relatively stable, with women predominantly employed in these areas.

Although there is no significant gender discrimination at RSU, either in terms of remuneration or in the allocation of positions, RSU will continue to analyse data and report the results.

RSU aims to ensure the availability of information on the gender ratio across various sections.

This information is presented in Annex 1 of the Gender Equality Action Plan at Rīga Stradiņš University and is updated annually. The visualised graphics are published on RSU's website and are accessible to all.

3. Action plan

The aim of developing the Action Plan is to establish a set of actions designed to purposefully and effectively promote gender equality at RSU. The Action Plan will include a description of each planned action, the responsible and involved units, and the implementation deadlines.

No.	Action	Result to be achieved	Responsible structural unit	Participating structural units	Deadline for implementation
1.	Publication of the Gender Equality Action Plan on the RSU website (in Latvian and English)	Raising awareness on the importance of gender equality at RSU	Communications Department	Human Resources Department	2025
2.	Survey on the adherence to gender equality principles, their importance at RSU (including employee knowledge of gender equality), integrating this survey into the RSU employee satisfaction survey	Deciding on the necessary training in the field of gender equality (depending on survey results)	Human Resources Department	Communications Department	The last survey was conducted in April 2024, with the next one planned for 2026
3.	Exploring the necessary training in the areas of gender equality, diversity, equality of rights, and inclusion, and identifying internal resources for the implementation of such training. Focus for 2025: addressing specific learning difficulties in higher education institutions and the use of simple and accessible language in the study process	Enhancing employees' knowledge of gender equality, diversity, equality of rights, and inclusion in their everyday work, communication, etc.	Human Resources Department	Centre for Educational Growth	2025
4.	Regular monitoring, analysis, and communication of statistical data on gender equality	Updated information during the reporting period	Human Resources Department	Communications Department	By 1 June of each year

5.	Illustration of gender equality issues for visible display	Infographic outlining the basic principles of gender equality and everyday situations	Human Resources Department	Communications Department	By 1 June of each year
6.	Disseminating information in the news section of the RSU website regarding international days dedicated to equality	International Day for Women and Girls in Science (February 11), International Women's Day (March 8), International Day for the Elimination of Racial Discrimination (March 21), International Youth Day (August 12), International Equal Pay Day (September 18), International Day for the Elimination of Violence against Women (November 25), International Men's Day (November 19) and Human Rights Day (December 10)	Human Resources Department	Communications Department	According to the specified dates
7.	Maintaining the email address dzimumulidztiesiba@rsu.lv	Ensuring that RSU staff are informed about this email address	Communications Department	Human Resources Department	Continuously
8.	RSU Employee Digital Handbook	Employee Digital Handbook is updated with a section on gender equality	Human Resources Department		2025
9.	Zero tolerance approach	Investigate complaints of gender discrimination received	Human Resources Department	Quality Assurance and Internal Audit Department	Continuously

10.	Strengthening academic ethics, developing an inclusive and respectful environment	Training for all RSU staff on how we can all work together to create an academic environment where we feel safe, respected and welcome. The training content includes three video lectures, at the end of which you are presented with situations related to the video topic to evaluate	Human Resources Department		Continuously
11.	Cycle of seminars on the promotion of wellbeing at work	Internal seminar cycle for RSU employees on productivity and mutual relations in the work environment, coping skills, professional challenges and satisfaction with the work environment	Human Resources Department		2025

Sources

1. [Constitution of the Republic of Latvia \(likumi.lv\)](#)
2. [Labour Law \(likumi.lv\)](#)
3. [Consumer Law \(likumi.lv\)](#)
4. [Labour Law \(likumi.lv\)](#)
5. [Gender Equality Strategy](#)
6. [Framework Programme for Research and Innovation — Horizon Europe 2021-2027](#)

IMPORTANT TERMS

Source: [Explanatory Dictionary of the Ministry of Welfare](#)

Gender refers to both biological sex and biological function. Historically, a person's biological sex was determined by external genital differences, and children were raised according to their assigned sex. Today, biological sex includes not only external gender differences but also the hormonal and chromosomal makeup of the body. Despite biological differences at all levels, there are far more similarities between the bodies of women and men than there are differences.

Gender equality refers to a situation where individuals' roles in the development of society are recognised as equal, regardless of their gender. It involves granting equal rights, equal responsibility, and equal access to resources and opportunities. Everyone's contribution to the public good and their challenges are perceived as equally important. Gender equality applies to both de jure and de facto equality. "De jure" gender equality refers to formal, legal equality guaranteed by national laws and regulations. "De facto" gender equality refers to real equality, where no gender faces systematic limitations (such as unequal opportunities, responsibilities, living situations, or status) in the implementation of de jure equality.

Discrimination refers to an unjustified difference in treatment based on a prohibited ground, such as gender, race or ethnic origin, skin colour, age, disability, religious or political beliefs, national or social origin, property or marital status, sexual orientation, or other circumstances. However, not all instances of different treatment constitute discrimination; discrimination occurs when the different treatment is unjustified.

Direct gender discrimination refers to a situation where one gender is given better conditions or treatment than another gender.

Indirect gender discrimination refers to a situation where a seemingly neutral condition or criterion results in less favourable conditions or treatment for one gender.

Positive gender discrimination refers to specific temporary measures designed to accelerate the achievement of actual equality for individuals, regardless of their gender. These measures should be phased out once the goals of gender equality have been achieved.