



**ORDER
OF THE DIRECTOR
OF KLAIPĖDA CITY PUBLIC HEALTH BUREAU**

**ON THE APPROVAL OF THE GENDER EQUALITY PLAN 2024-2029 IN
KLAIPĖDA CITY PUBLIC HEALTH BUREAU**

24 January 2024 No. J-8
Klaipėda

1. I a p p r o v e the Gender Equality Plan 2024-2029 (hereinafter referred to as the 'Plan') in Klaipėda City Public Health Bureau (hereinafter referred to as the 'Bureau') (attached).

2. I a p p o i n t the personnel specialist Dovilė Juškienė to publish the Plan in the website of the Bureau.

Deputy director performing functions of director

Aiva Dabašinskienė

APPROVED BY
 Order No. J8 of 24 January
 2024 of the Director of
 Klaipėda City Public Health
 Bureau

GENDER EQUALITY PLAN 2024-2029 IN KLAIPĖDA CITY PUBLIC HEALTH BUREAU

CHAPTER I GENERAL PROVISIONS

1. The purpose of the Gender Equality Plan 2024-2029 (hereinafter referred to as the 'Plan') in Klaipėda City Public Health Bureau (hereinafter referred to as the 'Bureau') is to acknowledge that gender equality is about non-discrimination and the protection of fundamental human rights.

2. The Bureau recognizes that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence.

3. The Bureau supports equal rights and fair treatment of all members of the LGBTI+ community.

4. The Bureau's employees actively participate in the creation of a friendly work environment that respects human dignity, ensures equal opportunities and non-discrimination.

5. The Plan is being published in the Bureau's website.

CHAPTER II THE PLAN 2024-2029

No.	Objective	Planned Action	Timescale	Person responsible	Measures of Success
1.	To remove barriers to the recruitment, selection and career progression of female employees	To arrange flexible work schedule and remote work possibility.	2024-2029	Director	Creation of family friendly policy that incorporates diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organization.
		To ensure that the recruitment advertisements are non-discriminatory on the basis of gender and do not rely on gender stereotypes.	2024-2029	Director	Continuous monitoring to ensure that the recruitment advertisements are in accordance with the gender equality aspect.

2.	To contribute to the awareness raising of equal opportunities, diversity, human rights and intolerance of any kind of discrimination on the grounds of gender, race, nationality, religion, disability, age and sexual orientation.	To inform the employees about the equal opportunities.	2024-2029	Director	Introduction of the Plan to the employees.
		To introduce policy to avoid gender-based violence, including sexual harassment.	2024-2029	Director	Develop violence and harassment prevention policy in the organization

**CHAPTER III
FINAL PROVISIONS**

6. The Plan is published in the Bureau's website at www.sveikatosbiuras.lt, under the section 'Sveikas miestas'.