



LEARNING AND STUDENTS

Equal Educational Opportunities

In 2024 INRTU continued to enhance the accessibility and quality of education for students regardless of gender, maintaining broad coverage and diverse educational pathways, including academic exchange with [foreign universities](#).

The university implemented competitive and ranking mechanisms enabling students to demonstrate their academic and professional achievements on an equal footing, including the participation of female students in engineering and [IT study programmes](#).



Throughout the year the university expanded practice oriented learning formats such as case championships, hackathons and team competitions, in which [female students took an active part alongside male students](#).

These activities contributed to the development of students' soft skills, leadership qualities and readiness to work in [mixed gender teams](#).



RESEARCH

Equality in Research

In 2024, the university strengthened its research potential and innovation activity, including the participation of faculty members and young female researchers in international and Russian scientific projects, scientific [competitions](#) and [internships](#). Publications in high-ranking journals, expansion of patent and project activities, as well as the integration of students into [research teams](#) contributed to the formation of an inclusive research environment where women and men have equal opportunities for scientific advancement.

Special attention was paid to digital and ESG directions, where both female and mixed-gender teams are actively engaged, including in projects on sustainable development, energy efficiency and [green technologies](#).



The development of partnerships with industrial companies and scientific journals created additional career pathways for young female researchers, including in traditionally male-dominated fields: mining, energy and IT.

PUBLIC ENGAGEMENT

Equality in Competitions

In 2024 INRTU public and social activities focused on local community development, youth engagement and promoting values of equal opportunities [for women and men](#).

The university served as a platform for city-wide and regional events where female and male students jointly implemented educational, cultural and sports initiatives strengthening social cohesion and inclusivity of the university [environment](#).



Special attention was given to programmes for schoolchildren and applicants, including IT competitions, engineering festivals, language and popular science events where girls acted as mentors, organizers and [participants](#). These formats helped overcome gender stereotypes in choosing engineering and digital professions and demonstrated successful examples of women's participation in STEM fields.



Sports Achievements

A significant aspect of the third mission became the sports achievements of INRTU female students who participated in regional and national tournaments, university sports competitions and corporate leagues, winning prizes as part of mixed-gender and women's teams. University sports sections and teams contributed to the development of leadership qualities, teamwork skills and healthy lifestyle among girls, while also increasing their visibility [within the student community](#).

OPERATIONS

Advanced Systems

In 2024 INRTU continued to develop an inclusive personnel policy within its managerial practices, ensuring equal opportunities for professional advancement for women and men at all levels—from student self-government to administrative and [academic positions](#).

The university advanced systems for evaluating educational quality, mentoring and professional development, in which female employees and faculty members participate fully in managerial and expert [procedures](#).

Significant Improvement

Considerable attention was devoted to the digital transformation of management processes, advancement of the ESG agenda and internal quality control mechanisms, enabling systematic consideration of the gender aspect in programme planning, resource allocation and organisation of the educational process. Internal training sessions, project workshops and strategic forums supported women's involvement in decision-making and formation of the university's long-term strategy. Significant emphasis is placed on supporting young families: the university organises family events, provides New Year gifts for children, material assistance and [access to psychological services](#).



Childcare

In 2024, a key step in developing a family-friendly environment was the opening of a mother-and-child room and a short-term [childcare group at INRTU](#). This new facility, established with support from the Russian Ministry of Science and Higher Education and industrial partners, enables female students and employees to combine studies and work with childcare responsibilities, directly contributing to the implementation of gender equality principles and parenthood support. The project was implemented in response to requests from female students and staff: over 240 INRTU students are married, with more than 70 already parents.