

ACTION PLAN ON IMPLEMENTING THE PRINCIPLES OF GENDER EQUALITY INTO THE PRACTICE OF NATIONAL TECHNICAL UNIVERSITY OF UKRAINE ‘IGOR SIKORSKY KYIV POLYTECHNIC INSTITUTE’ 2022-2025

Strategic goals to achieve equal opportunities for women and men, and Action plan on implementing the principles of gender equality into the practice of national Technical University of Ukraine ‘Igor Sikorsky Kyiv Polytechnic Institute’ (hereinafter referred to as the Plan) are consistent with the Strategy of Development of Igor Sikorsky Kyiv Polytechnic Institute 2022-2025.

Strategic goals of the Plan correlate with the recommendations of EU Framework Programme for Research and Innovation ‘Horizon Europe’, national plans of the Ministry of Education and Science of Ukraine on implementing the Convention on the Elimination of all Forms of Discrimination Against Women (in particular, Action Plan of Ministry of Education and Science of Ukraine on implementing National Action Plan on implementing the recommendations outlined in the concluding remarks of UN Committee on Elimination of Discrimination Against Women) and Resolution 1325 on ‘Women, Peace and Security’ (Action Plan on the Implementation of United Nations Security Council Resolution 1325 on ‘Women, Peace and Security’ until 2025).

According to the aforementioned recommendations, working group on the gender equality of Igor Sikorsky KPI has defined the following **strategic goals of the Plan:**

1. gender balance in leadership and decision-making;
2. gender equality in recruitment and career progression;
3. integration of gender dimension in educational and methodological work;
4. integration of gender dimension in research and creativity;
5. prevention of gender-based violence, in particular sexual harassment;
6. work-life balance and corporate culture;
7. implementing measures outlined in the agenda of National Action Plan ‘Women, Peace and Security’.

Strategic Goal 1.

Gender balance in leadership and decision-making

Aim: introducing effective management system for gender integration processes.

1.1 Task: to find out whether women and men are proportionally represented at decision-making level at Igor Sikorsky KPI.

1.1 Actions and measures: carrying out research on women's representation in university leadership and at the level of institutes and faculties. Data analysis, development of recommendations, monitoring of changes.

1.2 Task: informing university leadership, deans and deputy deans of faculties on the up-to-date non-discriminatory management practices in the areas of work.

1.2 Actions and measures: training courses on gender dimension. To develop both basic (Yuliia Strebkova 'Gender Propaedeutic', 'Gender Studies') and specialized (Anna Ishchenko 'Complex Gender Approach in the Civil Service', 'Implementation of Gender Policy') courses.

1.3 Task: introducing the use of feminine forms in university's document management.

1.3 Actions and measures:

- open lecture of women-experts in the field of gender linguistics;
- functioning of Gender Linguistics Club.

Indicators:

- gender-distributed data on leadership positions occupied in university for each year since 2023;
- number of events carried out;
- number of regulations adopted;
- number of participants of training courses.

Reporting period: annually, since 2023.

Strategic Goal 2.

Gender equality in recruitment and career progression

Aim: creating equal opportunities for women and men among academic staff and students in recruitment and career progression.

2.1 Task: to carry out pilot anti-discrimination review of materials for 2023 applicants.

2.1 Actions and measures: carrying out selective review of materials for 2023 applicants in terms of their compliance with the gender equality and non-discrimination principles.

2.2 Task: to secure communication and visual support of gender equality in university's media content.

2.2 Actions and measures:

- writing gender mainstreaming column in 'Kyiv Polytechnic' newspaper;
- disseminating gender policy news, thematic photo- and video materials on gender policy on information resources of departments and faculties of the university. .

Indicators:

- number of information materials (posts);
- number of events carried out. .

Reporting period: annually, since 2023.

Strategic Goal 3.

Integration of gender dimension in educational and methodological work

Aim: methodological support of university free of gender-based stereotypes and discrimination.

3.1 Task: to assess the level of compliance of educational programs and materials with standards and norms of gender equality.

3.1 Actions and measures: carrying out a selective review of methodological materials with the university stamp in terms of their compliance with the principles of gender equality and non-discrimination.

3.2 Task: to train the guarantors of educational and professional programs to carry out gender assessments of educational programs.

3.2 Actions and measures: trainings for guarantors of educational and professional programs and working groups on accreditation.

3.3 Task: to integrate the gender component into the training programs of specialists in the field of social and humanitarian sciences.

3.3 Actions and measures: introducing the teaching of gender-related disciplines into the plans for training of specialists in the field of social and humanitarian sciences.

3.4 Task: to integrate the gender component into training programs for specialists in technical specialties.

3.4 Actions and measures: development and teaching of a selective gender-related discipline according to the interest of the target audience (students, academic staff, researchers).

Indicators:

- the number of methodological materials with the university's stamp that have been reviewed in terms of their compliance with the principles of gender equality and non-discrimination;
- number of gender-related syllabi;
- the availability of gender-related disciplines in the plans for training of specialists in the field of social and humanitarian sciences;
- the number of working curricula with gender-related disciplines;
- the number of accredited programs that include gender competencies;
- target audience coverage during trainings.

Reporting period: the end of Plan's implementation (2025).

Strategic Goal 4.

Integration of gender dimension in research and creativity.

Aim: strengthening gender-related research and practical activity.

4.1 Task: to turn Igor Sikorsky KPI into a platform for analytical and research activities in the field of gender analysis and implementation of gender innovations in the system of higher technical education and natural sciences.

4.1 Actions and measures:

- creating a data bank of articles on gender issues and a database of their authors among academic staff and researchers of the university;
- creating and supporting an interdisciplinary *kyiyφkcp* team of gender specialists on the Faculty of Sociology and Law;
- introducing gender issues in undergraduates', masters' and PhD theses;
- including gender issues in the initiative topics and research work plans of university departments.

4.2 Task: to implement gender innovations in university's activity.

4.2 Actions and measures:

- carrying out a creative competition on gender issues;
- carrying out research events on gender issues (seminars, workshops, master classes, round tables, symposia);
- introducing gender issues in the research and scientific and practical conferences organized at the university.

4.3 Task: to involve university's partners and potential partners in the creation and implementation of gender initiatives.

4.3 Actions and measures:

- searching for university's partners and potential partners who are interested in the creation and implementation of gender initiatives;
- publishing the results of analytical studies and sociological surveys on gender issues.

Indicators:

- the number of articles on gender issues written by researchers and academic staff of the university, taking into account their gender and field of expertise;
- the number of initiative topics on gender issues;
- the number of defended master's and PhD theses on gender issues;
- the number of carried out events for the implementation of gender innovations;
- data bank (with the possibility of searching by fields of expertise and keywords);
- the number of PhD theses available in Igor Sikorsky KPI's Electronic archive of research and educational materials (ELAKPI).

Reporting period: the end of Plan's implementation (2025).

Strategic Goal 5.

Prevention of gender-based violence, in particular sexual harassment.

Aim: zero tolerance to gender-based violence at the university.

5.1. Task: to organize a channel for reporting cases of gender-based violence, including sexual harassment and gender-based discrimination.

5.1. Actions and measures:

- the work of the relevant commission in cases of violation of the Code of Ethics of Igor Sikorsky KPI;
- data collection and analysis of appeals by each category;
- establishment of a cooperation algorithm of the university with relevant services according to the current legislation to prevent gender-based violence.

5.2. Task: prevention of bullying, harassment, body shaming on university's official information resources.

5.2. Actions and measures:

- carrying out "Gender Glasses" training to teach the moderators of university's official information resources to recognize manifestations of sexism;
- carrying out an information campaign on the prevention of gender-based violence;
- carrying out a selective review of advertising materials on cultural events at the university in order to prevent sexism and gender-based violence.

Indicators: The channel for appeals, which will be available anonymously for students and employees of the university.

Reporting period: is determined by national legislation.

Strategic Goal 6. Work-life balance.

Aim: to create equal opportunities for women and men among staff and students to help them combine career development with work/studying and performing family obligations.

6.1. Task: to involve students in gender mainstream.

6.1. Agents of change: Student Council, Student Union Committee of Igor Sikorsky KPI, Social Service etc.

6.1. Actions and measures:

- carrying out a survey among students on the topic ‘Gender Problems’;
- delivering open lectures, trainings, consultations regarding the combination of career development with work/studying and personal life.

6.2. Task: to implement social projects to combine work/studying and personal life.

6.2. Actions and measures:

- implementation of social projects concerning the combination of fatherhood, motherhood, studying and work at the university. Creating a child-friendly area;
- collection, analysis and exchange of best practices with Igor Sikorsky KPI’s partner universities;
- carrying out analytical studies and sociological surveys on gender issues;
- inclusion of gender issues in extracurricular and educational activities.

6.3. Task: expanding women's opportunities of international partnership and experience exchange.

6.3. Actions and measures:

- creation of an extensive map of Igor Sikorsky KPI’s partner organizations defining common strategic areas of cooperation;
- involvement of partner organizations in the creation and implementation of gender initiatives.

Indicators:

- the number of implemented social projects with a component of equal rights and opportunities for women and men;
- the number of submitted project (grant) applications with a developed gender component (for international and national projects);
- the number of women who are project leaders of implemented international projects.

Reporting period: the end of Plan’s implementation (2025).

Strategic Goal 7.

Implementing measures outlined in the resolution ‘Women, Peace and Security’.

Rationale: The need to take into account the special needs of women and girls, including those of vulnerable categories (in particular, internally displaced persons, women who have suffered from gender-based violence and conflict-related sexual violence), as well as women who are combatants, veterans in terms of the provision of educational services.

Aim: to make university campus safe and secure for women of all categories.

Actions and measures for HEI’s within this strategic goal are outlined in Action Plan of Ministry of Education and Science of Ukraine on implementing National Action Plan on implementing United Nations Resolution 1325 on ‘Women, Peace and Security’ until 2025 as well as in the order of the Ministry of Defense of Ukraine № 35 as of February 7, 2022:

- ensuring girls' access to study at the military department and military specialties guaranteed by law;
- taking into account the gender component while creating the staff and commission for responding to security challenges;
- provision of quick, unimpeded access to bomb shelters in the buildings of general university services, in particular for women, who make up the majority of the support staff of university employees;
- illumination of the university territory in the dark hours of the day in peacetime, and taking into account light masking regimes – during martial law;
- organizing and carrying out safety trainings for women and girls.

Indicators:

- the involvement of women in the headquarters and commissions for responding to security challenges;
- the number of carried out security measures with the participation of women;
- the number of appeals concerning the violation of the right for education according to the Regulation on military educational units of higher education institutions.

Reporting period: is determined by national legislation.

FOR REFERENCE:

Problems and challenges that Igor Sikorsky KPI is currently facing while implementing gender initiatives:

1. The war sets aside the issue of gender equality to the periphery of society's attention;
2. The lack of financial resources in the state budget for implementing the gender equality plan;
3. Volunteer resources mostly deal with the issues which are related to accelerating Ukraine's victory in the war against Russian Federation;
4. Significant part of university's female students and employees have fled abroad or to other regions of Ukraine, which additionally strengthened the gender imbalance in Igor Sikorsky KPI as a technical university;
5. Low motivation of the faculties management, teachers and students of technical majors regarding the performance of tasks on monitoring gender equality at the university;
6. High workload of academic staff with numerous reports on various types of work. Reporting in another area will additionally burden those involved in the implementation of the plan of university's women employees;
7. Lack of funding and human resources for carrying out an internal gender audit. Igor Sikorsky KPI is a multi-thousand university with a complex structure and intensive document flow, which greatly complicates this process.

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