

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE  
KHMELNYTSKYI NATIONAL UNIVERSITY

APPROVED

Rector of Khmelnytskyi  
National University

\_\_\_\_\_ Serhii MATIUKH

Order № 12 as of 11.03.2024

**GENDER EQUALITY PLAN**  
**OF KHMELNYTSKYI NATIONAL UNIVERSITY**  
for 2024-2026

APPROVED

by the Academic Board of  
Khmelnytskyi National University  
Minutes №9 as of 29.02.2024

Khmelnytskyi, 2024

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## **INTRODUCTION: NORMATIVE-LEGAL PROVISIONS, GENDER EQUALITY SITUATION IN THE UNIVERSITY**

### *International conventions*

1. Convention on the Elimination of all Forms of Discrimination Against Women, CEDAW.
2. Council of Europe Convention on preventing and combating violence against women and domestic violence; Istanbul Convention.

### *European Union*

1. Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers.
2. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.
3. Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers.
4. European charter for equality of women and men in local life.

### *Ukraine*

1. Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men".
2. Law of Ukraine "On Principles of Prevention and Counteraction of Discrimination in Ukraine".
3. Law of Ukraine "On Prevention and Combating Domestic Violence".
4. Strategy for Implementation of Gender Equality in Education until 2030.
5. On the decision of the National Security and Defense Council of Ukraine dated May 14, 2021 "On the Strategy of Human Development".
6. National Action Plan for the Implementation of UN Security Council Resolution 1325 on "Women, Peace, Security".

### *University*

1. Regulations on professional development of pedagogical and scientific-pedagogical workers.
2. Regulations on the procedure for prevention and settlement of potential and real conflicts of interest of officials.
3. Regulations on the prevention and settlement of conflict situations.
4. Regulations on prevention and countering of bullying.
5. Regulations on student self-government at Khmelnytskyi National University.
6. Equality policy of Khmelnytskyi National University.
7. The procedure for competitive selection when filling vacant positions of scientific and pedagogical employees of Khmelnytskyi National University.
8. Regulations on psychological service.
9. Other.

**Gender equality is the equal legal status of women and men and equal opportunities allowing persons of both genders to participate equally in all spheres of life.** Ensuring equal rights and opportunities for women and men in the field of education should be carried out in accordance with concepts, programs, plans enabling progress monitoring as well as establishing response mechanisms to problems and obstacles in implementation.

KhNU considers gender equality a fundamental and inalienable right, and for some time has been paying special attention to the fight against all forms of discrimination.

The following activities deserve to be highlighted:

**1. The Commission on Gender Equality was formed, and a gender audit is foreseen in its work plan.**

**2. Equality Policy of Khmelnytskyi National University was put into effect.**

**3. The Department of Quality Assurance of Higher Education conducts training within the framework of advanced training courses of the scientific and pedagogical personnel on the use of the provisions of the Equality Policy of the Khmelnytskyi National University, Provisions on the Prevention and Resolution of Conflict Situations, which contain regulatory norms for the prevention and counteraction of discrimination and gender-based violence.**

**4. Research in the field of gender studies are carried out at the university, at the department of HR engineering in business economics.**

**5. The department of Slavic philology provides for conducting research in the field of gender linguistics.**

**6. The training course for Doctor of Philosophy "Human rights, sexual orientation and gender equality" was developed and introduced into the educational process.**

**7. Since 2019, scientific and pedagogical staff of the Department of Social Work and Social Pedagogy have been conducting informational and educational events with schoolchildren and teachers on issues of prevention and localization of bullying/mobbing, domestic violence, prevention of discrediting a person based on gender characteristics (there are several publications in professional editions of Ukraine).**

The Commission on Gender Equality was formed, with the work plan foreseeing the conduct of a gender audit and the development of the Gender Equality Plan for KhNU, and acts in accordance with the recommendations of Horizon Europe on gender equality plans prepared by the EU Directorate General for Research and Innovation (EC) in accordance with the Decision 2021/764 of the Council of May 10, 2021, prioritizing "gender equality, including the integration of the gender dimension in the content of research works."

## **GENDER EQUALITY PLAN IN THE UNIVERSITY: AREAS OF WORK, OBJECTIVES, AND ACTIVITIES**

KhNU Gender Equality Plan (**GEP**) considers the recommendations of the European Union Framework Program for Research and Innovation "Horizon Europe", the Strategy for Implementation of Gender Equality in Education until 2030, the National Action Plan for the Implementation of UN Security Council Resolution 1325 on "Women, Peace, Security") etc.

In accordance with the above-mentioned recommendations, the following **directions for the implementation of the GEP** were identified:

1. Work-life balance
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integration of Gender Dimension into Research and Teaching Content
5. Activities against Gender-Based Violence including Sexual Harassment
6. Cross-cutting activities, activities for GEP implementation, communication, and monitoring.

Some of the priority activities planned for 2024 are appointing the **gender focal points** in each structural units of the university, conducting the gender audit and analysing the current university regulations for gender-sensitive points. Based on the results of the audit, the Commission on Gender Equality will consider the necessary changes to this Gender Equality Plan. Also, the commission will meet and review the implementation of the Plan's activities at least once every six months.

GEP is developed for the period 2024-2026.

Main target groups: Students, scientific and pedagogical personnel (SPP), administrative staff, and job seekers.

## AREA 1: WORK-LIFE BALANCE

**OBJECTIVE 1:** encourage the development of an organizational culture based on respect for differences, as well as to support combining work and parenthood, the creation of an inclusive work environment.

**OBJECTIVE 2:** maintain work-life balance, create an inclusive work environment.

Activities	Responsible persons	Target groups	Timelines	Indicators
To evaluate the opportunities to help and support single parents; children, spouses of military personnel and veterans at the university, and to evaluate the possibility of amending the Regulations on the Centre for Comprehensive Rehabilitation and Assistance to Servicemen Participating in Combat Actions "Veteran Prostir" to include the area of work on assistance and support for single parents; children, wives and husbands of military personnel and veterans at the university	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	Upon the results of the gender audit, to offer options for assistance and support; changes in the Regulation on the Centre for Complex Rehabilitation and Assistance to Servicemen Participating in Combat Actions "Veteran Prostir" to include the area of work on assistance and support for single parents; children, wives and husbands of military personnel and veterans at the university
To promote of work-life balance issues	Heads of structural units, gender focal points, PR department	Students, SPP, Admin staff	2024-2026	1-2 publications on the topic per quarter
To review current university-wide policies on working with staff returning from parental or other long-lasting leaves, and to consider opportunities for mentoring such individuals upon their return.	Heads of structural units, gender focal points, HR department	Students, SPP, Admin staff	1 <sup>st</sup> half-year 2024	Upon the analysis results, to suggest changes to the provisions and options for mentoring.

**AREA 2: GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING**

**OBJECTIVE 1:** To study the situation of gender imbalance in higher positions and decision-making bodies.

**OBJECTIVE 2:** To promote the participation of an underrepresented gender in decision-making bodies.

Activities	Responsible persons	Target groups	Timelines	Indicators
Analyse existing university-wide policies and assess opportunities for improvement regarding gender/diversity.	Heads of structural units, gender focal points, HR department	Students, SPP, Admin staff	First half of 2024	Amendments to the provisions identified during the gender audit
Develop a leadership program for potential leaders with training, networking and exchange opportunities	Heads of structural units, gender focal points, HR department	Students, SPP, Admin staff	2024-2026	The leadership program for potential leaders with training, networking and exchange opportunities developed
To integrate unconscious bias training into existing leadership workshops and training courses	Heads of structural units, gender focal points, HR department	Students, SPP, Admin staff	2024-2026	Trainings on "unconscious bias" are identified and integrated if possible, into existing workshops and training courses for leaders
To develop a map of competencies and qualifications necessary for promotion to management positions	Heads of structural units, gender focal points, HR department	Students, SPP, Admin staff, job seekers	2024-2026	The map of competencies and qualifications necessary for promotion to management positions developed

**AREA 3: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION**

**OBJECTIVE 1:** to develop skills related to gender equality, diversity, and human rights to bring underrepresented genders closer to all disciplines.

**OBJECTIVE 2:** to reduce horizontal segregation.

**OBJECTIVE 3:** to implement a gender and diversity-responsive recruitment and onboarding process.

Activities	Responsible persons	Target groups	Timelines	Indicators
To develop training for recruiters to enhance gender competencies (besides SPP)	Heads of structural units, gender focal points , HR department	HR department	2024-2026	Developed courses and seminars for persons responsible for personnel selection
To make procedures and criteria for personnel selection transparent	Heads of structural units, gender focal points , HR department	HR department	2024-2026	Posting information on the university website on the following: 1. The procedure of personnel recruitment and promotion. 2. The selection criteria for filling vacant positions.
To analyse current university-wide hiring procedures and assess opportunities for improvement with respect to gender/diversity.	Heads of structural units, gender focal points , HR department	Students, SPP, Admin staff , job seekers	First half of 2024	Amendments to the provisions identified during the gender audit
To develop instructions for establishing the selection commission, considering the gender balance.	Heads of structural units, gender focal points , HR department	Students, SPP, Admin staff , job seekers	2024-2026	Instructions on the establishing the selection commission considering the gender balance.
To develop Recommendations on gender balance at conferences, panels, and all public events at the KhNU	Heads of structural units, gender focal points , HR department	Students, SPP, Admin staff , job seekers	2024-2026	Recommendations on gender balance at conferences, panels, and all public events at the KhNU



**AREA 4: INTEGRATION OF GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT**

**OBJECTIVE 1:** To promote interdisciplinary discourse on the relevance of gender and diversity issues in research.

**OBJECTIVE 2:** To support SPP across disciplines in exploring the relevance of gender and diversity in research and in integrating cross-disciplinary methods into research and teaching.

**OBJECTIVE 3:** To promote equal access to research resources (including funding).

**OBJECTIVE 4:** To promote awareness among students of various disciplines of the relevance of gender and diversity in their field of study.

Activities	Responsible persons	Target groups	Timelines	Indicators
To encourage gender-balanced research groups and stimulate the participation of the underrepresented gender in research networks.	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	Upon the results of the gender audit, to determine the need to encourage gender-balanced research groups and encourage the participation of the underrepresented gender
To include gender issues in the content of programs.	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	The gender issues are included in the content of programs.
To suggest recognizing the academic discipline "Gender Equality and Women's Rights" as mandatory for all specialties of the university.	Heads of structural units, gender focal points	Students, SPP	2024-2026	As of today, the discipline is taught as mandatory for the "Law" specialty. The discipline is taught as mandatory for other specialties.
To invite key experts on gender and diversity in research.	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	Events held involving key experts on issues of gender and diversity in research.
To develop a toolkit of discipline-specific gender mainstreaming information and methods	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	A toolkit of discipline-specific gender mainstreaming information and methods

To develop the potential of scientists in the application of gender and diversity analysis in research projects.	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	Activities carried out to develop the potential of scientists in the application of gender analysis and diversity analysis in research projects
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**AREA 5: ACTIVITIES AGAINST GENDER-BASED VIOLENCE INCLUDING  
SEXUAL HARASSMENT**

**OBJECTIVE 1:** Prevent gender-based violence, including sexual harassment, cultivate zero tolerance for gender-based violence in the university.

Activities	Responsible persons	Target groups	Timelines	Indicators
To enhance the informational and educational activities with schoolchildren and teachers on issues of prevention and localization of bullying / mobbing, domestic violence, prevention of discrediting of a person based on gender characteristics through the involvement of international partners.	Heads of structural units, gender focal points	Students, SPP, Admin staff, KhNU partners, public	2024-2026	International partners involved in the informational and educational activities with schoolchildren and teachers on the issues of prevention and localization of bullying / mobbing, domestic violence, prevention of discrediting a person based on gender characteristics.
To promote the activities related to mutual respect, countering violence, psychological assistance to the survivors, etc. (at the university and partner organizations)	Heads of structural units, gender focal points, Student Council	Students, SPP, Admin staff	2024-2026	Events held at least 4 times a year
To maintain close ties with gender equality organizations for workshops, survivor assistance, etc.	Heads of structural units, gender focal points, Student Council	Students, SPP, Admin staff	2024-2026	Memorandums signed with organizations dealing with issues of gender equality, for seminars, survivor assistance
To create opportunities for anonymous reporting of possible abuse.	Heads of structural units, gender focal points, Student Council	Students, SPP, Admin staff	2024-2026	The mechanism for anonymous reporting of possible abuse developed.

**AREA 6: CROSS-CUTTING ACTIVITIES, ACTIVITIES FOR GEP IMPLEMENTATION, COMMUNICATION, AND MONITORING**

**OBJECTIVE 1:** To inform all stakeholders about the results of the implementation of the GEP.

**OBJECTIVE 2:** To carry out activities to monitor and compile statistics on gender and diversity indicators, as well as monitor the implementation of the GEP.

Activities	Responsible persons	Target groups	Timelines	Indicators
To create a website / page dedicated to gender equality issues to inform the university community, partners, and the public		Students, SPP, Admin staff, KhNU partners, public	First half of 2024	An Internet page dedicated to gender equality issues created
To create an email for correspondence with the university community and other stakeholders on gender equality issues		Students, SPP, Admin staff, KhNU partners, public, and other stakeholders	1 <sup>st</sup> quarter of 2024	The email for correspondence with the university community and other stakeholders on gender equality issues created
To appoint a gender focal point in each structural unit	Heads of structural units	-	1 <sup>st</sup> quarter of 2024	1 (one) gender focal point in each structural unit
To conduct systematic gender-sensitive and/or gender-disaggregated data collection and gender audits	Heads of structural units, gender focal points	Students, SPP, Admin staff	1 <sup>st</sup> quarter of 2024	Report from each structural unit
To inform faculties, departments, scientific research centres and administrative departments about GEP	Heads of structural units, gender focal points	Students, SPP, Admin staff	1 <sup>st</sup> quarter of 2024	Announcements at the online pages, notifying via e-mail, etc.
To carry out regular qualitative and quantitative GEP monitoring	Heads of structural units, gender focal points	Students, SPP, Admin staff	Every half a year (June and December) 2024-2026	Informing the Commission on Gender Equality during the meeting about the results
To regularly include gender and diversity data in reporting	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	

To establish links with local and national NGOs, national and international experts on gender issues for possible cooperation	Heads of structural units, gender focal points	Students, SPP, Admin staff	2024-2026	Memorandums of cooperation, involvement of experts in professional development activities.
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## CONCLUSIONS

KhNU GEP includes several specific activities in the following areas:

1. Work-life balance.
2. Gender balance in leadership and decision-making.
3. Gender equality in recruitment and career progression.
4. Integration of Gender Dimension into Research and Teaching Content.
5. Activities against Gender-Based Violence including Sexual Harassment.
6. Cross-cutting activities, activities for GEP implementation, communication, and monitoring.

These activities are a part of holistic picture and relevant to the strategic objectives of the university.

Various university bodies are involved in these activities to ensure smooth implementation.

The Commission on Gender Equality will meet at least every six months, and the results of its monitoring will be submitted to and discussed annually with the Supervisory Board of the University.

GEP is a tool for sharing experiences and coexistence, aimed at all university employees and stakeholders, and is intended to further improve KhNU organizational culture, based on respect and hospitality, and the only chance to manifest itself is under equal opportunities for all the people involved.