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GENDER EQUALITY PLAN

of Kharkiv National University of Radio Electronics
for 2023–2025



Kharkiv - 2023

PREAMBLE

Kharkiv National University of Radio Electronics, hereinafter referred to as NURE or the University, unceasingly advances towards the implementation of sustainable development goals and the application of current strategies of the EU. The University aspires to create the environment that contributes to and guarantees gender equality, inclusiveness and diversity.

NURE confirms that its most precious asset is people. The implementation of the mission of the University depends on the efficiency, commitment, professionalism and competences of the staff and students. To create a fair, flexible and gender-balanced working and educational environment, the University continues to develop corporate culture and adequate institutional tools, to implement and financially support the activities that are provided in the Gender Equality Plan.

This Gender Equality Plan (GEP NURE) is a practical guide to advance and systematically support equal opportunities for men and women in research, development and management of human resources in the University in 2023–2025. The Plan is grounded on the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” of 8 September 2005, the Law of Ukraine “On the Principles of Prevention and Counteracting Discrimination in Ukraine” of 6 September 2012, the Decree of the Cabinet of Ministers of Ukraine of 12 August 2022 № 752-p “On Adoption of State Strategy for Ensuring Equal Rights and Opportunities for Women and Men until 2030 and Approval of an Operational Plan of its Implementation in 2022–2024”, the Decree of the Cabinet of Ministers of Ukraine of 20 December 2022 № 1163-p “On Adoption of Strategy to Implement Gender Equality in Education until 2030 and Approval of an Operational Plan of Activities for its Realization in 2022–2024”, the EU Gender Equality Strategy 2020–2025 and Horizon Europe guidelines.

This Gender Equality Plan is the basis for development and implementation of effective activities to attain the aims of gender equality in NURE and its structural units.



1. MAIN OBJECTIVES

The main objectives of the Gender Equality Plan in NURE are as follows:

- 1.1. To remove obstacles to systematically contribute to gender equality in the University.
- 1.2. To broaden the appeal of NURE and to earn the trust in the University as a modern and prestigious employer in order to attract the best national and international experts.
- 1.3. To avoid the loss of human resources and to decrease investment loss that is mainly caused by the outflow of women from science as a result of maternity leave.
- 1.4. To integrate gender aspects into the content of both research and designs in order to increase the quality and informative matter of results as well as the chances for the University's faculty to get research grants.

2. SCHEDULED ACTIVITIES

2.1. The establishment of the gender equality committee

To create the committee that comprises the representatives of the University's faculty, staff and students.

To define the roles and responsibilities of the committee, including monitoring and implementation of the Gender Equality Plan. The committee will meet regularly to discuss and assess progress, to address gender-related issues, and to develop appropriate recommendations.

2.2. Seminars and training in gender sensitive issues

To develop and introduce mandatory workshops in gender sensitive issues for staff, faculty and students.

To collaborate with external organizations and experts to provide specialized training in the topics of unconscious bias, gender stereotypes and inclusive language.

To create a certification program for participants to track their progress in gender equality.



2.3. Gender-neutral policy

To conduct a thorough review of all university policies, including hiring, promotion and student conduct, to ensure they are free from gender biases.

To develop and publicize a clear and accessible reporting process for gender discrimination and harassment cases.

To establish the gender ombudsman office to handle complaints confidentially.

2.4. Equal opportunity programs

To continue the implementation of a gender-balanced hiring policy for faculty and staff, to set clear goals and timetables for achieving gender balance.

To create mentorship and leadership development programs specifically aimed at supporting women in advancing their careers.

To establish scholarships and grants to encourage women to pursue studies and careers in the fields of science, technology, engineering and mathematics (STEM).

2.5. Gender-responsive curriculum

To form a task force of faculty members to review and revise the curricula that will include gender aspects into academic disciplines.

To encourage faculty to integrate gender-related topics into existing courses.

To develop new courses dedicated to gender studies and related subjects, offering them as electives or core courses.

2.6. Representation and leadership

To set benchmarks for gender representation in leadership positions and regularly report on progress.

To encourage women's nominations and applications for leadership roles, providing training and support for candidates.

To promote diversity and inclusion within student government, encouraging female students to participate actively.



2.7. Balance between work and private life

To offer flexible work arrangements for faculty and staff, including remote work options and flexible hours.

To consider the prospect of the University's childcare facilities to support students and employees with children.

To establish information resources to support work-life balance, such as counseling services and wellness programs.

2.8. University and hostel safety

To check regularly university and hostels security measures, including well-lit pathways and corridors, security personnel and emergency call boxes.

To implement bystander intervention training for students, staff and faculty to create a safer social environment.

To develop a comprehensive protocol for reporting and addressing cases of sexual harassment and violence, ensuring confidentiality and support for victims.

2.9. Research and data collection

To conduct regular research to identify gender disparities within the University, including pay gaps, academic achievement gaps and underrepresentation in specific fields.

To establish a centralized data collection system to track gender-related issues, ensuring data privacy and security.

2.10. Awareness campaigns

To organize gender equality awareness campaigns and events throughout the academic year.

To celebrate International Women's Day, Women in STEM Month, and other relevant occasions.

To engage students, faculty, and staff in interactive workshops, lectures and panel discussions on gender-related topics.



2.11. Reporting and accountability

To publish an annual report summarizing progress in implementing the Gender Equality Plan.

To conduct quarterly meetings of the Gender Equality Committee to assess the effectiveness of the plan and make necessary adjustments.

To invite input from stakeholders, including surveys and focus groups, to ensure continuous improvement.

2.12. Collaboration

To forge partnerships with civic organizations and government agencies that are focused on gender equality and women's empowerment.

To participate in national and international gender equality initiatives, conferences and research projects.

To share best practices and collaborate with other universities and institutions to collectively advance gender equality in higher education.



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