



GENDER EQUALITY PLAN

2023-2026

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United Nations
Educational, Scientific and
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GENDER EQUALITY PLAN

Yuriy Fedkovych Chernivtsi National University

for 2023-2026

Every person constitutes the same value as others, regardless of gender, race, ethnicity, religious beliefs, age, physical abilities, etc. Gender equality means the equality of rights, opportunities and value of any person. That is why, gender equality is meant to be one of the components of the concept of human rights and applies both to women and men. At the same time, the requirements of different groups of women and men may differ, so the methods and approaches to taking into account their needs should differ as well.

Integration into the European community requires a significant restructuring of all social institutions and processes based on the new, democratic principles, free from any form of discrimination, particularly on the gender basis. This is the policy of the member states of the European Union, who have declared gender mainstreaming policy as a systemic strategy for creating equal opportunities for both women and men, overcoming the asymmetry of ensuring equal rights and opportunities for women and men, and discrimination based on gender in all social spheres. For this reason, in the context of the European direction of the development of Ukrainian society, the implementation of the principles of ensuring equal rights and opportunities for women and men in the field of education is of particular importance.

Equality of rights and opportunities is guaranteed by the Ukrainian legislation. In particular, Article 24 of the Constitution of Ukraine guarantees all citizens equal rights and freedoms, equality before the law, and protection against discrimination on any grounds. In Ukraine men and women have equal rights and opportunities in all social spheres.

The Law of Ukraine *On Ensuring Equal Rights and Opportunities of Women and Men* is also focused on the observance of equal rights and opportunities of men and women, which emphasizes the need to achieve parity and eliminate the imbalance between the opportunities of men and women in exercising their rights.

The Gender Equality Plan of Yuriy Fedkovych Chernivtsi National University (hereinafter referred to as the **GEP CHNU**) was created with the aim of implementing a policy at the university aimed at eliminating discrimination on any grounds, raising the awareness of the employees of the Chernivtsi National University about possible violations of their rights and freedoms, as well as creating for all participants of the educational process of the same conditions for success in the academic environment.

This GEP was compiled on the basis of the results of the gender analysis. The key issues were the following:

- assessment of the distribution by gender among the employees of the CHNU, among the heads of the structural units of the CHNU, as well as the distribution of employees by academic degrees;
- assessment of measures to ensure gender equality in the CHNU, including ones based on the results of the international project implemented in the CHNU;
- identification of problem areas related to gender inequality in the institution of higher education.

The basis of the gender analysis of the employees composition of CHNU is the distribution by gender of employees by scientific degrees, as well as by position (as of March 1, 2023), which is highlighted in Table 1.

TABLE 1. DISTRIBUTION OF CHNU EMPLOYEES BY POSITIONS AND ACADEMIC DEGREES BY GENDER (AS OF MARCH 1, 2023), IN ABSOLUTE NUMBERS AND IN PERCENTAGES

	Total	Men	Women	Percentage of men	Percentage of women
<i>The total number of employees</i>	1865	804	1061	41	59
<i>Administration</i>	5	4	1	80	20
<i>Heads of structural divisions (deans)</i>	12	9	3	75	25
<i>Heads of departments</i>	73	42	31	57,6	42,4
<i>Scientific and pedagogical workers</i>	959	383	576	40	60
<i>Candidates of sciences</i>	636	224	412	35,2	64,8
<i>Associate professors (docents)</i>	447	174	273	39	61
<i>Doctors of Science</i>	167	101	66	59,5	39,5
<i>Professors</i>	122	75	47	61,5	38,5
<i>Honoured education workers</i>	51	39	12	76,5	23,5

According to the results of the quantitative analysis of the employees composition of CHNU, a slight imbalance in the total number of employees was revealed in the direction of a greater representation of women. At the same time, the presence of gender imbalance (segregation) was revealed, which is manifested in the decrease in the number of women in managerial positions as the level of the service hierarchy increases. The results of the international project *When science is a woman: factors determining the scientific career of women in Poland and Ukraine* (supported by the University of Paris Dauphine, France), focused on the study of the most important aspects of the formation of a scientific career depending on gender, allowed to identify markers of gender inequality. Specifically, men predominate in such activities as recruitment and selection of new employees (14%), access to an informal influential circle of colleagues (12%), receiving mentorship in making career decisions (16%), attractive or desirable tasks and roles (12%).

The gender equality plan of Yuriy Fedkovych Chernivtsi National University aims at:

- further dissemination of information about equality, diversity and non-discrimination;
- promotion of decisions related to maintaining equality and overcoming discrimination;
- opposition to stereotypes that exist in the university environment;
- implementation of the principle of gender equality in hiring and career advancement;
- implementation of measures against gender-based violence, including sexual harassment.

The main tasks of the Gender Equality Plan are as follows:

- focus on the balance between work and personal life and the development of corporate culture;
- achieving gender balance in management positions and at the decision-making level;
- ensuring equal opportunities for men and women;
- achieving gender equality in hiring and career advancement;
- integration of the gender dimension into the content of research and teaching;
- measures against gender-based violence, including sexual harassment.

The implementation of the GEP will provide an opportunity to get practical benefits from the maximum appliance of the potential of employees regardless of gender, and the employees of the CHNU will feel their significance, value and role in the activities of the CHNU.

TABLE 2. GENDER EQUALITY PLAN

No	Name of the event	Implementation period	Expected result	Responsible executors
1.	Implementation of individual provisions of the Gender Equality Strategy of the Chernivtsi National University to the Concept of Development of the Yuriy Fedkovych Chernivtsi National University for 2023-2026	2023	Some provisions of the Gender Equality Strategy are enshrined in the normative documents	The Vice-rector for scientific and pedagogical work on issues of the educational process, Academic Council of the University, Legal Department
2.	Appointment of the Commissioner for Gender Issues	2023	The person responsible for the implementation of the gender policy at CHNU is appointed	Rector, Vice-rectors
3.	Creation of the Centre for the Support of Gender Equality	2023	A unit was created for the implementation of gender policy in the university, the formation of gender competence of students of higher education, professors and academic staff, combating discrimination and gender-based violence, sexual harassment	The Vice-rector for scientific and pedagogical work on issues of the educational process, Commissioner for Gender Issues
4.	Creation of a section on the university website with informational materials on the implementation of the principles of gender equality	2023	Personnel of all levels and under all circumstances are informed about the rights	Commissioner for Gender Issues
5.	Collection, analysis and publication of university gender statistics	Yearly, 2023-2026	Regular data collection on personnel divided by many variables (factors) necessary for understanding the principle of gender equality	Vice-rectors, Heads of structural units, Commissioner for Gender Issues

6.	Involvement of the university community, including the student body, in marking of important dates dedicated to issues of gender equality, non-discrimination, gender-based violence, etc.	Yearly, 2023-2026	Formation of an annual "gender calendar" in which informational and educational events dedicated to the specified important dates will be marked	Commissioner for Gender Issues, Student Parliament, Student Trade Union, Department for Educational Work and Humanitarian Education, CCL (Centre for Culture and Leisure)
7.	Conducting informative and educational activities on issues of gender equality for scientific-pedagogical and scientific workers, as well as for applicants (including with the participation of external experts)	On a regular basis	The educational and pedagogical staff and students are constantly aware of the relevance of gender issues	Commissioner for Gender Issues, Students Scientific Society of students, postgraduate, doctoral students and young scientists of the Chernivtsi University
8.	Conducting trainings and seminars for students on stalking, mobbing and other types of violence	On a regular basis	Increasing the level of awareness among the university employees and students about the forms, manifestations, causes and consequences of various types of gender-based violence	Commissioner for Gender Issues, Student Parliament, Student Trade Union, Department for Educational Work and Humanitarian Education, CCL (Centre for Culture and Leisure)
9.	Conducting trainings for students on issues of non-discriminatory speech/language	Yearly	Students are familiarized with the basic principles of using non-discriminatory speech/language	Student Parliament, Student Trade Union, Lecturers of the Faculty of Philology

10.	Popularization of best practices related to career support of women scientists in faculties and units. The organization of lectures with guest lecturers	On a regular basis	Popularizing success stories about the careers of women in science in Ukraine and in the world	Commissioner for Gender Issues, Students Scientific Society of students, postgraduate, doctoral students and young scientists of the Chernivtsi University
11.	Development of a programme for improving the qualifications of academic staff and retraining the staff of gender equality and non-discrimination issues	2023	Programmes for improving the qualifications of academic staff on issues of gender equality have been developed	Faculty of Pedagogy, Psychology and Social Work
12.	Organization of training courses for young researchers and academics of higher education institutions at the Yuriy Fedkovych Chernivtsi National University "Pedagogical and research competence of a young scientist and academic of a higher institution: current challenges and prospects" (in a webinar form)	Yearly	The qualification/awareness of young scientists and academics of the Yuriy Fedkovych Chernivtsi National University is increased	Commissioner for Gender Issues, Scientific Society of students, postgraduate, doctoral students and young scientists of the Chernivtsi University
13.	Preparation for printing and publication of the collection – Historiographical publication "Women scientists of CHNU"	2025	Popularizing success stories about the careers of women in the Yuriy Fedkovych Chernivtsi National University	Department for Educational Work and Humanitarian Education, Scientific Society of students, postgraduate, doctoral students and young scientists of the Chernivtsi University

14.	Conducting the interactive game "Through the glass ceiling"	Yearly	The skills of identifying gender stereotypes are formed	Student Trade Union, Student Parliament, Department for Educational Work and Humanitarian Education, Scientific Society of students, postgraduate, doctoral students and young scientists of the Chernivtsi University
15.	Play performance "40 Shades of Violence"	2023	The problem of domestic violence was revealed, the importance of early recognition of violence was emphasized	CCL (Centre for Culture and Leisure), Student Parliament
16.	Implementation of the procedure for a complaint submission regarding the occurrence of a case of gender-based violence, sexual harassment, discrimination based on gender at the workplace	2024	Documented procedure for actions in the event of a case of gender-based violence, sexual harassment, discrimination based on gender at the workplace	Department for Educational Work and Humanitarian Education, Commissioner for Gender Issues, Trade Union of students and academics

**Rector
of the Yuriy Fedkovych
Chernivtsi National University**



Roman Petryshyn