

**ACTION PLAN FOR THE IMPLEMENTATION OF THE PRINCIPLES OF  
GENDER EQUALITY INTO PRACTICE OF CORPORATION "SCIENCE PARK  
"KYIVSKA POLYTECHNIKA" (SCIENCE PARK "KYIVSKA  
POLYTECHNIKA")  
for 2023-2025**

The strategic goals for achieving equal opportunities for women and men and the Action Plan for implementing the principles of gender equality in the practice of SCIENCE PARK "KYIVSKA POLYTECHNIKA" (further - the Plan) are correlated with the recommendations of the EU Framework Program for Research and Innovation "Horizon Europe", national plans of the Ministry of Education and Culture of Ukraine regarding the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (in particular, the Action Plan of the Ministry of Education and Science of Ukraine on the Implementation of the National Action Plan on Implementation of the Recommendations Set forth in the Concluding Remarks of the UN Committee on the Elimination of Discrimination Against Women) and Resolution 1325 "Women, Peace and security" (Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace and Security" until 2025).

In accordance with the above recommendations, the working group on gender equality of SCIENCE PARK "KYIVSKA POLYTECHNIKA" (further - SCIENCE PARK) defined the following strategic goals of the Plan:

1. Gender balance in leadership and decision-making.
2. Gender equality in hiring and promotion.
3. Integration of the gender dimension in SCIENCE PARK projects.
4. Prevention of gender-based violence, including sexual harassment.
5. Work-life balance and corporate culture.
6. Implementation of measures defined by the agenda of the National Action Plan "Women, Peace and Security".

**Strategic goal 1**

**Gender balance in leadership and decision-making**

**Goal:** introduction of an effective management system for gender integration processes.

**1.1. Task:** to find out whether women and men are proportionally represented at the decision-making level in SCIENCE PARK.

**1.1. Actions and measures:** monitoring changes.

**1.2. Task:** informing the management of SCIENCE PARK about modern practices of non-discriminatory management by areas of work.

**1.2. Actions and measures:** study of information on the gender dimension.

**1.3. Task:** introducing the use of feminine forms (feminitives) in SCIENCE PARK document circulation.

**1.3. Actions and measures:**

- listening to an open lecture by female experts in the field of gender linguistics.

**Indicators:**

- gender distributed data on management positions in SCIENCE PARK for each year starting from 2023;
- high-quality use of learned information;
- quantity of lectures listened to in the field of gender equality.

**Reporting period:** annually, starting in 2023.

## **Strategic goal 2**

### **Gender equality in hiring and promotion**

**Goal:** creation of equal opportunities for women and men among potential participants of SCIENCE PARK projects.

**2.1. Task:** Conduct a pilot anti-discrimination review of materials for 2023 applicants.

**2.1. Actions and measures:** conducting a selective review of the materials of the 2023 applicants for their compliance with the principles of gender equality and non-discrimination.

**2.2. Task:** to provide communication and visual support for gender equality in SCIENCE PARK media content.

**2.2. Actions and measures:**

- materials placement in the gender approach section on SCIENCE PARK information resources.

**Indicators:**

- quantity of information materials (posts).

**Reporting period:** annually, starting in 2023.

## **Strategic goal 3**

### **Integration of the gender dimension in SCIENCE PARK projects**

**Goal:** methodical support of SCIENCE PARK, free from gender stereotypes and discrimination.

**3.1. The task:** to assess the level of compliance of SCIENCE PARK projects with gender equality standards and norms.

**3.1. Actions and measures:** carrying out a random inspection of SCIENCE PARK project performers for compliance with the principles of gender equality and non-discrimination.

**3.2. The task:** to integrate the gender component in the formation of SCIENCE PARK project implementation teams.

**3.2. Actions and measures:** to constantly monitor the composition of SCIENCE PARK project executors.

**Indicators:**

- statistical data on the composition of SCIENCE PARK project executors;
- coverage of the target audience during trainings.

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

**Strategic goal 4**

**Prevention of gender-based violence, including sexual harassment**

**The goal:** zero tolerance for gender-based violence in SCIENCE PARK.

**4.1. Task:** Identify a channel for reporting cases of gender-based violence, including sexual harassment and gender-based discrimination.

**4.1. Actions and measures:**

- data collection and analysis of appeals for each category;
- setting up the cooperation algorithm of SCIENCE PARK with relevant services in accordance with the current legislation on the prevention of gender-based violence.

**4.2. Task:** prevention of bullying, harassment, sham on the official information resources of SCIENCE PARK.

**4.2. Actions and measures:**

- participation in the "Gender Glasses" training for the purpose of training moderators of official SCIENCE PARK information resources to recognize manifestations of sexism;
- carrying out an information campaign on the prevention of gender-based violence.

**Indicators:** a defined state channel of appeals.

**Reporting period:** determined by national legislation.

## **Strategic goal 5**

### **Balance between work and personal life**

**Goal:** to create equal opportunities for women and men among the executors of SCIENCE PARK projects to help them combine career development with work/study and family responsibilities.

**5.1. Task:** implement social projects to combine work/study and personal life.

#### **5.1. Actions and measures:**

- implementation of social projects regarding the combination of fatherhood, motherhood, training and work of SCIENCE PARK project executors;
- participation in conducting analytical and sociological research on gender issues.

**5.2. Task:** expanding women's opportunities for international partnership and exchange of experience.

#### **5.2. Actions and measures:**

- involvement of partner organizations in the creation and implementation of gender initiatives.

#### **Indicators:**

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

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

## **Strategic goal 6**

### **Implementation of measures outlined in the resolution "Women, peace and security"**

**Rationale:** The need to take into account the special needs of women and girls, including vulnerable categories (in particular, internally displaced persons, women who have suffered from gender-based violence and sexual violence related to the conflict), as well as women who are participants in hostilities, veterans in terms of participation in SCIENCE PARK projects.

**The goal:** to make the SCIENCE PARK location safe for women of all categories.

**Actions and measures :**

- ensuring quick, unhindered access of SCIENCE PARK project executors to bomb shelters;

- listening to safety training for women and girls.

**Indicators:**

- quantity of safety training sessions listened to.

**Reporting period:** determined by national legislation.

**Responsible for organizing the implementation of the Plan in SCIENCE PARK:**  
General Director Viktor KAMAIEV.

**FOR REFERENCE:**

Problems and challenges currently faced by SCIENCE PARK in the implementation of gender initiatives:

1. The war pushes the issue of gender equality to the periphery of society's attention.
2. Insufficient financial resources for conducting trainings on gender equality.
3. Volunteer resources mostly deal with issues related to the acceleration of Ukraine's victory in the war against the Russian Federation.
4. A significant part of women scientists went abroad or to other regions of Ukraine, which further strengthened the gender imbalance in SCIENCE PARK among the executors of scientific and technical projects.

**CEO**  
**Corporation "Science Park**  
**"Kyivska Polytechnika"**



**Viktor KAMAIEV**