

Gender Equality Development Plan of the Dnipro University of Technology for 2023-2025

The development plan is based on the consideration of the following regulatory acts and normative documents:

1. Recommendations of the European Commission regarding the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (<https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2005:075:0067:0077:EN:PDF>).
2. EU Directive 2006/54/EC "On the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation" (<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32006L0054>).
3. EU Directive 2010/41/EU "On the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity" (<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32010L0041>).
4. EU Directive 2014/54/EU "On measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers" (<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32014L0054>).
5. EU Directive 2019/1158/EU "On transparent and predictable working conditions in the European Union" (<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32019L1158>).
6. Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" dated 08.09.2005 No. 2866-IV.
7. Law of Ukraine "On State Guarantees for Equal Rights and Opportunities for Women and Men" dated 05.06.2012 No. 4878-VI.
8. REGULATIONS on the policy of prevention and combating sexual harassment at the Dnipro University of Technology (https://www.nmu.org.ua/ua/content/activity/us_documents/Preventing%20Sexual%20Harassment.pdf).
9. REGULATIONS on combating bullying (harassment) at the Dnipro University of Technology (https://www.nmu.org.ua/ua/content/activity/us_documents/Bullying%20counteraction.pdf).
10. Action Plan of the Dnipro University of Technology aimed at preventing and combating bullying (harassment) for 2021 – 2025 (https://www.nmu.org.ua/ua/content/activity/us_documents/%D0%9F%D0%BB%D0%B

[0%D0%BD %D0%B7%D0%B0%D1%85%D0%BE%D0%B4 %D0%B1%D1%83%D0%BB%D1%96%D0%BD%D0%B3_2021.pdf](#)).

The gender equality development plan is based on the consideration of the following strategic tasks:

- Work-life balance;
- Gender balance in leadership and decision-making;
- Equality in recruitment and career promotion;
- Integration of the gender dimension into research and teaching content;
- Measures against gender-based violence, including sexual harassment;
- Prevention of the gender pay gap in the employee remuneration system.

№ з/п	Event Name	Execution Period	Responsible Person/Department
Work-life balance			
1.	Ensuring Conditions for Development and Self-Improvement to Prevent Employee Burnout	Constantly throughout the year	Heads of Structural Units
2.	Monitoring Staff with Job Satisfaction Assessment	Constantly throughout the year	Heads of Structural Units, Center for Sociological Audit, Department of internal quality assurance of higher education
3.	Organization of Seminars, Trainings, and Other Events Dedicated to Gender Equality and Work-Life Balance	Constantly throughout the year	Center for Professional Development
4.	Facilitating the development of a network of mentors to help employees get the support and advice they need	Constantly throughout the year	Center for Professional Development
Gender balance in leadership and decision-making			
1.	Organization of mentoring programs that will ensure the development of initiative in proposing and making decisions	Constantly throughout the year, according to a separate plan of events	Center for Professional Development
2.	Formation of an environment of open communication, which will include the development of the values of diversity and inclusiveness	Constantly throughout the year	Marketing Department, Communication Office, Psychological Service

3.	Ensuring gender equality in the process of career growth	Constantly throughout the year	Heads of Structural Units, HR Department
4.	Seminars, trainings and other events dedicated to women's awareness of participation in grant programs, projects, competitions	Constantly throughout the year, according to a separate plan of events	Center for Professional Development, Center for International Cooperation
Equality in recruitment and career promotion			
1.	Promoting an increase in the share of women in senior management positions, including heads of departments, deans and vice-chancellors	When reviewing contracts	Rectorate, HR Department, Heads of Structural Units
2.	Formation of personnel policy, which will include equal opportunities in hiring	When reviewing contracts	HR Department, Heads of Structural Units
3.	Statistical analysis of gender equality among university employees	Annual report	Marketing Department, Communication Office, Center for Sociological Audit, Department of internal quality assurance of higher education
Integration of the gender dimension into research and teaching content			
1.	Involvement of female teachers in participation in program activities and interdisciplinary collaborations in the field of STEM	Constantly throughout the year, according to a separate plan of events	Research Department, Council of Young Scientists, Business Incubator
2.	Creating conditions for improving teachers' knowledge of gender inclusion in research and teaching	Constantly throughout the year, according to a separate plan of events	Research Department, Council of Young Scientists, Business Incubator, Heads of Structural Units
3.	Implementing the integration of gender-oriented topics in research and scientific material, ensuring the development of student initiatives for the study of gender-sensitive topics	Constantly throughout the year, according to a separate plan of events	Research Department, Council of Young Scientists, Business Incubator
Measures against gender-based violence, including sexual harassment			
Comply with the principles of the Regulations on the policy of prevention and combating sexual harassment at the Dnipro University of Technology.			

Prevention of the gender pay gap in the employee remuneration system			
1.	Creating conditions for a convenient combination of family and professional responsibilities	Constantly throughout the year	Children's space of the University, Business Incubator
2.	An educational campaign to increase women's awareness of their rights and opportunities that they can use to improve their professional level	Constantly throughout the year	Center for Professional Development, Business incubator