



**VASYL STEFANYK  
PRECARPATHIAN NATIONAL UNIVERSITY**

# **GENDER EQUALITY PLAN**

**for the period 2023-2028**

*The Gender Equality Plan of Precarpathian National University was approved at the meeting of the Academic Council of the University (Minutes No. \_\_\_\_ of \_\_\_\_\_)*

**Ivano-Frankivsk, 2023**

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- work-life balance; organisational culture
- gender balance in leadership and decision-making
- equality in hiring and promotion
- Integrating the gender dimension into research and teaching content
- measures against gender-based violence, including sexual harassment

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## Introduction

Gender equality is a fundamental value of the European Union. Gender equality benefits research and innovation (R&I): it improves the quality and relevance of R&I, attracts and retains more talent and ensures that everyone can maximise their potential. In the European Research Area (ERA), notable progress has been made towards gender equality, but data shows that there is still much work to be done. Gender equality goals can only be achieved through a structural approach to change across the European research system, involving a joint commitment from research organisations, their funders and national authorities, as well as the European Commission.

Gender equality is promoted:

- to improve the quality and impact of research and innovation, helping to ensure that it is reflected and relevant to society as a whole;

- to create the best working environment that ensures quality research and teaching and helps maximise the potential and talents of all staff and students;

- attracting and retaining talent, ensuring that all employees can be confident that their abilities will be assessed and recognised fairly and appropriately.

## 1. Regulatory and legal documents that promote gender equality

### *European Union*

1. **Recommendations of the European Commission on the European Charter for Researchers and the Code of Conduct for Researchers.**
2. **EU Directive 2006/54/EC on the Equality of the Sexes in Respect of Employment and Occupation**
3. **EU Directive 2010/41/EU on the application of the principle of equality of sexes between persons providing legal aid and their clients**
4. **EU Directive 2012/29/EU on minimum standards for the rights, support and protection of victims of crime**
5. **EU Directive 2014/54/EU on ensuring respect for the principle of equality of the sexes in access to goods and services**
6. **EU Directive 2019/1158/EU on transparency of employment conditions and social protection**
7. **The Declaration on Gender Equality adopted by the European Parliament in 2021**
8. **The European Strategy for Gender Equality 2020-2025, which contains concrete actions and priorities to support gender equality**
9. **Digital Services Act (DSA)**
10. **Digital Market Act (DMA)**

## *Ukraine*

1. The Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men"
2. The National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace and Security" for the period up to 2025, which contains specific measures and targets to ensure gender equality in Ukraine
3. The State Programme for Ensuring Equal Rights and Opportunities for Women and Men until 2023, which contains a detailed strategy to support gender equality in Ukraine
4. The Law of Ukraine "On State Guarantees for Ensuring Equal Rights and Opportunities for Women and Men"
5. The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which Ukraine has ratified
6. On the decision of the National Security and Defence Council of Ukraine of 14 May 2021 "On the Human Development Strategy"
7. The Law of Ukraine "On Preventing and Combating Domestic Violence" as amended on gender-based violence

## 2. Analysis of the overall situation with gender equality

Vasyl Stefanyk Precarpathian National University recognises the importance of promoting gender equality and strives to ensure equal opportunities and access to all resources. To this end, the institution follows the recommendations of the European Charter for Researchers and the Strategy for the Implementation of Gender Equality in Education until 2030.

The initial stage for determining the directions of implementation of gender equality in an educational institution is to analyse the gender situation among the university administration, research and teaching staff and other employees, students. Having analysed the university staffing, it is obvious that among all university employees, the majority (almost  $\frac{2}{3}$ ) are women: 66% to 34% of men (Fig. 1).

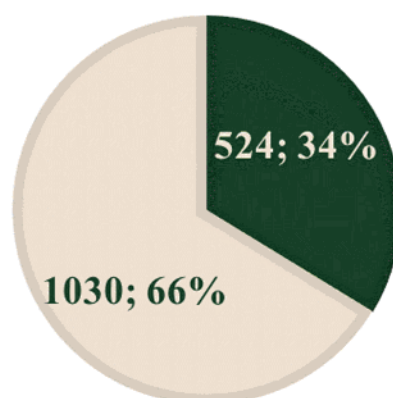
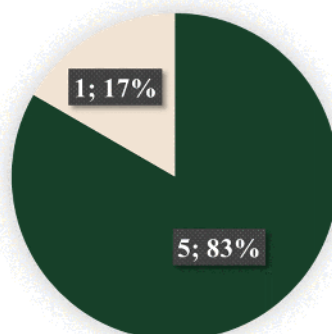


РИС. 1. ПРАЦІВНИКИ  
УНІВЕРСИТЕТУ

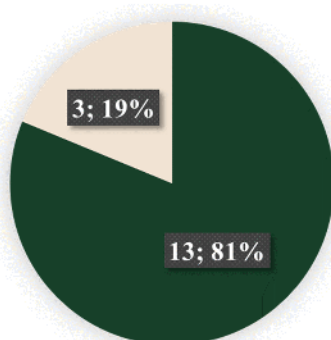
However, a detailed analysis of the gender situation by different categories of employees shows mixed trends in the ratio of women to men.

## Analysis of the gender situation at the university

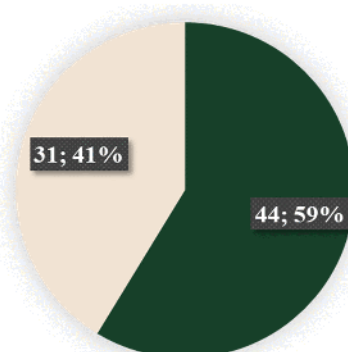
### Generalised information



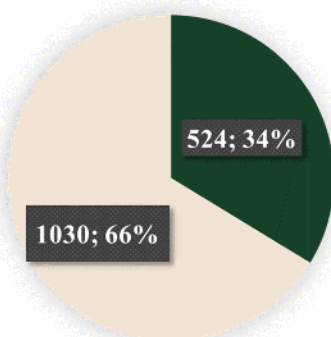
### Rectorate



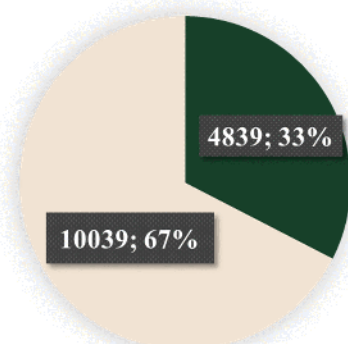
### Deans of faculties/ directors of institutes



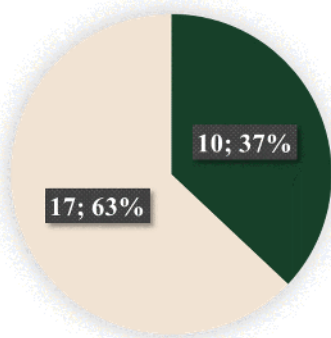
### Heads of departments



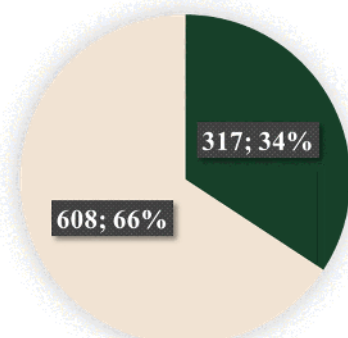
### University staff



### Education applicants



### Heads of administrative units of the university



### Heads of academic and research departments of the university

# GENDER EQUALITY PLAN

## Analysis of the gender situation in the university administration



### Rectorate

Rector	M
First Vice-Rector	F
Vice-rector	M
Vice-rector	M
Vice-rector	M
Vice-rector	M

### Analysis of the gender situation of middle managers: deans and directors, heads of departments

#### Deans of faculties/institute directors

Faculty of Economics	M
Faculty of Education	F
Faculty of Foreign Languages	F
Faculty of Psychology	F
Faculty of Mathematics and Informatics	M
Faculty of Philology	M
Faculty of Tourism	M
Faculty of Physics and Technology	M
Faculty of History, Political Science and International Relations	M
Faculty of Natural Sciences	M
Faculty of Physical Education and Sports	M
Educational and Research Institute of Law	M



# GENDER EQUALITY PLAN



Educational and Research Institute of Arts	M
Kolomyia Educational and Research Institute	M
Institute of Postgraduate Education and Pre-University Training	M
Ivano-Frankivsk Vocational College	M

## Heads of departments Faculty of Economics

Department of Finance	M
Department of Theoretical and Applied Economics	F
Department of Accounting and Taxation	M
Department of Management and Marketing	M
Department of Economic Cybernetics	F

## Faculty of Education

Department of Primary Education	F
Department of Social Pedagogy and Social Work	F
Bohdan Stuparyk Department of Pedagogy and Educational Management	F
Department of Theory and Methods of Preschool and Special Education	F

## Faculty of Foreign Languages

Department of French Philology	F
Department of German Philology	M
Department of English Philology	M

## Faculty of Psychology

Department of Philosophy, Sociology and Religious Studies	M
Department of Social Psychology	F
Department of Developmental Psychology	F

# GENDER EQUALITY PLAN



Department of General and Clinical Psychology

M

## Faculty of Mathematics and Informatics

Department of Mathematics and Informatics and Teaching Methods

F

Department of Mathematical and Functional Analysis

M

Department of Information Technology

M

Department of Computer Science and Information Systems

M

Department of Differential Equations and Applied Mathematics

M

M

Department of Algebra and Geometry

## Faculty of Philology

Department of Journalism

M

Department of World Literature and Comparative Literature

M

Department of General and Germanic Linguistics

M

Department of Slavic Languages

M

Department of Ukrainian Literature

M

Department of Ukrainian Language

F

## Faculty of Tourism

Department of Foreign Languages and Country Studies

F

Department of Management of Socio-Cultural Activities, Show Business and Event Management

M

Department of Tourism and Local History

F

Department of hotel, restaurant and resort business

M

## Faculty of Physics and Technology

Department of Solid State Physics and Chemistry

M

Department of Physics and Teaching Methods

M

Department of Computer Engineering and Electronics

M

Department of Materials Science and New Technologies

M

## Faculty of History, Political Science and International Relations

# GENDER EQUALITY PLAN



Department of Political Institutions and Processes	F
Department of Political Science	M
Department of International Economic Relations	F
Department of International Relations	F
Department of History of Ukraine and Methods of Teaching History	M
Department of History of Central and Eastern Europe and Special Branches of Historical Science	M
Department of Foreign Languages and Translation	F
	M
Department of Ethnology and Archeology	
Department of World History	M
<b>Faculty of Natural Sciences</b>	
Department of Human and Animal Anatomy and Physiology	M
Department of Chemistry	M
Department of Environmental Chemistry and Chemical Education	F
Department of Biology and Ecology	F
Department of Biochemistry and Biotechnology	F
Department of Forestry and Agricultural Management	F
Department of Geography and Natural History	F
<b>Faculty of Physical Education and Sports</b>	
Department of Physical Therapy, Ergotherapy	M
Department of Theory and Methods of Physical Education	M
Department of Sports and Pedagogical Disciplines	M
<b>Educational and Research Institute of Arts</b>	
Department of Fine and Decorative Arts and Restoration	M
Department of Music Ukrainian Studies and Folk Instrumental Art	F
Department of Methods of Teaching Fine and Decorative Arts and Design	M
Department of Performing Arts	M

# GENDER EQUALITY PLAN



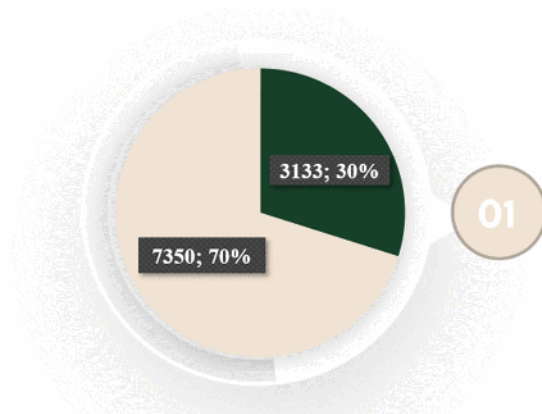
Department of Design and Art Theory	M
Department of Methods of Music Education and Conducting	F
Department of Performing Arts and Choreography	F
<b>Educational and Research Institute of Law</b>	
Department of Justice	F
Department of Labour, Environmental and Agrarian Law	F
Department of Civil Law	F
Department of Theory and History of State and Law	M
Department of Constitutional, International and Administrative Law	M
Department of Crime Policy and Criminal Law	M
<b>Institute of postgraduate and pre-university training</b>	
Department of Professional Education and Innovative Technologies	M
Department of Management and Business Administration	M
<b>Kolomyia Educational and Research Institute</b>	
Department of Philology	F
Department of Pedagogy and Psychology	M
<b>University-wide departments</b>	
Department of Military Training	M
Department of Physical Education	M
Department of Foreign Languages	M
<b>Ivano-Frankivsk Vocational College of Vasyl Stefanyk Precarpathian National University</b>	
Pedagogical Department	F
Department of preschool education	F
Legal Department	F

## Analysis of the gender situation in the context of the heads of administrative and service units of the university

### Heads of structural units

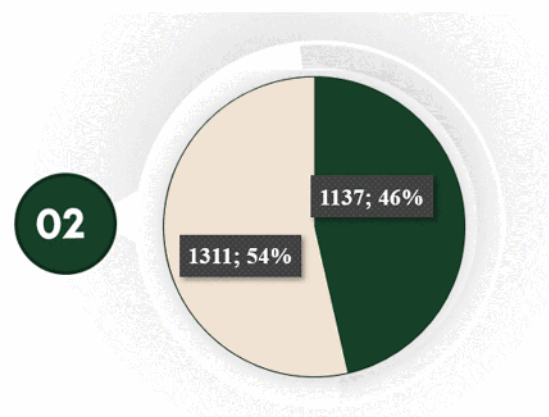
Accounting	F
Educational and methodological department	F
General department	F
Legal Department	F
Planning and finance department	F
Department for the Prevention and Detection of Corruption	M
Department of Postgraduate and Doctoral Studies	M
Educational and production laboratory for educational and psychological and pedagogical work	F
Human Resources Department	M
International Relations Department	F
Department for the Protection of Academic and Research Results	M
Logistics department	M
Department of industrial (training) practice	F
Project management department	F
Public procurement department	F
Information and Communication Department (press service)	F
Department for Military Registration, Mobilisation and Emergency Situations	M
Research and development part	F
Educational and scientific centre for research, projects and scientific information	F
Information and computer centre	M
The editorial and publishing department of Play	M
Scientific library	M
Department of acquisition and scientific processing of documents with sectors	F
Department of scientific and educational literature services with sectors	F
Information and bibliographic department with sectors	F
Scientific and methodological department with sectors	F
'Vasyl Fedoryshyn Academy of Wrestling of the Carpathians'	M
'Vasyl Stefanyk Precarpathian National University' and the NGO 'Ivano-Frankivsk Oblast Wrestling Federation'	

## Analysis of the gender situation among students: postgraduate, doctoral and undergraduate students

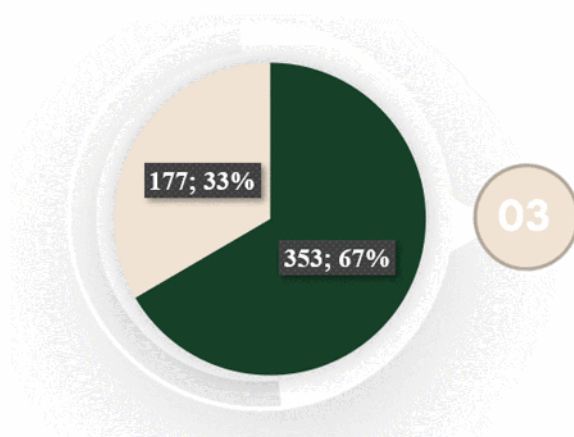


**Bachelor's degree**

**Master**



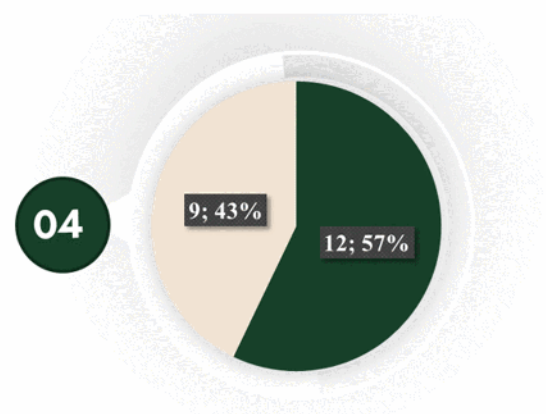
**02**



**Postgraduate studies**

**03**

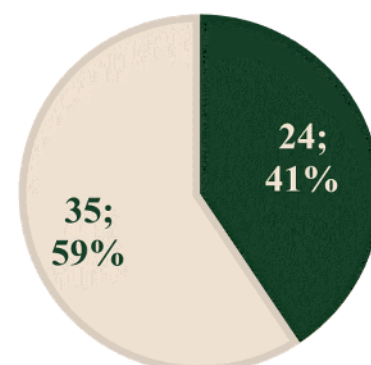
**Doctoral studies**



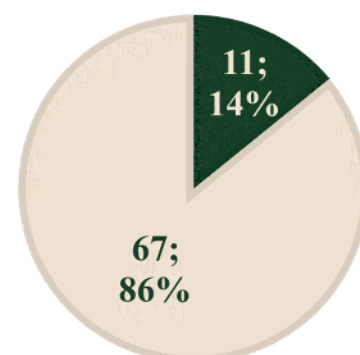
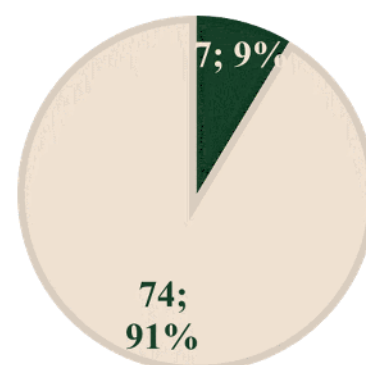
**04**

## Analysis of the gender situation in the context of the university's educational structural units

### Faculty of Economics

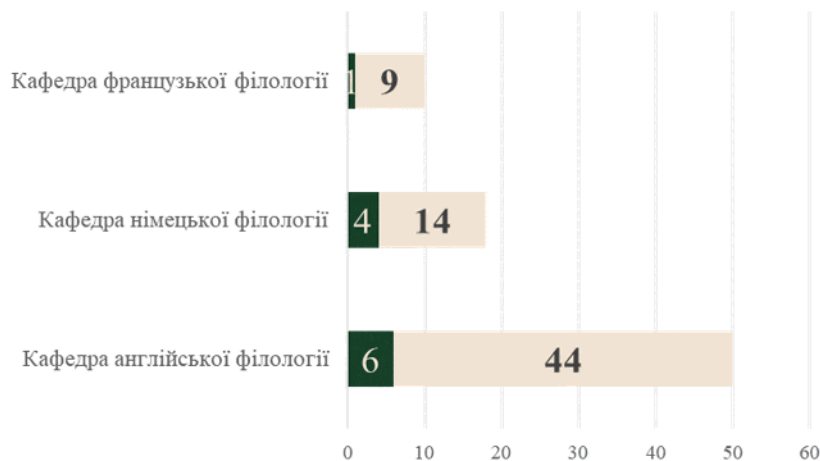


### Faculty of Education

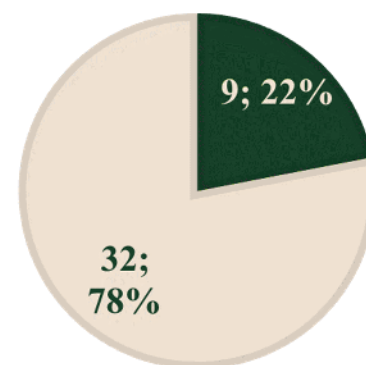
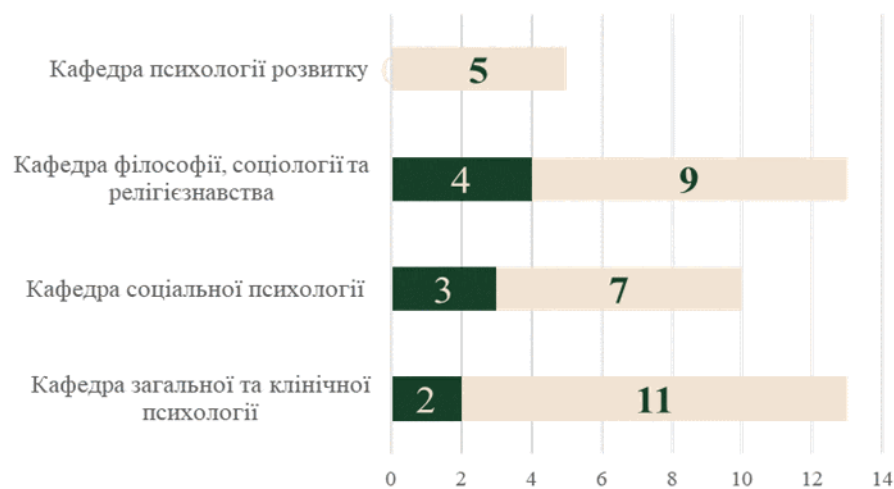




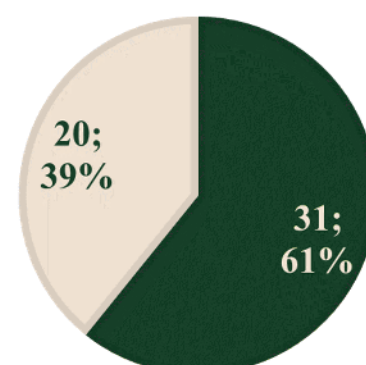
## Faculty of Foreign Languages



## Faculty of Psychology

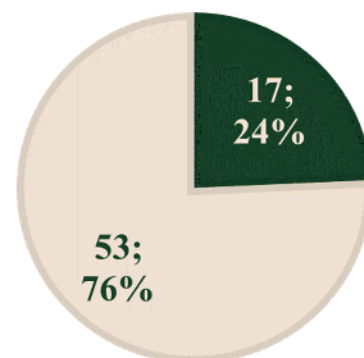


## Faculty of Mathematics and Informatics

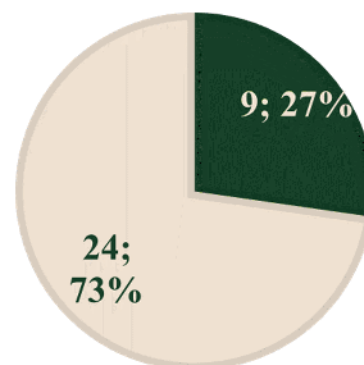




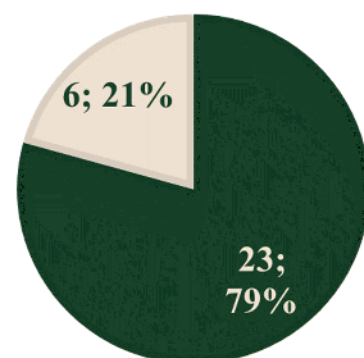
## Faculty of Philology



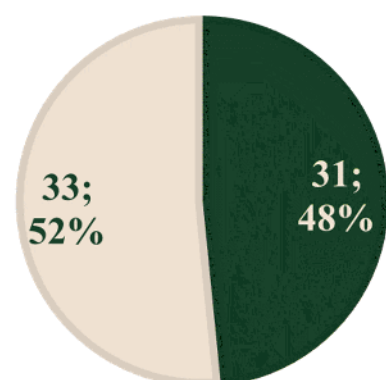
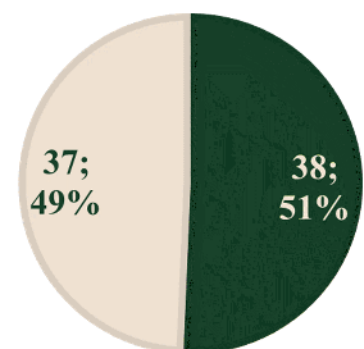
## Faculty of Tourism



## Faculty of Physics and Technology



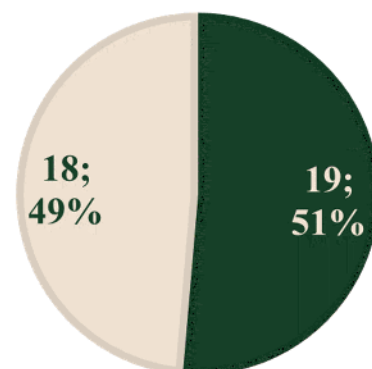
## Faculty of History, Political Science and International Relations



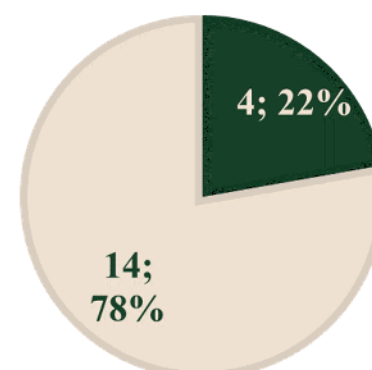
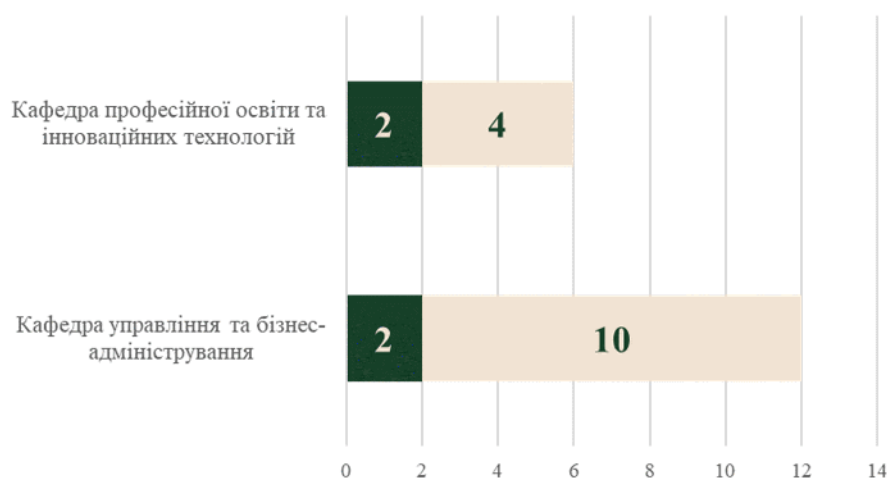
## Faculty of Natural Sciences



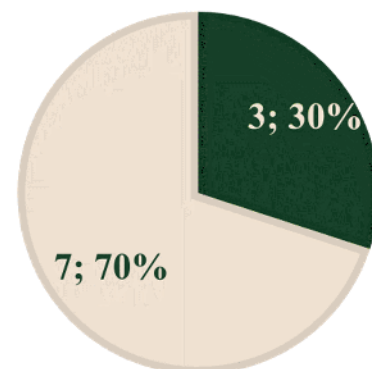
## Faculty of Physical Education and Sports



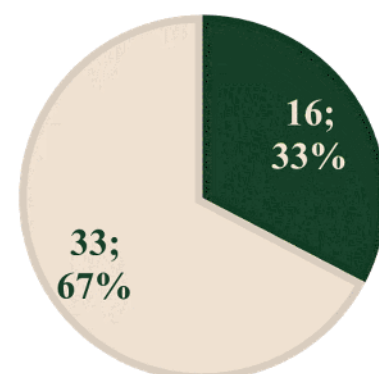
## Institute of postgraduate and pre-university training



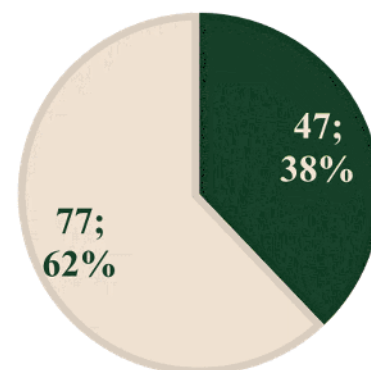
## Kolomyia Educational and Research Institute



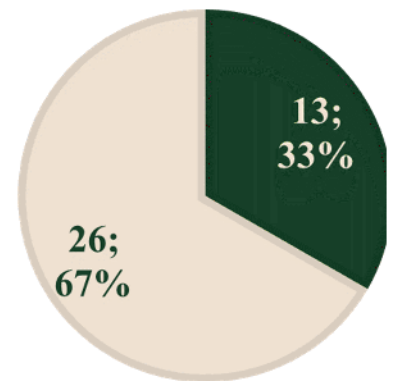
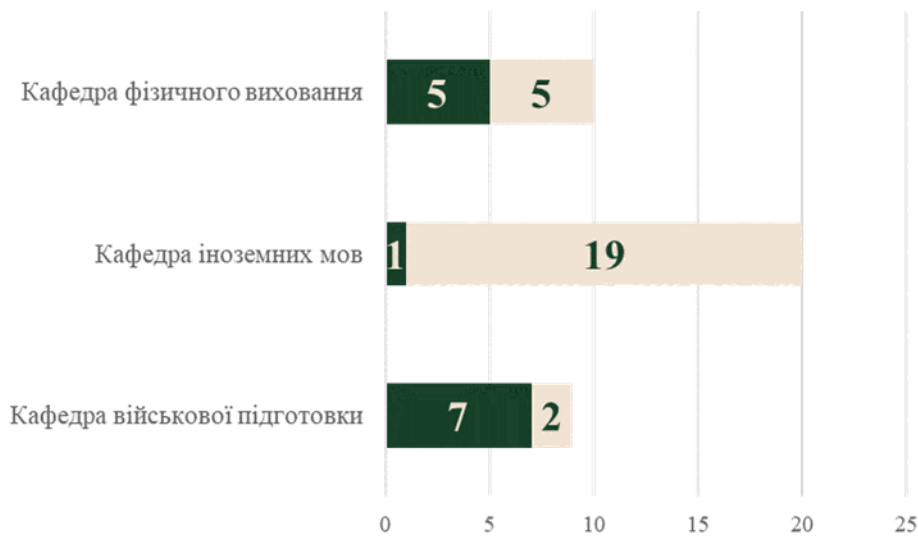
## Educational and Research Institute of Law



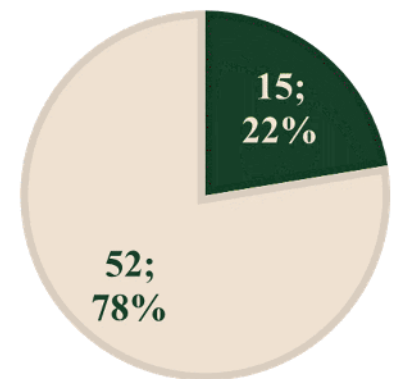
## Educational and Research Institute of Arts



## University-wide departments



## Separate structural subdivision "Ivano-Frankivsk Professional College of Vasyl Stefanyk Precarpathian National University"



### 3. Plan for the development of gender equality at the university

In accordance with the Strategy for the Implementation of Gender Equality in Education until 2030 and the approval of the Operational Action Plan for 2022-2024 for its implementation, approved by the Cabinet of Ministers of Ukraine on 20 December 2022, No. 1163-r, the main goal of the gender issue is to prevent discrimination and provide equal opportunities for all participants in the educational process, regardless of gender. The Gender Development Plan of Precarpathian University is being implemented to identify specific areas of work that will ensure the implementation of this goal in the form of specific measures. We identify the main categorical areas, using the Horizon Europe Guidelines for Gender Equality Plans:

- work-life balance; organisational culture;
- gender balance in leadership and decision-making;
- equality in hiring and promotion;
- Integration of the gender dimension into research and teaching content;
- measures against gender-based violence, including sexual harassment.

## Work-life balance; organisational culture

**Goal:** to promote a culture of work-life balance and cultivate an organisational culture at the university.

**The target group** is university employees.

**Responsible for implementation:** university administration

**Allocated resources:** human resources (involvement of external experts), material resources (premises, handouts for seminars and trainings, resources for monitoring)

### Tasks (actions):

- Providing conditions and resources for the development of a self-improvement policy in the field of organisational culture to avoid employee burnout.
- systematic monitoring of all staff with an assessment of workplace satisfaction: workplace culture and management.
- organising seminars, workshops and other events dedicated to gender equality and work-life balance to promote diversity awareness, interaction and support at various levels of the university community.
- promoting the development of a network of mentors and coaches to help employees get the support and advice they need from more experienced colleagues.
- creating access to the latest technology resources that will guarantee the development of employee productivity and efficiency in the workplace.

## Gender balance in leadership and decision-making

**Goal:** to promote the development of skills and abilities in leadership and decision-making to support gender equality.

**The target group** is university staff and students.

**Responsible for implementation:** heads of structural units, student senate.

**Allocated resources:** human resources, material resources (premises, handouts for seminars and trainings, resources for statistical reporting)

### Tasks (actions):

- support for participation in organised mentoring and coaching programmes that will ensure the development of initiative in proposing and making decisions, and the development of leadership skills among university employees.
- Creating an environment of open and collaborative communication, including the development of diversity and inclusion values in the university's educational and working environment.
- ensuring gender equality in the process of career development, access to professional development mechanisms to balance the statistical situation among the university's management positions.
- monitoring the situation in the form of a report on the participation of men and women in grant programmes, projects, and competitions, in order to identify problematic aspects in a timely manner and make adjustments to the gender equality plan of the educational institution.
- Holding events such as seminars, workshops and other events dedicated to raising women's awareness of participation in grant programmes, projects and competitions.



## Equality in hiring and promotion

**Goal:** to achieve gender balance in recruitment, implement policies and programmes that will promote the promotion of men and women to achieve a balanced gender situation.

**The target group** is university employees.

**Responsible for implementation:** heads of structural units, HR department.

**Allocated resources:** human resources (involvement of external experts), material resources (premises, handouts for trainings, resources for monitoring)

### Tasks (actions):

- Promoting an increase in the share of women in senior management positions, including heads of departments, deans and vice-rectors, in accordance with the analysis of the university's staffing.
- conducting a statistical analysis of gender equality among university employees, including an analysis of the situation among newly recruited employees in the monitoring.
- creating a human resources policy that includes equal opportunities in hiring: gender-acceptable rhetoric in job applications, inclusion of clear guidelines for hiring, and providing gender-specific information about the competition to a wider range of candidates.
- conducting trainings that will include the topic of unconsciously forming gender bias when hiring and promoting.

## **Integrating the gender dimension into research and teaching content**

**Objective:** to develop an understanding of the role of the gender dimension in scientific activity, to promote and support its integration into teaching and research experience.

**Target group** - teaching staff, postgraduate students, doctoral students

**Responsible for implementation:** heads of structural units

**Allocated resources:** human resources (engagement of external experts).

### **Tasks (actions):**

- promoting the involvement of female teachers in programme activities and interdisciplinary collaborations in STEM, as well as the integration of their own research in conjunction with technical direction.
- Encouraging the participation of academic staff in forums and meetings where they can refine ideas for incorporating gender into the teaching content of academic subjects or improving the existing system of presenting gender content.
- Creating conditions for improving teachers' knowledge of gender inclusion in research and education: providing information about trainings, seminars or conferences, ensuring the participation of teachers in these events, and cooperating in the organisation of these events.
- Supporting teachers in their efforts to integrate gender-oriented topics into research and scientific material, ensuring the development of student initiatives to research gender-sensitive topics.

## Measures against gender-based violence, including sexual harassment

**Objective:** to develop a set of practices that will prevent gender-based violence at the university.

**Target group** - university staff and students.

**Responsible for implementation:** Educational and production laboratory of educational and psychological and pedagogical work

**Allocated resources:** human resources (involvement of external experts), material resources (premises, handouts for trainings, resources for monitoring)

### Tasks (actions):

- creating a system of measures aimed at reinforcing behavioural patterns of negative attitudes towards violence, gender-based rhetoric, and offences of any kind.
- Developing mechanisms to prevent and resolve situations that may be related to sexual harassment, identify gender-based discrimination or rhetoric related to stereotyping of gender roles.
- Providing information to the university community in the form of anti-discrimination trainings to create a safe environment for all participants in the educational process.
- Supporting initiatives to hold events that help to highlight the problems of sexual violence in modern society and the algorithm of actions when dealing with these problems.

## Conclusions.

The statistical analysis of the university staffing allowed us to draw the following conclusions based on the data obtained: the vast majority of university employees are women, in particular among middle managers of administrative and service staff, research and teaching staff of the educational institution. In terms of faculties, there is a similar trend of female predominance, with the exception of the Faculty of Mathematics and Informatics and the Faculty of Physics and Technology. This situation reflects the need to develop mechanisms to attract academic staff to these specialities, as well as to support STEM programmes among both students and teaching staff.

The university's development strategy includes improving the gender situation among both employees and students by supporting the promotion policy and developing leadership skills of both men and women.

Gender statistics are balanced among students, but only at the third level of education. Other educational levels (bachelor's and master's) are determined by the predominance of male students. This situation is caused by many factors related to the stereotyping of gender roles. The gender development plan of an educational institution should also include the area of involvement of women in continuing research activities in postgraduate and doctoral studies.

The proposed areas for improving the gender situation will have a positive impact on the overall situation at the university.