

1. Introduction

The Gender Equality Plan of the URAN Association publicly acknowledges the goals of gender equality and formulates the key principles, objectives, and measures to promote equal opportunities for women and men. Following the laws of Ukraine On the Principles of Preventing and Combating Discrimination in Ukraine, and On Ensuring Equal Rights and Opportunities for Women and Men as well as Council of Europe Gender Equality Strategy 2018-2023 and other Ukrainian and European legislative acts in this field, the Gender Equality Plan (GEP) at the URAN Association aims to achieve equal participation of women and men in the professional life at URAN and to prevent and combat gender stereotypes and sexism.

The current GEP takes up the framework established by the European Commission and develops the mandatory requirements for a Gender Equality Plan, as well as recommended thematic areas.

GENDER EQUALITY PLAN 2022-2025

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2. Statement

The URAN Association recognises and values the diversity of its staff based on language, cultural background, gender, age, religion, sexual orientation, functional disability and socioeconomic situation.

3. Objectives

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices. In the long term, the organisational culture at URAN shall be designed to provide equal opportunities for all staff members. With this Gender Equality Plan, URAN seeks to implement the following objectives:

- Ensure equal opportunities through equal treatment of women and men concerning work and career;
- Facilitate the compatibility of work and family for women and men.

4. Gender Equality Plan of Action

4.1 Mandatory Requirements

4.1.1 Public document

This Gender Equality Plan is a public document. It was signed by the top management and published in July 2022 on the URAN website under the tab "About us > Papers". The Gender Equality Plan has also been published in the national language (Ukrainian) and communicated to all employees via the newsletter in July 2022.

For this Gender Equality Plan to continue to meet the concept of a public document, URAN Association will implement the following actions:

4.1.1.1 Keep the Gender Equality Plan up-to-date with new information or initiatives concerning the gender policy within URAN.

4.1.1.2 Make these changes known to the outside world by publishing the most recent version on the URAN website.

4.1.1.3 Communicate these changes internally through the URAN newsletter to inform the staff about the ongoing actions and initiatives on gender equality. This also contributes to creating awareness within our organisation about this topic.

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4.1.2 Dedicated resources

URAN provides specific resources to be used to implement this Gender Equality Plan of Action. A Gender Equality (GE) contact person has been appointed to oversee the implementation of the GEP. This person is responsible for the follow-up of the GEP, the communication and the implementation of the actions within URAN – including through the involvement of other URAN employees who can contribute to the successful implementation of the activities planned. Effective implementation of the GEP will require commitment from all staff and organisational support for activities.

The GE contact person will:

4.1.2.1 Monitor and report on the progress of implementation to the URAN top managers.

4.1.2.2 Provide an annual report to all URAN staff.

4.1.2.3 Ensure that the GEP is communicated to all staff members.

The GE contact person designated by URAN is Tetiana Preobrazhenska (borita@uran.ua)

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4.1.3 Data collection and monitoring

Through the designated GE contact person, URAN will collect data disaggregated by sex with annual reporting. The Gender Equality Plan shall be updated every three years. The results of the actions taken will be analysed and, if necessary, adjustments will be made. To achieve this task, the following actions shall be taken:

4.1.3.1 The data for the assessment shall include the percentage of men and women among all employees of the URAN as well as among various salary groups and the top management group, and the percentage of men and women participating in various events.

4.1.3.2 During the analysis, identify imbalances, examine their origins and formulate proposals to correct them. Draw up conclusions and proposals and communicate them to the URAN top managers.

4.1.3.3 Annually disseminate internally and externally the conclusions of the URAN gender equality analyses. The external dissemination is foreseen by integrating it into the annual report.

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4.1.4 Training and capacity building

The implementation of measures to raise awareness of gender issues among URAN staff and visitors is essential for understanding and correcting discrimination, stereotypes and other prejudices that may plague the working environment. All of the staff members have a responsibility to create and sustain an inclusive and welcoming environment for everyone at URAN. To achieve this the following actions should be taken:

4.1.4.1 Providing staff and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases – at least once a year.

4.1.4.2 Encourage the staff to participate in initiatives supporting gender equality and diversity, and encourage them to share their knowledge with the rest of the staff afterwards.

4.2 Recommended Areas

4.2.1 Work-life balance and organisational culture

URAN is committed to a culture of collaboration, appreciation and open communication. A family-friendly work environment at URAN is designed to help women and men reconcile work and family life. At URAN, there are individual possibilities for flexible working hours and distant work. Employees are given the possibility to make their work activities adaptable to their family life. In addition, disconnection is an important factor in maintaining this work-life balance. To support this, the following actions should be taken:

4.2.1.1 Ensure the work-life balance of URAN employees through various prevention and well-being actions.

4.2.1.2 Better communication of the different offers and framework conditions – such as explaining the benefits of good work and family life compatibility.

4.2.1.3 Gradual extension of remote working - in the framework of the right of disconnection.

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4.2.2 Gender balance in leadership and decision-making

Increasing the percentage of women in leadership positions and decision-making bodies is one of the long terms objectives for URAN. To achieve this, the following actions are recommended:

4.2.2.1 Identify gender imbalances in leadership and decision-making positions (both formal and informal), determine their origin and propose ways to correct them.

4.2.2.2 Review the workforce planning process to ensure gender equality objectives are included.

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4.2.3 Gender equality in recruitment and career progression

URAN aims to provide equal chances to both men and women to develop and advance their careers. For this purpose, a fair, transparent recruitment process is needed. To achieve this, the following actions are recommended:

4.2.3.1 Promote gender-inclusive and bias-free recruitment, career progression, and evaluation policy.

4.2.3.2 Pay special attention to the equal participation of all gender members in professional activities and events.

4.2.3.3 Develop a human resources policy to promote equal career opportunities for all genders.

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4.2.4 Measures against gender-based violence, including sexual harassment

URAN takes the necessary measures to protect its employees against violence, harassment and unwanted sexual behaviour at work. This applies to both women and men to the same extent. URAN values the physical and emotional health, safety and well-being of all its employees. Any top manager or decision-maker responsible for other staff should take appropriate action to ensure that any violence or harassment does not occur at URAN.

The measures against gender-based violence include the following:

4.2.4.1 Dissemination of materials to raise awareness of the issues related to the various forms of gender-based violence.

4.2.4.2 Working collectively to combat bias and stereotypes.

4.2.4.3 Providing a supportive framework for those who wish to complain about gender-based violence, including sexual harassment, and simultaneously remaining mindful of the rights of those against whom a complaint has been made.

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5. Formal approval

Name of the organisation	URAN Association
Executive Director	Yevhenii Preobrazhenskyi
Gender Equality contact person	Tetiana Preobrazhenska
Number of employees	12
Authorised by	Yevhenii Preobrazhenskyi
Date	July 2022
Stamp and signature	