



**SIMON KUZNETS KHARKIV NATIONAL UNIVERSITY OF
ECONOMIC
KHNUE**

UKRAINE

**NATIONAL MINI REPORT
CURRENT GENDER DISTRIBUTION**



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National Gender equality regulation in Ukraine

National legislative framework on gender equality was almost wholly adopted after Ukraine signed Beijing Declaration and Platform for Action. In 1996 the Constitution of Ukraine was approved that sets forth equal rights of men and women¹. Art. 24 of the Constitution has a specific provision on the methods to ensure gender equality. In respect of equality between men and women, the Convention on the Elimination of All Forms of Discrimination Against Women provides at Article 4 that: 1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved. 2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory. The Convention, adopted in 1979, reflected an earlier understanding of the nature of special measures whereby they were considered an exception to the prohibition against discrimination. Today, special measures are considered not an exception to the prohibition

¹ Constitution of Ukraine,
<http://www.legislationline.org/documents/section/constitutions/country/52>



against discrimination, but an integral element of the right to equality and non-discrimination. Reflecting this developed approach, the Committee on the Elimination of Discrimination

Against Women stated in a General Comment in 2004 that: the application of temporary special measures in accordance with the Convention is one of the means to realize de facto or substantive equality for women, rather than an exception to the norms of nondiscrimination and equality.

In 2005 the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” was adopted². It provides equal position of men and women in all areas of life, determines main directions of national gender policy, establishes national gender mechanism, and prohibits gender-based discrimination. However, some provisions of the Law do not stipulate specific sanction for their violation.

In 2008 the amendment was introduced to the Labour Code³. It stipulates that collective bargaining agreements shall establish equal opportunities of men and women. In 2012 the respective amendment was made to the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men”⁴. In addition, in 2008 the Law of Ukraine “On Ukrainian Parliament Commissioner for Human Rights” was amended: the Commissioner shall perform control over the observance of equal rights and opportunities of men and women. Although a significant number of efforts was paid by the Commissioner for Human Rights, the legislative gap still remain in the Criminal Executive Code of Ukraine with regard to implementation of the right of men sentenced for life to long-term visits on the same level as women can enjoy it.

In 2012 the Law of Ukraine “On the Principles of Prevention and Combating Discrimination in Ukraine”⁵ was adopted to prohibit genderbased and other kinds of discrimination. In 2012 the Law of Ukraine “On the Employment of Population” was also passed. It provides equal opportunities of all citizens irrespective of their sex for free selection of activity. Finally, in 2012 the amendment to the Family Code of Ukraine was introduced in order to increase the marriage age of women to 18 years (thus it was made the same as men’s marriage age)⁶. In April 2014 the draft law amending the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” aimed at strengthening the mechanism of combating discrimination was passed in the first reading. According to this Law current legislation and draft legal acts are subject to mandatory gender-legal expertise. Besides, the Law declares the establishment of the state structures of the gender policy.

In addition, Ukraine has a order of Ministry of Education and Science "On implementation of gender equality in education" issued on 10.09.2010, which declares the implementation of gender equality principles in the management issuers of educational institutions as well as the

²Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men”, http://www.ilo.int/dyn/natlex/natlex4.detail?p_lang=en&p_isn=72905&p_country=UKR&p_count=629&p_classification=05&p_classcount=23

³ Labour Code of Ukraine, http://www.wipo.int/wipolex/en/text.jsp?file_id=188246

⁴Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men”, http://www.ilo.int/dyn/natlex/natlex4.detail?p_lang=en&p_isn=72905&p_country=UKR&p_count=629&p_classification=05&p_classcount=23

⁵Law of Ukraine “On the Principles of Prevention and Combating Discrimination in Ukraine”, [http://www.equalrightstrust.org/ertdocumentbank/ERT%20Legal%20Analysis%20of%20Anti-Discrimination%20Legislation%20in%20Ukraine%20\(English\).pdf](http://www.equalrightstrust.org/ertdocumentbank/ERT%20Legal%20Analysis%20of%20Anti-Discrimination%20Legislation%20in%20Ukraine%20(English).pdf)

⁶ Family Code of Ukraine, <http://yurist-online.com/en/kodeks/005.php>



implementation of gender approaches into teaching and educational process. According to this Order all Ukrainian universities are obliged to comply with the principle of gender equality while making appointments, to establish Gender Equality Departments, to implement courses on gender equality, to intensify activities of educational and research gender centers and to undertake gender analysis of higher education institutions staff, to ensure the implementation of the gender component into all international projects and programs on relevant topics. Thus, in recent years there have been great changes in the legislative support of gender equality in Ukraine. However, despite the high quality of gender legislation in Ukraine, gender relations have not yet reached a level of legal regulation of EU countries, because Ukrainian gender legislation is often not enforced, and the mechanisms and tools of gender equality in Ukraine are still imperfect. This in turn does not allow fully achieve the goals of the state policy on gender issues.

Other important developments are the Decree of the President of Ukraine “On Improving the Work of Central and Local Executive Authorities On Ensuring Equal Rights and Opportunities of Women and Men” (2005) and the Resolution of the Cabinet of Ministers of Ukraine “On Conducting Gender Legal Expert Assessment” (2006). The former document contributed to building up national gender mechanism, the latter launched gender legal expert assessment of effective legal acts and draft laws. During 2007-2013, numerous acts were assessed and amended accordingly.

In 2010 the Government developed a draft law on introducing amendments to 11 laws of Ukraine in order to align them with gender equality legislation, but it was not adopted. In 2013 the Government developed the draft Law of Ukraine “On Introducing Amendments to Certain Laws of Ukraine On Ensuring Equal Rights and Opportunities of Women and Men” that provided for amendments to electoral law, the law on public service and on employment. But the Parliament is now working with an alternative draft law submitted by the Members of Parliament that entails amendments to electoral law only.

Ukrainian legislation is generally gender neutral, free from discriminatory provisions, and does not establish different legal status of men and women. At the same time, the majority of legislative framework does not contribute to elimination of gender differences and balancing the status of men and women in the areas where they can suffer discrimination.

Several MPs sometimes submit draft laws to prohibit abortions, but the Government and other MPs with support of civil society always manage to find arguments to prevent such bills from being adopted. Therefore, the main problems of ensuring gender equality concern the implementation of national legislation framework rather than its very provisions.



Statistics on gender and gender disaggregated data

NATIONAL LEVEL

Table 1 Population (on the 1st January; thousand persons)

	Quantity of permanent population		
	Total	incl.	
		Men	Woman
1990	51556,5	23826,2	27730,3
1991	51623,5	23886,5	27737,0
1992	51708,2	23949,4	27758,8
1993	51870,4	24046,3	27824,1
1994	51715,4	23981,1	27734,3
1995	51300,4	23792,3	27508,1
1996	50874,1	23591,6	27282,5
1997	50400,0	23366,2	27033,8
1998	49973,5	23163,5	26810,0
1999	49544,8	22963,4	26581,4
2000	49115,0	22754,7	26360,3
2001	48663,6	22530,4	26133,2
2002 ¹	48240,9	22316,3	25924,6
2003	47823,1	22112,5	25710,6
2004	47442,1	21926,8	25515,3
2005	47100,5	21754,0	25346,5
2006	46749,2	21574,7	25174,5
2007	46465,7	21434,7	25031,0
2008	46192,3	21297,7	24894,6
2009	45963,4	21185,0	24778,4
2010	45782,6	21107,1	24675,5
2011	45598,2	21032,6	24565,6
2012	45453,3	20976,7	24476,6
2013	45372,7	20962,7	24410,0
2014	45245,9	20918,3	24327,6
2015	42759,7	19787,8	22971,9
2016	42590,9	19717,9	22873,0



Table 2 Distribution of permanent population by certain age groups (on the 1st January; thousand persons)

	Distribution of permanent population by certain age groups								
	Total population	0-14 years	0-15 years	0-17 years	16-59 years	15-64 years	18 years and older	60 years and older	65 years and older
1990	51556,5	11084,2	11814,3	13305,0	30291,4	34297,7	38251,5	9450,8	6174,6
1991	51623,5	11029,5	11762,1	13225,7	30230,3	34264,9	38397,8	9631,1	6329,1
1992	51708,2	10951,4	11690,8	13148,4	30314,4	34248,7	38559,8	9703,0	6508,1
1993	51870,4	10915,4	11625,0	13101,0	30523,7	34264,6	38769,4	9721,7	6690,4
1994	51715,4	10767,7	11489,8	12937,1	30646,9	34084,4	38778,3	9578,7	6863,3
1995	51300,4	10528,7	11248,4	12668,1	30595,7	33810,6	38632,3	9456,3	6961,1
1996	50874,1	10246,0	10988,6	12416,7	30424,3	33569,1	38457,4	9461,2	7059,0
1997	50400,0	9952,4	10673,4	12124,4	30166,5	33394,8	38275,6	9560,1	7052,8
1998	49973,5	9624,5	10366,0	11823,0	29793,6	33322,4	38150,5	9813,9	7026,6
1999	49544,8	9206,0	10012,6	11469,7	29500,0	33437,2	38075,1	10032,2	6901,6
2000	49115,0	8781,0	9571,9	11116,0	29353,4	33515,1	37999,0	10189,7	6818,9
2001	48663,6	8373,3	9144,8	10740,7	29259,4	33446,3	37922,9	10259,4	6844,0
2002	48240,9	7949,9	8743,7	10307,0	29154,6	33312,4	37933,9	10342,6	6978,6
2003	47823,1	7569,5	8315,9	9878,6	29314,5	33060,2	37944,5	10192,7	7193,4
2004	47442,1	7246,3	7966,1	9503,3	29514,6	32826,5	37938,8	9961,4	7369,3
2005	47100,5	6989,8	7664,8	9129,2	29656,3	32603,5	37971,3	9779,4	7507,2
2006	46749,2	6764,7	7408,3	8802,0	29812,1	32417,4	37947,2	9528,8	7567,1
2007	46465,7	6606,4	7218,1	8536,1	29799,8	32256,2	37929,6	9447,8	7603,1
2008	46192,3	6501,1	7071,0	8325,7	29738,5	32184,5	37866,6	9382,8	7506,7
2009	45963,4	6476,2	7005,0	8186,3	29586,0	32169,8	37777,1	9372,4	7317,4
2010	45782,6	6483,6	6982,6	8081,1	29328,6	32130,2	37701,5	9471,4	7168,8
2011	45598,2	6496,0	6975,7	8003,3	29090,1	32137,0	37594,9	9532,4	6965,2
2012	45453,3	6531,5	6993,1	7971,6	28842,2	31993,3	37481,7	9618,0	6928,5
2013	45372,7	6620,6	7047,7	7990,4	28622,9	31846,8	37382,3	9702,1	6905,3
2014	45245,9	6710,7	7120,1	8009,9	28372,5	31606,4	37236,0	9753,3	6928,8
2015	42759,7	6449,2	6816,0	7614,7	26613,3	29634,7	35145,0	9330,4	6675,8
2016	42590,9	6494,3	6856,3	7614,0	26317,4	29327,7	34976,9	9417,2	6768,9



Table 3 Level of the economic activity of population

	Total	including by age group, years							of working age
		15– 24	25– 29	30– 34	35– 39	40– 49	50– 59	60–70	
2006									
Total population	62,2	40,8	81,4	85,1		84,7	63,4	21,4	71,2
Women	56,8	36,1	73,4	80,1		83,0	55,7	19,3	67,8
Men	68,2	45,4	89,3	90,3		86,6	72,9	24,6	74,5
2007									
Total population	62,6	41,8	82,2	85,8		84,5	63,3	21,6	71,7
Women	57,1	36,6	73,8	80,9		83,6	54,9	19,7	68,2
Men	68,9	46,8	90,5	90,8		85,6	73,7	24,7	75,0
2008									
Total population	63,3	43,0	82,2	86,1		85,0	63,5	21,8	72,3
Women	57,5	37,7	72,7	81,2		83,9	55,4	19,5	68,7
Men	69,8	48,1	91,4	91,1		86,2	73,7	25,3	75,8
2009									
Total population	63,3	41,9	80,6	84,8		83,7	63,2	23,8	71,6
Women	58,1	36,5	72,3	79,9		83,2	56,5	21,8	68,4
Men	69,2	47,1	88,6	89,9		84,4	71,5	27,0	74,7
2010									
Total population	63,7	40,5	79,9	84,7		84,6	64,7	24,1	72,0
Women	58,4	35,2	70,9	80,1		83,7	58,0	22,1	68,6
Men	69,6	45,6	88,6	89,4		85,6	73,1	27,1	75,1
2011									
Total population	64,3	41,7	79,7	84,2		85,3	65,4	24,2	72,7
Women	58,5	36,6	69,0	78,4		84,2	58,5	22,1	68,9
Men	70,7	46,5	90,1	90,2		86,4	73,9	27,4	76,3
2012									



Total population	64,6	40,7	81,5	84,4	85,3	65,7	24,0	73,0
Women	58,6	35,0	71,0	78,3	83,9	59,0	21,7	68,7
Men	71,3	46,3	91,7	90,7	86,9	74,1	27,4	77,2
2013								
Total population	65,0	39,3	80,8	85,2	85,8	67,1	23,8	73,1
Women	58,9	34,0	70,2	78,8	84,0	60,9	21,4	68,5
Men	71,6	44,4	91,0	91,7	87,8	74,9	27,5	77,6
2014								
Total population	62,4	38,4	80,5	82,6	84,8	84,6	63,2	71,4
Women	56,1	32,5	69,4	73,3	80,2	83,3	57,1	66,5
Men	69,3	44,0	91,3	91,7	89,5	86,0	70,7	76,4
2015								
Total population	62,4	36,3	80,8	82,3	85,2	85,0	65,9	71,5
Women	56,2	31,8	70,7	73,3	80,5	83,7	59,1	66,5
Men	69,2	40,6	90,5	91,2	90,1	86,5	74,1	76,7

Table 4 Higher education institutions (at the beginning of the academic year)

	Number of institutions		Number of students, thousands	
	I-II levels of accreditation	III-IV levels of accreditation	I-II levels of accreditation	III-IV levels of accreditation
1990/91	742	149	757,0	881,3
1991/92	754	156	739,2	876,2
1992/93	753	158	718,8	855,9
1993/94	754	159	680,7	829,2
1994/95	778	232	645,0	888,5
1995/96	782	255	617,7	922,8
1996/97	790	274	595,0	976,9
1997/98	660	280	526,4	1110,0
1998/99	653	298	503,7	1210,3
1999/00	658	313	503,7	1285,4
2000/01	664	315	528,0	1402,9
2001/02	665	318	561,3	1548,0
2002/03	667	330	582,9	1686,9
2003/04	670	339	592,9	1843,8
2004/05	619	347	548,5	2026,7



2005/06	606	345	505,3	2203,8
2006/07	570	350	468,0	2318,6
2007/08	553	351	441,3	2372,5
2008/09	528	353	399,3	2364,5
2009/10	511	350	354,2	2245,2
2010/11	505	349	361,5	2129,8
2011/12	501	345	356,8	1954,8
2012/13	489	334	345,2	1824,9
2013/14	478	325	329,0	1723,7
2014/15	387	277	251,3	1438,0
2015/16	371	288	230,1	1375,2



Table 5 accepted students and students with degrees (at the beginning of the academic year)

	Accepted students, thous.		Students with degrees, thous.		Doctoral students	Postdoctoral students
	I-II levels of accreditation	III-IV levels of accreditation	I-II levels of accreditation	III-IV levels of accreditation		
1990	241,0	174,5	228,7	136,9	13374	...
1991	237,5	173,7	223,0	137,0	13596	503
1992	212,6	170,4	199,8	144,1	13992	592
1993	198,9	170,0	198,0	153,5	14816	765
1994	194,0	198,0	204,3	149,0	15643	927
1995	188,8	206,8	191,2	147,9	17464	1105
1996	183,4	221,5	185,8	155,7	19227	1197
1997	166,2	264,7	162,2	186,7	20645	1233
1998	164,9	290,1	156,9	214,3	21766	1247
1999	170,1	300,4	156,0	240,3	22300	1187
2000	190,1	346,4	148,6	273,6	23295	1131
2001	201,2	387,1	147,5	312,8	24256	1106
2002	203,7	408,6	155,5	356,7	25288	1166
2003	202,5	432,5	162,8	416,6	27106	1220
2004	182,2	475,2	148,2	316,2	28412	1271
2005	169,2	503,0	142,7	372,4	29866	1315
2006	151,2	507,7	137,9	413,6	31293	1373
2007	142,5	491,2	134,3	468,4	32497	1418



2008	114,4	425,2	118,1	505,2	33344	1476
2009	93,4	370,5	114,8	527,3	34115	1463
2010	129,1	392,0	111,0	543,7	34653	1561
2011	105,1	314,5	96,7	529,8	34192	1631
2012	99,8	341,3	92,2	520,7	33640	1814
2013	93,9	348,0	91,2	485,1	31482	1831
2014	69,5	291,6	79,1	405,4	27622	1759
2015	63,2	259,9	73,4	374,0	28487	1821

UNIVERSITY LEVEL

The tables below show the women representation at S. Kuznets KhNUE at 2016.

Table 6 Gender distribution at University(KhNUE)

Personnel	Teaching	Research		Other	Total
Men	154	4		111	269
	24,44%	28,57%		16,62%	20,50%
Woman	476	10		557	1043
	75,56%	71,43%		83,38%	79,50%
Total	630	14		668	1312
	100,00%	100,00%		100,00%	100,00%

Table 7 Gender distribution at University(KhNUE), Title based

Personnel Grouping	Title of personnel grouping	Men	Women	Total	Women
1	Professors	21	16	37	43%
2	Lecturers	25	133	158	84%
3	Senior Lecturers	9	58	67	87%
4	University Lecturers	73	247	320	77%
5	Researcher	4	10	14	71%
6	Teaching and research support staff	7	115	122	94%
7	Library personnel	1	32	33	97%
8	IT personnel	20	35	55	64%
9	Administrative and office personnel	27	21	48	44%
10	Maintenance and property personnel	24	176	200	88%



11	Personnel with undefined grouping	59	199	258	77%
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Table 8 Proportion of women, age based

Age years	Men	Women	Total	Women %
20-24	15	67	82	82%
25-29	26	141	167	84%
30-34	23	170	193	88%
35-39	35	149	184	81%
40-44	22	111	133	83%
45-49	16	67	83	81%
50-54	21	82	103	80%
55-59	28	91	119	76%
60-64	29	73	102	72%
65-70	33	74	107	69%
more than 70	20	19	39	49%
			1312	

Table 9 Proportion of female with temporary/permanent contracts

Division of the personnel	Men	Women	Total	Women %
Temporary	31	57	88	64,77%
Permanent	267	1031	1298	79,43%
Total	298	1088	1386	

Table 10 The proportion of women (%) of the students

The proportion of women (%) of the students			
Doctoral students	Licentiate students	Master level students	Bachelor level students
67,96	19,05	62,77	69,45

Table 11 The proportion of women (%) of the completed degrees

The proportion of women (%) of the completed degrees			
Doctoral students	Licentiate students	Master level students	Bachelor level students
78,57	25	68,56	68,09



UNIT LEVEL (the Economic Informatics Faculty)

This part of the report represents current status of gender equality at the Economic Informatics Faculty of S. Kuznets KhNUE. The tables below show the women representation at the Economic Informatics Faculty at 2016.

Table 12 Proportion of women

Personnel	Teaching	Other	Total
Men	45	5	50
	47,37%	20,00%	41,67%
Woman	50	20	70
	52,63%	80,00%	58,33%
Total	95	25	120
	100,00%	100,00%	100,00%

Table 13 Proportion of women, title based

Title of personnel grouping	Men	Women	Total	Women
Professors	8	2	10	20%
Lecturers	2	10	12	83%
Senior Lecturers	1	6	7	86%
University Lecturers	29	30	59	51%
Teaching and research support staff	5	20	25	80%
Administrative and office personnel	5	2	7	29%

Table 14 Proportion of women, age based

Age years	Men	Women	Total	Women %
20-24	3	6	9	67%
25-29	3	7	10	70%
30-34	2	18	20	90%
35-39	8	14	22	64%
40-44	5	8	13	62%
45-49	4	6	10	60%
50-54	2	3	5	60%
55-59	4	3	7	43%
60-64	8	3	11	27%
65-70	7	3	10	30%
more than 70	2	1	3	33%
			120	



Table 15 Proportion of female with temporary/permanent contracts

Division of the personnel	Men	Women	Total	Women %
Temporary	10	7	17	41,18%
Permanent	50	70	120	58,33%
Total	60	77	137	

Table 16 The proportion of women of the students

The proportion of women (%) of the students		
Licentiate students	Master level students	Bachelor level students
19	41	43,24

Table 17 The proportion of women (%) of the completed degrees

The proportion of women (%) of the completed degrees		
Licentiate students	Master level students	Bachelor level students
25	64,29	46,67

UNIT LEVEL

This part of the report represents current status of gender equality at the Economic Informatics Faculty (EIF) and IT-departments of S. Kuznets KhNUE.

At EIF 31% of academic employees (44 out of 141), 20% of doctoral students, 12% of full professors is represented by women.

At the Information Systems Department there are 30% (12 out of 40) of academic female employees, 39% of female students in the undergraduate programme and 43% - in the graduate programme.

At the Economic Cybernetics Department the shares of female professors is 37%, for female students it is slightly higher (46% and 38% respectively).

At the Statistics and Economic Forecasting Department gender parity among professors is 68%, among students is observed (41%, and 60% respectively).

At the Computer Systems and Technologies Department 27% of professors is represented by women and 17% of students in the undergraduate programme, while the ratio is higher - 26% - in the graduate programme.

There are 3 women out of 12 (25%) tenured positions at the middle management level of the Faculty. Regarding the non-academic employees, Information Technology personnel consists of 20 women out of 66 (30%). Almost all secretaries are female.



The figures below show the women representation within the academic members at university and IS department level (Figure 1 - 2) at 2015.

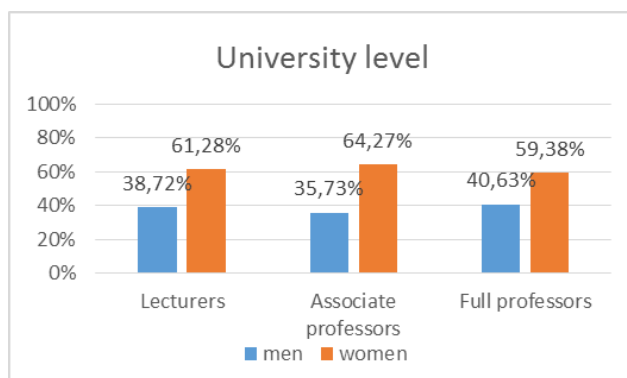


Figure 1 Gender Equity. University level

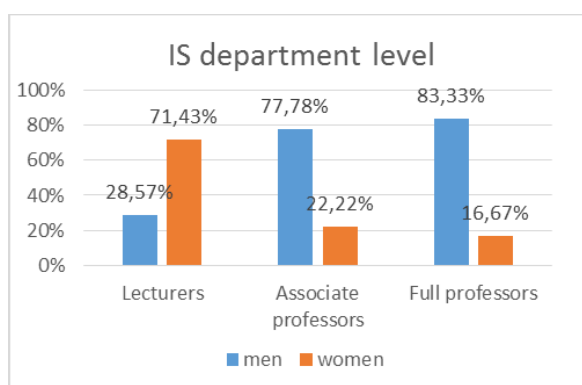


Figure 2 Gender Equity. IS department level

When head hunting new academic employees, the faculty generally suffers from low numbers of applications at all levels (doctoral, post doctoral or professor). And the number of female applicants is constantly lower than the number of male ones.

Organization's Gender Equality Plans, Policies and programs

The implementation of the principle of gender equality is an important task for S. Kuznets KhNUE. The Concept of the University development⁷ declares the principles of gender equality for staff and students. In spite of this, the mechanisms for the implementation of these principles has not yet developed sufficiently and gender equality policies at S. Kuznets KhNUE requires improving.

At S. Kuznets KhNUE an official Gender Equality Plan has not yet been initiated. Nevertheless gender equality issues are described in the Collective Agreement between the university administration and the workforce (represented by University Trade Union Organization). According to this Agreement the University is obliged:

⁷ Concept of S. Kuznets Kharkiv National University of Economics development up to 2020 year, http://www.hneu.edu.ua/web/public/moved/hneu/About_university/zasadu.pdf



1. To provide comprehensive gender approach as a process of assessing the consequences for women and men of any planned action, including legislation, policies or programs, in all positions and at all levels.
2. To install the principle of gender equality and to prohibit discrimination on grounds of sex.
3. To take appropriate legislative and other measures, including sanctions, to prohibit any discrimination against women.
4. To establish legal protection of women's rights on an equal basis with men.
5. To refrain from any discriminatory acts or practices against women.
6. To ensure women and men equal rights and opportunities in employment, promotion at work, training and retraining.
7. To give men and women the opportunity to combine employment with family responsibilities.
8. To implement equal pay for women and men with the same qualifications.
9. To provide measures to prevent cases of sexual harassment.
10. To provide equal rights as to leave to care for a child under 3 and 6 years old.
12. To monitor the violation of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men".

Nowadays S. Kuznets KhNUE does not have permanent bodies for the settlement of disputes on gender inequality and so does not provide internal expertise on gender issues. Instead impermanent commission which consists of Rector, Vice Rector, Head of HR Department and Head of University Trade Union Organization is responsible for tackle gender inequalities in S. Kuznets KhNUE (according to the Collective Agreement).

S. Kuznets KhNUE has never participated before in any projects, programmes and initiatives related to gender equality issues.

So, in general S. Kuznets KhNUE has superficial awareness of gender equality issues. On the one hand, KhNUE is an equal opportunity workplace and equal pay policy is guaranteed for men and women at the University. On the other hand, there are no ethics code or Gender Equality Plan or other documents which are embedded into the organizational culture, and the gender issue is consequently not part of any decision making process.

Engagement Strategy

Working group at S. Kuznets KhNUE includes:

- 1.Oleg Rudenko, Head of Information system department, professor, Doctor of science, mail. Has great interest towards research of IS; is a key person in the decision making process at IS department. Head of the working group.
- 2.Larisa Mogilevskaya, Head of HR department, femail. Is a key person in the HR decision making process at University; determines the policies and procedures for recruitment and personnel management.
- 3.Olena Plokha, Associate professor, PHD, EQUAL-IST project member, femail. Is responsible for project results dissemination. Has great interest towards developing gender equality at Univrsity.



4. Besedovskyi Oleksii, Associate professor, Vice-head of Information system department, PHD, EQUAL-IST project member, mail. Is a person that affects the decision-making at IS department. Is responsible for organizing teaching process and student services at IS department; has deep knowledge of the unit and of the University management system.

5. Daria Nagaivska, PHD student, EQUAL-IST project member, femail. Is a coordinator of platform “Culture of equality” and member of NGO “Actual women”. Has experience and great interest towards developing gender equality and research of gender issues. Brings the viewpoint of students for the working group.

6. Ganna Plekhanova, Senior lecturer, EQUAL-IST project member, femail. Executive head of working group. Is responsible for project results dissemination, conducting WG meetings, work organization, ensuring effective communication within the working group.

Working group at S. Kuznets KhNUE will be based at the next principles:

- Efficiency of group. This principle will be ensured by the limited number of group members (six members only as the University is small) and regular WG meetings.
- Direct connection to management and administrative staff and integration of the gender perspective at all levels and all procedures of the University, including decision making process. These principals will be ensured by the inclusion of the Head of HR Department and the Head of Information Systems Department to WG. Students' representative will be a member of WG as well.
- Representation of all areas of the GEPs which are expected to be tackled (Human Resources and Management Processes, Research, Teaching and Student Services).
- Openness and flexibility. The Group will be opened for new members during and after project lifetime.

In order to engage the Working Group, Administration of University allows allocating 7% of their working time to this work. Time allocated for this work will be documented in the official personal working plan of each employee who is a member of WG (such a work belongs to the category “administrative tasks” according to classification of KhNUE). Thus, on the one hand this time will not be paid from project funding and on the other hand WG members will not have an extra work (because they will do this work instead of other administrative tasks).

