

MINISTRY OF HEALTH OF UKRAINE
SHUPYK NATIONAL HEALTHCARE UNIVERSITY OF UKRAINE

APPROVED

Vice Rector of Shupyk National
Healthcare University of Ukraine

_____Oleksandr TOLSTANOV

Order dated December 31, 2025 No. 5475

GENDER EQUALITY PLAN
of Shupyk National Healthcare University of Ukraine
for 2026–2028

Kyiv –2025

CONTENTS

1. INTRODUCTION
2. PURPOSE AND TARGET GROUPS OF THE GENDER EQUALITY PLAN
3. ELEMENTS OF THE GENDER EQUALITY PLAN
 - 3.1. Public document
 - 3.2. Allocated resources
 - 3.3. Data collection and monitoring mechanisms
 - 3.4. Training and capacity building
4. AREAS OF THE GENDER EQUALITY PLAN
 - 4.1. Work-life balance, organizational culture
 - 4.2. Gender balance in management and decision-making
 - 4.3. Gender equality in hiring and career advancement
 - 4.4. Integration of gender dimensions into research and educational content
 - 4.5. Counteracting gender-based violence and sexual harassment
5. IMPLEMENTATION, COMMUNICATION, AND MONITORING OF THE GENDER EQUALITY PLAN

1. INTRODUCTION

Shupyk National Healthcare University of Ukraine (hereinafter – SNHUU and/or the University) is a national higher education institution. Its primary goal is to conduct innovative educational activities across various levels of higher education, postgraduate education, continuous professional development, healthcare activities, and fundamental and/or applied scientific research.

SNHUU has implemented and utilizes a quality management system in accordance with ISO 9001:2015 standards.

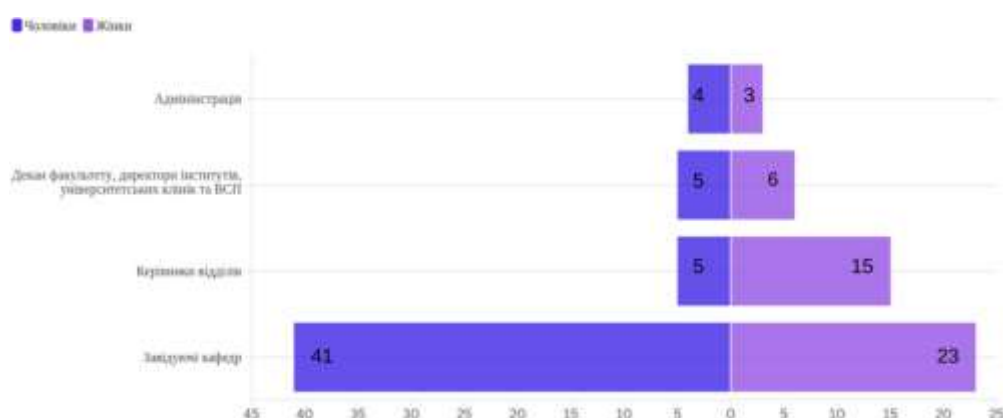
The University considers gender equality a fundamental and inherent right and consistently focuses on preventing all forms of discrimination.

It recognizes the importance of supporting gender equality and strives to ensure equal opportunities and access to all resources regardless of gender.

This Gender Equality Plan for 2026-2028 was developed based on the results of a gender analysis. Key focus areas included the overall gender structure of the University (including academic and other staff categories) and the gender composition of governing bodies, advisory boards, and commissions.

As of the end of 2025, the gender structure of leadership positions at SNHUU is as follows: the University administration includes 3 women (42.86%) and 4 men (57.14%). Among the deans of faculties, directors of educational and scientific institutes, university clinics and separate structural units, there are 6 women (54.55%) and 5 men (45.45%). There are 23 women (35.94%) and 41 men (64.06%) in the positions of heads of departments.

Chart 1. Gender profile of the management of Shupyk National Healthcare University of Ukraine.



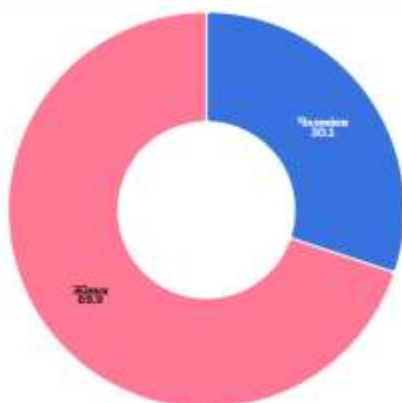
Women head a number of key structural divisions of the University, including: the Department of Postgraduate and Doctoral Studies, the Educational and Methodological Department, the Department of Accounting and Financial Planning, the Department of Communications, the Department of International Cooperation and Work with Foreigners, the Department of Investment, Project Management and Sustainable Development of the Center for Innovation and Investment, the Department

of Euro-Atlantic Integration and Cooperation of the Center for Innovation and Investment.

The presented statistical data demonstrate the University's attention to gender policy issues and ensuring gender equality in the team.

The results of the analysis of the gender structure of employees of Shupyk National Healthcare University of Ukraine revealed that the share of women is 69.9%, while the share of men is 30.1%. This predominance of women in the personnel structure is explained by the feminization of certain professions, in particular, this applies to accounting, the personnel department, the educational and methodological department and other departments of the University.

Chart 2. Overall gender structure of the University staff



An analysis of the composition of the University's governing collegiate bodies showed a predominance of women (59%) in the Academic Council, while the Rectorate has a greater representation of men (67%).

Chart 3. Composition of the University's governing collegial bodies



Among the scientific and pedagogical staff of the departments of the Shupyk National Healthcare University of Ukraine, the number of women exceeds the number of men by 14% (57% women, 43% men).

Among the 64 departments of the University, only one department has an exclusively male staff. At the same time, 3 departments operate with a predominantly female staff (96%–100%). At the same time, only 4 departments (6.35%) are characterized by absolute gender parity in the staff structure (50% women and 50% men).

Overall, the gender structure of the SNHUU corresponds to general trends in education and management: women predominate at lower and middle management levels, while men dominate at higher management positions. This phenomenon reflects the pattern of vertical gender segregation typical of the modern academic sphere.

The Gender Equality Plan of the of Shupyk National Healthcare University of Ukraine for 2025–2028 (hereinafter referred to as the Gender Equality Plan) was developed taking into account international acts and documents on ensuring gender equality:

Directive 2006/54/EC of 05.07.2006 "On the implementation of the principles of equal opportunities and equal treatment of men and women in matters of employment and occupation";

United Nations Convention on the Elimination of All Forms of Discrimination against Women;

Council of Europe Gender Equality Strategy 2024-2029;

The Global Sustainable Development Goals for the period up to 2030, adopted at the UN Sustainable Development Summit in 2015 (Goal 5 “Gender Equality. Ensure gender equality and empower all women and girls”);

International Labor Organization conventions on the employment of women before and after childbirth No. 3 , on equal remuneration for men and women for work of equal value No. 100 , on maternity protection No. 103 , on discrimination in the field of employment and occupation No. 111 , on the basic objectives and standards of social policy No. 117 , on employment policy No. 122 , on equal treatment and equal opportunities for men and women workers: workers with family responsibilities No. 156 ;

recommendations of the European Commission on the implementation of Gender Equality Plans within the Horizon Europe Framework Programme for Research and Innovation.

The gender equality plan is based on:

- Constitution of Ukraine;
- Labor Code of Ukraine;
- Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” of September 8, 2005 No. 2866-IV;
- Law of Ukraine “On the Principles of Preventing and Combating Discrimination in Ukraine” of September 6, 2012 No. 5207-VI;
- Decree of the President of Ukraine “On the Sustainable Development Goals of Ukraine for the period up to 2030” dated September 30, 2019 No. 722/2019;
- Resolution of the Cabinet of Ministers of Ukraine dated December 20, 2022 No. 1163-r “On approval of the Strategy for the implementation of gender equality in education until 2030 and approval of the operational plan of measures for 2022-2024 for its implementation”;
- Resolution of the Cabinet of Ministers of Ukraine “On approval of the action plan for the implementation of the commitments of the Government of Ukraine taken within the framework of the international initiative Biarritz Partnership for the promotion of gender equality” dated December 16, 2020 No. 1578-r ;
- Order of the Cabinet of Ministers of Ukraine “On Approval of the National Action Plan for the Implementation of UN Security Council Resolution 1325 “Women, Peace, Security” for the Period Until 2025” dated October 28, 2020 No. 1544-r ;
- other regulatory legal acts and regulatory documents.

The Gender Equality Plan was developed taking into account the regulatory acts and documents of the Shupyk National Healthcare University of Ukraine:

- Statute of the Shupyk National Healthcare University of Ukraine, approved by order of the Ministry of Healthcare of Ukraine dated 10/23/2025 No. 1612;
- Collective agreement of the Shupyk National Healthcare University of Ukraine;
- Development strategies of the Shupyk National Healthcare University of Ukraine until 2028, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of 11/22/2023 No. 9) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated 11/23/2023 No. 4569;
- Code of Academic Integrity of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of 10.03.2021 No. 3) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated 12.03.2021 No. 1271;
- Code of Ethics for employees and students of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of March 10, 2021 No. 3) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated March 12, 2021 No. 1271;
- Policies for preventing and combating discrimination and sexual harassment at the Shupyk National Healthcare University of Ukraine, approved by the Decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (Minutes of 04/21/2021 No. 4), put into effect by the Order of the Shupyk National Healthcare University of Ukraine of 04/22/2021 No. 1980;
- Policies of psychosocial support at the workplace at the Shupyk National Healthcare University of Ukraine in wartime and post-war times, approved by the rector of the Shupyk National Healthcare University of Ukraine on January 14, 2025 No. 12/101/109-21 ;
- Regulations on combating bullying at the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of September 10, 2025 No. 7) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated September 11, 2025 No. 3586;
- Regulations on conducting monitoring activities at the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of September 13, 2023 No. 7) and put into effect by order of the Shupyk National Healthcare University of Ukraine of September 14, 2025 No. 3332.

The Gender Equality Plan is the basis for developing and implementing effective measures to achieve gender equality in the Shupyk National Healthcare University of Ukraine and its structural divisions.

The University is committed to systematically implementing a policy of equal rights and opportunities for men and women and combating discrimination.

2. PURPOSE AND TARGET GROUPS OF THE GENDER EQUALITY PLAN

The purpose of the Gender Equality Plan is to:

- raising awareness of gender equality policy among University employees, higher education students and other students;
- raising awareness of the benefits of gender balance in the team and its divisions;
- maintaining gender balance in decision-making processes and University bodies;
- identifying and addressing any potential gender biases;
- monitoring any potential gender differences in the career development of University staff;
- using best practices in the field of gender equality and non-discrimination;
- strengthening positive attitudes towards diversity in employment policies;
- support career development;
- strengthening preventive measures against gender- based violence, including sexual harassment.

Target groups of the Gender Equality Plan:

- management and administrative staff of the University (hereinafter referred to as management staff) – staff who make management and personnel decisions, ensure the operation of the University and determine the conditions for its work, in particular, implement the state policy on ensuring equal conditions for employees, higher education applicants, and other persons studying at the University;
- pedagogical, scientific and pedagogical staff of the University (hereinafter referred to as scientific and pedagogical) - personnel who ensure the efficiency and quality of the functioning of the system of higher and postgraduate education, on whose ideas, views, ideals, assessments and beliefs the worldview of future generations largely depends;
- scientific staff of the University - personnel professionally engaged in scientific, scientific and technical, scientific and organizational or scientific and pedagogical activities;
- Students at the University (hereinafter referred to as students) - students, trainees, interns, postgraduate students (adjuncts), other persons studying at the University in any type and form of obtaining a degree at the University.

3. ELEMENTS OF A GENDER EQUALITY PLAN

3.1. Public document

The Gender Equality Plan is an official document approved by order of the University Rector and published on the University website in the “International Activities/ Horizon Europe /Gender Equality” section in Ukrainian and English.

3.2. Dedicated resources

Resources allocated for the implementation of the Gender Equality Plan:

- University staff time for implementing the Gender Equality Plan activities;
- University staff time spent on training;
- University staff time spent participating in Gender Equality Plan activities;
- other resources from sources not prohibited by the current legislation of Ukraine.

The implementation of the Gender Equality Plan is facilitated by the resources available at the University:

1) regulatory documents adopted by the Shupyk National Healthcare University of Ukraine:

- Development Strategy of the Shupyk National Healthcare University of Ukraine until 2028, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of 11/22/2023 No. 9) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated 11/23/2023 No. 4569;
- Code of Academic Integrity of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of March 10, 2021 No. 3) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated March 12, 2021 No. 1271;
- Code of Ethics for employees and students of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of March 10, 2021 No. 3) and put into effect by order of Shupyk National Healthcare University of Ukraine dated March 12, 2021 No. 1271;
- Policy for preventing and combating discrimination and sexual harassment at the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of April 21, 2021 No. 4) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated April 22, 2021 No. 1980;
- Policy of psychosocial support at the workplace at the Shupyk National Healthcare University of Ukraine in wartime and post-war times, approved by the rector of the Shupyk National Healthcare University of Ukraine on January 14, 2025 under No. 12/101/109-21;
- Regulations on combating bullying at the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of September 10, 2025 No. 7) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated September 11, 2025 No. 3586;
- Regulations on conducting monitoring activities at the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of September 13, 2023 No. 7) and put into effect by order of the Shupyk National Healthcare University of Ukraine of September 14, 2025 No. 3332;
- Regulations on the personnel policy of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of March 10, 2021 No. 3) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated March 12, 2021 No. 1271;

- Regulations on student self-government of the Shupyk National Healthcare University of Ukraine, adopted by the Conference of Students of the Shupyk National Healthcare University of Ukraine dated 04.11.2021 No. 1:

2) bodies and facilities created at the Shupyk National Healthcare University of Ukraine:

- Student Council of the Shupyk National Healthcare University of Ukraine (executive body of student self-government);
- Council of Young Scientists.

3.3. Data collection and monitoring mechanisms

The gender audit is conducted by the University through an examination and self-assessment of internal organizational processes and the organizational structure of the University in the following areas:

- the University's policy on ensuring equal rights and opportunities for women and men (analysis of decision-making processes and participation of women and men in them, statistical and administrative data that characterize the University's activities in this area);
- informing (analysis of information provision and coverage of the University's activities, including on its official website, from the point of view of compliance with the principle of ensuring equal rights and opportunities for women and men, educational printed and electronic information and explanatory materials (newsletters , brochures, posters, booklets, video materials, publications, photographs, drawings);
- personnel potential and human resources (gender analysis of personnel policy and staff composition, reasons for staff turnover, the amount of wages and employee rewards, individual professional development programs, employee evaluation results, as well as identifying the degree of understanding of the principle of ensuring equal rights and opportunities for women and men and the existing knowledge of both management and employees, identifying training needs on gender equality issues);
- working conditions (analysis of mechanisms for ensuring occupational safety, benefits and guarantees for employees with children, maternity protection);
- corporate and organizational culture (analysis of the University's value system, internal mechanisms for ensuring equal rights and opportunities for women and men at the University, communication between employees).

The organization and procedure for conducting a gender audit by the University is determined in accordance with the Methodological Recommendations for Conducting a Gender Audit by Enterprises, Institutions and Organizations, approved by Order of the Ministry of Social Policy of Ukraine dated August 9, 2021 No. 448.

3.4. Training and capacity building

In order to increase the level of awareness of the management, scientific and pedagogical, scientific staff, higher education students of the University, and other persons studying at the University on issues of gender equality, the University is introducing a mandatory online course "Fundamentals of Gender Equality in Higher Education and Science."

4. DIRECTIONS OF THE GENDER EQUALITY PLAN

4.1. WORK-LIFE BALANCE, ORGANIZATIONAL CULTURE

Goal 1. Development of an effective organizational culture at the University, based on respect for differences and aimed at increasing labor potential.

Target group: managerial, administrative, pedagogical, scientific and pedagogical staff, students of higher education at the University, other persons studying at the University.

Activity 1. Determination of indicators that are directly influenced by the organizational culture of the University: staff turnover, labor adaptation periods, etc.

Responsible: Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine, Vice-Rectors of the University within their powers.

Resources allocated for implementation: University staff time and/or other resources from sources not prohibited by the current legislation of Ukraine.

Time frames: 2026.

Expected results: indicators of staff turnover, labor adaptation periods, etc. are determined.

Event 2. Consideration of opportunities for assistance and support for University employees - single parents, wives and husbands of military personnel and veterans.

Responsible: Chairman of the trade union committee of the Primary Trade Union Organization of the University.

Resources allocated for implementation: University staff time.

Time periods: 2026-2026.

Expected results: proposals for options for assistance and support for University employees - single parents, wives and husbands of military personnel and veterans - have been formulated.

Goal 2. Maintaining a balance between professional activities and personal life.

Target group: administrative, pedagogical, scientific and pedagogical, scientific staff, students of higher education at the University, other persons studying at the University.

Event 1. Promotion of the issue of popularizing a healthy work environment and preventing professional burnout.

Responsible: heads of structural divisions.

Resources allocated for implementation: University staff time.

Time periods: 2026-2028

Expected results: 1-2 publications on the promotion of a healthy work environment and prevention of professional burnout every quarter on the official website of the University.

Event 2. Work-life integration balance » in the Regulation on the personnel policy of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of 10.03.2021 No. 3) and put into effect by order of the Shupyk National Healthcare University of Ukraine dated 12.03.2021 No. 1271.

Responsible: Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time frames: 2026

Expected results: adoption of the order of the Shupyk National Healthcare University of Ukraine on amendments to the Regulations on the Personnel Policy of the Shupyk National Healthcare University of Ukraine, approved by the decision of the Academic Council of the Shupyk National Healthcare University of Ukraine (minutes of 10.03.2021 No. 3) and put into effect by the order of the Shupyk National Healthcare University of Ukraine dated 12.03.2021 No. 1271, on the implementation of the "work-life" policy balance .

4.2. GENDER BALANCE IN MANAGEMENT AND DECISION-MAKING

Goal 1. Creating a regulatory framework for the formation of gender parity in the management of higher and postgraduate education and decision-making at the University.

Target group: administrative, pedagogical, scientific and scientific-pedagogical staff, students of the University.

Event 1. Development of a draft of the basic regulatory document of the Shupyk National Healthcare University of Ukraine regarding ensuring equal rights and opportunities for women and men (Policy, Strategy, etc.).

Responsible: Commissioner for Gender Issues, Vice-Rectors of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: January - March 2026.

Expected results: an order of the Shupyk National Healthcare University of Ukraine was adopted on approval of the basic regulatory document of the Shupyk National Healthcare University of Ukraine on ensuring equal rights and opportunities for women and men (Policy, Strategy, etc.).

Measure 2. Assigning the duties of the Commissioner for ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence at the Shupyk National Healthcare University of Ukraine to one of the vice-rectors of the University (Commissioner for Gender Issues);

Responsible: Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine,

Resources allocated for implementation: University staff time.

Time frames: January 2026.

Expected results: an order of the Shupyk National Healthcare University of Ukraine was adopted on assigning the duties of the Commissioner for ensuring equal rights and opportunities of women and men , preventing and combating gender-based violence at the Shupyk National Healthcare University of Ukraine to one of the vice-rectors of the University (Commissioner for Gender Issues).

Activity 3. Development and approval of the Regulation on the Commissioner for ensuring equal rights and opportunities of women and men, preventing and combating gender-based violence in the Shupyk National Healthcare University of Ukraine.

Responsible: Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues.

Resources allocated for implementation: University staff time.

Time frames: January 2026

Expected results: an order of the Shupyk National Healthcare University of Ukraine was adopted on approval of the Regulation on the Commissioner for ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence in the Shupyk National Healthcare University of Ukraine.

Activity 4. Creation of a working group to ensure equal rights and opportunities for women and men, prevent and combat gender-based violence at the Shupyk National Healthcare University of Ukraine.

Responsible: Commissioner for Gender Issues, Vice-Rectors of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: January 2026 - February 2026.

Expected results: a working group has been established to ensure equal rights and opportunities for women and men, prevent and combat gender-based violence at the Shupyk National Healthcare University of Ukraine.

Event 5. Development and approval of the Regulations on the working group on ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence in the Shupyk National Healthcare University of Ukraine

Responsible: Commissioner for Gender Issues.

Resources allocated for implementation: University staff time.

Time periods: January-February 2026.

Expected results: an order of the Shupyk National Healthcare University of Ukraine was adopted to approve the Regulations on the Working Group on Ensuring Equal Rights and Opportunities for Women and Men, Preventing and Combating Gender-Based Violence at the Shupyk National Healthcare University of Ukraine.

Goal 2. Formation of modern human resources potential of the University, capable of ensuring the implementation of the principle of ensuring equal rights and opportunities for women and men and creating opportunities for career development of women in higher and postgraduate education.

Target group: administrative, pedagogical, scientific and scientific-pedagogical staff of the University.

Activity 1. Conducting information and educational activities on compliance with the principle of ensuring equal rights and opportunities for women and men and creating opportunities for career development and growth for women at all levels and the need for mandatory advanced training on ensuring equal rights and opportunities for women and men.

Responsible: Commissioner for Gender Issues, Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine, heads of structural divisions.

Resources allocated for implementation: time of University staff, and/or other resources from sources not prohibited by the current legislation of Ukraine, time of University staff spent on participation in information and educational events.

Time intervals: twice a year during 2026 -2028.

Expected results: increased ability of the University's administrative, pedagogical, scientific and scientific-pedagogical staff to ensure compliance with the principle of

equal rights and opportunities for women and men and create opportunities for career development of women in higher and postgraduate education.

Activity 2. Conduct training for management personnel on gender equality and non-discrimination.

Responsible: Commissioner for Gender Issues.

Resources allocated for implementation: resources from sources not prohibited by the current legislation of Ukraine, time of University staff spent on participation in trainings.

Time intervals: annually during 2026 -2028.

Expected results: prevention of decisions that do not comply with a non-discriminatory, inclusive and European integration approach, the use of outdated and stereotypical decisions.

4.3. GENDER EQUALITY IN HIRING AND CAREER PROMOTION

Goal 1. Formation of a policy of gender- balanced groups for decision-making on issues of personnel recruitment and career advancement.

Target group: administrative, pedagogical, scientific and scientific-pedagogical staff of the University.

Measure 1. Develop instructions for forming a competition committee, taking into account gender balance, which will ensure that women can participate in the committee and influence decisions regarding career advancement and support for the hiring of women.

Responsible: Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: Instructions on the formation of a competition committee taking into account gender balance have been approved.

Activity 2. Development of courses/workshops for personnel responsible for recruitment to improve gender competences.

Responsible: Commissioner for Gender Issues.

Resources allocated for implementation: resources from sources not prohibited by the current legislation of Ukraine, time of University staff spent on participation in courses/seminars for persons responsible for personnel selection to improve gender competencies.

Time periods: during 2026-2028.

Expected results: courses/seminars developed for persons responsible for personnel selection.

Activity 2. Conduct an analysis of hiring procedures and assess opportunities for their improvement in terms of gender aspects.

Responsible: Commissioner for Gender Issues, Head of the Human Resources Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time frames: throughout 2026.

Expected results: proposals for improving hiring procedures in terms of gender aspects, amendments to the University's regulatory documents.

4.4. INTEGRATION OF GENDER DIMENSION INTO RESEARCH AND EDUCATIONAL CONTENT

Goal 1. Creating conditions for integrating the gender component into higher and postgraduate education programs and curricula of courses/disciplines on gender theory and issues of women's career development in higher and postgraduate education.

Target group: teaching, scientific and pedagogical staff, higher education students and other persons studying at the University.

Activity 1. Conducting information and educational activities on the implementation of the gender component in higher and postgraduate education programs, curricula of courses/disciplines on gender theory and issues of women's career development in higher and postgraduate education.

Responsible: Commissioner for Gender Issues.

Resources allocated for implementation: University staff time and/or other resources from sources not prohibited by the current legislation of Ukraine, University staff time spent on participation in information and educational events.

Time periods: during 2026-2028.

Expected results:

1) developing skills in developing a gender component for higher and postgraduate education programs in all specialties, curricula for courses/disciplines on gender theory and issues of women's career development in higher and postgraduate education;

2) developing skills for safe interaction with the information and communication environment, which provides access to gender-based derogatory content that can be harmful;

3) preventing the adoption of educational programs, curricula of courses/disciplines on gender theory and issues of women's career development in higher and postgraduate education that do not comply with a non-discriminatory, inclusive and European integration approach.

Goal 2. Increasing the level of activity of women in scientific activities.

Target group: scientific and scientific-pedagogical staff of the University.

Event 1. Informational events with a focus on career development of women scientists and grant opportunities.

Responsible: Director of the Center for Innovation and Investment of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues.

Resources allocated for implementation: University staff time and/or other resources from sources not prohibited by current Ukrainian legislation.

Time periods: during 2026-2028.

Expected results: information events about grant opportunities for women scientists of Ukraine in individual and collective projects for the implementation of scientific research and development (competitions of national grant providers, Horizon Europe, Erasmus + programs, similar programs, grants of the President of Ukraine,

prizes of the Verkhovna Rada of Ukraine), nomination and inclusion of women scientists of Ukraine in the international database AcademiaNet , etc.

Event 2. Conducting mentoring and networking events on the career path of a role model for women with the participation of an international partner - Queen's University Belfast (with a successful female academic as a role model).

Responsible: Vice-Rector for Scientific and Pedagogical Work and International Cooperation of the Shupyk National Healthcare University of Ukraine, Head of the Department of International Cooperation and Work with Foreigners of the Shupyk National Healthcare University of Ukraine, Head of the Communications Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time, engagement of external expert resources and/or other resources from sources not prohibited by current Ukrainian legislation to create mentoring and networking content about the career path of a role model for women to follow, staff time spent on participation in information and educational events.

Time periods: during 2026-2028.

Expected results: 2 mentoring and networking events on the career path of female role models with the participation of an international partner - Queen's University Belfast (with a successful female academic as a role model).

Goal 3. Raising awareness of the content and structural elements of gender competence of healthcare professionals, established in professional standards of the medical industry.

Target group: administrative, pedagogical, scientific and scientific-pedagogical staff, students of the University.

Activity 1. Conducting information and educational activities to consolidate the requirements for the competencies of healthcare workers in professional standards, the content and structural elements of gender competence of healthcare workers in professional standards of the healthcare industry, the connection of gender issues and relevant standards and practices at the national and international levels.

Responsible: Director of the Center for Innovation and Investment of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: information was provided on the consolidation of requirements for the competencies of healthcare workers in professional standards, the introduction of the content and structural elements of gender competence of healthcare workers into the structure of professional standards of the healthcare industry, the connection of gender issues and relevant standards and practices at the national and international levels.

4.5. COMBATING GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT

GOAL 1: Preventing gender-based violence, including sexual harassment, and cultivating zero tolerance for gender-based violence at the University.

Target group: administrative, pedagogical, scientific and scientific-pedagogical staff, higher education students and other persons studying at the University.

Measure 1. Strengthening work on information and educational activities with higher education applicants, other persons studying at the University and teachers (research and pedagogical workers) on the issues of preventing and localizing bullying / mobbing, domestic violence, and preventing discrediting a person based on gender characteristics, including through the involvement of international partners.

Responsible: Vice-Rector for Scientific and Pedagogical Work and International Cooperation of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues, Head of the Department of International Cooperation and Work with Foreigners.

Resources allocated for implementation: University staff time, staff time spent participating in outreach activities.

Time periods: during 2026-2028.

Expected results: educational activities were held with higher education applicants, other persons studying at the University and teachers (research and pedagogical workers) on the issues of preventing and localizing bullying / mobbing, domestic violence, and preventing discrediting a person based on gender characteristics with the participation of international partners (QUB's).

Event 2. Promotion of events related to mutual respect, combating violence, psychological assistance to those who have suffered, etc. at the University.

Responsible: Commissioner for Gender Issues, heads of structural divisions, head of the communications department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: involvement of external expert resources and/or resources from other sources not prohibited by the current legislation of Ukraine, time of University staff, time of University staff spent on participation in the event.

Time frames: during 2026-2028

Expected results: 2 events per year.

Activity 3. Building and maintaining close ties with organizations that deal with gender equality issues to conduct seminars, assist victims, etc.

Responsible: Commissioner for Gender Issues, Head of the Communications Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: memoranda with organizations dealing with gender equality issues to hold seminars and provide assistance to victims.

Measure 4. Creating opportunities for anonymous reporting of possible abuse.

Responsible: Commissioner for Gender Issues, Head of the Communications Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: a mechanism for anonymous reporting of possible abuses (electronic form, hotline).

5. IMPLEMENTATION, INFORMATION AND MONITORING OF THE GENDER EQUALITY PLAN

Event 1. Creating a page “Gender Equality” on the official website of the University.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students of the University, other persons studying at the University, the public, partners of the University.

Responsible: Commissioner for Gender Issues, Head of the Communications Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time and/or resources from other sources not prohibited by current Ukrainian legislation for the creation of the “Gender Equality” on the official website of the University.

Time periods: during 2026-2028.

Expected results: the page “Gender Equality” was created on the official website of the University.

Activity 2. Creation of an Internet address for appeals from University staff, University higher education students, other persons studying at the University, and other interested persons regarding gender equality issues.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students of the University, other persons studying at the University, the public, partners of the University, other interested persons.

Responsible: Commissioner for Gender Issues, Head of the Communications Department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time and/or resources from other sources not prohibited by the current legislation of Ukraine.

Time periods: during 2026-2028.

Expected results: An internet address has been created for appeals from the University community and other interested parties regarding gender equality issues.

Event 3. Regular coverage of events related to the issue of gender equality on Facebook, Instagram, LinkedIn, etc.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students of the University, other persons studying at the University, the public, partners of the University, other interested persons.

Responsible: heads of departments of the University, directors of educational and scientific institutes of the University, dean of the faculty of the University, Commissioner for Gender Issues, head of the communications department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: coverage of events related to the issue of gender equality on Facebook, Instagram, LinkedIn, etc. on a regular basis.

Action 4. Conduct systematic sex-disaggregated and/or gender-disaggregated data collection and gender audit.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students and other persons studying at the University.

Responsible: Commissioner for Gender Issues.

Resources allocated for implementation: University staff time and/or resources from other sources not prohibited by the current legislation of Ukraine.

Time periods: during 2026-2028.

Expected results: reports of the University's departments, educational and scientific institutes of the University, university clinics , separate units of the University, other structural units of the University.

Activity 5. Bringing the Gender Equality Plan to the Academic Council of the University, the Faculty of the University, the educational and scientific institutes of the University, the departments of the University, the university clinics , separate divisions of the University, other structural divisions of the University, the Council of Young Scientists and the student self-government bodies of the University.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students and other persons studying at the University.

Responsible: Commissioner for Gender Issues, directors of educational and scientific institutes of the University, dean of the faculty of the University, head of the communications department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: The Gender Equality Plan has been demonstrated through presentation at meetings of the University's Academic Council, Academic Councils of the University's faculties, educational and scientific institutes of the University, announcements on online pages, informing via e-mail, etc.

Activity 6. Conduct regular qualitative and quantitative monitoring of the implementation of the Gender Equality Plan.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students and other persons studying at the University.

Responsible: Commissioner for Gender Issues, directors of educational and scientific institutes of the University, dean of the faculty of the University, head of the communications department of the Shupyk National Healthcare University of Ukraine, working group on ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: systematic analysis of the state of gender equality at the University and timely adjustment of measures. Gender Equality Plan of the Shupyk National Healthcare University of Ukraine for 2026-2028 based on the data obtained on the gender balance among the University staff and students of the University.

Activity 7. Inclusion of gender and diversity data in reporting.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, students of the University.

Responsible: Commissioner for Gender Issues, directors of educational and scientific institutes of the University, dean of the faculty of the University, head of the personnel department of the Shupyk National Healthcare University of Ukraine, head of the communications department of the Shupyk National Healthcare University of Ukraine.

Resources allocated for implementation: University staff time.

Time periods: during 2026-2028.

Expected results: including gender and diversity data in reporting.

Activity 8. Establishing relationships with national non-governmental organizations, national and international (foreign) experts on gender issues for possible cooperation.

Target group: administrative, pedagogical, scientific, scientific and pedagogical staff, higher education students and other persons studying at the University.

Responsible: Vice-Rector for Scientific and Pedagogical Work of the Shupyk National Healthcare University of Ukraine, Commissioner for Gender Issues.

Resources allocated for implementation: procurement of gender expertise services, and/or University staff time and resources from other sources not prohibited by the current legislation of Ukraine.

Time periods: during 2026-2028.

Expected results: Memorandums of cooperation, external experts on gender equality involved in training activities, including on unconscious bias, gender stereotypes, etc.

Vice-Rector for Research & Education
and International Cooperation

Oleg SHEVCHENKO