

**APPROVED**

By the decision of the Academic Council of the  
Robert Elworthy Economics and Technology  
Institute

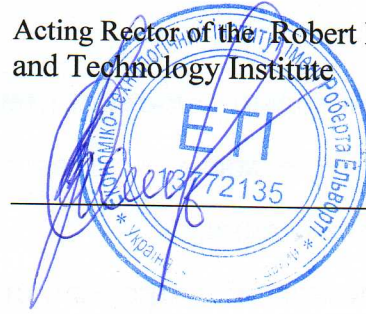
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Chairman of the Academic Council  


**ENACTED**

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Acting Rector of the Robert Elworthy Economics  
and Technology Institute



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# **Robert Elworthy Economics and Technology Institute Gender Strategy for the period of 2023-2030**

Kropyvnytskyi

2023

## 1. General Provisions

**1.1.** This Gender Strategy of the Robert Elworthy Economics and Technology Institute (the Strategy) defines the basic principles, goals, and objectives for ensuring equal rights and opportunities for women and men in education.

**1.2.** The Strategy is developed under the Strategy for the Implementation of Gender Equality in Education until 2030 approved by the Order of the Cabinet of Ministers of Ukraine dated 20.12.2022 No. 1163-p and the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”, the Charter of the Robert Elworthy Economics and Technology Institute and other internal regulations.

**1.3.** Robert Elworthy Economics and Technology Institute (the Institute) is a full participant in the European scientific and educational space and a leader of society in the space of democracy and equal opportunities, a subject of implementation of the principles of gender equality in education to prevent gender discrimination.

## 2. Basic Definitions and Terms

**2.1.** The interpretation of the main definitions and terms used in the Strategy is adapted to the exclusively academic field of application:

- ***gender asymmetry*** - the disproportion of socio-cultural roles of different genders in different spheres of life of the academic community of the Institute, embodied in the asymmetry of norms, requirements, declared expectations, and linguistic rules of behavior of women, men, and other gender groups;
- ***gender parity*** is a balanced and rationally symmetrical inclusion of different gender groups in all spheres of the academic life of the Institute;
- ***gender discrimination*** is the restriction of opportunities and rights, symbolic violence, or the granting of preferential treatment to persons based on their gender, gender identity, or sexual orientation;
- ***sexism*** is the ideology and practice (including linguistic and discursive) of discrimination against people based on sex because the moral, intellectual, cultural, physical, and other qualities of one sex are superior to those of the other;
- ***gender approach*** - a scientifically based orientation towards achieving gender equality and creating equal opportunities for people of all genders; lack of orientation towards the “special purpose” of a man or a woman; overcoming gender stereotypes;
- ***gender component*** - conceptual elements and practice of prevention of gender discrimination in educational programs, scientific and organizational activities of the Institute;
- ***gender sensitivity*** - the ability and intention to perceive, recognize, and counteract any manifestations of sexism and gender discrimination;
- ***gender roles*** - social expectations of women and men based on established gender stereotypes, as well as behavior in the form of language, manners, gestures, etc;

- ***gender-inclusive*** language/speech - oral or written expression that is free of androcentrism, sexism, and other gender-discriminatory elements and characteristics;
- ***gender stereotypes*** - generalized ideas (beliefs) formed by culture about how men and women behave and should behave, as well as representatives of other genders.

### **3. Target Groups of the Strategy Implementation**

**3.1.** The target groups of the strategy implementation are:

- Students and candidates for education - students, cadets, listeners, trainees, and other persons who are educated at the Institute in any type and form of education;
- Management, teaching, and research staff of the Institute, who ensure the efficiency and quality of its functioning, and on whose ideas, views, ideals, assessments, and beliefs the world view of future generations largely depends;
- Parents and legal guardians of students who educate children and adolescents, shape their perception of the world and serve as models of behavior.

### **4. Basic Principles of the Strategy**

**4.1** The Strategy is based on the Code of Ethics and Business Conduct of Robert Elworthy Economics and Technology Institute ([https://eti.edu.ua/images/Polojeniya/Kodeks\\_etuku\\_new.pdf](https://eti.edu.ua/images/Polojeniya/Kodeks_etuku_new.pdf)), in particular the values of democracy, enlightenment, humanism, openness and tolerance.

**4.2.** The strategy is based on:

- adherence to the democratic values of equal rights and opportunities, inclusiveness, tolerance and non-discrimination
- The idea of gender equality as one of the main goals of sustainable development;
- overcoming gender stereotypes;
- promotion of gender equality and the prevention of discrimination based on gender;
- ensuring equal participation of women and men in the decision-making process of the Institute's activities;
- carrying out educational activities and propaganda for the culture of gender equality among students and employees of the Institute.

### **5. Purpose, Strategic Goals**

**5.1.** The purpose of the Strategy is to identify ways to ensure gender equality and prevent gender discrimination in all segments of the Institute's academic space.

**5.2.** To achieve the main objective of the Strategy, the following strategic goals shall be achieved:

- full implementation of the principles of gender equality and prevention of discrimination in the Institute's academic activities;
- improvement of the organization and content of the educational process based on gender equality and prevention of discrimination.

**5.3.** The special representative body for gender equality and prevention of discrimination at the Institute is the Ethics and Conflict Management Commission of the Institute (the Commission).

## **6. Goals of the Strategy**

**6.1.** To achieve the strategic goals, the following tasks are necessary:

- Gender analysis of the documentation base of the Institute, development of expert assessments and (if necessary) formulation of adjustments; analysis of the internal regulations (rules, procedures) governing the educational, pedagogical, cultural, organizational, financial, and economic activities of the Institute;

- gender analysis of educational programs of socio-humanitarian disciplines for mechanical reproduction of gender stereotypes and indirect transmission of gender discrimination with further development (if necessary) of recommendations for adjustment of the programs;
- development of a platform for exchanging experiences in the form of a Gender Leadership School for the Institute's management and staff reserve;
- development of programs of elective courses, lectures, inter-faculty disciplines, seminars, workshops, training courses, and curatorial hours aimed at meeting the cognitive needs of the academic community in the field of gender issues and at developing gender competence of students, teachers, staff and management of the Institute;
- improvement of practices for incorporating the principles of gender-sensitive speech/language into the flow of documents, with a focus on implementing language strategies to neutralize and avoid sexism;
- developing systems for regular gender monitoring and auditing of all areas of the Institute's activities;
- developing a scheme and conducting an in-depth analysis of the gender dimension of the Institute's personnel policy, examining the Institute's personnel potential through the prism of achieving gender parity; creating a gender-sensitive educational environment at the Institute; conducting research on the perception and level of satisfaction with the gender image of the Institute among students, teachers, Institute employees, as well as the public and external experts;
- providing information and scientific and methodological support for the implementation of the gender approach in all structural units of the Institute; intensifying research work in the field of theory and practice of gender studies;

- improving the system of scientific communication and cooperation in the field of gender studies at the Institute, organizing regular thematic international conferences on the most pressing issues of gender in academic life;
- creation of a separate network of legal and psychological assistance to victims of gender discrimination and gender-based violence within the Institute;
- developing a regulation and action plan for an advisory body on gender issues, consisting of representatives of all groups of the academic community - students, teachers, staff, and administration;
- launching a separate program of expert research for a gender audit of the social space of the Institute's dormitories.

## **7. Procedures for monitoring, and evaluating the results of strategy implementation, and reporting.**

**7.1.** The results of the implementation of this Strategy shall be evaluated by analyzing the results of the implementation of the Strategy's objectives provided for in Section 6 of the Strategy at the meetings of the Commission on a semi-annual basis.

**7.2.** When evaluating the results of the implementation of this Strategy, reports of the units responsible for the implementation of the Strategy, statistical information, results of the educational process stakeholders' surveys, etc. may be taken into account.