

**MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE  
POLTAVA STATE AGRICULTURAL UNIVERSITY**

**PLAN  
FOR ENSURING GENDER EQUALITY AT POLTAVA STATE  
AGRARIAN UNIVERSITY (2025–2030)**

**Poltava 2025**

## **1. Introduction**

1.1. The main objective of this Plan is to ensure equal opportunities for women and men in all areas of activity at Poltava State Agrarian University (hereinafter referred to as the University). It aims to create an inclusive environment that will allow all employees and students to realize their potential regardless of gender identity. It will also contribute to the elimination of all forms of gender discrimination.

1.2. Gender equality means ensuring equal rights, responsibilities, opportunities, and access to resources for all participants in the educational process, scientific activities, and other staff, regardless of their gender identity. This applies to equal access to education, career growth, leadership positions, as well as ensuring equal pay and fair working conditions.

1.3. Relevance and compliance.

The PSAU Gender Equality Plan is consistent with Ukraine's national and international commitments to gender equality, including the UN Sustainable Development Goals. The implementation of such plans is important for modern universities and increases their competitiveness at the international level.

## **2. Strategic and specific objectives**

2.1. Strategic objectives.

Improving gender equality among teaching and administrative staff. This includes supporting women in advancing to management and academic positions, developing gender-sensitive indicators for performance evaluation, and creating policies for equal access to employment.

Ensuring gender equality among students in all educational programs, especially in those specialties where there is a gender imbalance, through career guidance and awareness campaigns.

Creating a safe and inclusive environment that provides protection from all forms of discrimination, harassment, and violence.

2.2. Specific goals and initiatives.

Equal opportunities in access to grants and scientific publications through the organization of training courses, mentoring programs, and support for participation in international projects.

Support for work-life balance. This is achieved through the introduction of flexible schedules, remote work, and the provision of childcare leave for both women and men. It is also possible to create children's rooms on the University premises.

Raising awareness of gender equality through regular training, seminars, information campaigns, and scientific conferences.

Counteracting discrimination, bullying, and sexual violence. The University will implement a clear policy that includes mechanisms for filing complaints, including anonymously, as well as providing psychological and legal assistance to victims.

### **3. Analysis and monitoring stage**

#### 3.1. Analysis of the current situation.

At this stage, an assessment of the current state of gender equality at PSAU will be carried out. The analysis will include the collection of quantitative and qualitative data to identify areas of gender imbalance.

#### 3.2. Gender audit.

A gender audit will be conducted to assess the University's compliance with the principles of gender equality. It will include an analysis of the ratio of women to men among students and academic staff, as well as in management positions.

#### 3.3. Monitoring and evaluation.

The monitoring stage involves regular monitoring and evaluation of the effectiveness of the Plan's implementation. A special working group will be responsible for this. The evaluation will be carried out through annual surveys of staff and students, as well as through the publication of reports on the results achieved. The results of the monitoring will allow for the adjustment and improvement of the tasks.