

# THE GENDER EQUALITY PLAN

Ukrainian Startup Fund

2022-2027



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# Introduction

Ukrainian Startup Fund (USF) hereby designed the first “The Gender Equality Plan” for a period of 5 following years. The Gender Equality Plan was conceived of and created on the basis of input from the entire USF community, to account for everyone who is working there.

The primary objective of the plan is to ensure that the Ukrainian Startup Fund is a safe place for everyone, and functions in a manner which respects equality and diversity are free of discrimination and ensure unhindered career progress for all.

Equality and diversity are values which promote the development of an innovative ecosystem environment. They allow for the establishment of a safe environment and equal treatment at the Fund and combat discrimination through an early-response system.

The main tasks, rights and responsibilities, as well as the procedure for organizing the activities of the gender issues by the Gender Advisor to the head of the enterprise, institution, organization, and their structural divisions (hereinafter - the Advisor) is defined in the Collective Agreement between the Employer and the union representing the employees of Innovation Development Fund for 2021-2023.

In his activities, the Advisor is guided by the Constitution of Ukraine, laws of Ukraine, decrees of the President of Ukraine, resolutions of the Verkhovna Rada of Ukraine, and acts of the Cabinet of Ministers of Ukraine in the field of ensuring equal rights and opportunities for women and men, as well as international acts to which Ukraine is a party and consent to binding which were provided by the Verkhovna Rada of Ukraine.

# Ukrainian Startup Fund

## Gender Advisor

**The main purpose of the Advisor's activity** is the implementation of state policy on ensuring equal rights and opportunities for women and men in the enterprise, institution, and organization.

### The main tasks of the Advisor are:

- Consulting employees on ensuring equal rights and opportunities for women and men, combating violence and discrimination based on gender;
- Providing the management with proposals for the implementation of gender approaches in the activities of the enterprise, institution, and organization, for ensuring equal rights and opportunities for women and men in employment, promotion, professional development, and retraining.

### Prohibited examples of gender discrimination:

- Discriminatory job postings;
- Discrimination based on marital status, family responsibilities;
- Discrimination on several grounds (gender, age, marital status, presence of disability, etc.);
- Discrimination based on appearance and sexual harassment in the workplace;
- Sexism. According to the resolution of the Committee of Ministers of the Council of Europe CM/Res (2019), sexism is any act, gesture, visual manifestation, spoken or written words, action or behavior that is based on the opinion that a person or group of persons is inferior to others because of their gender;



- Unequal pay for equal work;
- Discrimination between women and men in access to professions and professional training.

### **Mandatory measures to ensure equal rights and opportunities for women and men:**

- Staffing and promotion of employees in accordance with the principle of giving preference to persons of the gender in relation to which there is an imbalance.
- Elimination of inequality in the remuneration of women and men (both in different branches of economic activity and in the same branch) on the basis of the general social standard of remuneration in budgetary and other spheres, as well as on the basis of professional training (retraining) of personnel.
- Conducting gender equalization activities within the scope of the Fund's work.
- Provision of working conditions in accordance with the needs of women and men.
- Provision of measures to prevent violence and sexual harassment in the workplace (for example: provision of adequate lighting, equipment of offices with open spaces, etc. in order to increase the level of workplace safety; inclusion of both men and women in competition and disciplinary commissions; definition of one of the values of the organization policies of equality in the workplace and prevention of sexism).
- Discussion and reaching agreements regarding flexible work schedules taking into account the needs of employees with family responsibilities, regarding the application of the principle of equal pay for equal work at the enterprise, appropriate work evaluation systems.
- Adherence to the principle of gender parity in representation in order to ensure the actual equality of women and men and in relation to work in management positions.



# Needs and Objectives

The Gender Equality Plan for USF responds to needs in the following areas:

- improved dissemination of knowledge about equality, diversity, and anti-discrimination;
- promotion of existing examples and solutions related to strengthening equality and diversity;
- the counter activities of stereotypes that influence recruitment and career development, and thereby affect the image of the Fund;
- support for women at all stages of their careers;
- support for combining work and family life, with particular emphasis on care.

## Objectives of the Gender Equality Plan

**Objective 1.** Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity.

**Objective 2.** Combating sexism and other forms of aggressive behavior in the workplace.

**Objective 3.** Ensuring gender equality in the recruitment of female and male employees.

**Objective 4.** Balance of professional and family responsibilities.

**Objective 5.** Increasing balanced gender representation.

## Gender at the Ukrainian Startup Fund in numbers

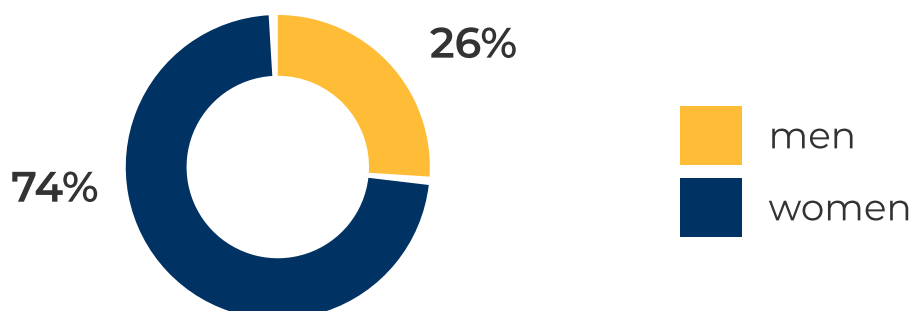
The starting point for the analyses aimed at the development of the Gender Equality Plan for USF was the verification of the gender distribution of people working at the Fund. The number of men among those holding the title of full-time workers at the USF is definitely lower.



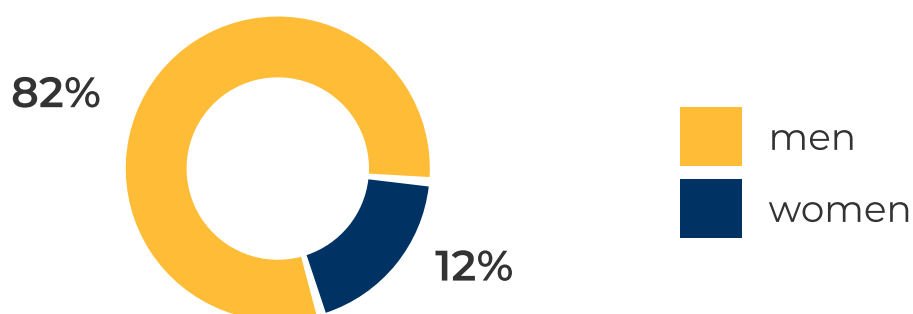
**The total number of employees –**

**26**

The proportion of men and women among team members at the USF are as follows:



Regarding the experts, that are working voluntarily at the Ukrainian Startup Fund – 82% are male and 18% are female.



## Objective 1.

Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity

### Activities

- Gathering data on gender equality at USF;
- Collecting the results of studies on equality and diversity carried out in the community at USF;
- Regular verification of the status of equality at USF and the status of knowledge of equality solutions at USF;
- Workshop meetings for men and women lecturers on anti-discrimination.

### Indicators

Increased awareness, measured in the results of regular surveys pertaining to the development of knowledge, and the modification of attitudes and beliefs. Three meetings of this type for 10 people arranged during the year.

## Objective 2.

Combating sexism and other forms of aggressive behavior in the workplace

### Activities

To increase awareness, that any manifestations of sexism, various forms of harassment, including sexual harassment, bullying, other forms of aggressive behavior at the workplace are prohibited.

The sexual harassment and sexism policy includes a confidential and anti-retaliation grievance procedure, disciplinary policies, a training strategy, and employee awareness.

In case of manifestation of any violations set forth in this paragraph, the Advisor is obliged to conduct a mediation procedure (informal negotiations regarding the agreement of the two parties), as well as consider all complaints of other persons, taking into account Article 81 of the Civil Procedure Code of Ukraine.

#### Indicators

Incorporate information on harassment and run communication campaigns on sexual harassment. Raised awareness about sexual harassment.

## Objective 3.

Ensuring gender equality in the recruitment of women and men employees

#### Activities

- Promotional campaigns, appropriate language, visualisation promoting women starting scientific careers in masculinised areas and men – in feminised areas;
- Providing information on the contest to the widest possible group of potential men and women candidates, accounting for gender;
- Active search for women candidates for positions in masculinised areas and men candidates in feminised areas;
- Recruitment announcements including transparent criteria;
- Monitoring remunerations and other employee benefits, including the gender criterion and the criterion of employment based on flexible employment forms and/or flexible working time.

#### Indicators

No contest with more than one candidate and only candidates of one gender at particular units.

## Objective 4.

Balance of professional and family responsibilities

### Activities

In order to observe equal conditions for the protection of motherhood and fatherhood, the Fund provides:

- Taking into account the needs of employees related to family responsibilities, when organizing night shift and shift work at the enterprise;
- Organization of children's corners, kindergartens, children's rooms, breastfeeding rooms, transport services for employees who have family responsibilities;
- Introduction of flexible work regimes, rest periods and vacations for employees with family responsibilities in order to ensure equal participation of both parents in raising a child;
- Regulation and control of working conditions of persons working part-time, under fixed-term employment contracts and at home;
- Ensuring conditions for employees to combine work with education.

### Indicators

Carrying out consultations and surveys.

## Objective 5.

Increasing balanced gender representation

### Activities

- Formulating recommendations with respect to balanced gender representation.

### Indicators

Reaching an equal proportion by 2027.

# Reporting and information

## The Gender Advisor undertakes:

- 1 Periodically inform the manager about ensuring equal treatment of men and women at the enterprise (representation of women and men at different levels of the organization, wages) and providing suggestions on possible measures to establish communication and interaction with employees;
- 2 Conduct gender audits (checks on the state of ensuring equal rights and opportunities for women and men in the enterprise, institution, organization in the formation and implementation of policies, programs, projects, provision of services, in financial activities) and, based on its results, prepare action plans for the enterprise aimed at on gender equality.
- 3 Annually report on the work on combating discrimination based on gender.



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