

STATE UNIVERSITY OF TRADE AND ECONOMICS

SUTE GENDER EQUALITY ACTION PLAN

2025-2027

SUTE GENDER EQUALITY ACTION PLAN (2025-2027)

The gender policy of the State University of Trade and Economics (SUTE) is implemented following the European integration framework and the implementation of the United Nations Sustainable Development Goals.

Over the years, SUTE has maintained its leadership position among Ukrainian higher education institutions, providing access to quality education, effective social protection, conditions for professional and scientific growth, and the creative and sporting development of each member of the university community regardless of gender. Continuous development of the university's infrastructure ensures a balance between learning, work, and personal life.

The goal of the SUTE Gender Equality Action Plan for 2025-2027 (hereinafter referred to as the Action Plan) is to ensure equal rights and opportunities, prevent any manifestations of gender discrimination, and implement the best international practices in gender research.

FOUR KEY AREAS covered by the Action Plan:

1. MANAGEMENT
2. UNIVERSITY COMMUNITY
3. EDUCATION AND SCIENCE
4. COMMUNICATION

1. Area «MANAGEMENT»

Objective: Improving the institutional framework of SUTE activities in ensuring gender equality

№	Activities and expected results	Responsible Person / Department	Timeframe / Deadline
1.	Setting up a SUTE working group on gender equality to monitor and facilitate the implementation of the SUTE Gender Equality Action Plan, composed of SUTE staff and students	1. First Vice Rector for Scientific and Pedagogical Work. 2. SUTE Gender Ombudsman 3. Director of the Centre for Youth and Information Policy at SUTE 4. Head of the SUTE Student Self-Government Council	March 2025
2.	Analysis of the provisions governing SUTE activities for compliance with the requirements of the current legislation of Ukraine on gender equality, development and implementation of relevant amendments and additions	1. SUTE Gender Ombudsman 2. SUTE Legal Department 3. SUTE Working Group on Gender Equality 4. SUTE Trade Union 5. SUTE Student Self-Government Council	Constantly
3.	Providing information on the implementation of the SUTE Gender Equality Action Plan for 2025-2027 for the annual report on SUTE activities	1. SUTE Gender Ombudsman 2. SUTE Working Group on Gender Equality 3. SUTE Human Resources Department 4. SUTE Student Records Department	Once a year
4.	Studying the international best practices in implementing gender equality policy, preparing proposals for introducing new and improving existing organisational frameworks for ensuring gender equality at SUTE	1. SUTE Gender Ombudsman 2. SUTE Working Group on Gender Equality 3. SUTE Legal Department 4. SUTE Student Self-Government Council	Constantly

2. Area «SUTE COMMUNITY»

Objective: Respect for gender equality in the SUTE community

№	Activities and expected results	Responsible Person / Department	Timeframe / Deadline
1	Monitoring the status of ensuring equal rights and opportunities among higher education students.	1. SUTE Gender Ombudsman 2. SUTE Working Group on Gender Equality 3. SUTE Student Self-Government Council 4. Centre for Sociological Research	Annually

2	Monitoring the status of ensuring equal rights and opportunities among the academic staff.	1. SUTE Gender Ombudsman 2. SUTE Working Group on Gender Equality 3. Centre for Sociological Research	Annually
3	Monitoring the status of ensuring equal rights and opportunities among the administrative and administrative and economic staff	1. SUTE Gender Ombudsman 2. SUTE Working Group on Gender Equality 3. Centre for Sociological Research	Annually

3. Area «EDUCATION AND SCIENCE»

Objective: Engaging youth and the academic community in exploring gender equality in education and research

№	Activities and expected results	Responsible Person / Department	Timeframe / Deadline
1	Analysing national and foreign research findings on gender equality; organising work on gender equality research	1. First Vice Rector for Scientific and Pedagogical Work. 2. SUTE Gender Ombudsman 3. SUTE Working Group on Gender Equality 4. Persons responsible for the scientific activities of the departments' academic staff	Constantly
2	Developing authors' courses on gender equality, certificate programmes in cooperation with representatives of public organisations and associations	1. First Vice Rector for Scientific and Pedagogical Work. 2. SUTE Gender Ombudsman 3. SUTE Working Group on Gender Equality 4. Academy of Educational Design 5. Heads of Departments	Constantly
3	Covering gender equality issues during university events, including all-Ukrainian and international conferences, competitions, other scientific and educational events, as well as in the activities of the University Student Self-Government Council and the Scientific Society of Young Scientists	1. First Vice-rector for Scientific and Pedagogical Work 2. Vice-rector for Research, Pedagogical Activities and International Relations 3. SUTE Gender Ombudsman 4. SUTE Working Group on Gender Equality 5. Deputy Deans, responsible for organising methodological and scientific work 6. Centre for Youth and Information Policy	Constantly

		7. Scientific Society of Young Scientists	
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4. Area «COMMUNICATION»

Objective: Disseminating information and networking within and outside the DTEU community to educate on gender equality issues

№	Activities and expected results	Responsible Person / Department	Timeframe / Deadline
1	Preparing/updating, posting gender equality-related information on SUTE social media	1. Centre for Youth and Information Policy 2. SUTE Gender Ombudsman 3. SUTE Working Group on Gender Equality 4. Scientific Society of Young Scientists 5. SUTE Student Self-Government Council	Constantly
2	Development and dissemination of informational materials on gender equality, combating domestic violence and gender-based discrimination, as well as the procedures in case of gender-based violence, sexual harassment, gender-based discrimination, etc.	1. Centre for Youth and Information Policy 2. SUTE Gender Ombudsman 3. SUTE Working Group on Gender Equality 4. SUTE Student Self-Government Council	Constantly