

S.I. Sydorenko
O.A. Akimova
Yu.V. Strebkova
K.V. Yudkova
I.I. Zhovta

**Interdisciplinary Projects and Gender Initiatives
of Engineering Schools
Igor Sikorsky Kyiv Polytechnic Institute**

*25 Years of Actions by Igor Sikorsky Kyiv
Polytechnic Institute in the Interdisciplinary
Dimension of the Gender Sphere*



Kyiv, 2025

Contents

| | |
|--|----|
| Introduction | 2 |
| 1. How It All Began: The Memorandum with UNDP | 10 |
| 2. The Gender Sphere at KPI Before 2006 | 11 |
| 3. The Post-2006 Period: Quantitative Gender Monitoring at the University | 13 |
| 4. Strengthening the International Dimension and Interdisciplinary Projects of Engineering Schools | 17 |
| 4.1. First Steps | 17 |
| 4.2. Gender in Nuclear Technologies | 18 |
| 4.3. Gender in Energy | 19 |
| 5. Gender Initiatives at KPI and the UNESCO Chair – A Catalyst for Higher Technical Education in Ukraine | 20 |
| 5.1. Informational Support for Gender Education in Ukraine (a project supported by Canadian Governmental Structures) | 20 |
| 5.2. Collaboration Focus – Europe, Poland | 21 |
| 5.3. Current Initiatives | 22 |
| 5.4. The Role of the UNESCO Chair on "Higher Technical Education, Applied System Analysis, and Informatics" | 23 |
| 5.5. Publications | 24 |
| 7. Tasks in Project Activities in the Field of Interdisciplinary Gender Today: Where to Start? | 27 |
| 8. New Tasks, New Challenges, New Aspirations. Eight Strategic Goals of Igor Sikorsky KPI's Action Plan for Implementing Gender Equality Principles | 29 |
| 9. Conclusion | 34 |

© S.I. Sydorenko
O.A. Akimova
Yu.V. Strebkova
K.V. Yudkova
I.I. Zhovta

2025

Introduction

... I vividly remember the UNDP events (United Nations Development Programme) in Ukraine, which invited representatives from Igor Sikorsky Kyiv Polytechnic Institute (KPI) in the spring of 2001. These were steps taken by UNDP to support Ukraine's development, particularly through universities, by promoting broad democratic transformations.

The gender sphere was one of the directions of this effort. During this period, at the turn of the millennium, KPI was just beginning to truly rebuild and reorganize its international activities within the new legislative framework established by the 1996 Law of Ukraine "On Education." This law, forming the foundation of the National Education System of an independent Ukraine, identified international cooperation as an important new component.

Unlike the templates of the Soviet system, the 1996 Law of Ukraine "On Education" laid the groundwork for establishing international activities in higher education institutions: granting the right to conduct autonomous international activities, establish direct connections with educational institutions in foreign countries and international organizations, sign cooperation agreements, engage in external economic activities, and create joint ventures.

These provisions opened up new opportunities for universities to act and take initiatives in various directions of educational, scientific, and innovative activities, including human aspects, to integrate into the global educational and scientific space.

In Europe, the Bologna Process began—the formation of the European Higher Education Area.

Shortly thereafter, integrative trends emerged in science with the creation of the European Research Area.

Later, these two Eurointegration processes converged.

In the global trends of globalization, the components of sustainable development began to crystallize, now known as the 17 Sustainable Development Goals. Among these is Goal 5: "Gender Equality."

At the end of the 1990s and the beginning of the 2000s, universities in Ukraine also became engaged in these processes and trends.

The rector of Tallinn University of Technology, Professor Andreas Kevalik, played a significant role in integrating KPI into the European educational and scientific space during this period. Thanks to his initiatives, KPI secured its first European projects in collaboration with

Tallinn University of Technology under the VISBY program of the Swedish Institute. This program promoted cooperation in education and science between universities in the Baltic States and their European partners.

Through our meetings at SIDA (Swedish International Development Association) in Stockholm, we explored various research directions, educational programs, and gender-focused initiatives, some of which were later implemented in Ukraine.

It can be said that Tallinn University of Technology figuratively "opened a window to Europe" for KPI, including in the gender sphere.

At KPI, we recognized the beneficial impact of implementing gender equality principles on democratizing all aspects of KPI's activities. With UNDP's support, we took specific steps to leverage this opportunity.

The UNESCO Chair at Igor Sikorsky Kyiv Polytechnic Institute on "Higher Technical Education, Applied System Analysis, and Informatics" expanded its activities, including in the field of gender studies.

In 2001, KPI signed a Memorandum with UNDP to establish the "Ukrainian Center for Gender Education" (UCGE) as part of the Department of International Cooperation. This center aimed to promote gender education at KPI and contribute to implementing the Platform for Action of the Fourth World Conference on Women in Beijing, the recommendations of the UN General Assembly Special Session "Women 2000: Gender Equality, Development, and Peace for the 21st Century," and UNDP's "Gender in Development" project and the "Gender Education in Ukraine" program.

In collaboration with the UNESCO Chair at Igor Sikorsky Kyiv Polytechnic Institute on "Higher Technical Education, Applied System Analysis, and Informatics."

UCGE initiated several important endeavors in research, educational, methodological, and extracurricular activities, as well as international cooperation.

These efforts were supported by establishing the position of Gender Equality Advisor to the university administration and two deputies.

The first major international gender conference in Ukraine, attended by Ukraine's Minister for Family, Children, and Youth, Valentina Dovzhenko, was held at KPI in 2004.

International scientific-practical conferences at KPI, such as "The Gender Component in Higher Technical Education and Natural Sciences"

and “Women in Science and Education: Past, Present, Future,” became traditions.

These conferences drew public and democratic attention to the need for new legislation on gender equality in Ukraine. KPI provided its infrastructure for events organized by gender movements, demonstrated civic-political activism in mass media, including international platforms, and gradually became a hub for uniting democratic forces in this sphere.

A KPI representative joined the Collegium of the Ministry for Family, Youth, and Sports of Ukraine. Associate Professor Yulia V. Strebkova from the Faculty of Sociology and Law was delegated to:

The Working Group under the Interfactual Association of the Verkhovna Rada of Ukraine “Equal Opportunities”;

The Working Group under the Committee on Human Rights, National Minorities, and International Relations of the Verkhovna Rada of Ukraine.

Valentina Dovzhenko, Minister for Family, Youth, and Sports of Ukraine, patronized KPI’s initiatives, personally supporting their implementation.

The UNESCO Chair at Igor Sikorsky KPI on “Higher Technical Education, Applied System Analysis, and Informatics” also played a facilitating role.

Over time, the activities of a group of civic activists supported by KPI, advocating for a new legal framework for gender equality in Ukraine, gained increasing public resonance.

Prominent figures in this group included:

Professor Tamara Melnyk (Advisor to President Viktor Yushchenko);

Professor Vira Troyan (NGO “Women in Science”);

Professor Natalia Chukhin (editorial team of Ukraine’s first gender education textbook);

Dr. Marfa Skoryk (Director of Kyiv Institute of Gender Studies);

Olena Suslova (NGO “Empowered Education”);

Associate Professor Yulia Strebkova of KPI, Deputy Director of the Ukrainian Center for Gender Education at KPI.

All these efforts contributed to the adoption of Ukraine’s 2005 Law “On Ensuring Equal Rights and Opportunities for Women and Men.”

A recognized catalyst for advancing the gender movement in Ukraine was KPI’s project “Information Support for Implementing Gender Education in Ukraine” (2002–2003), supported by Canadian governmental

organizations: the Canadian International Development Agency, the Embassy of Canada in Ukraine, and the Canada-Ukraine Gender Fund.

The initiatives and outcomes of the project were widely presented in Ukraine across various levels of government, social movements, management structures, higher education institutions, and the international sphere—for example, through presentations to the Embassies of the Nordic and Baltic countries and archiving at the U.S. Library of Congress.

Among the interdisciplinary international projects during this period, notable examples include:

“Women in Nuclear. Ukraine” – Forum on “Atomic Energy: A Stimulus for Sustainable Development. The Role of Women in Research, Development, Safety, and Security.”

There were other interdisciplinary projects as well.

In 2024, the university newspaper “Kyiv Polytechnic” introduced a new column titled “Addresses of Success,” highlighting the success stories of women, their career paths, and their contributions to science and education. This column has become a source of inspiration for female students and young lecturers, promoting the role of women in technical and natural sciences.

A prominent example of recent years includes individual grants (ranging from 60 to 200 annually) for female students, Ph.D. candidates, and young researchers to participate in annual conferences in Warsaw, “Perspectywy Women in Tech Summit,” under the EU’s “IT for SHE” project. This initiative had a gender focus and brought participants closer to European values.

Representatives from eight Ukrainian technical universities were coordinated by Igor Sikorsky Kyiv Polytechnic Institute.

... 25 years have passed since then. The deepening of gender equality principles played a significant positive role in the realization of KPI’s development strategies during this time. Women’s roles in university and departmental management have strengthened, and the processes of democratization have advanced.

To a large extent, due to the active involvement of women scientists, international project and grant activities have flourished.

For instance, in 2023, KPI’s projects in the Horizon Europe program contests accounted for approximately €2 million in funding.

During the war years, women played a unifying role within the community.

When we, the university's international direction leaders, prepared for our traditional annual report to the Academic Council in January 2024 regarding activities in 2023—the second year of Ukraine's war for freedom—we highlighted the following (quoted):

“The panorama of international events in 2023 is presented in the report only concisely.

But how can we not mention our colleagues—patriots of KPI—who, despite losses, traumas, missile attacks, and the psychological pressure of the enemy, fulfilled their duty by representing KPI's international mission abroad?

Examples from 2023 include official university missions to 15 European countries.

Our delegates overcame great distances between countries under challenging and uncomfortable conditions, often requiring 3–7 transfers. Beyond fulfilling their primary tasks, they shared how KPI was fighting and working alongside the entire country under such dramatic circumstances.

They could have refused such missions, but their sense of responsibility to KPI was stronger.

These include: Dean of the Faculty of Management and Marketing, Professor Marina Olehivna Kravchenko; Dean of the Faculty of Sociology and Law, Professor Olena Andriivna Akimova; Dean of the Faculty of Linguistics, Professor Zoya Mykhailivna Korneva; Vice-Rector for Academic Work, Associate Professor Tetyana Mykolayivna Zhelyaskova; Head of the Academic Mobility Department, Associate Professor Olga Pavlivna Demydenko; Head of the Scientific and Innovation Support Department, Oksana Yaroslavivna Yurchyshyn; Head of the Innovative Educational Technologies Department, Inna Vyacheslavivna Simashko; Director of the Scientific and Technical Library named after G.I. Denysenko, Oksana Mykolaivna Bruy; Director of the Institute of Postgraduate Education, Inna Hennadiyivna Malyukova; and other colleagues involved in international relations.

We would like to take this opportunity to extend our gratitude to all of them and to many other enthusiasts committed to establishing KPI's global presence and fostering an environment that upholds equal opportunities for women and men.

Since its establishment in 2001, the Ukrainian Center for Gender Education has played a pivotal role in many facets of democratizing KPI's activities.

The Center has implemented numerous interdisciplinary projects, international and national events, aiming to embed the principles of gender equality into public consciousness—particularly among youth through education—and legislation.

The Center has also contributed to uniting democratic forces around the idea of implementing these principles in Ukraine.

Today, as KPI aims for a strategic priority of becoming a leader in higher technical education in Ukraine, and eventually on the international stage, the further advancement of gender equality principles within KPI is indispensable.

Recently, there arose a need to analyze past achievements and outline new objectives.

In 2024, the Academic Council of the university approved the ****“Action Plan for Implementing Gender Equality Principles in the Activities of Igor Sikorsky Kyiv Polytechnic Institute for 2024–2027.**

The Action Plan identifies eight strategic goals: Gender balance in management; Gender equality in recruitment; Integration of gender mainstreaming into educational and methodological work; Implementation of gender themes in research and creativity; Prevention of gender-based violence; Work-life balance; Measures under the National Action Plan “Women, Peace, Security”; Comprehensive monitoring of the implementation of gender equality principles (in dynamics) — as a foundation for management decisions.

Each strategic goal of the Action Plan is structured to include objectives, actions, measures, and indicators to be achieved by 2027.

The 2027 timeline aligns with the European Commission's requirements for gender equality plans in research and innovation, which serve as eligibility criteria for project proposals in the ****Horizon Europe**** program (2021 – 2027).

This new European requirement is particularly crucial for our scientists submitting project proposals to major European programs such as Horizon Europe, ERASMUS+, and others.

The implementation of this requirement is embedded in the Strategic Goal of the Action Plan, “Integration of Gender Topics into Research and Creative Work,” aiming to enhance research and practical activities related

to gender issues at Igor Sikorsky Kyiv Polytechnic Institute and promote gender innovations within Ukraine's higher technical education system.

It is anticipated that KPI scientists will develop project proposals at the interdisciplinary intersections of engineering school focus areas (such as space, aviation, and nuclear technologies, green energy, materials science, clean water, climate change, etc.) with gender-related topics.

The decision of the Academic Council provides momentum for the development of international project and grant activities at KPI in the unconventional-gender-direction for a technical university. This will become a distinctive feature of our technical university's project and grant activities in the coming years.

We wish everyone success on this journey!

One more note. Over many years, the gender direction at KPI has thrived largely due to the dedicated efforts of enthusiasts.

Women-scholars and educators from the Faculty of Sociology and Law — have played a particularly significant role.

These include Olena Andriivna Akimova, Dean of the Faculty of Sociology and Law, who chaired the university's gender issues working group as Deputy Chair and initiated international projects.

Also, Yuliya Vitaliivna Strebkova, who has served as Deputy Director of the Ukrainian Center for Gender Education at KPI since 2001, has been a steadfast representative of KPI in numerous commissions and working groups under the Committees of the Verkhovna Rada of Ukraine, expert councils of the Ministry of Education and Science of Ukraine, and other Ukrainian ministries and agencies on gender issues. Currently, Yuliya Vitaliivna is an Associate Professor at KPI and teaches gender-oriented courses.

Another notable figure is Anna Mykolayivna Ishchenko, Head of the university's SOCIO+ Center for Sociological Research, whose research includes gender aspects of the university.

Members of the university's gender equality working group include Alla Vasylivna Kovtun, Director of the Department of International Cooperation; consultants of the department, Liudmyla Vlasuk and Olha Sulema, who work in the field of international project activities; and many others.

Lucia Mykhailivna Shykalova, Head of International Protocol at KPI, contributed significantly to ensuring the university's hospitable reception

of participants in all gender-focused initiatives and events, including international ones, held in recent years.

And finally, in our material, "Interdisciplinary Projects and Gender Initiatives of Igor Sikorsky KPI's Engineering Schools," which we present for your consideration, we have highlighted gender initiatives, events, activities, and interdisciplinary gender-focused projects carried out by Igor Sikorsky KPI's globally recognized scientific and pedagogical schools over the years (unfortunately, during those times, we did not conduct professional photo and video documentation, so most of the images included are amateur. However, they are all dear to our hearts and perhaps confirm the idea that the development of gender initiatives at KPI has largely been driven by dedicated enthusiasts).

We have also outlined our plans for the gender sphere in technical universities in Ukraine, envisioning its long-term development in the years ahead.

Over a quarter-century, the university has gained substantial experience in international project and grant activities, participating in contests of large-scale European programs such as **Horizon Europe, ERASMUS+, NATO "Science for Peace and Security,"** and many others. This direction will continue to grow.

We are open to broad collaboration with international partners in developing project proposals for international project and grant program competitions.

We invite you to join us in this endeavor.

Respectfully,

Serhii Sydorenko,

Professor of Materials Science,
Coordinator of the UNESCO Chair at
Igor Sikorsky KPI on "Higher Technical
Education, Applied System Analysis,
and Informatics",
Director of the Ukrainian
Center for Gender Education,
Vice-Rector for International Relations
at Igor Sikorsky KPI (1999–2024)



1. How It All Began: The Memorandum with UNDP

The development of the gender sphere at Igor Sikorsky Kyiv Polytechnic Institute began with the signing of a Memorandum of Cooperation with the United Nations Development Programme (UNDP) in Ukraine in 2001. This document laid the foundation for institutionalizing gender education at the university and implementing innovative projects aimed at integrating gender equality principles into Ukraine's system of higher technical education.

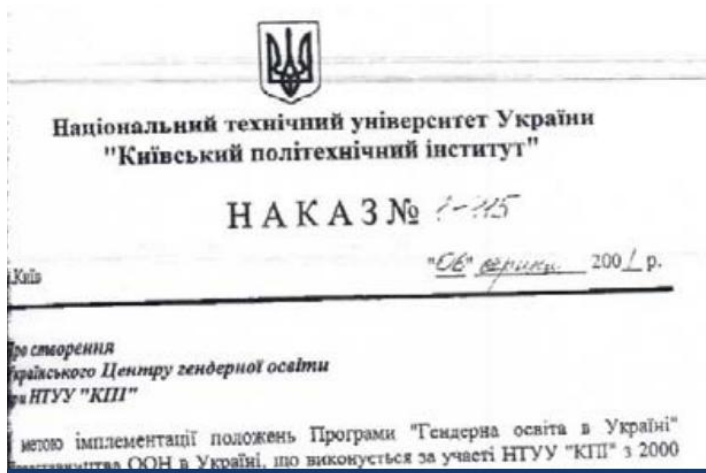
Cooperation with UNDP facilitated the following achievements:

- Establishing the Ukrainian Center for Gender Education (UCGE)—the first structure in Ukraine combining research on gender aspects with the development of policies for the educational and scientific domains of technical and natural sciences;
- Initiating interdisciplinary projects that explore the intersections of gender and engineering, particularly in nuclear and space technologies, energy, and materials science;
- Introducing gender monitoring within the university's diverse community of thousands of students, educators, and researchers;
- Organizing relevant training programs for a wide range of participants.

The Memorandum with UNDP established a strategic direction to promote gender equality principles as a means of fostering democratization, innovation, and enhanced social responsibility in engineering fields, which are traditionally marked by gender disparity.

This approach not only expanded opportunities for women to enter technical professions but also created the prerequisites for sustainable development and inclusivity within engineering schools.

2. The Gender Sphere at KPI Before 2006



In 2001, the **Ukrainian Center for Gender Education (UCGE)** was established in accordance with the Memorandum with UNDP. Its activities were aimed at implementing the Platform for Action of the Fourth World Conference on Women in Beijing, fulfilling the recommendations of the UN General Assembly Special

Session "Women 2000: Gender Equality, Development, and Peace for the 21st Century," as well as the UNDP projects "Gender in Development" and "Gender Education in Ukraine." The center's focus encompassed the following areas:

- **Research work:** Identifying optimal ways to integrate gender components into higher technical education, natural sciences, and lifelong education.
- **Educational and methodological work:** Developing a gender component for the educational process.
- **Outreach work:** Organizing activities aimed at fostering gender culture among students.
- **International activities:** Implementing international gender programs and projects.



The first major international gender conference at KPI was held in collaboration with the NGO "**Women in Science.**" Since then, international scientific-practical conferences such as "**Women in Science and Education: Past, Present, Future**" and "**The**

Gender Component in the Structure of Higher Technical Education and Natural Sciences" have become traditional events.

They were held with the participation of the UNESCO Chair at Igor Sikorsky KPI on "Higher Technical Education, Applied System Analysis, and Informatics."



П'ята міжнародна науково-практична конференція
«Жінка в науці та освіті: минуле, сучасність,
майбутнє»



Київ, 2011 рік

The Fifth International Conference "**Women in Science and Education: Past, Present, Future**" drew significant public attention to the role of women in the technical field.

Through a series of such conferences, the Ukrainian Center for Gender Education (UCGE) became an initiator of practical actions to integrate gender equality into the educational process and extracurricular activities at KPI. Additionally, the center served as a platform for democratic forces advocating for the establishment of a new legal framework in Ukraine to promote gender equality.

For many years, KPI provided infrastructure for conferences, round tables, and other events organized by public organizations and movements. UCGE actively engaged in civic-political activities, promoting its initiatives through various media outlets.

The public resonance of UCGE's activities grew thanks to its collaboration with prominent civic leaders and gender movement activists in Ukraine:

- Professor Tamara Melnyk (Advisor to President Viktor Yushchenko);
- Professor Vira Troyan (NGO "Women in Science");
- Professor Natalia Chukhin (editorial team member of Ukraine's first gender education textbook);
- Dr. Marfa Skoryk (Head of the Kyiv Institute for Gender Studies);
- Olena Suslova (NGO "Empowered Education");
- Associate Professor Yuliya Strebkova (Deputy Director of the Ukrainian Center for Gender Education at KPI);
- Staff members of the Department of International Cooperation, including O.P. Zakhovayko, L.M. Shykalova, and others.

Representatives from KPI were invited to work within the Collegium of the Ministry for Family, Youth, and Sports of Ukraine. Associate Professor Yuliya Strebkova contributed to working groups under the Interfactional Association of the Verkhovna Rada of Ukraine "Equal Opportunities" and the Committee on Human Rights, National Minorities, and International Relations.

Minister Vira Dovzhenko took patronage over KPI's initiatives and supported the implementation of their recommendations.



Листопад 2006 року

A significant achievement of this period was UCGE's contribution to the formation of a new legal framework for gender equality in Ukraine. Notably, a delegation from the Ukrainian Center for Gender Education participated in parliamentary



hearings in the Verkhovna Rada of Ukraine titled **"Equal Rights and Opportunities in Ukraine: Realities and Prospects."**

The first public petition in Ukraine advocating for the ratification of the Istanbul Convention was prepared by KPI graduate Victoria Zinchuk, who actively participated in numerous initiatives aimed at fostering gender culture among students.

In 2005, the Law of Ukraine **"On Ensuring Equal Rights and Opportunities for Women and Men"** was adopted.

3. The Post-2006 Period: Quantitative Gender Monitoring at the University

In 2006, KPI took its first steps toward implementing **quantitative gender monitoring** as a tool for assessing and making managerial decisions in the field of gender equality within the university.

To enhance administrative influence, a Gender Equality Advisor and deputy advisors were appointed.

The primary task of the monitoring was to identify which provisions of the **Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men"** required priority implementation in the university's activities.

The following aspects were analyzed:

1. The distribution of female and male students across specializations (at the beginning of the academic year, in accordance with the 2015 list of specializations).

| | Код спеціальності | Принято | | | | | |
|--|-------------------|---------|--------------|---------|--------------|------------|--------------|
| | | 2014/15 | | 2015/16 | | 2016/17 | |
| | | усього | у т.ч. жінок | усього | у т.ч. жінок | усього | у т.ч. жінок |
| Бакалавр- усього | | | | | | 341 | 22 |
| <i>у тому числі</i> | | | | | | | |
| Електрична інженерія | 14 | | | | | 341 | |
| Електроенергетика, електротехніка та електромеханіка | 141 | | | | | 223 | 2 |
| Енергетичне машинобудування | 142 | | | | | 10 | 0 |
| Атомна енергетика | 143 | | | | | 35 | 5 |
| Теплоенергетика | 144 | | | | | 73 | 15 |
| Гідроенергетика | 145 | | | | | | |
| Магістр –усього | | | | | | 214 | 26 |
| <i>у тому числі</i> | | | | | | | |
| Електрична інженерія | 14 | | | | | 214 | 26 |
| Електроенергетика, електротехніка та електромеханіка | 141 | | | | | 144 | 15 |
| Енергетичне машинобудування | 142 | | | | | 5 | 1 |
| Атомна енергетика | 143 | | | | | 12 | 1 |
| Теплоенергетика | 144 | | | | | 53 | 9 |
| Гідроенергетика | 145 | | | | | | |

2. Gender balance among the university's staff members;

| Назва показників | 2015 | | 2016 | | 2017 | |
|---|-------|----------|-------|----------|-------|----------|
| | жінки | чоловіки | жінки | чоловіки | жінки | чоловіки |
| Кількість прийнятих штатних працівників | 15 | 16 | 9 | 12 | 16 | 23 |
| Кількість звільнених штатних працівників | 12 | 18 | 4 | 21 | 8 | 32 |
| Облікова кількість штатних працівників на кінець звітної періоду | 194 | 417 | 185 | 415 | 193 | 410 |
| Облікова кількість штатних працівників, прийнятих на умовах неповного робочого дня (тижня) | 12 | 63 | 11 | 61 | 19 | 65 |
| Облікова кількість штатних працівників, які мають дітей до 14 років | 44 | 28 | 41 | 27 | 40 | 28 |
| Облікова кількість штатних працівників, які знаходяться у відпустці по догляду за дитиною до досягнення нею віку, встановленого чинним законодавством | 13 | - | 16 | - | 12 | - |

3. Professional development of female and male employees.

| Назва показників | Усього | | керівники | | професіонали фахівці | |
|---|----------|-------|-----------|-------|----------------------|-------|
| | чоловіки | жінки | чоловіки | жінки | чоловіки | жінки |
| За 2015 рік | | | | | | |
| Підвищили кваліфікацію | 16 | 4 | 1 | - | 15 | 4 |
| у тому числі: безпосередньо на виробництві | 16 | 4 | 1 | - | 15 | 4 |
| За 2016 рік | | | | | | |
| Підвищили кваліфікацію | 8 | 4 | 1 | - | 7 | 4 |
| у тому числі: безпосередньо на виробництві | 6 | 3 | - | - | 6 | 3 |
| у загальноосвітніх навчальних закладах різних типів за договорами | 2 | 1 | 1 | - | 1 | 1 |
| За 2017 рік | | | | | | |
| Підвищили кваліфікацію | 37 | 7 | 1 | - | 36 | 7 |
| у тому числі: безпосередньо на виробництві | 36 | 7 | 1 | - | 35 | 7 |

In 2018, an impetus for the development of this direction came from a directive by Kateryna Levchenko, the Government Commissioner for Gender Policy at the Cabinet of Ministers of Ukraine, emphasizing the importance of "digitizing" gender monitoring.

The first expert assessments of KPI's gender sphere were presented in the global university ranking **U-Multirank**.

In 2022, KPI's positions in the ranking were evaluated as **"B"** (**"Good"**) based on two criteria:

- The proportion of women among authors of scientific publications;
- Gender balance in teaching and learning. Ukrainian universities were included in the global **U-Multirank 2022 ranking ("Gender Monitor 2022")**, which evaluated 1,000 universities from 80 countries.

| Назва університету | Жінки – автори наукових публікацій (Research, Female authors) | | Гендерний баланс у викладанні та навчанні (Gender balance in Teaching & Learning) | |
|---|---|------------------------------|---|------------------------------|
| | Позиція серед університетів України | Оцінка за методикою рейтингу | Позиція серед університетів України | Оцінка за методикою рейтингу |
| КПІ | 9 | B | 25 | B |
| Львівська політехніка | 2 | A | 11 | A |
| Харківська політехніка | 8 | B | 24 | B |
| СумДУ | 16 | C | 33 | B |
| Київський університет імені Тараса Шевченка | 10 | B | нема даних | нема даних |

*Оцінки за методологією U - Multirank:
A – дуже добре, B – добре, C – середнє.*

The global ranking results also highlighted worldwide trends of gender imbalance in academia. While women represent **47% of Ph.D. students and 44% of academic staff**, only 29% reach the rank of

professor, and just 20% of universities have women in leadership positions at the rector or vice-rector level.

U-Multirank experts emphasized the need for a radical improvement in university corporate culture to enable women to achieve equality with their male colleagues, especially in leadership roles.

Relevant adjustments have been made in KPI's leadership in recent years. Today, the rectorate includes a female Vice-Rector for Academic Affairs, and six out of 24 faculty deans and directors of academic and research institutes are women.

Systematization of Monitoring

In 2020, the quantitative approach to gender monitoring was standardized at the national level. The Cabinet of Ministers of Ukraine, by Order No. 1517-r of December 2, 2020, introduced indicators for collecting data on gender equality in universities, including:

- Gender balance in leadership;
- Gender equality during student recruitment and education;
- Integration of the gender dimension into research and educational activities;
- Measures to prevent gender-based violence.

By Order No. NU/218/2021 of October 18, 2021, KPI designated the units responsible for these indicators:

1. Inclusion of gender equality provisions in statutory documents.
2. Gender distribution of leadership positions in the university.
3. Quantitative composition of the Academic Council and faculty councils, disaggregated by gender.
4. Composition of editorial boards of scientific journals, disaggregated by gender.
5. Number of recipients of named scholarships, disaggregated by gender.
6. Integration of gender topics into academic curricula.
7. Participation of faculty and students in academic mobility programs, disaggregated by gender.
8. Gender analysis of KPI applicants.

These steps allowed KPI not only to systematize gender equality monitoring but also to lay the groundwork for further managerial decisions promoting greater equality and inclusivity within the university.

4. Strengthening the International Dimension and Interdisciplinary Projects of Engineering Schools

4.1. First Steps

In 2005, a KPI delegation visited the Scandinavian countries for the first time, engaging with gender-focused programs of the **Swedish International Development Cooperation Agency (SIDA)**. The visit gained broad resonance in Swedish media through interviews and articles highlighting the activities of the Ukrainian Center for Gender Education (UCGE) and Ukraine's democratic transformations.

Since then, KPI has actively participated in European and global initiatives, programs, and projects in the field of gender equality.

In this context, KPI's role in collaboration with partners from Estonia and Finland has been highly recognized.

The President of Estonia, **Arnold Rüütel**, awarded KPI Rector Mykhailo Zgurovsky the **Order of the Cross of Terra Mariana**.

The Head of the Department of International Relations, **B.A. Tsyhanok**, was honored with the



Order of the White Rose of Finland, First Class.

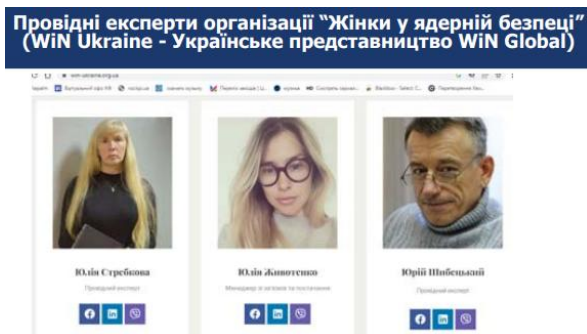
A meeting between Her Excellency **Laura Reinila**, Ambassador Extraordinary and Plenipotentiary of the Republic of Finland, and participants of KPI's artistic ensembles was held in the Academic Council Hall of KPI.

4.2. Gender in Nuclear Technologies



KPI's participation in international initiatives expanded into the field of nuclear technologies, reflected in its collaboration with the organization **Women in Nuclear (WiN) Global**.

WiN Global Ukraine operates in alignment with the goals and objectives of **Women in Nuclear (WiN) Global**, a worldwide non-profit organization founded in 1992 that unites, supports, and encourages women professionals in the nuclear field.



Women from KPI are among the award winners of the **"Women in Nuclear Security"** competition.

KPI became the initiator of **annual conferences dedicated to the role of**

women in nuclear security.



As part of the forum **"Creating Gender Awareness in Ukraine: Women in Nuclear,"** hosted at KPI, the university's presentation was highly successful.



KPI Presentation: "The Gender Component in Training Specialists for Nuclear Energy and Nuclear Security" (delivered by Associate Professor Yuliya V. Strebkova).

Women from KPI have repeatedly been among the prize winners of the **“Women in Nuclear Security”** competition. In 2021, a **Round Table** titled **“Gender Parity in the Nuclear Sphere: Achieving Sustainable Development Goals”** was held.

KPI’s presentation, **“Higher Education in Nuclear Energy: A Gender Perspective 2021,”** was delivered at the event.

During the **“Creating Gender Awareness in Ukraine: Women in Nuclear Forum,”** KPI’s presentation was met with great success.



KPI leadership welcomed **IAEA Director General Rafael Mariano Grossi** during his visit to KPI in 2021.

4.3. Gender in Energy

The energy sector is strategically important for sustainable development, and integrating a gender approach into its development is crucial for fostering equal opportunities for all. **KPI** is actively working on implementing gender inclusivity through energy projects.

In 2019, the **“Energy Security” project** was launched, emphasizing the role of women in the energy sector.



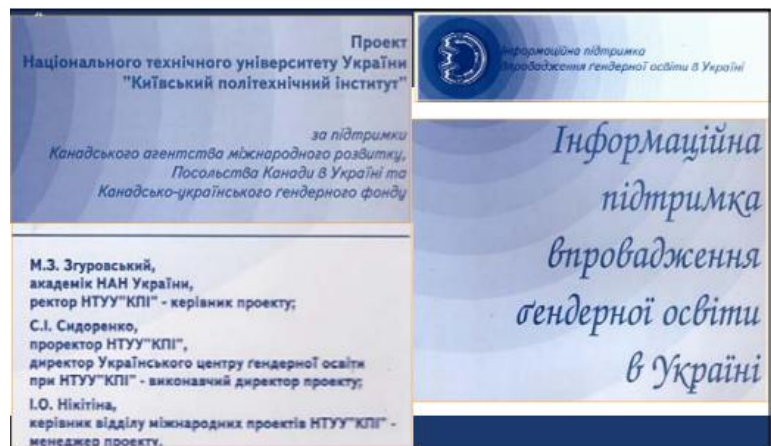


In 2019, with the support of **USAID**, KPI hosted a round table titled **"Developing a Gender Equality Strategy in the Energy Sector,"** which addressed the challenges and opportunities for women in this field.

5. Gender Initiatives at KPI and the UNESCO Chair – A Catalyst for Higher Technical Education in Ukraine

5.1. Informational Support for Gender Education in Ukraine (a project supported by Canadian Governmental Structures)

The **"Informational Support for Gender Education in Ukraine" project (2002–2003)**, implemented with the support of the **Canadian International Development Agency**, the **Embassy of Canada in Ukraine**, and the **Canada-Ukraine Gender Fund**, was a significant step in advancing gender education in Ukraine.



The initiatives and outcomes of the project were widely presented across various levels in Ukraine, including government bodies, public movements, educational management structures, and higher education institutions.

On the international stage, the project was showcased to the embassies of Nordic and Baltic countries and archived at the U.S. Library of Congress.

5.2. Collaboration Focus — Europe, Poland

KPI became an active participant in European gender initiatives.

- The **EU project "IT for SHE"** (2018–2024) provided grants for female students and young researchers to participate in conferences in Warsaw.
- Between **60 and 200 participants from KPI** and seven other technical universities in Ukraine attended the

"Perspektywy Women in Tech Summit" in Warsaw. This **gender-focused** conference brought student youth closer to European values.



The conference under the EU project "IT for SHE" in Warsaw provided 200 grants for participants from Ukraine in 2020.

In 2022, Igor Sikorsky KPI launched a project in collaboration with the **Polish Educational Foundation "PERSPEKTYWY," PERSPEKTYWY Press, the Ukrainian Talent Support Fund,** and the **International University of Finance** to retrain approximately **1.5 million women refugees from Ukraine** temporarily residing in Poland in IT skills.

The goal is to prepare them for employment in Poland and Ukraine. After the war, these women are expected to return to Ukraine and become an integral part of the human capital for the country's recovery.

On behalf of KPI, the project was coordinated by the Vice-Rector for Academic Affairs (at that time), Prof. Anatoliy Melnychenko. Today, Prof. Anatoliy Melnychenko serves as the Rector of Igor Sikorsky KPI and pays special attention to the implementation of gender equality principles within the university.

5.3. Current Initiatives



Für alle, die dies betrifft
BESCHEINIGUNG

Hiermit wird bestätigt, dass Kseniia Yudkova vom 19.11.24 bis 26.11.24 aktiv an der Erstellung eines Projektantrags für die Teilnahme am Grant-Programm des Women's Peace and Humanitarian Fund (WPHF) im Rahmen der institutionellen Finanzierung beteiligt war.

Sie hat sich in die Entwicklung des Antrags aktiv eingebracht, insbesondere war sie für die Übersetzung der Dokumente ins Englische verantwortlich und leistete beratende Unterstützung bezüglich des Inhalts und Formats des Antrags. Ihr Beitrag trug dazu bei, einen qualitativ hochwertigen Antrag für die Einreichung beim Grant-Programm vorzubereiten.

Dieser Beitrag erfolgte auf freiwilliger und unbezahlter Basis.

Datum: 27.11.2024

Unterschrift

Vorsitzende des Vorstands
der gemeinnützigen Organisation
«Litay»
Uvarova Valentina



In 2024, collaboration began with the **Women's Peace and Humanitarian Fund (WPHF)** grant program, which, as stated by UN Secretary-General António Guterres, **"has proven its ability to respond to emerging crises worldwide."**

In October 2024, Igor Sikorsky KPI hosted a major event dedicated to the 140th anniversary of the women's movement in Ukraine which called **"Train to equality"** showing women's desire to be equal to men in all areas of life.

The event brought together scholars, civic activists, students, and media representatives to discuss gender equality, the role of women in public and political life and the figure of women in science, their achievements and the obstacles that stood in their way. This event was aimed at increasing the importance of women in public and political life, the visibility of women in science and their scientific achievements, which will become an example for future generations.

In 2024, the university newspaper "Kyiv Polytechnic" introduced a new column titled "Addresses of Success," highlighting the success stories of women, their career paths, and their contributions to science and education. This column has become a source of inspiration for female students and young lecturers, promoting the role of women in technical and natural sciences.



In October 2024, KPI students implemented an innovative project titled "Anti-Corruption Comic for Female Students," addressing issues of transparency and fairness in the university environment. The comic underscores the importance of ethical standards in education and research, offering a youth-driven perspective on combating corruption through an interactive approach. The project received positive feedback

from the student community and became part of a nationwide campaign against corruption in education.

5.4. The Role of the UNESCO Chair on "Higher Technical Education, Applied System Analysis, and Informatics"

The gender sphere was one of the areas through which broad democratic transformations took place in Ukraine at the turn of the century.

The UNESCO Chair at Igor Sikorsky Kyiv Polytechnic Institute on "Higher Technical Education, Applied System Analysis, and Informatics" also expanded its activities in the gender sphere.

With the participation of the UNESCO Chair, the early 2000s saw the first scientific-practical conferences "The Gender Component in the Structure of Higher Technical Education and Natural Sciences" and "Women in Science: Past, Present, Future", which became traditional.

The conferences drew public and democratic forces' attention to the necessity of forming a new legislative framework for gender equality in Ukraine, while KPI, together with the UNESCO Chair and the Ukrainian Center for Gender Education at KPI, gradually became a platform for uniting initiative-driven forces in this field.

This contributed to the adoption of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" in 2005.

Throughout the entire period, project and grant activities in the gender sphere were overseen by the Scientific Secretary of the UNESCO Chair, Professor Serhii Shukaiev.

Among international interdisciplinary projects, those dedicated to achieving gender parity in energy and nuclear technologies can be highlighted.

Today, gender equality is one of UNESCO's two global priorities (alongside the development of Africa). It is enshrined in UNESCO's Strategy for Gender Equality, which remains in effect until 2025 and aims to integrate gender equality into all UNESCO initiatives, including education, science, culture, information, and communication.

It supports policies ensuring equal access for women and men to education, science, employment, and digital technologies, as well as expanding opportunities for women in STEM (Science, Technology,

Engineering, and Mathematics). It also emphasizes the need for ensuring women's leadership in research, innovation, and knowledge management.

The UNESCO Chair at KPI follows these principles in its activities.

Several parameters of UNESCO's World Atlas of Gender Equality in Education:

- Women's access to technical and vocational education programs
- The impact of education on women's employment levels
- The share of women in research and scientific activities
- The gender gap in digital education and STEM
- The impact of education on women's health and well-being
- Access to education in crisis situations, including armed conflicts and migration
- Women's leadership in education and science
- The use of digital technologies to bridge the gender gap
- Gender sensitivity in educational programs
- Policies ensuring equal access to education
- Funding for gender equality in education

are monitored at the University.

5.5. Publications

- Akimova, O., Ishchenko, A. 2023 Smart Cities Development In Ukraine: Women, Digital Gap And Inclusion / РЕГІОНАЛЬНЕ УПРАВЛІННЯ ТА МІСЦЕВЕ САМОВРЯДУВАННЯ № 1 2023 <https://doi.org/10.32840/pdu.2023.1.35>
- Akimova, O., Ishchenko, A. 2022 The civil service during and after the war: the influence of gender issues on the sustainability of the institution / PUBLIC ADMINISTRATION AND CUSTOMS ADMINISTRATION №4 (35) 2022
- Piddubnyi, O. Y., Marits, D. O., Yehorova, V. S., Chepulchenko, T. O., & Vladykin, O. N. (2021). Legal aspects of gender identity in Ukraine. *Linguistics and Culture Review*, 5(54), P. 1124-1136.
- Ishchenko, A, Akimova, O., Smart cities development in Ukraine: women, digital gap and inclusion. (2023) "Law and public administration", vol.1, 2023, с.239-246.

- Strebkova Julia, Kravchenko Iryna. Ukrainian female Humor during the War: Analysis of the ukrainian-language Telegram Channels of 2022-2023. Українознавчий альманах. 2024. №35. С. 91-101.

A total of approximately 100 publications.

6. The Year 2022. EU Commissioner Mariya Gabriel's Initiative "Freedom Incubation for Ukraine." Horizon Europe and EIC Services for Ukraine

Despite the war, 2022 marked significant progress in international project and grant activities, particularly at the intersection of information and communication technologies (ICT), computer sciences (CS), innovation, and gender equality.

On December 1, 2022, at the international conference in Lublin, "**Post War Innovative Transformation of Ukraine,**" EU Commissioner for Innovation, Research, Culture, Education, and Youth, **Mariya Gabriel,** introduced a major initiative.



1 грудня 2022 року на міжнародній конференції в Любліні "Post War Innovative Transformation of Ukraine".

Mariya Gabriel
EU Commissioner for Innovation, Research, Culture, Education and Youth

In her address, Commissioner Gabriel emphasized the persistent gender biases and stereotypes that remain significant obstacles in the tech sector: **"Women make up less than a quarter of Ph.D. graduates in ICT, less than a third of those working in ICT, natural, and engineering sciences, and even fewer among innovators: only 11 out of 100 patent applications between 2015 and 2018 were filed by women."**

These statements underscored the need to intensify efforts to achieve gender equality, particularly in innovation-driven fields.

Mariya Gabriel announced an overall strengthening of the movement toward gender equality across Europe, with specific measures for Ukraine: **"The 'Freedom Incubation for Ukraine' initiative is a vital step toward bridging the gender gap in the tech sector and encouraging women to realize their true potential."**

This initiative includes:

- A **European Innovation Council (EIC) program** with a **€20 million budget**, aimed at supporting Ukraine's high-tech community.
- Preparing at least **200 Ukrainian startups** for participation in the **EIC Accelerator** competition, with an emphasis on:
 - Applications from women-led companies;
 - Companies developing innovative solutions for Ukraine's recovery.

Commissioner Gabriel highlighted new measures to foster women's leadership:

- Improving the collection of data on the gender gap in innovation.
- Developing new schemes to support women's entrepreneurship and leadership.
- Launching the **Women2Invest** program, which helps STEM graduates find their place in the world of venture capital.

Programs for Ukraine

Commissioner Mariya Gabriel provided detailed insights into international project and grant activities encompassing programs such as **Horizon Europe, ERASMUS+,** and Creative Europe: "I have launched initiatives aimed at developing the talents of girls and women across all areas of my competencies—from education to culture, from research to innovation—making full use of the technical support programs ERASMUS+, Creative Europe, and Horizon Europe."

Special attention is being given to supporting Ukrainian women and their participation in rebuilding Ukraine: "Providing Ukrainian women with opportunities for upskilling is vital for ensuring their active involvement in the post-war reconstruction of Ukraine as a modern, digital, inclusive, and intellectually advanced society. The EU is firmly committed to assisting through funding, scholarships, networking, and consultations aimed at fostering their entrepreneurial initiatives and enhancing their global competitiveness."

Fully leveraging these new opportunities—for Ukraine as a whole and for Igor Sikorsky KPI in particular—is a key task currently being addressed by leaders in the international and gender dimensions of the university.

7. Tasks in Project Activities in the Field of Interdisciplinary Gender Today: Where to Start?

Real integration of Igor Sikorsky KPI researchers into the European Research Area is currently one of the priorities of the university's Development Strategy until 2029.

To achieve this, it is essential to first expand knowledge in the field of implementing international project and grant activities.

It is important for a wide range of researchers to:

- master the general principles of organizing international project and grant activities;
- understand the structure of large-scale EU programs such as **Horizon Europe**, **ERASMUS+KA2**, and NATO's **SPS** programs;
- continuously analyze calls for proposals already announced for the current years (over 700 calls are announced annually);
- pay attention to programs with less competition than the aforementioned ones, such as the **Swedish Institute's Si program**. This is the fastest way to enter the European Research Area.

Understand the simplest steps that can be taken in project and grant activities and start implementing them.

At the initial stage, one organizational task is the creation of a network of "**support centers**" for project and grant activities in the field of gender equality. These can be based in various academic departments and supported by those already interested in developing international project activities related to gender equality.

The university's working group on gender equality will leverage these centers to expand project activities in this field.

Quantitative Gender Monitoring and Harmonization

The task of quantitative gender monitoring remains crucial. This will enable the harmonization of gender equality parameters at KPI in accordance with the **Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men,"** while also considering the experience of countries with advanced gender policies (Iceland, Norway, Sweden, Finland, and Canada).

The topic of gender monitoring is in demand in international project and grant programs and creates potential for strengthening the university in this field.

Strengthening Leadership Qualities

One direction the university should develop is the formation of leadership qualities among students through participation in international project activities in the gender field.

This will help create Ukraine's future managerial elite, capable of acting on the principles of European values, democratic transformations,



and responsible governance.

International programs for formation of leadership quality, new mentality, democratic transformation and state management programs.

Consultants and Tools

To facilitate project work, a group of **English-speaking consultants** and the "**Intermozaika**" web resource (<https://intermozaika.kpi.ua/>) are available. This resource, created at the university in 2020, serves as a "consultant" across a broad range of project and grant activity-related issues.

Recommendations for Project Activities

Project teams that work with consultants from the very beginning have significantly higher chances of success in competitions.

Active participation on the "**Funding and Tenders Portal**" is crucial:

- Posting announcements describing your scientific interests and potential contributions to project proposals;
- Participating in as many competitions as possible;
- **90% of success** depends on whether you are invited to join a consortium to prepare a joint project proposal.

Interdisciplinary approaches are essential. Building project proposals at the intersection of technical topics (e.g., space, aviation, nuclear technologies, climate, materials science, green energy) with gender aspects is highly encouraged.

Competitions under large-scale European programs such as **Horizon Europe** and **ERASMUS+KA2** actively support such interdisciplinary initiatives.

8. New Tasks, New Challenges, New Aspirations. Eight Strategic Goals of Igor Sikorsky KPI's Action Plan for Implementing Gender Equality Principles

In 2024, the Academic Council of Igor Sikorsky KPI approved the **Action Plan for Implementing Gender Equality Principles for 2024–2027**. This document was developed in accordance with international standards, including the requirements of the **Horizon Europe** program, as well as the national legal framework.

The goals of the Action Plan aim to improve the university environment, enhance inclusivity, and democratize all aspects of university activities. The plan includes **eight strategic goals**, each with clearly defined objectives, specific measures, and achievement indicators.

Strategic Goal 1. Gender Balance in Leadership

Objective: Ensure gender parity at all levels of managerial decision-making.

Key tasks:

- Evaluate the current gender composition of the university's leadership, faculties, and departments.
- Develop recommendations to address gender imbalances in governing bodies.

Measures:

- Conduct specialized training for leaders and staff on implementing gender-sensitive management practices.
- Introduce standards for gender-sensitive language in official communication through practical seminars and lectures.
- Monitor changes in the gender composition of leadership positions.

Expected outcomes:

- Increased representation of women in leadership.
- Creation of equal opportunity policies for all university employees.

Strategic Goal 2. Gender Equality in Recruitment and Advancement

Objective: Ensure equal opportunities for admission, education, employment, and career growth.

Key tasks:

- Conduct a gender audit of recruitment procedures at all levels.
- Integrate gender components into recruitment policies and procedures.

Measures:

- Develop and implement anti-discrimination reviews of admission materials and promotional campaigns.
- Publish articles, interviews, and informational materials highlighting positive examples of gender balance in KPI publications and official channels.
- Prepare guidelines for HR departments to prevent gender-based discrimination.

Expected outcomes:

- Gender-balanced distribution of students and faculty across disciplines.
- Increased transparency and fairness in selection and promotion processes.

Strategic Goal 3. Integration of Gender Mainstreaming into Educational and Methodological Work

Objective: Eliminate gender stereotypes from educational programs and materials.

Key tasks:

- Review academic programs and materials for compliance with gender equality principles.
- Develop and integrate gender-focused courses into technical education programs.

Measures:

- Conduct training for academic program coordinators and lecturers on incorporating gender components into curricula.
- Organize round tables to discuss gender equality in higher education.

Expected outcomes:

- Inclusion of gender components in all academic programs.
- Formation of a modern perspective on gender equality among students and faculty.

Strategic Goal 4. Implementation of Gender Topics in Research and Creative Work

Objective: Develop gender research at the intersection of technical and natural sciences.

Key tasks:

- Promote gender research in undergraduate, graduate, and doctoral work.
- Engage international partners in interdisciplinary projects combining gender issues with scientific research in KPI's globally recognized engineering schools.

Measures:

- Organize thematic seminars, workshops, and conferences.
- Publish articles on international gender topics in academic journals.

Expected outcomes:

- Increased number of studies on gender topics.
- Creation of an interdisciplinary research community in this field.

Strategic Goal 5. Prevention of Gender-Based Violence

Objective: Guarantee safety for all members of the university community.

Key tasks:

- Implement mechanisms to address incidents of gender-based violence.

- Conduct awareness-raising activities.

Measures:

- Operate a dedicated committee to handle cases of gender-based violence.
- Establish a hotline for reporting incidents.

Expected outcomes:

- A safe learning and working environment.
- Zero tolerance for violence.

Strategic Goal 6. Work-Life Balance

Objective: Support employees and students in balancing professional duties with personal life.

Key tasks:

- Develop support programs for parents working or studying at the university.
- Organize flexible work and study schedules for this group.

Measures:

- Conduct lectures and consultations on work-life balance.
- Introduce social programs to support young parents

Expected outcomes:

- Reduced stress levels among students and staff.
- Increased productivity and life satisfaction.

Strategic Goal 7. Measures of the National Action Plan "Women, Peace, Security"

Objective: Create a supportive environment for women of all categories, including internally displaced persons and female veterans.

Key tasks:

- Address the specific needs of women in planning educational processes.
- Improve safety on campus.

Measures:

- Ensure rapid access to shelters.
- Conduct safety training sessions.

Strategic Goal 8. Comprehensive Monitoring of the Action Plan Implementation

Objective: Create a system for evaluating the results of gender equality implementation.

Key tasks:

- Collect and analyze quantitative and qualitative data on gender equality within the university.

- Develop analytical reports and recommendations based on monitoring results to inform managerial decisions.

Expected outcomes:

- Adoption of informed managerial decisions based on reliable data.
- Development of strategies for deepening gender equality processes.

9. Conclusion

Since 2001, Igor Sikorsky KPI has played a significant role in implementing gender equality principles in Ukraine's higher technical education sector. The establishment of the Ukrainian Center for Gender Education (UCGE) with the support of UNDP was a crucial first step, laying the foundation for the development of interdisciplinary initiatives and international cooperation in this field.

A key role in integrating gender equality principles at Igor Sikorsky KPI at all stages was played by the UNESCO Chair on "Higher Technical Education, Applied System Analysis, and Informatics."

UCGE and the UNESCO Chair at Igor Sikorsky KPI became platforms for discussions on democratic reforms, contributed to the formation of a legal framework for gender equality, and facilitated collaboration between researchers, civic activists, and policymakers.

Over a quarter-century of active engagement, numerous significant projects have been implemented, promoting gender equality not only within the university but also across Ukraine as a whole.

Gender Equality as a Driving Force

For Igor Sikorsky KPI, gender equality is more than just a social standard. It is a fundamental component of the university's democratization and a means to achieve new heights in scientific, educational, and innovative-technological activities.

Over these years, the university has:

- Established a research foundation for gender studies;
- Integrated gender components into educational, methodological, and academic activities;
- Expanded international cooperation by engaging partners in the implementation of gender initiatives and projects, including those won by the UNESCO Chair at Igor Sikorsky KPI in annual competitions announced by UNESCO.

New Challenges

- Today, KPI faces new challenges. For further development, the university must:

- Actively participate in international grant programs, particularly **Horizon Europe** and **ERASMUS+KA2**;
- Advance interdisciplinary projects at the intersection of gender studies and technical sciences;
- Ensure thorough monitoring of the implementation of gender equality principles within the university.

The **KPI Action Plan for Implementing Gender Equality Principles for 2024–2027** sets critical goals: from achieving gender balance in leadership to fostering innovation. This plan outlines the paths to accomplish eight strategic objectives and opens new horizons for progress.

Contribution to the Future

The implementation of gender initiatives not only harmonizes the entire university system and integrates it into the European educational and scientific space but also contributes to forming a new managerial elite for Ukraine's future.

The participation of female students and young women scientists in relevant international projects will help shape their development under the principles of sustainability, innovation, and democratization—both within the university and in society at large.

Igor Sikorsky KPI and the UNESCO Chair at the university on "Higher Technical Education, Applied System Analysis, and Informatics" are open to new forms of collaboration.

We invite international partners to work together on projects that combine gender equality, technology, and innovation.

Together, we can achieve new heights and make our world a better place!

