

GENDER EQUALITY PLAN



2024-2027

The Ukrainian Nuclear Society, as the largest sectoral public organization in Ukraine, uniting more than 3,000 members, in order to follow the goals of sustainable development and promote gender equality, developed the first Gender Equality Plan of UkrNS for the next four years.

The gender equality plan together with the annual gender equality plans contains detailed information about the goals of UkrNS in the priority areas of gender equality. The document defines the goals and list of measures, allocates responsibilities and lists the necessary resources for improving gender equality in the Society and the nuclear industry of Ukraine in particular.

The concept of human rights assumes that every person has inherent worth, regardless of factors such as gender, age, ethnicity, religion, beliefs or physical abilities. Gender equality, which encompasses the idea that all people have equal rights, opportunities and values regardless of sex, is a fundamental aspect of the broader concept of human rights. Gender equality applies to both women and men. However, within these gender categories, there are diverse groups with distinct characteristics that require individualized approaches to meet their unique needs. In essence, biological, social and cultural differences between men and women should not serve as a basis for establishing inequality.

Article 24 of the Constitution of Ukraine states that citizens have equal constitutional rights and freedoms, are equal before the law without privileges or restrictions based on gender. Ensuring equal rights of women and men involves providing women with equal opportunities in social, political and cultural activities, education, professional training, employment and remuneration.

This principle is enshrined in the statute of the NGO "UkrNS", in particular in clause 4.2. Statute it is noted that all members of the Society are equal.



Recently, gender policy and issues related to gender equality have gained significant importance, being considered as crucial for the development of a democratic state and modern society.

The obligation to ensure equal rights of men and women is enshrined in the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men". This law emphasizes the importance of achieving parity between women and men in all spheres of public life. It requires legislative provisions guaranteeing equal rights and opportunities, the elimination of gender discrimination, and the introduction of special temporary measures to eliminate imbalances. Equal rights are defined as the absence of restrictions or privileges based on gender, and equal opportunities - the creation of equal conditions for the realization of these rights by both women and men, as provided for by the Constitution of Ukraine and current legislation.

Taking into account the importance of achieving gender equality in the activities of the Society, as well as the specifics of the nuclear industry, UkrNS conducted a comprehensive assessment of the current state of gender equality, in particular the number of women in the Management Board and other management bodies, as well as in separate divisions of the NGO "UkrNS".

Thus, the share of women in the Management Board of the Society is only 6%, in the management bodies of the separate units - about 15%. This indicator is quite low and needs gradual improvement.

Gender stereotypes are a separate direction, because in the nuclear industry traditionally there have been "male" and "female" specialties, and in the direction of their refutation, it is also necessary to carry out systematic work.

Based on the assessment, priority directions and a list of measures were developed.



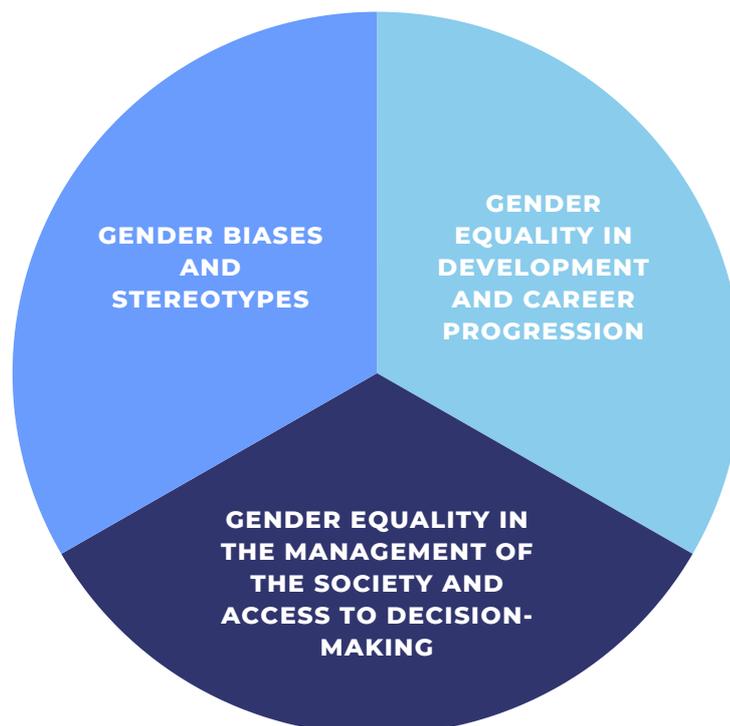
In particular, the following were selected as priority directions in the field of gender equality:

- (1) gender equality in the management of the Society and access to decision-making**
- (2) gender equality in development and career progression**
- (3) gender biases and stereotypes**

This Gender Equality Plan contains objectives, actions and a timetable, as well as information on activities to be implemented in each plan year. Each objective includes performance indicators along with the allocation of responsibilities and resources.

The implementation of the Gender Equality Plan will allow for practical benefits from the use of the maximum human potential regardless of gender, and will allow members of the NGO "UkrNS" to feel their value, significance and role in the Society's activities.

PRIORITY AREAS IN GENDER EQUALITY



1. GENDER EQUALITY IN THE MANAGEMENT OF THE SOCIETY AND ACCESS TO DECISION-MAKING



1. Women play an important role in the leadership of UkrNS, despite the fact that the management bodies of the Society are traditionally dominated by men, and the composition of the Board is not gender balanced. Although gender equality is fully supported by the Society's governing bodies, there is a lack of gender equality in decision-making processes.

ACTIONS	2024	2025	2026	2027
<p>1.1 To achieve gender balance in the governing bodies of UkrNS</p> <ul style="list-style-type: none"> • To achieve gender balance in the board of the Society and the governing bodies of the separate divisions. • To elect members to the management bodies of the society and sections of the society, taking into account the gender balance. • To develop and support women's leadership skills 	✓	✓	✓	✓
<p>1.2. Врахування гендерних питань у процесах прийняття рішень</p> <ul style="list-style-type: none"> • Consideration of gender issues in all decision-making processes in all areas of activity of the NGO "UkrNS" 	✓	✓	✓	✓

2. GENDER EQUALITY IN DEVELOPMENT AND CAREER PROGRESSION



In UkrNS, there is currently a noticeable gender imbalance in the governing bodies, sections and management of separate divisions. A similar situation is observed at the enterprises of the nuclear industry, as well as in the academic sector, where the percentage of women is from 10 to 30%. Among students of specialized specialties, a lower percentage of graduates, as well as post-graduate and doctoral students, is also observed among women than among men.

ACTIONS	2024	2025	2026	2027
<p>2.1 Create a working group and conduct research on existing indicators of gender balance at enterprises of the nuclear industry, as well as in scientific institutions and specialized institutions of higher education.</p> <p>On the basis of the conducted research, develop a list of measures that can be implemented by societies to promote gender balance at enterprises of the nuclear industry, as well as in scientific institutions and institutions of higher education</p>	✓	✓		
<p>2.2. On a regular basis, inform all stakeholders about the opportunities of women in the nuclear industry (energy, industry, science)</p>	✓	✓	✓	✓
<p>2.3. Development and implementation of information campaigns on the topic of gender equality with the involvement of UkrNS separate divisions and partner organizations.</p>		✓	✓	✓

3. GENDER BIASES AND STEREOTYPES



1. The nuclear industry, like many other industries, has a number of gender stereotypes and prejudices such as "male-only occupations" or types of work that are "unsuitable for women", the fight against which is an important task in order to create equality and justice for all members of society and those who work or study in the field of nuclear energy and industry

ACTIONS	2024	2025	2026	2027
3.1 Raise awareness of gender issues with an emphasis on the fact that these are not only women's issues, but also issues related to all genders	✓	✓	✓	✓
3.2 Preparation and dissemination of information about the success of women in the industry - as examples for imitation and overcoming gender stereotypes	✓	✓	✓	✓
3.3 Organize and participate in events and initiatives that contribute to the elimination of gender stereotypes.	✓	✓	✓	✓
3.4. Implement educational programs and prepare informational and educational products that will promote understanding and elimination of gender stereotypes.			✓	✓



The fight against gender prejudices and stereotypes is a long-term process that requires efforts from all members of the Society.

It is important to work together to create a fairer and more equal society





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