

GENDER POLICY AND GENDER EQUALITY PLAN (GEP)

1. INTRODUCTION AND INSTITUTIONAL CONTEXT

1.1. The State Enterprise “National Institute for Development Infrastructure” (hereinafter – **SE “NIDI”**) is a leading research and expert institution in the field of development, construction, reconstruction, maintenance, and safety of infrastructure facilities in Ukraine.

1.2. **SE “NIDI”** carries out research, analytical, expert, testing, certification, and methodological activities; participates in the formulation of state policy in the infrastructure sector; implements innovative and digital solutions; and actively cooperates with international partners and European Union programs, including Horizon Europe.

1.3. Ensuring equal rights and opportunities for women and men, non-discrimination, inclusiveness, and a safe working environment is an integral part of the mission of the **SE “NIDI”** aimed at sustainable infrastructure development in Ukraine and at improving the quality of research, engineering solutions, and management processes.

1.4. This Gender Policy and Gender Equality Plan (GEP) define a systematic, institutional, and long-term approach of the **SE “NIDI”** to integrating gender equality across all areas of its activities.

2. OBJECTIVE AND TASKS OF THE GEP

2.1. The objective of the Gender Policy and the GEP is to create a fair, inclusive, and safe environment within the **SE “NIDI”** where all employees have equal opportunities for employment, professional development, participation in management, research, and projects, regardless of gender or other characteristics.

2.2. The main tasks of the GEP include:

ensuring equal rights and opportunities for women and men in labor and professional relations;

integrating the gender mainstreaming approach into the Institute’s strategies, policies, programs, and projects;

promoting gender-balanced decision-making;

preventing any forms of discrimination, harassment, and gender-based violence;

raising staff awareness on gender equality issues;

fulfilling the mandatory requirements of the European Commission regarding the existence of a GEP for participation in **Horizon Europe**.

3. LEGAL AND REGULATORY FRAMEWORK

3.1. The Gender Policy of the SE “NIDI” is based on the following legal acts:

3.1.1. National Legislation of Ukraine:

Constitution of Ukraine (Articles 21, 24);

Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”;

Law of Ukraine “On the Principles of Preventing and Combating Discrimination in Ukraine”;

Labor Code of Ukraine;

Law of Ukraine “On Occupational Safety and Health”;

Law of Ukraine “On Prevention and Counteraction to Domestic Violence”;

State Strategy for Ensuring Equal Rights and Opportunities for Women and Men;

other legislative acts of Ukraine in the field of human rights and labor relations.

3.1.2. International and European Documents:

UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW);

UN Sustainable Development Goals (in particular SDG 5);

Association Agreement between Ukraine and the European Union;

European Commission requirements for Gender Equality Plans under **Horizon Europe**;

Recommendations and methodological materials of the **European Institute for Gender Equality (EIGE)**.

4. PRINCIPLES OF THE GENDER POLICY OF THE SE “NIDI”

4.1. The SE “NIDI” adheres to the following principles in its activities:

equality of rights and opportunities for women and men;

non-discrimination on any grounds;

gender integration across all policies and processes;

transparency and accountability of management decisions;

inclusiveness and respect for diversity;

zero tolerance for discrimination, sexual harassment, and violence;

work–life balance.

5. SCOPE OF APPLICATION

5.1. This Gender Policy and GEP apply to:

the management of the SE “NIDI”;

all structural units (centers, departments, laboratories, services);

permanent employees;

individuals involved in projects, research, and expert activities;

interns, PhD students, consultants, and partners within contractual relations.

6. KEY AREAS OF GEP IMPLEMENTATION

6.1. Governance and Human Resources Policy include:

ensuring transparent and non-discriminatory recruitment procedures;
promoting gender balance in managerial, advisory, and expert bodies;
equal opportunities for career development and access to training;
prevention of the gender pay gap.

6.2. Gender Dimension in Research and Project Activities is ensured by:

integrating the gender dimension into the planning and implementation of research and projects;

analyzing the impact of infrastructure solutions on different social groups;
collecting and analyzing gender-disaggregated data in project activities.

6.3. Working Conditions and Work–Life Balance are ensured by:

applying flexible forms of work organization in accordance with legislation;
creating safe and healthy working conditions;
supporting employees with family responsibilities.

6.4. Prevention of Discrimination, Harassment, and Violence is ensured by:

introducing internal procedures for submitting and reviewing complaints;
ensuring confidentiality and protection of affected persons;
informing staff about protection and response mechanisms.

6.5. Training and Awareness Raising includes:

regular training sessions and information activities on gender equality;
inclusion of gender topics in professional development programs.

7. MANDATORY PROCESS-RELATED REQUIREMENTS OF HORIZON EUROPE

7.1. *Public Availability.* This document is public and is published on the official website of the Institute in the section “Policies and Regulations”.

7.2. *Resources.* For the implementation of the GEP, the SE “NIDI”:

appoints a Gender Equality Coordinator;
provides organizational and time resources;
where possible, allocates financial resources.

7.3. *Data Collection.* The SE “NIDI” carries out regular collection and analysis of gender-disaggregated data related to staff, governance, and project activities.

7.4. *Monitoring and Reporting:*

annual monitoring of GEP implementation;
preparation of an internal report for management;
updating the Plan at least once a year.

8. GOVERNANCE AND RESPONSIBILITY

8.1. *Gender Equality Coordinator.* The Gender Equality Coordinator is appointed by an order of the Director of the SE “NIDI” and is responsible for coordination of implementation, monitoring, and reporting under the GEP.

8.2. *Management Responsibility.* The management of the SE “NIDI” bears overall responsibility for the implementation of this Gender Policy.

9. MONITORING, REVIEW, AND UPDATE

9.1. The GEP is subject to annual review taking into account:
changes in the legislation of Ukraine;
requirements of the European Union;
results of monitoring and effectiveness evaluation.

10. FINAL PROVISIONS

This Gender Policy and Gender Equality Plan enter into force on the date of its approval by the order of the Director of the **State Enterprise “National Institute for Development Infrastructure”** and is mandatory for all employees of the Institute
