

Gender Equality Plan

Women4Cyber Ukraine

Version 1.0 | Date: [10/01/2025] | Approved by: Board of Women4Cyber Ukraine

1. Introduction

Women4Cyber Ukraine — official Ukrainian chapter of the European Women4Cyber Foundation, with a mission to promote equal opportunities in cybersecurity, expand women's participation in the digital economy, and foster an inclusive professional environment. This Gender Equality Plan (GEP) ensures compliance with international standards, including Horizon Europe requirements, and sets our principles of equality, inclusivity, and non-discrimination.

2. Purpose and Scope

This GEP applies to all board members, employees, volunteers, partners, and project participants of Women4Cyber Ukraine. It covers all operational areas, including governance, project activities, communications, education, and events.

3. Core Principles

1. Equal rights and opportunities regardless of gender, age, ethnicity, orientation, religion, or other identity markers.
2. Transparent and fair recruitment, appointment, and promotion processes.
3. Zero tolerance for discrimination or harassment.
4. Systematic monitoring and continuous improvement of gender policies.

4. Horizon Europe Compliance Commitments

- 4.1 Public Document: Published on our website and signed by the Chair of the Board. Updated annually.
- 4.2 Dedicated Resources: Appointment of a Gender Equality Officer, allocated budget for trainings, campaigns, and analytics.
- 4.3 Data Collection & Monitoring: Annual collection of gender-disaggregated statistics on staff, participants, and leadership.
- 4.4 Training & Awareness: At least 2 trainings/year on gender equality, unconscious bias, and harassment prevention.

5. Thematic Priorities & Actions

- 5.1 Work-Life Balance: Flexible schedules, remote work, support for carers, and mental health programs.
- 5.2 Gender Balance in Leadership: Target of at least 40% of each gender in leadership positions; transparent recruitment.
- 5.3 Equality in Recruitment & Career: Inclusive job ads, equal access to promotions, training, and mentorship.
- 5.4 Gender Dimension in Research & Education: Integration of gender topics in training materials, showcasing women in cybersecurity.
- 5.5 Prevention of Gender-Based Violence: Zero-tolerance policy, anonymous reporting channels, and clear investigation protocols.

6. KPIs & Monitoring

Area	Metric	Baseline (2025)	Target (2026)
Leadership Gender Balance	% women/men	50/50	≥ 40% each gender
Program Participation	% women/men	55/45	≥ 45% each gender
Trainings Delivered	Number/year	2	≥ 3
Discrimination Complaints	Number	0	0

7. Reporting & Updates

The GEP is reviewed every January. Annual results are published on the official website. Updates incorporate evolving international standards and feedback from stakeholders.

Maryna Yevdokymenko
President of the Association "Women4Cyber Ukraine"

