



GENDER EQUALITY PLAN of Center of Environmental Projects for Airports (CEPA)

1. STATE-OF-THE-ART. WOMEN, WAR & AND THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations has been a steadfast advocate for women's rights since its inception, aligning with Article 1 of its Charter, which emphasizes respect for human rights and fundamental freedoms for all, regardless of race, sex, language, or religion.

In line with this commitment, the UN has prioritized gender equality within the framework of the 17 Sustainable Development Goals (SDGs). Goal 5, "Achieve gender equality and empower all women and girls," serves as a dedicated call to action to address gender disparities and ensure equal opportunities for all.

This pursuit of equality is not only consistent with the UN's mandate but also resonates with Article 24 of the Constitution of Ukraine, which underscores citizens' equal constitutional rights and freedoms. The Constitution explicitly prohibits privileges or restrictions based on gender, affirming the principle of equal rights for women and men before the law.

To fulfill this constitutional mandate, it is essential to ensure that women have equal opportunities in various spheres of life, including social, political, and cultural activities. This encompasses access to education and professional training, as well as fair treatment and remuneration in the workplace.

Despite progress, challenges persist, with gender disparities evident in areas such as earnings and representation in decision-making bodies. Addressing these disparities requires concerted efforts at both national and international levels, grounded in legal and legislative reforms that uphold the principles of equality and non-discrimination.

By championing gender equality and empowering women economically, politically, and socially, the UN remains committed to advancing the rights and opportunities of women and girls worldwide, in alignment with the constitutional principles of Ukraine and the broader international community.

In addition to addressing gender disparities during peacetime, it's crucial to acknowledge the unique challenges faced by women and girls in times of conflict. Women often bear the brunt of armed conflicts, experiencing heightened risks of violence, displacement, and loss of livelihoods. Ensuring gender equality in wartime requires specific attention to the protection of women's rights and the promotion of their participation in peacebuilding and conflict resolution efforts.

The United Nations, recognizing the importance of gender equality in both peace and wartime, has outlined measures to safeguard the rights of women and girls during armed conflicts. Resolution 1325 on "Women, Peace, and Security" underscores the need for the full participation of women in conflict prevention, resolution, and peacebuilding processes. It calls for the protection of women and girls from gender-based violence, including sexual violence, and emphasizes the importance of gender-sensitive approaches to humanitarian assistance and post-conflict reconstruction.



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2. CEPA ACTION PLAN ON IMPLEMENTING THE PRINCIPLES OF GENDER EQUALITY

	Strategic Goals	Aim	KPI	Tasks	Actions and Measures
	1. Gender Balance in Leadership and Decision-Making	Ensure proportional representation of women and men in decision-making roles.	Increase/Save the percentage of women in leadership positions by 2030.	1. Assess current representation of women in leadership positions.	- Conduct research on gender distribution in leadership roles.
					- Analyze data, develop recommendations, and monitor progress
				2. Provide training on gender equality for decision-makers.	-Organize training courses on gender awareness for aviation environmental professionals
				3. Implement gender-inclusive language at CEPA.	- Review and revise company documents for gender-inclusive language. - Provide guidelines and resources for using inclusive language in communications.
	2. Gender Equality in Recruitment and Career Progression	Create equal opportunities for women and men in recruitment and career advancement.	Save gender parity in recruitment and promotions by 2030	1. Conduct anti-discrimination review of recruitment materials (2025)	- Review recruitment materials for adherence to gender equality principles.
				2. Promote gender equality through company media content (2025)	- Write gender mainstreaming columns in company publications.
					- Disseminate gender policy news through various media channels.
	3. Integration of Gender Dimension in Training Professional Work	Ensure training programs are inclusive and free of gender-based stereotypes.	Incorporate gender-related courses into relevant professional training programs by 2030.	1. Evaluate training programs for gender equality compliance.	- Review training materials for adherence to gender equality norms.
				2. Train aviation industry professionals on gender assessment techniques.	- Provide training sessions on gender assessment for trainers.
				3. Integrate gender-related content into training programs.	- Incorporate gender-related courses into relevant training curricula.
	4. Integration of Gender	Foster gender-related research and activities within the company.	Increase the number of gender-related	1. Establish CEPA LCC as a platform for gender-related research.	- Create databases of gender-related research articles and authors. - Support interdisciplinary gender specialist teams.



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	Dimension in Research and Creativity		research projects by 2030.	2. Implement gender-related innovations in company activities.	- Organize competitions and events on gender issues.
					- Include gender topics in research conferences and initiatives.
				3. Collaborate with partners on gender initiatives.	- Identify and engage partners interested in gender initiatives.
					- Publish results of gender-related studies and surveys.
	5. Prevention of Gender-Based Violence, Particularly Sexual Harassment	Maintain zero tolerance for gender-based violence within CEPA LCC.	Reduce the number of reported gender-based violence incidents by 2025.	1. Establish a reporting channel for gender-based violence incidents.	- Set up a commission to address violations of the company's Code of Ethics (by 2025)
					- Collect and analyze reports of gender-based violence incidents (by 2030)
				2. Prevent gender-based violence in company communications.	- Provide training to moderators on recognizing and preventing sexism (by 2030)
					- Conduct information campaigns on gender-based violence prevention (by 2030)
					- Review advertising materials for gender sensitivity (by 2030)
	6. Work-Life Balance	Create equal opportunities for women and men among staff to help them combine career development with personal life obligations.	Increase employee satisfaction with work-life balance by 2030.	Implementation of Social Projects to Promote Work-Life Balance:	- Implement social projects concerning work-life balance.
					- Create initiatives such as flexible work schedules or family-friendly policies.
					- Collect, Analyze, and exchange best practices with other small enterprises.
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					- Include work-life balance initiatives in company policies and practices.
	Dedicated Resources:	Commitment of human resources and gender expertise to implement the plan.	Availability of dedicated personnel and expertise for gender equality initiatives.	- Allocate specific personnel and resources for implementing the Gender Equality Plan.	- Designate staff members with expertise in gender equality to lead implementation efforts.
	Data Collection and Monitoring:	Sex/gender-disaggregated data on personnel and annual reporting based on indicators.	Regular collection and analysis of gender-disaggregated data.	- Establish systems for collecting and analyzing sex/gender-disaggregated data on personnel.	- Develop indicators to track progress on gender equality goals.
	Training:	Awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers.	Increased awareness and understanding of gender equality and unconscious biases.	- Develop training programs on gender equality and unconscious bias.	- Conduct regular training sessions for staff and decision-makers