

# NEWS DIGEST OF THE PROJECT "SPRINGBOARD TO EQUALITY"

October -  
December 2022

"Springboard to Equality" is a joint Swedish-Ukrainian project aimed at withdrawal from gender stereotypes in education, at work, at home and in community life and creating a supportive environment and growing public demand for advancing equal rights and opportunities for women and men in Ukraine. Find more about the [project](#).

## COMBATING GENDER STEREOTYPES IN EDUCATION

### PROJECTS FOR BEHAVIOURAL CHANGE IN CHOOSING A CAREER WITHOUT STEREOTYPES

In October-December, Lviv Open Lab (the youth space on popularization science and STEAM education) together with UNFPA, the United Nations Population Fund in Ukraine implemented three projects: **"STEAM camp"**, **"TECHNOdivchata"**, **"STEAMLaboratoriia"**.

**"STEAM CAMP"** is a project designed to introduce young people from different regions of Ukraine to STEAM (Science, Technology, Engineering, Arts and Mathematics). During October-November, 34 participants learned about the current and promising areas for the development of modern chemical

and biotechnological sciences, 3D printing and aspects of its use, DIY business prospects, power system operation, specificities of work in IT and opportunities for self-realization on the excursion to TechMagic, IT-company, and during programming sessions. The girls and boys also talked about leadership and gender equality, mental health and psychosocial support, learned stabilization techniques and approaches to resource searching, in an age-specific manner.

The value for the participants was that experts not only told about their specialty or industry but also practically demonstrated how everything works, so that the girls and boys could understand in which direction to advance, considering the experience gained during the practical sessions.



## "TECHNODIVCHATA. NATIONAL GIRLS IN TECHNOLOGY DAY"

"TECHNOdivchata. National Girls in Technology Day" is a project aimed at introducing girls to the IT sphere and overcoming gender stereotypes in this field. It gained 1,045 online views (70% of female viewers during [YouTube/Facebook](#) streaming) and 21 participants aged 14-18 watching it in the Lviv Open Lab youth space for popularization science and STEAM education in November 2022.

During the event, 6 offline lectures were held with online streaming by speakers from IT companies, where the participants learned about the diversity of IT professions, the specifics of career building in this field, soft and hard skills, communication and opportunities to implement their own ideas, leadership, professionalism which has no gender, love for the cause of their life. The hackathon was also held involving female mentors from IT-companies, during which 4 teams of participants presented prototypes of solutions to attract girls into this sphere - chat-bot, website and career guidance course.

One speaker noted that girls were most interested in how to understand whether working in the IT sector suits them and the path for women developers in a team where most of workers are men. In general, participants gained useful knowledge and skills and now understand myths and stereotypes about IT sphere and girls in it, which they are ready to refute in practice.



## "STEAM LABORATORIIA. FROM THE BASICS TO THE DREAM JOB"

"STEAM LABORATORIIA. FROM THE BASICS TO THE DREAM JOB" is a project aimed at creating conditions for acquiring necessary skills and knowledge with a prospect of employment in the scientific/technical/IT spheres. During November-December 2022 the project brought together 65 young participants, 39 girls and 26 boys at the age of 10-38.

The training, structured according to modules, such as "3D modeling", "Programming", "Chemistry", enabled the participants to learn the basic level of Programme 3dsMax and Python syntax, how to work with chemical inventory and independently conduct a number of experiments. Within these 3 modules, 36 practical sessions and 9 open lectures were held and 3 excursions conducted to 3D TECH ADDtive, IT company Intellias, Lviv municipal enterprise "Green City".

The girls and boys talked about STEAM-educational approach, gender equality, hard and soft skills in professional life, career opportunities in IT, 3D modeling, chemical industry, as well as study visits to IT-companies. For example, a visit to 3D TECH ADDtive allowed the participants to see the specificity of 3D printing and scanning on professional equipment, a visit to IT company Intellias - internal IT processes, a visit to Lviv municipal enterprise "Green City" - waste sorting technology.

The project has been implemented in partnership with IT-companies, such as Intellias, N-iX, 3D-companies In Silico, 3D Tech ADDtive, the Education Directorate of Lviv City Council, IT Step School, Lviv Polytechnic National University, Ivan Franko National University of Lviv and Lviv municipal enterprise "Green City."





## UNFPA AND EDCAMP TRAIN THE EDUCATORS ON THE METHODOLOGY OF SOCIAL, EMOTIONAL, ETHICAL LEARNING (SEEL) BASED ON ANTI-DISCRIMINATION APPROACH

On November 26–30, the 3rd session was held in training of the trainers team on social, emotional and ethical learning, which brought together 22 participants.

SEEL is the innovative educational programme, which provides educators with the tools they need to foster students' and own development of emotional, social, and ethical intelligence.

During the training, educators deepened their knowledge and understanding of the SEEL and its application in the educational process for adults and children; practised facilitation and training tools; were introduced to the storytelling method, which develops empathy, motivates positive changes and helps to reduce conflict and tension.

Among other things, the training demonstrated the link of the SEEL with the programme concepts and standards of the New Ukrainian School. The event also gave teachers an opportunity to deepen their understanding of the importance of soft skills for the current educational context and increased their readiness to implement the SEEL in their school or education centres created in their community.

For more detail, see:

[Edcamp](#) and [SEE learning](#)



## NEW EDUCATION HUBS IN TERNOPIL AND LUTSK

The network of Ukrainian Education Hubs was scaled up due to the official opening of new spaces in Ternopil on 8 October 2022 and in Lutsk on 9 November 2022.

The education hubs have been implementing the concept "Lifelong Learning". A key objective is to educate children and adults for successful careers, to develop human capital in terms of economic empowerment of IDPs and local vulnerable populations, and to reinforce the resilience of host communities.

Between October and December **7 582 persons** benefited from the services of education hubs, namely:

1. "School of Career Adviser" for school psychologists and teachers for further career guidance of students: 163 persons.

2. "School of psychological support" for parents and educators: 1 021 persons.

3. Career guidance and artificial intelligence testing, as well as psychological counselling for students of 7-11 grades and adults: 4 158 persons.

4. Short-term training programmes for IDPs to promote choosing a career and career itself without stereotypes. The training was held on popular IT (designers, web-designers, web-developers) and vocational specializations (hairdressers, manicurists, confectioners, dressmakers, florists, tourist guides, administrators, etc.): 989 persons.

5. Language courses and language clubs in Ukrainian and English: 629 persons.

6. Training for vulnerable categories of society and educators on soft skills, the art of self-presentation, time management, first aid, as well as online training on writing a resume and passing an interview: 618 persons.

Lessons of digital and financial literacy, development of entrepreneurial skills, career guidance and building of further education and career, as well as soft skills and psychological resilience were provided to adolescents.

The initiative "Education hubs of Ternopil and Volyn" is implemented in partnership with the Ministry of Education and Science of Ukraine, NGO "Association of Innovative and Digital Education", the Institute of Educational Content Modernization (at the Ministry of Education and Science of Ukraine), charitable foundation "Beetroot Academy" as well as Volyn, Ternopil state regional administrations.

Read more about the hubs' activities here:  
[Telegram-channel of Ternopil Educational Hub](#),  
[Telegram-channel of Volyn Education Hub](#)





## THE STRATEGY FOR IMPLEMENTATION OF GENDER EQUALITY IN EDUCATION HAS BEEN APPROVED

On December 20, 2022, the Government has adopted a Strategy for Implementation of Gender Equality in Education until 2030 and approved an operational plan for its realization for 2022-2024.

This Strategy, developed by the Ministry of Education and Science of Ukraine, defines the basic principles, target groups, strategic goals and tasks for the implementation of the state policy regarding the provision of equal rights and opportunities for women and men in the field of education.

The main goal of the Strategy is to comprehensively implement the principles of equal rights and opportunities for women and men and non-discrimination on any grounds in the education system, as well as to identify ways to introduce gender mainstreaming at all levels and

areas of education.

The Strategy is also aimed at the implementation of the Sustainable Development Goals of Ukraine until 2030, namely Goals 4 "Quality Education" and 5 "Gender Equality", compliance with the commitments of the Biarritz Partnership and the National action plan to implement the recommendations of the UN Committee on the Elimination of Discrimination against Women.

Thanks to the technical expertise and advocacy of the UNFPA, methodological recommendations (criteria) on anti-discrimination examination of school curricula and textbooks were developed and adopted. These criteria, approved by the Institute of education content modernization, form the basis for the creation of a culture of inclusion and non-discrimination in the educational system at all levels.

Government of Ukraine approved  
**THE STRATEGY FOR THE  
IMPLEMENTATION OF  
GENDER EQUALITY in education**  
until 2030



## ENGAGING MEN IN THE EQUAL DISTRIBUTION OF HOUSEHOLD RESPONSIBILITIES AND CHILDCARE

### TATOHUBS SUPPORT COMMUNITIES AND CREATE SAFE SPACES FOR FAMILIES, AFFECTED BY WAR HOSTILITIES

The TatoHubs' Network, which has been re-profiled into public family-friendly spaces, has continued to provide psychological support to families, conducting joint activities for parents and children. TatoHubs have become informal centres for the integration of IDPs in host communities and the adaptation of families to life in crisis.

In most cases TatoHubs' psychologists helped with emotional burnout, coping with fear, managing stress and anxiety, experiencing loss, guilt, uncertainty, inability to plan and adapt to wartime life, conflict solving and prevention of domestic violence and nonviolent childcare. From October to December, **TatoHub.Poltava** held 32 group and 144 individual psychological consultations, therapeutic sessions and 6 meaningful leisure activities (workshops) for 185 participants (IDPs and local vulnerable

population, including persons with disabilities); organized a psychological support group for volunteers, dealing with IDPs (13 sessions); facilitated a hotline as a counselling service for vulnerable populations, including IDPs (27 women and 8 men received initial counselling, of these, 17 clients were referred for the psychotherapy).

In December 2022, TatoHub.Poltava resumed training only for men/fathers, holding 4 sessions on the following topics: being a father, gender stereotypes, partnerships, child psychology (from 0 to 10 years old). Taking into account varying ages and origins of the male participants, the group provides a space for sharing experiences and gradually transforming behaviour towards partnership, nonviolent communication, support and childcare.





In the 4th quarter, **TatoHub.Zaporizhzhia** held 219 activities, namely 17 events of meaningful leisure for the whole family – team building games "Tato-Quiz", team quiz game under the guidance of professional presenter "Tato-Quiz"; 42 group and 160 individual psychological consultations.

The online community for pregnant women and their families "9 fabulous months" was organized, where the following topics, together with a perinatal psychologist, are discussed: how relationships change during pregnancy; the importance of a partner and family support; how to prepare for childbirth and other topics; in addition, live meetings of a psychologist with pregnant women and their partners are held.

The TatoSchool was resumed only for men. Psychologists held 8 sessions and helped create a more trusting atmosphere for participants to talk about their concerns. The themes of the meetings are the following: upbringing, age crises, stress, family crises and their impact on children; stress management; dependencies and their impact on the family; overcoming losses and grief during the war; preventing burnout; how to talk to the child about war.

The feedback from the participant: "... many thanks for your work. Thanks to your consulta-

tions, my son (who is currently abroad) and I talk and read fairy tales online every night, he does not go to bed until we talk. That is incredibly important for me. By the way, things are getting better with his mother, too. We are divorced and for the first time since we broke up, we can communicate without screaming or insulting each other. I want to say "Thank you" without exaggeration. I do not lose connection with my son!"

**TatoHub.Berdiansk** in the 4th quarter resumed work for IDPs from Berdiansk in Zaporizhzhia, organized sessions with psychologists, workshops for fathers and children. It was also possible to continue the activities of the Family Life School for students of relocated vocational and higher education institutions. Participants gained knowledge and skills regarding equal partnership, the harm of gender stereotypes and their impact on family life, responsible fatherhood.

In total, 23 activities were conducted, namely 3 events (workshops), 6 group and 14 individual psychological consultations. In addition to common requests, psychological support was provided to resolve conflicts with relatives remaining in the occupied territory.

The displaced community of Berdiansk emphasizes the importance of TatoHub activities for recovery, adaptation, reduction of the impact of traumatic events and losses, networking and expansion of the circle of communication, positive impact on children (they become more relaxed and smiling, their anxiety and tension decrease).



TatoHub network was expanded with three new hubs – **TatoHub.Ternopil**, **TatoHub.Uzhhorod**, **TatoHub.Khmelnyskyi** thanks to joint efforts of UNFPA, PO "Fishing club of Ukraine – UAFishing club (FCUUC)" and other partners in early October.

176 activities were carried out during the 4-th quarter:

**TatoHub.Ternopil**

19 group and 29 individual psychological consultations, therapeutic sessions and 12 family recreational activities.

**TatoHub.Uzhgorod**

20 group and 24 individual psychological consultations, therapy sessions and 7 activities.

**TatoHub.Khmelnyskyi**

20 group and 33 individual psychological consultations, therapeutic sessions and 12 activities.

Expansion of the network in Western Ukraine contributes to better adaptation of the population forced to leave their homes. Psychological trainings are aimed at the rehabilitation and reintegration of IDP families, families with post-war experience and family members of military personnel (in the form of art therapy or workshops). Individual psychological work was aimed at addressing such requests as support of families at the risk of divorce, family conflicts, child-parent relations, misunderstandings with teenagers, negative emotional state of children and parents, guilt of the survivor, adaptation in war time.

Among other things, TatoHubs focused on financial literacy training and the basics of profitable entrepreneurship. Families who attended the training learned about the secrets of the money cycle, learned to develop business ideas, test them, increase family income and plan family budget.





SUPPORTING SURVIVORS OF  
GENDER-BASED VIOLENCE

## 485 WOMEN

AFFECTED BY DOMESTIC VIOLENCE HAVE  
GOT NEW PROFESSIONS IN IT SECTOR

Through UNFPA collaboration with the IT School Beetroot Academy and Logos IT Academy, women who have survived gender-based violence and are in difficult life circumstances, have the opportunity to improve their economic security and to get training in IT specialties. Training programmes are developed in accordance with the latest requirements and standards of the IT market with an enhanced employment component, including practical activities and mentoring of participants in planning their future career in the IT sector.

485 women received certificates in IT-professions (Design, QA Manual, HR in IT, DM, Project Management in IT, FrontEnd) at the end of the year.

The courses were focused on practical skills, after which the students had the opportunity to create a portfolio and go on internships in partner companies.

After the course, the first paid test projects were given to the alumni to start forming their portfolio.

In addition to IT trainings, participants additionally studied English, received psychological and career guidance support from career advisors<sup>1</sup>. Consultations are provided by female career advisors on the basis of career hubs "Vona" in synergy with the project "Embrace" with the financial support of the UK.

Also, trainings, with the participation of experts, were held on the use of the freelance platform for job search and understanding of the taxation of freelance work and other legal aspects

<sup>1</sup>Consultations are provided by female career advisors on the basis of career hubs "Vona" in synergy with the project "Embrace" with the financial support of the UK.



# "EQUALLY VALUABLE IN BUSINESS"

IS A MEDIA PROJECT ON CORPORATE FAMILY-FRIENDLY POLICIES AND SUPPORT OF STAFF DURING WAR

The media-project "Equally valuable in business" has been implemented in cooperation with the media holding "New Voice" to deepen UNFPA partnership with corporate sector in the area of gender equality and promotion of the concept of "family-friendly policies".

The topic of the project is corporate practices aimed at supporting employees and their families during war, including gender equality, non-discrimination, prevention of domestic violence.

The most common practices of companies are help and financial support when moving to safe regions; psychological assistance of qualified professionals to develop stress tolerance and adaptation to life in crisis; flexible working hours and the possibility to work remotely; hotlines for individual requests; information and implementation of policies to combat domestic violence and gender equality principles, etc.

The project consists of 10 radio interviews with representatives of Ukrainian and international business of various industries - agro, IT, media, etc. The following companies, among others, are: Eleks, Vandra Rugs, Starlight Media, Electrolux, Avon, SoftServe, Corteva, Kernel, and Shakhtar Social. Member of Parliament Marina Bardina, who advocated a legislative initiative to provide 14 days of paid paternity leave, highlighted the government's position to support a corporate culture of equal rights and opportunities for men and women during her interview. Interviews were published as articles, podcasts and social media posts. Longread with the gender expert' key findings and recommendations completed the project.

In total, the project reached 985,000 representatives of business-oriented audiences through the use of various media tools.

Landing page of the project:  
[www.biz.nv.ua](http://www.biz.nv.ua)

