



Strengths, Weaknesses, Opportunities and Threats in Human Rights

for Erasmus+ HRLAW project



INTRODUCTION



“...Ukraine has one of the most vibrant civil societies in the region. Citizens are increasingly taking issues into their own hands, protesting against unwanted construction, and exposing corruption. There were no limits seen on NGO activities. Trade unions function, but strikes and worker protests were infrequently observed, even though dissatisfaction with the state of economic affairs was pervasive in the fall of 2008. Factory owners were seen as still able to pressure their workers to vote according to the owners’ preferences...”

Freedom House (2009)

STRENGTHS

HOW TO IDENTIFY?



1. What were our assets?
2. Which one of those assets was the strongest?
3. What were our competences? What knowledge, skills and attitude did we have that helped us?
4. What made this project better than your previous?
5. What was the unique thing about this project?
6. How skilled were the participants?
7. What are the things that other people say we did well?
8. Did you have experience in such a project before?
9. What were the advantages we had over our previous projects?

STRENGTHS

FOR UKRAINIAN UNIVERSITIES



1. Scientific potential

Partner universities hold major competencies in providing high-quality research, teaching and knowledge transfer in the area of human rights.

2. Experienced departments

All partner universities have Law Departments with high qualified professors, research fellows and teachers, who are directly involved in research projects through National and International organizations.

3. Regional leading position in education and research

Universities can become a regional hub of integrating all the Human Rights activities

4. Established relations with many national and international institutions

5. Tight cooperation with businesses, authorities and non-profit organizations



WEAKNESSES

HOW TO IDENTIFY?

1. What areas do we need improvement on?
2. In what way were we not efficient?
3. What are the things we need to avoid?
4. What areas do other projects have an advantage on?
5. Did we have lack in knowledge?
6. Were we not skilled enough?
7. Did we have enough money to run such a project?
8. Was the interest of the participant too low?
9. Did we get enough experience?
10. Were other previous projects miles ahead of this?
11. Why shouldn't you have undertaken this mission

WEAKNESSES

FOR UKRAINIAN UNIVERSITIES



1. **Low salaries** affecting morale and retention of Universities departments
2. **Bias towards education** – research activity is constantly under limited financing
3. **Complicated management due to huge size** – new approaches in Human Right are not always implemented soon, as the University has a complex administrative hierarchy, which lacks flexibility
4. **No comprehensive strategy** for development of science and education, including Human Rights.
5. **Limited recruitment potential** – may influence on the real functioning of the Department of Low and knowledge transfer in the context of the necessity to unit the staff functions

OPPORTUNITIES

HOW TO IDENTIFY?



1. Which opportunities gave Ukrainian Universities this project?
2. Will these trends affect you in a positive manner?
3. Can you take advantage of these opportunities?
4. What is your University missing?
5. Can you provide that missing link for your University?

OPPORTUNITIES FOR UKRAINIAN UNIVERSITIES



1. Analyze experience and best practice examples of the EU partners.
2. Establish and equip Offices of Student Ombudsman (OSO) at the partner universities within already existing relevant units.
3. Develop and verify 2 national code of academic integrity protocols.
4. Develop Curricula & Lecture books for 9 master modules.
5. Develop, verify and pilot Case-oriented Human Rights curricula of 5 doctoral modules and lecture books for doctoral students.

THREATS

HOW TO IDENTIFY?



1. Which obstacles did your Universities face in the current project?
2. Which are the negative aspects in the current ERASMUS+ projects?
3. Are your key staff members of this project satisfied with their benefits?

THREATS

FOR UKRAINIAN UNIVERSITIES



1. Limited input in project events from stakeholders
2. Key staff members of this project may be unsatisfied with their project-related benefits
3. Regular workload from their primary academic responsibilities
4. Difficult survival after the project completion due to the lack of support from universities administration (
 - updates in university strategy,
 - removal of trained staff,
 - low motivation of newly appointed personnel,
 - formal implementation and support etc.)

SWOT Summary



STRENGTHS

1. Great scientific potential
2. Experienced departments
3. Regional leading position in education and research
4. Established relations with many national and international institutions
5. Tight cooperation with businesses, authorities and non-profit organizations

OPPORTUNITIES

1. Analyze best practice examples
2. Establish Offices of Student Ombudsman
3. Develop codes of academic integrity
4. Master curricula
5. Doctoral curricula
6. Staff capacity building

WEAKNESSES

1. Low salaries
2. Bias towards education
3. Complicated management due to huge size
4. No sustainable strategy for HR education
5. Limited recruitment potential

THREATS

1. Limited input from stakeholders
2. Non-satisfaction of key staff members
3. Regular workload
4. Difficult survival after the project completion