

ACTION PLAN FOR THE IMPLEMENTATION OF THE PRINCIPLES OF GENDER  
EQUALITY IN THE PRACTICE OF ACTIVITIES  
of the V.I. Vernadskyi Institute of General and Inorganic Chemistry  
of the National Academy of Sciences of Ukraine  
(2023-2026)

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The V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine IGIC of (NASU) recognizes that European chemistry research, despite national and EU strategies on gender equality, still suffers from significant losses and inefficient use of highly qualified women. As an employer, the IGIC of NASU adheres to the principles of the European Charter of Researchers (<https://mon.gov.ua/ua/nauka/nauka/reforma-nauki/yevropejska-hartiya-doslidnikiv-ta-kodeks-pracevlashtuvannya-naukovih-pracivnikiv>). Promoting gender equality is important to us. This is integrated into our strategic plan and goals.

Within the framework of the Gender Equality Plan, which will be implemented over the next four years, we will support the planned actions on gender equality defined by the Action Plan of the IGIC of NASU. The main objective of the Gender Equality Plan is to promote gender equality in the IGIC of NASU and adapt our policies and practices to remove any barriers to equality, rectify any biases, eliminate gender imbalances and strengthen the gender dimension in research programs. We also worked to ensure that all employees were supported in developing their careers and maintaining a healthy work-life balance.

To achieve our goals, we have directed our resources to support the development and implementation of the Gender Equality Plan. The implementation of the Gender Equality Plan will be carried out by the working group on equality issues and will be monitored by the Directorate of the Institute. Information about plans and results related to gender equality will be communicated to all employees and presented on the website of the IGIC of NASU.

The IGIC of NASU understands and supports the proposed plan, and will be fully involved in gender equality activities and plans. We will honor these commitments regardless of management changes, budget changes or other foreseeable events.

This is a four-year strategy - 2023-2026, and an internal evaluation will take place in 2023.

Director of the Institute

### **Introduction**

The need to observe the equality of the rights of men and women is fixed by the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men", which emphasizes the need to achieve a parity position of women and men in all spheres of the society's vital activity through the legal provision of equal rights and opportunities for women and men, elimination of discrimination on the basis of sex and the application of special temporary measures aimed at eliminating the imbalance between the opportunities of women and men to exercise equal rights granted to them by the Constitution (Article 24) and the current legislation of Ukraine.

The equal rights of women and men are defined as the absence of restrictions or privileges based on sex, and the equal opportunities of women and men are defined as equal conditions for the realization of equal rights of women and men. The Gender Equality Plan (hereinafter referred to as the GEP) was created with the aim of ensuring equal opportunities for the realization of the scientific and professional potential of all employees of the IGIC of the NAS of Ukraine, increasing the awareness of employees of their rights and freedoms which may be violated by gender biases, combating gender biases and creating the most comfortable working conditions for employees regardless of sex. This GEP was created by the working group of the Institute based on the results of a gender audit of the institution. The key issues that were considered during the audit were: 1) the study of gender equality problems in the scientific field of Ukraine; 2) assessment of the statistical distribution by sex among all employees, among the heads of scientific units, and the distribution of employees in scientific and engineering positions; 3) assessment of measures to ensure gender equality in the IGIC; 4) identification of the key problems of the IGIC related to gender inequality and establishment of facts of gender discrimination. Based on the results of the work, a formalized strategy for the gender equality of the IGIC was developed, which includes an action plan to ensure equal opportunities to realize the professional potential of employees regardless of sex.

The developed Action Plan for the implementation of the GEP was presented at the meeting of the Institute's Academic Council. After discussions, the Action Plan was adopted and approved by the Director of the Institute.

The V.I. Vernadskyi IGIC of the National Academy of Sciences of Ukraine is a state non-profit research institution engaged in fundamental and applied research in the field of inorganic chemistry; solid state chemistry; coordination chemistry; electrochemistry and physical chemistry of melts, aqueous and non-aqueous solutions; processing of primary and secondary metal raw materials. As of January 1, 2023, the Institute has 135 employees, of whom 53% (72) are women, and 47% (63) are men. At the same time, the number of female employees is gradually increasing, and the Institute strives to improve the gender balance by

increasing the share of women in scientific, educational, and technical professions, to improve the conditions for their career growth, and to create a comfortable environment for them to realize their scientific and professional potential. Ensuring equal opportunities for women and men in the Institute is a necessary condition for ensuring equal opportunities for the implementation of the legal status of women and men in labor relations, the realization of the labor potential of all employees of the Institute, raising the awareness of the employees of the Institute regarding their rights and freedoms, which may be violated by gender biases, combating their gender biases and creating the most comfortable working conditions for the employees of the IGIC of NASU, regardless of sex.

This document sets out the Gender Equality Plan (GEP) of the V.I. Vernadskyi IGIC of the National Academy of Sciences of Ukraine, a comprehensive strategy and active efforts to promote gender balance and equal opportunities for women and men in the IGIC of NASU. While a broader concept of diversity and equality is also important to the Institute, this strategy focuses specifically on the gender dimension to adopt an effective and focused approach in four main areas over the next four years.

The GEP consists of a set of actions aimed at conducting an assessment of impact/audit of procedures and practices to identify gender biases, outline and implement innovative strategies to rectify any discrimination, and set targets and monitor progress using indicators. The executive bodies and measures necessary to achieve the objectives are described below. This strategy and action plan apply to all employees of the Institute, women and men, including graduate students and employees in scientific, technical, administrative or managerial positions.

Table 1. Distribution of the employees of the IGIC of the NASU by positions and academic degree, depending on gender, as of January 1, 2023.

	Total persons	Men	Women	Percentage of men	Percentage of women
Total employees	135	63	72	46,7	53,3
Management	6	3	3	50	50
Total number of scientists	94	51	43	54,2	45,7
Employees in scientific positions	94	51	43	54,2	45,7
Employees in engineering positions	13	42	22	65,6	34,4
Heads of structural units	8	5	3	76,2	23,8
Graduate students	13	11	4	73,3	26,7
Employees with academic degree	72	39	33	54,2	45,8
Employees without academic degree	22	10	12	45,5	54,5
Employees of auxiliary units	41	19	22	46,3	53,7

According to the obtained results of the quantitative distribution of employees, an almost equal distribution by total employees and in the top management was established. The greatest quantitative imbalance is observed among employees in engineering positions and with academic degree.

An analysis of the current provision of gender equality in the GIC showed that gender equality is ensured in accordance with the current legislation of Ukraine, namely: special Laws of Ukraine "On the Principles of Prevention and Counteraction of Discrimination in Ukraine" (2012) and "On Ensuring Equal Rights and Opportunities of Women and men" (2005), as well as a number of legislative acts of Ukraine: the Labor Code, the Laws of Ukraine "On Population Employment", "On Pension Security", "On Labor Protection", etc.

The Institute implements measures to ensure support for the family, as well as a harmonious time allocation between work and family:

- equality of opportunities in the field of employment;
- equal remuneration for work of equal value;
- equal access to safe and healthy working conditions and social security;
- equal opportunities for professional development and career growth;
- equal participation in decision-making processes.

There are no gender restrictions regarding the appointment of employees to positions, including managerial ones. There were no cases of participation in the competition for the position of a man and a woman with the same qualification characteristics, but under these conditions, preference will be given to persons of the sex in relation to which there is a gender imbalance.

In order to represent and protect the labor, socio-economic rights and interests of the labor team, a trade union committee (TUC) operates at the GIC of the NASU. The TUC supervises the distribution of jobs to the managers of topics, projects, economic contracts and their timely and high-quality execution, as a result of which employees receive timely and in full their basic salary and paid regular vacations. The TUC of the Institute conducts work on the organization of cultural mass events, celebrations, rehabilitation, rest and treatment for employees and their families. Every year, employees' children receive New Year's gifts and invitations to New Year's performances. Material assistance is provided for health recovery, celebrating anniversaries, birth of a child, burial of close relatives, etc.

### **Objectives**

The strategic goals for achieving equal opportunities for women and men and the Action Plan for implementing the principles of gender equality in the practice of the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine for 2023-2026 (hereinafter referred to as the Plan) are consistent with the Development Strategy of the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine for 2023-2026. The strategic goals of the Plan take into account the recommendations of the European Union framework program for research and innovation "Horizon Europe" (<https://mon.gov.ua/ua/tag/gorizont-evropa>), the national plans of the Ministry of Education and Science of Ukraine for the implementation of the Convention on the elimination of all forms of discrimination

against women (in particular, the Action Plan of the Ministry of Education and Science of Ukraine for the implementation of the National Action Plan for the implementation of the recommendations set out in the final remarks of the UN Committee on the Elimination of Discrimination against Women (<https://www.kmu.gov.ua/npas/pro-go-planu-dij-z-vikonannya-rekomo-zhinok-dovosmoyi-periodichnoyi-dopovidi-ukrayini-pro-vikonannya-konvenciyi-pro-likvidaciyu-vsih-form-diskriminaciyi-shchodo-zhinok-na-period-do-2021-roku>) and Resolution 1325 "Women, Peace, Security" (<https://nssu.gov.ua/gendernarivnist/rezolyuciya-radi-bezpeki-oon-1325>) (Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, peace, security" for the period until 2026).

According to the above, the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine, the following strategic goals of the Plan were defined:

1. Gender balance in leadership and decision-making.
2. Support for the development of the academic career of women and men.
3. Prevention of gender-based violence, including sexual harassment.
4. Balance between work/study and personal life.
5. Gender equality in filling positions and.

## **Actions to be taken**

### **1. Gender balance in leadership and decision-making**

Both women and men play an important role in leadership and decision-making at the IGIC of NASU. Nevertheless, the positions of the heads of structural units in the Institute are dominated by men. In addition, the Institute's bodies that participate in decision-making (academic council, directorate) also have a majority of men. Therefore, the following actions will be taken in the coming years to support women's motivation, career planning and development to participate in leadership and decision-making at the IGIC of NASU.

**Purpose** Introduction of an effective management system for gender integration processes

**Tasks:**

1.1. To find out whether women and men are proportionally represented at the decision-making level at the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine.

1.2. To inform and acquaint the management of the Institute, heads of structural units and their deputies with modern non-discriminatory management practices and areas of work.

1.3. To introduce the use of feminines in the document circulation of the institute

**Actions and measures:**

1.1.1. To conduct a study of the representation of women in the leadership of the Institute and at the level of structural units. Data analysis, development of recommendations, monitoring of changes.

1.2.1. To conduct lectures and seminars on advanced training devoted to the gender topics "Comprehensive gender approach in government service" and "Implementation of gender policy".

1.3.1. An open lecture by specialists in gender linguistics

**Reporting period:** every year starting from 2023.

## **2. Support for the development of the academic career of women and men.**

The gender dimension is not always relevant for research and developments carried out at the IGIC. However, the IGIC recognizes that research and innovations can have a significant impact on society and the quality of life, and if the gender dimension is not properly taken into account in research, it will not always bring equal benefits to women and men. Therefore, we will prepare a new targeted training at the IGIC, which will explain to researchers how to identify gender problems in research and help them understand the importance of integrating the gender dimension into their research practices, methodology and results.

**Goal:** Introduction of an effective system of gender integration in scientific research

**Task:**

2.1. Development of a system of gender equality in scientific research and international projects

**Actions and measures:**

2.1.1. Systematic monitoring of the participation of women and men in competitions for grants, projects and financial support.

2.1.2. Carrying out a detailed analysis of the needs of young female workers in order to support their academic career development.

2.1.3. Conducting actions aimed at increasing awareness of women's scientific activities and opportunities for their career growth.

2.1.4. Inclusion of women in the educational process of managing European projects.

**Reporting period:** every year starting from 2023.

## **3. Prevention of gender-based violence, including sexual harassment.**

The V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine is categorically against any human rights violations, including gender-based violence, sexual harassment and discrimination. IGIC of NASU has a Regulation on the academic integrity and ethics of academic relations, which all employees are required to adhere to. There

is also a regulation on conflict resolution, on how to eliminate and deal with inappropriate behavior, including sexual harassment (for example, unwanted comments and the use of inappropriate stereotypes), conflicts, discrimination, disputes between departments or work teams, bossing, mobbing, personnel or manipulation, as well as manipulation by superiors or colleagues. The Conflict Resolution Commission is responsible for resolving ethical issues and specific issues of gender-based violence, sexual harassment, and discrimination within the organization.

The IGIC recognizes that the relationship between gender and violence is complex, and that gender inequality in society can have large and far-reaching effects on the behavior of women and men at work. Therefore, the IGIC will actively promote gender equality to prevent violence against women and men, challenging unconscious biases and stereotypes that, for example, give men power over women. New measures, trainings and campaigns aimed at combating gender norms, unconscious biases and in appropriate behavior and improving the complaints mechanism at the Institute will be implemented.

**Goal:** Zero tolerance to gender-based violence in the Institute.

**Tasks:**

3.1. To organize a channel for reporting (including anonymously) cases of gender-based violence, including sexual harassment and gender-based discrimination.

3.2. Prevention of bullying, harassment, and body shaming in the institute's official information resources.

**Actions and measures:**

3.1.1. The work of the relevant commission for cases of violation of the Regulation on the settlement of conflict situations of the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine.

3.1.2. Data collection and analysis of appeals for each category.

3.1.3. Establishing the algorithm of the Institute's cooperation with the relevant services in accordance with the current legislation on the prevention of gender-based violence.

3.2.1. Familiarization with the information and educational project

"Gender glasses" (<https://youtube.com/playlist?list=PLcGshQD-Fu7ObxBedb6Yw9bzjIe-UMVq>) in order to teach moderators of official information resources of the Institute how to recognize manifestations of sexism;

3.2.2. Conducting an information campaign for the prevention of gender-based violence;

**Reporting period:** determined by the national legislation.

#### **4. Balance between work/study and personal life.**

Improving working conditions and organizational culture is a constant and long-term process. The V.I. Vernadskyi Institute of General and Inorganic Chemistry National Academy of Sciences of Ukraine strives to gradually improve

working conditions, environment and culture in order to reach the highest standards. Maintaining a healthy work-life balance and gender equality benefits both employees and employers.

**Objective:** To create equal opportunities for women and men among the staff and students to combine career development with work/study and fulfilling family responsibilities.

**Tasks:**

4.1. Implementation of social projects to combine work/study and personal life.

4.2. Empowerment of women for international partnership and exchange of experience.

**Actions and measures:**

4.1.1. Implementation of social projects of combining fatherhood and motherhood with study and work at the Institute.

4.1.2. Conducting analytical studies and sociological surveys on gender topics.

4.1.3. Inclusion of gender issues in extracurricular and educational activities.

4.2.1. Enlisting of partner organizations for the creation and implementation of gender initiatives.

**Reporting period:** at the end of the implementation of the Plan (2026).

## **5. Gender equality in filling positions and degree-credit enrolment**

**Purpose:** to ensure equality of labor rights of all citizens regardless of gender and to prevent any direct or indirect restrictions of rights or establishment of direct or indirect advantages during the conclusion, modification, termination of an employment contract depending on sex.

**Task:**

5.1. Creation of equal opportunities for women and men from among the staff and graduate students in filling positions and degree-credit enrolment.

**Actions and measures:**

5.1.1. Carrying out a spot-check of materials for entrants to graduate school in 2023 for compliance with the principles of gender equality and non-discrimination.

5.1.2. Providing communication and visual support of gender equality in the media content of the Institute.

5.1.3. Dissemination of gender policy news, thematic photo and video materials on gender equality in the Institute's information resources.

**Reporting period:** every year starting from 2023.

### **Algorithm for conducting a gender audit at the V. I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine.**

The gender audit consist of 5 stages:

### **1. Preparatory stage - solving a number of formal issues and performing several mandatory works:**

- creation of a working group on equality issues.
- to submit an application (recommendation, proposal) to the management of the V.I. Vernadskyi Institute of General and Inorganic Chemistry of the National Academy of Sciences of Ukraine, regarding the desire (willingness) to conduct an audit and obtain permission-consent;
- to prepare (at the request of the working group on equality) a draft order to determine the level of audit (full or partial), the composition of the working group, the timing of the audit, to obtain fund-raising, material and technical support, reporting forms, responsibilities, etc.;
- to draw up the audit schedule and prepare the necessary package of documentation;
- to hold a seminar, training or meeting for the preliminary discussion of issues related to the audit and implementation of the agreements reached.

### **2. Organizational stage:**

- a meeting of the working group on equality issues is held;
- the equality working group meets with the head of the unit;
- the audit equality working group meets with all employees of the unit and familiarizes them with the tasks and principles of work.

### **3. Conducting an audit:**

- a seminar is held for the technical staff;
- a seminar is held for the management staff;
- documentation is analyzed, and the analysis results are discussed;
- individual interviews are conducted with the head of the unit, senior management, responsible employees, technical specialists, and technical personnel;
- surveys and additional information events, trainings, meetings are conducted  
(if necessary);
- consultations are held with partner organizations, trade unions, women's organizations, etc.

### **4. Data processing:**

- the general statements and conclusions of the report are formulated;
- a meeting is held based on the results of the audit with the head of the unit;
- a meeting is held with the employees of the unit to receive "feedback";
- if necessary, a survey is conducted to determine the impact of the work performed on the assessment of the state of affairs.

### **5. Publication of results and recommendations:**

- a draft of the final audit report is drawn up;
- the administration, unit and other interested structures consistently implement audit recommendations;
- other areas of the audit are determined and plans for further work are drawn up.

## **Calendar plan**

Planned actions	Responsible persons	Deadline	Results
Creation of a working group on equality issues	Omelchuk A.O.	June 2023	
Preparation for conducting audits in units (drawing up the audit schedule, preparing the necessary documents)	Equality Working Group	September 2023	
Conducting audits in units in accordance with the set schedules	Equality Working Group	October-December 2023	
Processing of the obtained results	Equality Working Group	January-February 2024	
Conducting a "Gender Equality" seminar		2024	
Development of recommendations for the prevention of gender bias	Equality Working Group	2024	
Control over the implementation of the provided recommendations	Equality Working Group	2024-2026	
Determination of other areas of audit and planning further work	Equality Working Group	2025-2026	

### **Regulation**

The regulatory acts that were taken into account when developing and registering the Gender Equality Plan are listed below and are in effect at the time of drawing up the plan:

1. Constitution of Ukraine
2. Law of Ukraine "On scientific and scientific and technical activity"
3. Law of Ukraine "On ensuring equal rights and opportunities of women and men",
4. European charter of researchers
5. UN Security Council Resolution 1325 "Women, Peace, Security"

Director of the V.I. Vernadskyi Institute of General and  
Inorganic Chemistry of the National Academy of Sciences of Ukraine  
Member of the National Academy of Sciences of Ukraine  
\_\_\_\_\_ Vasyl PEKHNYO