

**PLAN**  
**measures to ensure gender equality**  
**Institute of Electrodynamics**  
**National Academy of Sciences of Ukraine**  
**(IED NAS of Ukraine)**

**RECOMMENDED**

By the decision of the Academic Council of the  
IED of the National Academy of Sciences of  
Ukraine

Protocol No. 11, dated November 16, 2023

## Introduction

The Concept of Human Rights states that every person has equal value with others, regardless of gender, age, ethnic origin, religion, physical abilities, etc. The need to respect the equality of rights of men and women is enshrined in the Law of Ukraine, "On Ensuring Equal Rights and Opportunities for Women and Men," which emphasizes the need to achieve parity between women and men in all spheres of society through the legal provision of equal rights and opportunities for women and men, the elimination of discrimination based on sex and the use of special temporary measures aimed at eliminating the imbalance between the possibilities of women and men to exercise equal rights granted to them by the Constitution and the current legislation of Ukraine. Equal rights of women and men are defined as the absence of restrictions or privileges based on sex, and equal opportunities for women and men as equal conditions for the realization of equal rights of women and men.

The Gender Equality Plan (from now on referred to as the GEP) was created to ensure equal opportunities for the realization of the scientific potential of all employees of the IED NAS of Ukraine, to raise awareness of employees about their rights and freedoms that may be violated by gender bias, and to create the most comfortable working conditions for employees regardless of gender.

This GEP was created by the working group of the IED of the National Academy of Sciences of Ukraine based on the results of the institution's gender audit. The key issues that were considered during the audit were:

- 1) research on the problems of gender equality in the scientific field of Ukraine;
- 2) estimation of the statistical distribution by gender among all employees, among the heads of scientific departments, and the distribution of employees in scientific and engineering positions;
- 3) evaluation of measures to ensure gender equality in the IED of the National Academy of Sciences of Ukraine;
- 4) identification of critical problems of the IED of the NAS of Ukraine related to gender inequality and establishment of facts of gender discrimination.

Based on the results of the work, a formalized gender equality strategy was developed by the IED of the National Academy of Sciences of Ukraine, which includes an action plan to ensure equal opportunities for the realization of the professional potential of employees regardless of gender.

This GEP is Developed for staff of the IED of the National Academy of Sciences of Ukraine, which has more than 300 employees, but makes it possible to take into account the interests of each employee personally. The development of the GEP began after its unanimous support by the staff of the IED of the National Academy of Sciences of Ukraine and the announcement of the composition of the working group, the task of which was to conduct a gender audit of the institution. Scientists, graduate students, and non-academic staff of the IED of the National Academy of Sciences of Ukraine were involved in conducting an internal gender audit and developing the GEP.

After conducting an internal gender audit, a group of employees responsible for developing the GEP was created.

Based on the identified problems with gender equality and related working conditions, an Action Plan was developed, which was discussed and agreed upon with all stakeholders. The Action Plan was also presented at a meeting of the Academic Council of the Institute. After discussions, the Action Plan was accepted for implementation and approved by the Director. The Action Plan also provides for implementing the principles of the European Charter for Researchers.

## 1.Key Principles of Gender Balance

### 1.1. Research on the problems of gender equality in the scientific field of Ukraine.

According to the UNESCO Institute for Statistics, only 28% of scientists worldwide are women; in Ukraine, 45% are women. Ukraine ranks 12th in terms of the number of women scientists in the ranking among 41 countries. Ukrainian women successfully work in various fields of science. Most of the female scientists are in the fields of social sciences (65.8%), medical sciences (65.2%), and humanities (60.3%). In the field of technical sciences, 34.1% are women. However, there is a high percentage of women among scientists in Ukraine compared to the developed countries of the world (38% in the United Kingdom, 34% in Sweden, 32% in Finland, 28% in Germany, 28% in France, 36% in Poland \_ 2019 data) due to the low public interest in science in Ukraine and the relatively low incomes of workers in the scientific field. (<https://uis.unesco.org/sites/default/files/documents/fs55-women-in-science-2019-en.pdf>) At the same time, despite the high percentage of women in Ukrainian science, they face several typical difficulties related to gender discrimination:

- imbalance between work, study, and personal life and the lack of principles and mechanisms for maintaining this balance;

- lack of mechanisms to support mothers of young children, both in the implementation of career growth and the lack of conditions for the detention of young children within the institution where the father/mother works if the child must be close to one of the parents.

- discrimination related to prejudices about the "traditional roles" of men and women in society, which often entails a biased attitude towards women when making critical decisions in the team;

- lack of mechanisms for informing the staff and society as a whole about the problems of gender equality, which perpetuates the existing gender stereotypes and prejudices.

The development of gender equality plans and their implementation, improvement, and periodic audits of institutions have proven to be practical tools for respecting human rights, improving working conditions, and advancing careers regardless of gender.

### 2.Current gender equality provision in the IED of the National Academy of Sciences of Ukraine.

In implementing the gender equality plan, the primary task was to assess the distribution of employees of the IED of the NAS of Ukraine by positions and the availability of a scientific degree depending on gender. This distribution was obtained based on the results of a gender audit (as of 01.05.2023).

*Table 1. Distribution of employees of the IED of the NAS of Ukraine by positions and the presence of an academic degree depending on gender*

	Men	Women	Percentage Men	Percentage Women
Total number of employees	191	110	63	37
Guidance	6	1	85	15
Total number of Scientists	136	30	82	18
Employees at Scientific Posts	136	30	82	18
Heads of structural Units	21	17	56	44
Employees with an academic degree	97	14	87	13

Employees without a degree	39	16	71	29
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Based on the quantitative distribution of employees, the distribution of employees by the total number and in top management is established.

An analysis of the current gender equality provision in the IED of the National Academy of Sciences of Ukraine was also conducted. The current legislation of Ukraine ensures gender equality, namely: Special Laws of Ukraine "On the Principles of Preventing and Combating Discrimination in Ukraine" (2012) and "On Ensuring Equal Rights and Opportunities for Women and Men" (2005), as well as several legislative acts of Ukraine: the Labor Code, the Laws of Ukraine "On Employment of the Population," "On Pension Provision," "On Labor Protection," etc.

The Institute implements measures to ensure the promotion of the family, as well as the harmonious distribution of time between work and family:

- equality of opportunity in 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 on appointing employees to positions, including managerial ones. There have been no cases of participation in the competition for the position of a man and a woman with the same qualification characteristics. Still, under such conditions, preference will be given to persons of the gender about which there is a gender imbalance.

### **3. Current problems.**

Today, the problem of gender equality is not sufficiently perceived in the educational and scientific spheres and society as a whole and is also relatively new in Ukraine. This causes several problems, including the lack of interest of scientists and researchers, low motivation of employees to participate in thematic seminars, destructive and discriminatory comments during public discussions on gender equality, and even scientific workshops and meetings of personnel decisions. This is caused by my own experiences, insufficiently deeply analyzed professional and personal experience and the lack of opportunity to allocate working time for relevant thematic events to discuss gender equality issues.

Among the main current problems identified both in the relationships in the work team, which relate to gender discrimination and in ensuring the rights of the research team, the following are noted:

1) Elements of separation of gender roles about holding leadership positions are expressed in stereotypical and biased attitudes towards the ability of men and women to work in leadership positions, although, in fact, the IED of the NAS of Ukraine fully ensures equal rights and opportunities for men and women to participate in the management of departments and scientific work;

2) Providing the necessary conditions for remote work for employees during force majeure:

- preservation of the possibility of participation in active scientific work during pregnancy of women or in parallel with the upbringing of young children;
- scientific trips and parallel implementation of scientific and educational work in other institutions;
- the risk of acute epidemiological situations with the introduction of nationwide quarantine (for example, the COVID-19 pandemic);
- the introduction of martial law or the onset of extreme weather conditions and natural disasters;

-occurrence of emergencies in the building where the working premises are located.

3) Low level of awareness of the scientific community in ensuring gender equality and lack of resources to improve it and, accordingly, lack of relevant knowledge to guarantee the protection of relevant rights;

4) Strict observance of time limits for staying at the workplace is not consistent with measures related to parental responsibilities (withdrawal or removal of children from kindergartens/schools, etc.).

#### **4. Strategy for the Development of Gender Equality of the IED of the National Academy of Sciences of Ukraine.**

The Gender Equality Strategy presented in this document covers two areas of implementation:

- management and personnel management processes;
- Communication.

The development of the gender equality plan was initiated to support the full realization of each employee's scientific potential while balancing working time.

To create the most favorable and comfortable working atmosphere, employees should not remain indifferent to existing problems and should call on management to adhere to the principles of gender equality. Planning and organizing awareness-raising events is necessary to explain that gender equality, which is enshrined in human rights, is essential in developing both the individual and society. Activities within the information and educational work framework include training, round tables, and seminars on gender equality issues at scientific conferences. An unmistakable gender integration cycle will help staff understand the steps toward developing a gender culture at the university. Such outreach activities will contribute to achieving equality in scientific careers and strengthening the gender aspect in scientific programs. The primary purpose of these events is to raise awareness of gender equality and opportunities to protect their rights.

The main issue to be discussed is the implementation of the gender equality strategy, which requires the empowerment of workers since the Sectoral Agreement provides only for the threat of the spread of epidemics.

To avoid and counteract discriminatory actions (verbal, written, or about personnel and management decisions), it is planned:

- to create a Commission on Gender Issues in the IED of the National Academy of Sciences of Ukraine;
- define the functions and develop mechanisms for the functioning of the Gender Commission;
- develop a form for appeals to the Commission on Gender Issues for employees (the possibility of anonymous appeal will be considered).

The development of the Gender Equality Plan will provide an opportunity to obtain practical benefits from using a person's maximum potential, regardless of gender.

Table 2 - Project for the implementation of the Gender Equality Plan of the IED of the National Academy of Sciences of Ukraine

Salary No.	Name of the event	Responsible for implementation	Expected outcome	2024	2025	2026	2027
1	Definition of the Commissioner for Gender Issues in the IED of the National Academy of Sciences of Ukraine	Director, Chairman of the Academic Council of the Institute	Election of the Commissioner for Gender Issues based on the results of the - Academic Council of the Institute	X			
2	Analysis of the terms of the Collective Agreement of the IED of the NAS of Ukraine, taking into account the requirements established by the Methodological recommendations for the Introduction of Provisions into Collective Agreements and Agreements aimed at ensuring equal rights and opportunities for women and women in labor relations, approved by the order of the Ministry of Social Affairs of Ukraine dated 29.01.2020 No. 56	Gender Working Group	Obtaining more significant benefits in the competition for qualified personnel; more efficient use of available resources; Clarity and transparency of HR principles	X			
3	Introduction of a ban on obtaining information from a person who is hired about maternity/paternity plans	Head of Human Resources Department	There is a documented possibility of obtaining information about the plans for maternity from the person being hired.	X	X	X	X
4	Familiarization of employees who	Gender Working Group	The hired employees are	X	X	X	X

	are hired with the legislation in the field of ensuring equal rights and opportunities for women and men and preventing violence, as well as documents of the IED of the NAS of Ukraine on these issues		familiar with the legislation that ensures equal rights and opportunities for women and men and prevents violence, as well as the Institute's documents on these issues. They understand their rights regarding gender issues and equal opportunities for men and women.				
5	Providing training for employees aimed at combating gender bias and stereotypes	Gender Working Group, Head of Human Resources	IED employees do not use phrases containing gender biases or stereotypes in communication. Managers at all levels set production tasks for employees without considering their gender.	X		X	
6	Conducting training on how to deal with cases of gender-based violence, sexual harassment, gender discrimination at work and outside the workplace	Gender Working Group, Head of Human Resources	Employees of the IED of the National Academy of Sciences of Ukraine understand their rights and procedures in cases of gender-based violence, sexual harassment, and discrimination based on gender at work and outside.			X	X
7	Informing employees about communication channels (hotlines, telegram bots,	Gender Working Group	Employees of the institute are aware of the existence of communication channels that make	X			

	legal and psychological assistance services, etc.) in case of cases of gender-based violence, sexual harassment, and gender discrimination at work and outside the workplace		it possible to submit reports in case of cases of gender-based violence, sexual harassment, and discrimination based on sex at work and outside the framework to ensure повної anonymity.				
8	Implementation of a complaint procedure for cases of gender-based violence, sexual harassment, and gender discrimination at work and outside the workplace	Gender Working Group	Documented procedure for dealing with cases of gender-based violence, sexual harassment, gender discrimination at work and outside the workplace	X			
9	Placement on the official website of the IED NAS of Ukraine	Head of Scientific and Organizational Department	Availability of PGP on the official website of the institute	X			
10	Reporting on the results of gender issues, issues of combating discrimination based on sex, implementation of measures based on the results of gender audits	Gender Working Group	At a meeting of the Academic Council or a meeting of the staff, employees of the IED are acquainted with the results of activities on gender issues, issues of combating discrimination based on sex (once a year)	X	X	X	X

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