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Anatoly ZAGORODNY

Gender Equality Plan of Development and Implementation in the National Academy of Sciences of Ukraine

The National Academy of Sciences of Ukraine (hereinafter-NAS of Ukraine, NASU) is the highest scientific self-governing organization of Ukraine, based on the state property. The NAS of Ukraine in its activities follows the Constitution of Ukraine, laws of Ukraine, acts of the Verkhovna Rada of Ukraine, the President of Ukraine, the Cabinet of Ministers of Ukraine, other legislative acts and the Statute of the NAS of Ukraine in accordance with the active legislation.

The Gender Equality Plan of Development and Implementation in the NAS of Ukraine (hereinafter - the GEP) is developed in order to establish gender equality, to prevent gender discrimination, to prevent and counteract gender-based violence, to ensure equal participation of women and men in important decision-making, to provide women and men with equal opportunities to combine professional and family responsibilities, to promote the professional and career growth of women, to avoid gender asymmetry in the formation of scientific groups and teams, to raise and promote gender equality among employees, post-graduate and doctoral students, and to spread the educational activities in this area.

The GEP contains the following sections:

1. Analysis of the current gender balance of the staff of the NAS of Ukraine, ensuring equal conditions and opportunities for women and men and identifying problematic issues related to gender discrimination;
2. Tasks set by the NAS of Ukraine to create a friendly, non-discriminatory working environment for all employees (GEP Tasks);
3. Actions aimed for the implementation of the gender equality policy (GEP Actions).

Analysis of the current gender balance of the staff of the NAS of Ukraine

According to the UNESCO Institute of Statistics in Ukraine, 45% of scientists are women, while in the world this indicator reaches only 28%. Ukraine ranks 12th in the number of women scientists among 41 countries in the world. Ukrainian women work successfully in various fields of science. The largest number of women scientists are in the field of social (65.8%), medical (65.2%), and humanitarian (60.3%) sciences. In the field of technical sciences, 34.1% of scientists are women.

The relatively high percentage of women among scientists in Ukraine as compared to the developed countries of the world is due to the low public interest in science in Ukraine as a whole that is manifested in the low incomes of scientific workers. At the same time, despite the high percentage of women in Ukrainian science, they face a number of typical difficulties associated with

gender discrimination.

At the beginning of 2024, women were 49.68% of employees of the NAS of Ukraine. Among them, 41.8% are researchers at various career stages. Only 10.9% are heads of scientific institutions, and 22.1% are deputy directors. At the same time 46.6% of academic secretaries and 26.6% of heads of structural divisions of scientific institutions are women. These indicators reflect typical difficulties of the career growth inherent in all institutions of the scientific sphere of Ukraine.

Certain changes in the gender distribution of all indicators during the last two years are caused by the Russian aggression and forced migration of mostly women with children. In view of the above indicators, the issue of improving the gender balance remains the subject of attention of the authorities of the NAS of Ukraine.

Realization of the GEP and periodic monitoring of the gender balance of the organization is considered as an effective instrument of human right observation, of work condition improvement and career growth regardless of gender. The GEP is aimed to establish gender equality, to prevent gender discrimination, to create conditions for the timely disclosure of discrimination facts, to provide effective protection of persons and/or groups of persons affected by discrimination, to timely respond to the violation of equal rights of men and women.

The GEP relies, in particular, on the following international legal acts on the gender equality:

- Universal Declaration of Human Rights;
- General recommendations of the UN Committee on the Elimination of Discrimination against Women;
- United Nations Convention on the Elimination of All Forms of Discrimination against Women;
- The Beijing Declaration adopted at the IV World Conference on the Status of Women on September 15, 1995;
- The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of 2005;
- Sustainable development goals of the UN until 2030, determined by the resolution of the UN General Assembly of September 25, 2015 No. 70/1;
- Gender Equality Strategy of the Council of Europe for 2018-2023.

The National Academy of Sciences of Ukraine follows normative legal acts ensuring equal rights and opportunities for women and men:

- Constitution of Ukraine;
- Law of Ukraine “Principles of Prevention and Counteraction of Discrimination in Ukraine”;
- Law of Ukraine “Ensuring Equal Rights and Opportunities of Women and Men”;
- Decree of the President of Ukraine of 30.09.2019 №722/2019 “Sustainable Development Goals of Ukraine for the period until 2030”;
- Decree of the President of Ukraine of 02.06.2021 №225/2021 “On the decision of the National Security and Defense Council of Ukraine of 14.05.2021 “Strategy of Human Development”;
- Decree of the Cabinet of Ministers of Ukraine of 28.10.2020 №1544-r “On approval the National Action Plan for the Implementation of UN Security Council Resolution 1325 “Women, Peace, Security” for the period until 2025”;
- Decree of the Cabinet of Ministers of Ukraine of 16.12.2020 №1578-r “On approval of the plan of measures to implement the commitments of the Government of Ukraine, taken within the framework of the international initiative “Biarritz Partnership” to establish gender equality”;
- State Strategy for Ensuring Equal Rights and Opportunities of Women and Men for the period up to 2030 approved by the Decree of the Cabinet of Ministers of Ukraine of 12.08.2022 №752-r.

GEP Aims

The GEP aims are to support and develop a favorable working/research environment for all employees, graduate students, doctoral students regardless of gender, to provide opportunities for individual development of all members of the team, to spread the principles of equality and respect for human dignity, as well as in raising awareness of gender equality.

The main goals of the GEP are to solve typical problems of ensuring gender equality, namely:

- discrimination related to the prejudices about the "traditional roles" of men and women in the society, which often entails a biased attitude towards women when making key decisions in the team;
- problems of vertical segregation arising from the previous point, related to the complication of women's opportunities for the career growth;
- lack of mechanisms to support mothers of minor children in the career development, as well as lack of conditions for keeping minor children in an institution where the father/mother works, in case the child needs to stay with one of the parents;
- imbalance between work, study, personal life, lack of principles and mechanisms for maintaining this balance;
- lack of mechanisms for informing the team about gender equality issues that consolidates the formed gender stereotypes and prejudices.

GEP Actions

1. The NAS of Ukraine condemns manifestations of discriminatory nature and violations of gender equality and is obliged to oppose their manifestation.
2. The NAS of Ukraine creates a space of equal opportunities without discrimination based on any national, racial or ethnic characteristics, age, disability, religion, sexual orientation, gender or marital status. In the case of having the appropriate qualifications all rights, benefits, opportunities and types of activities provided to employees apply to them without any exception.
3. In the NAS of Ukraine is prohibited:
 - Discriminatory statements (that contain offensive, demeaning statements towards persons based on gender, appearance, clothing, sexual orientation, etc.);
 - Bullying and oppression (unwanted behavior towards a person and/or group of persons, the purpose or consequence of which is to humiliate their human dignity on certain grounds or to create a tense, hostile, offensive or disrespectful atmosphere for such a person or group of persons);
 - Hate speech (expressions containing insults, threats or calls for violence against a certain person or groups based on gender).
4. The NAS of Ukraine admits the importance of privacy. The confidentiality is mandatory for persons who report or are accused in the gender discrimination or sexual harassment and violence (except for the situations when legislation requires the disclosure of information and/or when the disclosure circumstances are required to protect the safety of others).
5. The NAS of Ukraine ensures equal rights and opportunities for women and men, in particular:
 - for work and remuneration for it,
 - for working conditions that provide for women and men equal basis for labor activities both during employment and in job promotion, qualification improvement, and retraining;
 - for education and professional training;
 - for equal pay for women and men with similar qualifications and similar working conditions;
 - for the combination of work and family responsibilities, namely:

- ✓ use of the right to work under part-time conditions,
 - ✓ provision of annual basic holidays,
 - ✓ additional paid holidays for employees who have children,
 - ✓ registration of maternity leaves in accordance with current legislation for working women; parental leave for one of the parents;
 - for creation of safe working conditions for life and health;
 - for preventing and protecting against cases of sexual harassment and other manifestations of gender-based violence.
6. During the announcement at the NAS of Ukraine of a competition to fill vacant positions, it is forbidden to offer work only to women or only to men, to put forward different demands, giving preference to some gender. It is prohibited to request from people who are applying for jobs information about their personal life, plans for having children.
 7. The NAS of Ukraine will contribute to deepen the cooperation with the civil society and to involve womens' movements and organizations in order to ensure the gender equality.
 8. In the case of conflict situations related to the discrimination of an employee based on gender, they will be resolved with the participation of representatives of the local trade union organization.
 9. The NAS of Ukraine will regularly monitor the state of gender equality, taking into account the investigation on the gender issues.
 10. Compliance with this Plan does not exclude the possibility of applying other norms of the current legislation regarding the protection of the rights and legitimate interests of the person.