

Gender Equality Plan of  
the National Research Foundation of Ukraine (NRFU)  
for 2023-2026

The concept of human rights implies that any person has equal value with others, regardless of gender, age, ethnicity, religion or beliefs, physical abilities, etc. The idea of equality of rights, opportunities, and value of any person, regardless of gender, is also known as gender equality. Thus, gender equality is a component of the concept of human rights. Gender equality applies to both women and men. However, among women and men one can distinguish between different groups of people who have different characteristics, and therefore the ways and approaches to addressing their needs should be different. In other words, biological, social, and cultural differences between men and women should not be the basis for establishing inequality. The modern world affirms the idea that "men and women are different but equal," and inequality is most often the result of unfair and prejudiced attitudes. However, the mere proclamation of equal rights for women and men does not ensure the achievement of actual equality.

According to Article 24 of the Constitution of Ukraine, citizens have equal constitutional rights and freedoms and are equal before the law, there can be no privileges or restrictions, including on the basis of gender. The equality of rights for women and men should be ensured by providing women with equal opportunities with men in social, political and cultural activities, in obtaining education and professional training, in work and remuneration for it, etc. Recently, gender policy and gender equality issues have gained particular importance. The importance and obligation to respect the equality of rights for women and men is a guarantee of a democratic state and an integral part of modern society development.

The need to ensure equal rights of men and women is secured by the Law of Ukraine 'On Ensuring Equal Rights and Opportunities for Women and Men' which emphasizes the need to achieve parity of women and men in all spheres of social life through legal provision of equal rights and opportunities for women and men, elimination of gender discrimination and application of special temporary measures aimed at eliminating the imbalance between the opportunities for women and men to implement equal rights granted to them by the Constitution of Ukraine and the current legislation of Ukraine. Equal rights for women and men are defined as the absence of restrictions or privileges based on gender, and equal opportunities for women and men as equal conditions for realization of equal rights for women and men.



The Gender Equality Plan of the National Research Foundation of Ukraine (hereinafter referred to as the GEP, NRFU) was developed to ensure equal opportunities in order to implement the legal status of women and men in labor relations, to implement the labor potential of all NRFU employees, to raise awareness of NRFU employees about their rights and freedoms that may be violated by gender bias, to combat gender bias and to create the most comfortable working conditions for NRFU employees regardless of gender. This GEP is based on the results of gender analysis. The key issues that were considered were the following:

- 1) assessment of the statistical distribution by gender among all employees of the NRFU, among the heads of structural subdivisions of the NRFU, and the distribution of employees with research degrees;
- 2) assessment of measures to ensure gender equality at the NRFU;
- 3) identification of key issues of the NRFU related to gender inequality and establishment of the facts of gender discrimination.

The Gender Equality Plan was developed for the NRFU employees and allows for consideration of the interests of each employee individually.

When developing the GEP, the first priority was to assess the distribution of NRFU employees by position and research degree depending on gender. This distribution was obtained based on the results of a gender analysis (as of March 1, 2023) and is shown in Table 1.

Table 1. *Distribution of NRFU employees by position and research degree depending on gender (as of March 01, 2023)*

	Men	Women	Percentage of men	Percentage of women
Total number of employees	17	30	36	64
Executive management	2	1	67	33
Heads of structural units, their deputies	6	10	38	62
Employees in the positions of chief specialists	9	19	32	68
Employees with research degrees	6	4	60	40



Employees without research degrees	11	26	30	70
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Based on the results of the quantitative distribution of the NRFU employees, a quantitative imbalance was identified in the positions of chief specialists and heads of structural units, and as a result, it is also observed in the total number of NRFU employees.

The NRFU pays attention to the issues of equal rights and opportunities for employees regardless of gender, age, nationality, religious and political views, sexual orientation, etc., and the NRFU activities comply with the following principles:

- proper attitude of employees to the performance of their duties, including professional responsibility, continuous professional development, ensuring safe working conditions;
- participation in the social life of society, proper relations with executive managers and colleagues;
- creation of working conditions that would ensure a combination of professional and family life;
- recognition of the profession;
- access to professional training and opportunities for continuous professional development;
- compliance with the principles of selection, transparency, achievements evaluation, non-discrimination and gender balance.

In order to achieve and ensure gender equality, an important element is the gender integration policy. The executive management of the NRFU realizes that actual (real) equality can be achieved only if the NRFU uses a gender approach in its activities.

The purpose of developing the Gender Equality Plan is to use and evaluate the application of the gender approach, ensure equal rights and opportunities for all employees of the NRFU, as well as to improve them through clearly defined measures and provision of appropriate resources, as well as use of monitoring and evaluation methods. The development of the GEP will enable practical benefits to be gained from the use of the maximum human potential regardless of gender, and NRFU employees will feel their value, significance and role in the NRFU's activities.



## THE GENDER EQUALITY PLAN

<b>№ 3/п</b>	<b>Name of the event</b>	<b>Person responsible for implementation</b>	<b>Expected result</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
1	Appointment of the Commissioner for gender issues at the NRFU	Executive Director, Chairman of the Labor Collective Council	Election of the Commissioner for gender issues based on the results of a labor meeting	+			
2	Analysis of the terms of the NRFU Collective Agreement, taking into account the requirements established by the Methodological Recommendations for the introduction of provisions in collective agreements and contracts aimed at ensuring equal rights and opportunities for women and men in labor relations, approved by the order of the Ministry of Social Policy of Ukraine of 29.01.2020 No. 56	Commissioner for gender issues	Gaining greater advantage in the competition for qualified personnel; more efficient use of available resources; clarity and transparency of human resources management principles	+			
3	Implementation of a ban on obtaining information from a newly hired person about his/her plans for maternity/paternity	Head of the Human Resources Sector	A documented requirement to prohibit obtaining information from a person being hired about his or her plans for maternity/paternity	+			
4	Familiarizing newly hired employees with the legislation on equal rights and opportunities for women and men	Commissioner for gender issues	Newly hired employees are familiarized with the legislation on equal rights and opportunities for women and men	+	+	+	+



	and prevention of violence, as well as with NRFU documents on these issues		and the prevention of violence, as well as the NRFU documents on these issues, under their personal signature. Newly hired employees understand their rights regarding gender issues and equal opportunities for men and women				
5	Conducting training for employees aimed at combating prejudice and stereotypes based on gender	Commissioner for gender issues, Head of the Human Resources Sector	The NRFU employees do not use phrases containing gender bias or stereotypes in their communication. Managers at all levels set production tasks for employees without regard to their gender	+	+	+	+
6	Conducting training on the procedure to be followed in case of gender-based violence, sexual harassment, and gender-based discrimination at work and beyond it	Commissioner for gender issues, Head of the Human Resources Sector	The NRFU employees understand their rights and the procedure for action in case of gender-based violence, sexual harassment, and gender-based discrimination at work and beyond it	+	+	+	+
7	Informing employees about communication channels (hotlines, telegram bots, legal and psychological assistance services, etc.) in case of gender-based violence, sexual harassment,	Commissioner for gender issues	The NRFU employees are aware of the availability of communication channels that allow them to report cases of gender-based violence, sexual harassment, discrimination on	+	+	+	+



	and gender-based discrimination at work and outside of work		the basis of gender at work and outside of it, ensuring complete anonymity				
8	Implementation of a complaint procedure for cases of gender-based violence, sexual harassment, and gender-based discrimination at work and beyond it	Commissioner for gender issues	A documented procedure for dealing with cases of gender-based violence, sexual harassment, and gender-based discrimination at work and beyond it		+		
9	Posting of the GEP on the official website of the NRFU	Head of Communications and International Cooperation Department	Availability of the GEP on the official website of the NRFU	+			
10	Reporting on results of activities on gender issues, issues related to combating gender discrimination, implementation of measures based on the results of gender audits	Commissioner for gender issues	NRFU employees are familiarized with the results of activities on gender issues and issues of combating gender discrimination at the labor meeting (once a year)	+	+	+	+

Executive Director  
of the National Research  
Foundation of Ukraine



Olga POLOTSKA