

GENDER EQUALITY PLAN

of the L. V. Pisarzhevskii Institute of Physical Chemistry of the National Academy of Sciences of Ukraine

1. General Provisions

1.1. The Gender Equality Plan (hereinafter referred to as the Plan) of the L. V. Pisarzhevskii Institute of Physical Chemistry of the National Academy of Sciences of Ukraine (hereinafter referred to as the Institute) has been developed to implement state policy in the field of ensuring equal rights and opportunities for women and men. Its objectives include establishing gender equality, preventing gender-based discrimination, preventing and combating gender-based violence, ensuring the equal participation of women and men in key decision-making, providing women and men with equal opportunities to balance professional and family responsibilities, promoting professional and career growth for women, avoiding gender asymmetry in research groups and collectives, fostering and promoting gender equality among employees, postgraduate and doctoral students, and disseminating educational activities in this field. The development and implementation of the Plan, alongside the monitoring of the organisation's gender composition, is considered an effective tool for upholding human rights, improving working conditions, and ensuring career growth regardless of gender. The regulatory and legal framework of the Plan includes:

- [The Constitution of Ukraine](#);
- [The United Nations Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\) and its Optional Protocol](#) of 06.10.1999 (ratified by the Law of Ukraine No. 946-IV of 05.06.2003);
- The Laws of Ukraine ["On Ensuring Equal Rights and Opportunities for Women and Men"](#) (No. 2866-IV of 08.09.2005) and ["On the Principles of Preventing and Combating Discrimination in Ukraine"](#) (No. 5207-VI of 06.09.2012);
- [Resolution of the Cabinet of Ministers of Ukraine "Certain Issues of Ensuring Equal Rights and Opportunities for Women and Men"](#) (No. 930 of 09.10.2020);
- [The National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace, Security" for the period up to 2025, approved by the order of the Cabinet of Ministers of Ukraine](#) No. 1544-p of 28.10.2020;
- [The State Strategy for Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2030, approved by the order of the Cabinet of Ministers of Ukraine](#) No. 752-p of 12.08.2022;
- [The Strategy for the Implementation of Gender Equality in Education until 2030, approved by the order of the Cabinet of Ministers of Ukraine](#) No. 1163-p of 20.12.2022;
- EU Council Recommendations on [the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers](#) (No. 2005/251/EC of 11.03.2005) and [a European framework to attract and retain research, innovation and entrepreneurial talents in Europe](#) (No. C/2023/1640 of 18.12.2023);
- [Provisions of the EU Framework Programme "Horizon Europe" regarding Gender Equality Plans \(GEP\)](#);

– [Gender Equality Plan of Development and Implementation in the National Academy of Sciences of Ukraine](#), approved by the order of the Presidium of the NASU No. 530 of 26.09.2024.

1.2. The Plan regulates the strategic goal, tasks, and a set of practical measures for establishing gender equality, preventing any forms of discrimination, creating an inclusive working environment, and ensuring conditions for the timely detection of discrimination, as well as providing effective protection for persons and/or groups affected by discrimination and ensuring a timely response to cases of violation of equal rights.

1.3. The Plan is mandatory for all employees, postgraduate and doctoral students of the Institute, regardless of their official status or scientific achievements.

2. Analysis of the Current State of Personnel Gender Balance

2.1. [According to UNESCO Institute for Statistics data](#), 46.4 % of researchers in Ukraine are women, whereas globally this figure reaches only 31.1 %. Ukrainian women work successfully in various fields of science. The highest proportions of female scientists are found in social sciences (65.8 %), medical sciences (65.2 %), and humanities (60.3 %). In the field of engineering and technology, 34.1 % of researchers are women. The relatively high percentage of women among scientists in Ukraine compared to developed countries is due to insufficient public interest in science as a whole and the low income of mid-level scientific personnel. At the same time, despite the high percentage of women in science, they face typical difficulties associated with gender discrimination.

2.2. As of 31.12.2025, women accounted for 46 % of the Institute's employees, including 46.6 % of research staff. The Institute's Directorate comprises 25 % women; women make up 25 % of the Academic Council members, 27 % of the Specialised Scientific Council, and 40 % of the Council of Young Scientists and Specialists. Currently, no structural units of the Institute are headed by women. In the Institute's trade union organisation, 45.3 % are women (see Tables 1 and 2 of Appendix No. 1 to the Plan). These figures reflect the typical career growth challenges inherent in all scientific institutions in Ukraine. Given these indicators, the issue of improving gender balance remains a focus for the Institute's Directorate.

3. Goal and Main Tasks

3.1. The goal of the Plan is to develop a favourable working/research environment for all employees, postgraduate and doctoral students, regardless of gender, providing opportunities for the individual development of all members of the workforce, and promoting principles of equality, respect for human dignity, and gender equality awareness.

3.2. The main tasks of the Plan are to ensure gender equality by addressing the following issues:

- Discrimination related to prejudices regarding the "traditional roles" of men and women in society when making key decisions within the collective;
- Vertical segregation arising from the aforementioned point, which complicates career growth opportunities for women;
- Imbalance between work, study, and life, and the lack of principles and mechanisms to support this (work-life balance);

– Lack of measures to inform the collective about gender equality, which reinforces established gender stereotypes and biases.

3.3. Implementation principles: rule of law, zero tolerance for discrimination, transparency in decision-making, and monitoring the effectiveness of introduced measures and allocated human resources.

4. Main Areas of Action

4.1. Gender Balance in Leadership and Decision-Making

4.1.1. Ensuring balanced representation of women and men in the Directorate, Academic Council, (one-time) specialised scientific councils, leadership of structural units, and the Council of Young Scientists and Specialists.

4.1.2. Analysing the gender composition of the Institute's governing and collegial bodies and taking measures to overcome imbalances.

4.2. Gender Equality in Recruitment and Career Progression

4.2.1. Ensuring equal rights and opportunities for women and men at the Institute, specifically in:

- Access to education and vocational training;
- Equal pay for women and men with the same qualifications and working conditions;
- Creating conditions that allow women and men to engage in labour activities, professional development, and retraining for career growth on an equal basis;
- Participation in competitions for grants, projects, and funding programmes.

4.2.2. Ensuring transparent and clearly defined criteria for selecting candidates for vacancies. When announcing a competition, it is prohibited to offer work only to women or only to men, or to set different requirements that favour one gender.

4.2.3. Developing a personnel reserve based on the principle of gender balance.

4.2.4. Supporting IDP researchers and veterans, aimed at the reintegration of scientists returning from the front or displaced from occupied territories.

4.2.5. Ensuring the accessibility of the Institute's infrastructure for people with disabilities and flexible working conditions for older employees.

4.3. Integration of the Gender Dimension into Research and Educational Activities

4.3.1. Taking the gender aspect into account when planning and implementing educational programmes for Doctor of Philosophy (PhD) candidates and scientific research.

4.3.2. Promoting deeper cooperation with civil society to achieve progress in ensuring gender equality.

4.4. Prevention of Gender-Based Violence and Discrimination

4.4.1. Fostering an atmosphere of zero tolerance for any form of discrimination and violence within the Institute's collective, condemning and countering manifestations of a discriminatory nature and violations of gender equality.

4.4.2. Creating a space of equal opportunities without discrimination based on nationality, race, ethnic origin, gender, age, disability, religion, sexual orientation, gender identity, or marital status. All rights, benefits, opportunities, and activities provided to Institute employees apply to them without exception, provided they have the appropriate qualifications.

4.4.3. The following are prohibited at the Institute:

- Discriminatory language (containing offensive or demeaning remarks regarding gender, appearance, clothing, etc.);
- Harassment (unwanted conduct towards a person or group with the aim or effect of violating their dignity or creating an intimidating, hostile, degrading, or disrespectful environment);
- Hate speech (statements containing insults, threats, or calls for violence based on gender).

4.4.4. Recognition of the importance of confidentiality. Confidentiality is mandatory for persons reporting or accused of gender discrimination or sexual harassment (except when disclosure is required by law or necessary for the protection and safety of others). Reports of harassment or sexism are to be directed to trusted persons: the heads of the Trade Union and/or the Council of Young Scientists and Specialists.

4.4.5. Ensuring equal rights and opportunities to prevent and protect against cases of sexual harassment and other forms of gender-based violence. Conflict situations related to gender discrimination shall be resolved with the participation of Trade Union representatives.

4.5. Work-Life Balance

4.5.1. Ensuring equal rights and opportunities for women and men in balancing work and family responsibilities, namely:

- Exercising the right to part-time work;
- Granting annual basic leave;
- Providing additional paid leave for employees with children;
- Granting maternity leave (for female employees) and childcare leave for either parent.

4.5.2. Appropriate scheduling of meetings, conferences, and other events at the Institute.

5. Monitoring and Reporting

5.1. The HR Department shall collect statistical data on the gender composition of the Institute's personnel annually by 1 February.

5.2. The responsible HR officer shall analyse the data and inform the Institute's Directorate.

5.3. Monitoring results (updated Appendix No. 1 to the Plan) and additional measures shall be reviewed by the Academic Council, approved by the Director, and published on the Institute's official website.

6. Final Provisions

6.1. This Plan is approved by a decision of the Academic Council, enacted by the Director's order, and published on the Institute's official website.

6.2. Control over the implementation of the Plan is assigned to the Deputy Director and the responsible HR officer.

6.3. In the event of changes in the legislation of Ukraine or documents of the National Academy of Sciences of Ukraine, relevant amendments and additions may be made to the Plan in the prescribed manner.

Appendix No. 1
to the Gender Equality Plan
of the L. V. Pisarzhevskii Institute
of Physical Chemistry of the National
Academy of Sciences of Ukraine

Table 1. Personnel Dynamics by Gender (Primary place of work, as of year-end).

No	Indicator	2020	2021	2022	2023	2024	2025
1	Total employees, including:	140	137	142	142	128	126
	Men	66 (47.1%)	68 (49.6%)	76 (53.5%)	75 (52.8%)	65 (50.8%)	68 (54.0%)
	Women	74 (52.9%)	69 (50.4%)	66 (46.5%)	67 (47.2%)	63 (49.2%)	58 46.0%)
2	Total research staff, including:	72	64	65	62	61	58
	Men	39 (54.2%)	35 (54.7%)	35 (53.8%)	34 (54.8%)	32 (52.5%)	31 (53.4%)
	Women	33 (45.8%)	29 (45.3%)	30 (46.2%)	28 (45.2%)	29 (47.5%)	27 (46.6%)

Analytical Note:

During 2020-2025, the share of women in the total number of employees remained consistently above 46 %, indicating a sustained gender balance. In the category of research staff, the share of women fluctuated between 45–48 %.

Table 2. Gender Composition of Governing and Collegial Bodies (As of year-end 2025).

No	Governing and Collegial Bodies	2025	2026	2027	2028	2029	2030
1	Directorate, including:	4					
	Men	3 (75%)					
	Women	1 (25%)					
2	Heads of Structural Units, including:	6					
	Men	6 (100%)					
	Women	–					
3	Academic Council, including:	16					
	Men	12 (75%)					
	Women	4 (25%)					
4	Specialised Scientific Council, including:	15					
	Men	11 (73.3%)					
	Women	4 (26.7%)					
5	Council of Young Scientists and Specialists, including:	5					
	Men	3 (60%)					
	Women	2 (40%)					
6	Personnel Reserve for Leadership Positions, including:	5					
	Men	3 (60%)					
	Women	2 (40%)					
7	Trade Union Organisation, including:	117					
	Men	64 (54.7%)					
	Women	53 (45.3%)					

Analytical Note:

As of 31.12.2025, the Institute's Directorate comprises 25 % women; women make up 25 % of the Academic Council members, 27 % of the Specialised Scientific Council, and 40 % of the Council of Young Scientists and Specialists. Currently, no structural units of the Institute are headed by women. In the Institute's trade union organisation, 45.3 % are women.