

NATIONAL ACADEMY OF SCIENCES OF UKRAINE
PALLADIN INSTITUTE OF BIOCHEMISTRY

9, Leontovich str., Kyiv, 01054 Ukraine
Phone: [380-44] 2345974; Fax: [380-44] 2796365

“Approved”

Director of the Palladin Institute
of Biochemistry,
Academician of the National
Academy of Sciences of Ukraine

Serhiy Komisarenko
April 15, 2025



GENDER EQUALITY PLAN

of the Palladin Institute of Biochemistry of the National Academy of Sciences of Ukraine (PIB)

The plan was reviewed and approved
at a meeting of the Scientific Council
of the Institute on April 15, 2025

Kyiv 2025

GENDER EQUALITY PLAN

of the Palladin Institute of Biochemistry of the National Academy of Sciences of Ukraine (PIB)

Ukrainian Background

Equality of rights of women and men is one of the fundamental principles of social life. Gender equality is the equal legal status of women and men and equal opportunities for its realization.

All people are free and equal in their dignity and rights according to the Constitution of Ukraine. According to the Article 21 of Constitution, the human rights and freedoms are inalienable and inviolable. According to the Article 24 of Constitution, citizens have equal constitutional rights and freedoms and are equal before the law. According to the Article 53 of Constitution, obtaining higher education is carried out exclusively on a competitive basis.

The Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" (2005) emphasizes the need to achieve a parity position of women and men in all spheres of life in society through the legal provision of equal rights and opportunities for women and men, liquidation discrimination on the basis of gender 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 and the current legislation of Ukraine. Also, the Laws of Ukraine "On the principles of preventing and combating discrimination in Ukraine" (2013), "On education" (2017), "On higher education" (2014), the Conventions "On the protection of human rights and fundamental freedoms" (current version - 2013), "On combating discrimination in education" (1960), the UN Conventions "On the elimination of all forms of discrimination against women" (current version - 1999), "On the rights of persons with disabilities" (current version - 2016), Resolution of the Cabinet of Ministers of Ukraine No. 273 dated April 11, 2018 "On approval of the State social program to ensure equal rights and opportunities for women and men for the period until 2021" were used.

Strategic aims/objectives

- ✓ To lead and support gender equality, to ensure equal rights, equal opportunities and access to all resources across the PIB.
- ✓ To ensure the sustainability of gender equality policies, actions and practices.
- ✓ To meet commitments to gender equality and the requirements of Horizon Europe's Gender Equality Plan, broader Equality, Diversity and Inclusion work and other activities
- ✓ To meet commitments of the Constitution of Ukraine.

Gender equality action plan

The plan of PIB for ensuring gender equality (the Plan) is a set of actions aimed to reach abovementioned strategic aims and objectives in order to provide equal rights and opportunities to women and men, as well as ensuring a balance between work/study and personal life.

The Plan action take into account the Horizon Europe Guidance on Gender Equality Plans (GEPs) released by European Commission, Directorate-General for Research and Innovation in September 2021, the recommendations of the European Union framework program for research and innovation "Horizon Europe", the European Charter for Researchers, the National Action Plan for the implementation of UN Security Council Resolution 1325 "Women, Peace, Security".

The plan was created with the aim of developing practical approaches in order to achieve a sustainable gender balance in the research teams:

- ✓ To ensure equal opportunities in realization of the scientific potential of all employees;
- ✓ To raise employee awareness of their rights and freedoms, which may be violated by gender bias;
- ✓ To prevent the gender bias;
- ✓ To create of the most comfortable working conditions for employee regardless of gender.

Measures to achieve and maintain gender balance

1) Systematic data collection. For the constant analysis of the current situation and monitoring of compliance with the norms of gender equality, the PIB has created a system of permanent measures. In particular, the Human Resources Department (V. Kuzvesova) annually submits data related to the gender balance situation in the PIB to the administration in reports.

Plan realization:

Gender data were collected; please find the Table 1 below.

Table 1

Institutional gender data

N	Name of indicators	Year 2024
1	Total number of employees (without security and cleaning personal)	171

2	Number of women	119
3	% of women in the total number of employees	70
4	Total number of professionals	152
5	Number of women	108
6	% of women in the total number of professionals	71
7	Number of scientists at the leading positions	19
8	Number of women	11
9	% of women in the total number of scientists at the leading positions	58
10	PIB Directorate (including PIB Scientific Secretary)	5
11	Number of women	1
12	% of women in Directorate (including PIB Scientific Secretary)	20
13	Head of the departments	7
14	Number of women	4
15	% of women in the total number of the Head of the departments	57
16	Scientists with doctoral degree, D.Sc	21
17	Number of women	11
18	% of women in the total number of Scientists with doctoral degree	58
19	Scientists with Ph.D. degree	70
20	Number of women	46
21	% of women in the total number of Scientists with Ph.D. degree	66

2) To appoint a person responsible for coordination of the issues of equal opportunities and diversity (hereinafter – the Responsible Person) :

Plan realization:

The responsibilities of PIB Deputy Director for scientific work, who is responsible for personnel issues, include measures of monitoring the state of the gender balance situation at the Institute, analysis of gender equality tolerance atmosphere and Human Resources Department data in this area, regularly updated (Dr. V.CHERNISHENKO).

3) Data analysis

Plan realization:

Table 1, lines 3, 6, 9, 12, 15, 18, and 21 represent calculations of % of women in different indicators.

4) In 2021, PIB released internal document entitled “Regulations on preventing and combating discrimination, gender inequality and sexual harassment” approved by Scientific Council of PIB. The Commission for the Prevention, Prevention and Combating of Discrimination, Gender Inequality and Sexual Harassment at the PIB was created in 2021.

1. The Commission for the Prevention, Prevention and Combating of Discrimination, Gender Inequality and Sexual Harassment at the PIB (hereinafter referred to as the Commission) is responsible for disseminating information on the prevention and combatting of sexual harassment, discrimination and gender inequality at the PIB, as well as the settlement of cases related to them.

2. The Commission is a standing committee under the Director of the PIB. In its work, the Commission is obliged to adhere to the principles of respect for private life and the protection of personal data of employees and higher education students of the PIB.

3. The Commission consists of five people (1 representative of the administration of the PIB, 1 head of the trade union of the PIB, 1 head of the Council of Young Scientists of the PIB, 1 representative from among higher education students of the PIB, 1 lawyer).

4. The composition of the Commission is approved by the Director of the PIB once every three years.

5. The Commission has the right to initiate issues on improving these Regulations and other internal regulatory documents of the PIB regarding the prevention, warning and fight against sexual harassment, discrimination and gender inequality in the PIB.

6. The PIB provides for two ways of responding to cases of sexual harassment, acts of discrimination or manifestations of gender inequality - formal and informal. If possible, the parties

involved in this case are encouraged to resolve the situation informally.

7. The application of these norms and the Regulations does not exclude the possibility of applying the norms of the current legislation of Ukraine regarding the protection of a person's rights.

5) Dissemination of best practices:

As a part of the international projects carried out at the PIB, trainings are planned on the permanent basis for the PIB management and scientists on the importance of ensuring and maintaining gender balance and tolerance for issues of gender equality and minorities.

The PIB pays a lot of attention to issues of ensuring and maintaining gender balance in the team.

The following priorities are in the area of constant attention of the administration of the PIB:

- ✓ Gender balance in management and decision-making;
- ✓ Gender balance in hiring and career growth;
- ✓ Integration of the gender aspect in the processes of scientific research and teaching;
- ✓ Measures against gender-based violence, including sexual harassment;
- ✓ Balance between work and leisure, corporate culture.

• Gender balance in leadership and decision-making

Since 2024, the PIB maintains a balanced gender ratio among women occupy 11 leading scientific positions in the PIB (58% of the total number of scientists at the leading positions in PIB). Since 2024, women also occupy 4 scientific positions of the Head of the departments in the PIB (57% of the total number of scientists at the positions of the Head of the departments in the PIB).

• Gender balance in hiring and career growth

In solving personnel issues, the PIB adheres to European standards.

In 2024, number of women with doctoral degree D.Sc. (equal to Doctor Habilitatus) was 11 in the PIB (58% of the total number of scientists with doctoral degree in PIB).

In 2024, number of women with Ph.D. degree was 46 in the PIB (66% of the total number of scientists with Ph.D. degree in PIB).

To ensure gender equality in the hiring of women and men in the PIB, the PIB administration plans:

- ✓ To provide information about the competition to the widest possible range of potential candidates.
- ✓ To announce job with clear requirements.

- ✓ To involve women in underrepresented fields, including the search for female specialists using special Internet resources (for example, work.ua; rabota.ua; jobs.ua; grc.ua, etc.).
- ✓ To select transparently the candidates based on clear criteria.
- ✓ To evaluate resumes using standardized forms and to conduct a "blind" evaluation of resumes

To support the development of the academic career of women and men in the PIB, the PIB administration plans:

- ✓ To monitor systematically the participation of women and men in competitions for grants, projects and financial support.
- ✓ To monitor systematically the representation of men and women in the expert areas and research councils of the Institute.
- ✓ To carry out a detailed analysis of the needs of young female workers in order to support their academic career development.
- ✓ To carry out activities aimed at increasing women awareness of the possibility of their career growth in the chosen field of research.
- ✓ To integrate the gender aspect into the processes of scientific research and teaching. Measures against gender-based violence, including sexual harassment.

As part of almost every European project implemented at the Institute, trainings are held for the Institute's management and scientists on the importance of ensuring and maintaining gender balance, as well as on safety against gender-based violence at the workplace, including sexual harassment. The trainings are conducted by European partners according to the best practices developed and adopted in the EU.

• **Inclusion and promotion of a gender perspective in scientific research and teaching:**

To ensure gender equality in the hiring of women and men, the following measures plan to be implemented: provision of conditions and resources for the development of a policy of self-improvement in order to avoid professional burnout of employees; monitoring of all personnel with evaluation of workplace satisfaction, workplace culture and management; organization of seminars, trainings and other events dedicated to issues of gender equality and balance between work and personal life; promotion of awareness of diversity, interaction and support at different levels of the PIB community; promotion of development of a network of mentors to help employees receive the necessary support and advice from more experienced colleagues; creation of access to resources of the latest technologies that will guarantee the development of productivity and efficiency of employees at the workplace.

- **Work/leisure balance, corporate culture**

The PIB constantly takes care of the issues of harmonious distribution of time between work and family.

In 2019-2021, during the period of the COVID-19 pandemic, remote work of PIB employees was allowed, in those cases where it was possible.

After the declaration of martial law, scientists worked remotely during the full-scale russian invasion at the beginning of 2022. The PIB directorate made efforts to encourage the physical presence at the workplace of all employees of the PIB in order to preserve the personnel potential and stabilize the activities of the PIB during the war.

To facilitate the combination of work and family life, PIB administration balances the hours of meetings of scientific councils, scientific conferences for a harmonious distribution of time between work and family; introduces individual work schedules and other flexible forms that facilitate the combination of work and family life according to the needs of employees; informs employees about the need for a balance between work and personal life; provides a psychological assistance for employees to prevent emotional burnout.

To raise awareness of the importance of equality issues in PIB, it is provided: Constant monitoring of gender balance indicators; Permanent informing measures for the team about the state of affairs regarding gender balance and compliance with the principles of gender equality in the team; Joint strategic vision of issues of gender balance and close cooperation in this area of the staff of the PIB, its public and scientific organizations and administration; Timely identification and resolution of issues related to possible non-compliance with the principles of gender balance; Participation in public events; Identifying and overcoming possible cases of gender stereotypes and linguistic sexism.

- **To prevent and identify situations of gender-based violence (including sexual harassment) and discrimination that may occur in the team, the PIB** manages to provide on the permanent base by forming in the team an atmosphere of intolerant attitude towards violent behavior patterns, indifferent attitude towards the victims, awareness of gender-based violence as a violation of human rights; provision of individual psychological support to possible victims of any type of violence and/or discrimination.

The public associations of the PIB such as **Trade Union Committee** also stand guard over the priorities of gender equality and prevent gender-based violence:

The PIB has a **Trade Union Committee** in accordance with the Laws of Ukraine "On Trade Unions, Their Rights and Guarantees of Activity" and "On Association of Citizens", the Code of

Labor Laws of Ukraine, legislation on education and other normative legal acts adopted in accordance with them international treaties, agreements, conventions, the consent to the binding of which has been granted by the Verkhovna Rada of Ukraine.

The head of the Trade Union Committee of the Institute is Dr. L. BABICH.

The activities of the Trade Union Committee are aimed at protecting the labor, professional, socio-economic rights and interests of all employees. Besides, the Trade Union members receive free legal assistance if needed.

The Trade Union Committee is the representative of the labor team when concluding a collective agreement and is the guarantor of the fulfillment of obligations stipulated by the collective agreement. The Committee also monitors the state of labor protection on the ground, stands up for the rights of Trade Union members within the current legislation of Ukraine, including in matters of compliance with the principles of gender equality in the structure and activities of the Institute.

In order to ensure a harmonious distribution of time between work and family by the PIB employees, the PIB Council of Young Scientists regularly holds social events aimed at maximization of socialization of employees.