

**APPROVED**

**By the Academic Council of the  
D.K. Zabolotny Institute of  
Microbiology and Virology  
of the NAS of Ukraine**

**Entered into force by the order of  
the director**

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## **STRATEGY**

**of ensuring gender equality**

**at the D.K. Zabolotny Institute of Microbiology and Virology of the  
National Academy of Sciences of Ukraine**

### **Introduction**

The equal status of women and men in all spheres of society is an urgent problem today. It is ensured by observing of the equal rights and opportunities of women and men, discrimination eliminating based on gender, and applying measures aimed at eliminating the imbalance between the opportunities of women and men to exercise equal rights.

In this regard, it is extremely important to ensure gender equality and exclude gender discrimination in labor relations, including in the scientific area.

Administration of the D.K. Zabolotny Institute of Microbiology and Virology of the National Academy of Sciences of Ukraine pays attention to the issue of gender equality in the workforce. In its practice, the Institute is guided by the strategy of gender equality, which provides for fair and equal care of both women and men in the performance of labor duties in their positions, including managerial ones, as well as in the acquisition of scientific degrees and academic titles within the Institute.

The gender equality strategy was developed in compliance with all requirements of current legislation and is implemented in all areas of the Institute's activities. Women make up 81% of the total number of employees of the Institute,

which is 75% of the total number of all scientific workers. Among the employees of the Institute who hold management positions, the number of women is 61%.

Staff replenishment at the Institute takes place at the expense of graduates of specialized higher educational institutions of Ukraine, among whom women predominate.

According to the employee's application and taking into account his family circumstances, it is allowed to establish an individual work schedule taking into account working time norms, fulfilling the conditions of full employment and observing safety rules in laboratories. The Collective Agreement states that remote work for employees is allowed for valid reasons. The Institute has divisions in which the staff consists of 90-100% women, in particular, a number of scientific divisions, accounting, planning and financial department, legal counsel, vivarium, library, laboratory of nutrient environments, etc.

## **1. General provisions**

Strategy of ensuring gender equality at the D.K. Zabolotny Institute of Microbiology and Virology of the NAS of Ukraine (hereinafter the Strategy) defines the basic principles, target groups, strategic goals and objectives for the implementation of the state policy in the field of ensuring of equal rights and opportunities for women and men in the field of science.

The purpose of the Strategy is to exclude any discrimination on the basis of gender for participants in the scientific process at all levels of employment relations at the Institute. The strategy was developed taking into account the main international legal acts for the implementation of the principles of gender equality, namely the Universal Declaration of Human Rights; United Nations Convention on the Elimination of All Forms of Discrimination against Women and the Optional Protocol thereto; Beijing Declaration and Action Platform; The Millennium Declaration of the United Nations Organization; The Sustainable Development Goals of the United Nations Organization until 2030, defined by the resolution of the General Assembly of the United Nations Organization of September 25, 2015 No. 70/1; The Gender Equality Strategy of the Council of Europe for 2018-2023; UN



Security Council Resolution 1325 "Women, Peace, Security", adopted by the UN Security Council in October 31, 2000; and UN Security Council resolutions 1820, 1888, 1889, 1960, 2106, 2122, 2242, 2467, 2493, which together form the "Women, Peace, Security" agenda; The Association Agreement between Ukraine, on the one hand, and the European Union, as well as a number of international documents (Recommendations of the European Commission on the implementation of Gender Equality Plans within the framework programs for research and innovation Horizon 2021-2027 / European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, 2021; Horizon Europe Guidance on Gender Equality Plans).

Legal regulation on ensuring equal rights and opportunities for women and men in Ukraine is carried out by the Laws of Ukraine "On Principles of Prevention and Counteraction of Discrimination in Ukraine" and "On Ensuring of Equal Rights and Opportunities of Women and Men"; Decree of the President of Ukraine dated September 30, 2019 No. 722 "On the Sustainable Development Goals of Ukraine for the period until 2030"; Resolution of the Cabinet of Ministers of Ukraine dated April 11, 2018 No. 273 "On approval of the State Social Program for ensuring of equal rights and opportunities for women and men for the period until 2021"; Order of the Cabinet of Ministers of Ukraine of September 5, 2018 No. 634-p "On the approval of the National Action Plan for the implementation of the recommendations outlined in the concluding remarks of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women for the period until 2021"; the Order of the Cabinet of Ministers of Ukraine dated October 28, 2020 No. 1544-p "On approval of the National Action Plan for the Implementation of the UN Security Council Resolution 1325 "Women, Peace, Security" for the period until 2025"; the Decree of the Cabinet of Ministers of Ukraine of December 16, 2020 No. 1578 "On the approval of the plan of measures to implement the obligations of the Government of Ukraine, taken within the framework of the international initiative "Biarritz Partnership" on the establishment of gender equality"; the Decree of the President of Ukraine of May 14, 2021 No. 225 "On the

Decision of the National Security and Defense Council of Ukraine of May 14, 2021 "On the Strategy of Human Development" (website of the National Social Service of Ukraine, <https://nssu.gov.ua/genderna-rivnist/npa-z-pitan-gendernoyi-rivnosti>).

The implementation of the Strategy is based on the principles of observing of democratic values, freedoms, justice, equal rights and opportunities for women and men, respect for human dignity and absence of any discrimination in the field of labor relations. The strategy is aimed at actively involving members of the scientific community, women and men, in its implementation, analysis and assessment of the prospects for its implementation. The Institute conducts the open innovation policy taking into account the needs of various groups of representatives of the scientific environment.

## **2. Target groups and areas of implementation**

The target groups targeted by the Strategy are all researchers of the Institute, administrative and other employees of the Institute, as well as students of higher educational institutions undergoing educational and/or diploma practice on the basis of the Institute, students of the third and fourth levels of higher education (graduate students and doctoral students). The strategy is implemented in all structural subdivisions of the Institute and in all areas of scientific activity (microbiology, virology, biotechnology) and is mandatory for implementation.

## **3. Goals and objectives of the Strategy**

The main goals of the Strategy are the implementation of the principles of gender equality, respect for human dignity, the preservation of human rights and freedoms in accordance with European standards in all units of the Institute, exclusion of any discrimination both in research activities and in the activities of auxiliary units and services of the Institute. The key task of the Strategy is to prevent gender-based violence and ensure equal professional opportunities among the scientific community for both women and men.

Considering the state of war in the country and the consequences of the post-war reconstruction of Ukraine, the Institute considers it necessary to introduce the practice of inclusiveness in the field of science to ensure equal rights and opportunities for women and men.



#### 4. Implementation of strategic goals

Implementation of the Institute's strategic goals includes the informational support and educational activities for scientific workers on the issues of ensuring of equal rights and opportunities for women and men. Educational activities are conducted for employees of the Institute on ensuring of gender equality in the team. The personnel potential of the Institute is formed in accordance with gender justice and equality. The Institute adheres to the principles of gender equality when organizing internships for students of higher education institutions in various scientific areas (microbiology, virology, biotechnology). Anonymous surveys are systematically conducted among employees and interns of the Institute regarding compliance with the rules of gender equality.

#### 5. Analysis and evaluation of the implementation of the Strategy and reporting on implementation

The Institute has established a commission on issues of compliance with the principles of gender equality. The results of the commission's work and the implementation of the Strategy are systematically discussed at the meetings of the Institute's Academic Council.

AGREED:

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