

OIPH Gender Equality Plan 2022-2025

INTRODUCTION

Orbeli Institute of Physiology of the NAS RA, v.v.i. (hereafter OIPH) has previously approved, set and implemented the principles of gender equality set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, which has already been recognized by the HR Excellence in Research Award. The OIPH endorses the strategic objectives set out in the document EqualityUnion: the Gender Equality Strategy 2020 - 2025.

The OIPH considers gender equality to be a state in which individuals, regardless of gender, are free to develop their personal abilities and make decisions without the constraints imposed by culturally and socially defined gender roles. A state where the different behaviors, aspirations, and needs of women and men are recognized, promoted, and valued as equal.

OIPH sees it as part of its commitment to society to take and adopt such measures in the light of the principles of transparency, equality, and accountability while taking measures to reconcile the work and personal lives of its employees.

The OIPH fully recognizes and supports the 3 priority areas key to achieving gender equality in the institution:

- career advancement/career development for women, early-career scientists, and the gender+ community;
- strengthening the representation of women in decision-making and top academic positions;
- gender in research approach and research content, a pedagogical process, and curriculum.

GEP

The purpose of the Gender Equality Plan is to complement the implementation of the Gender Equality Strategy for Researchers (GES4R) as a sister scheme to the Human Resources Strategy for Researchers (HRS4R).

Action Plan with specific measures aimed at improving gender equality in the Institute and to cover areas and topics that were previously excluded from the OIPH strategy of development.

In developing this plan, the OIP has followed the European Institute for Gender Equality's Handbook for Gender Equality in Academia and Research.

Background and initial analysis:

The initial analysis showed that the state of gender equality and balance in the OIPH is already at a very high level.

This assessment is based on the following findings:

- The overall distribution of employees by gender is almost even
- The gender distribution of employees in specific positions, including managers, is almost even.
- No gender pay gaps
- Internal documents and guidelines promote gender equality
- There are tools to eliminate primary and secondary sex discrimination.

In order to support the introduction and actual implementation of gender equality, the OIPH will further adopt, implement and develop further measures in the following areas in order to maintain and improve the gender equality environment for its staff. Therefore, the following areas of the plan for further improvement and monitoring of the gender equality situation in the Institute have been developed.

The OIPH has allocated human and financial resources for the implementation of the Gender Equality Plan. A Gender Equality Working Group has been established to implement and monitor specific areas of the plan. The group consists of the HR Manager, the Equality Officer, a representative of the Young Scientists Council, and a representative of the research staff. All will be implemented with direct responsibility of the Director of Administration and the OIPH Academic Council. The resources and opportunities will be discovered to do training, further analysis, and internal or staff audits.

GEP Action Plan

1. Staff training, internal culture, and career progression

The OIPH will fund staff training to improve gender sensitivity and to ensure access to information on benefits and resources available to staff.

The training will focus mainly on the following areas:

- Gender sensitivity
- Gender aspects of research
- Options for balancing work, life, and family
- Career development opportunities

In addition to training, the OIPH will promote the institutional culture and the working and scientific environment in order to maintain the gender equality policy, incorporate gender equality provisions into the internal regulations of the institution, and raise awareness and understanding of gender equality issues. In the form of lectures and workshops incorporating gender issues.

The OIPH will promote balanced career growth and advancement for women and men. Thus, the measure will provide specific support for staff - workshops for writing grant applications, and support in the role of principal investigators/senior researchers. It will take measures to actively support parents returning from MD or RD and to restart scientific careers.

2. Monitoring

The OIPH will continuously monitor, collect and analyze the same data as used for the initial analysis and track changes. As the findings of the initial analysis were very positive, monitoring will focus on identifying factors that may lead to a deterioration of the current situation.

The following areas will be monitored:

- number of employees by gender at all levels;
- the average number of years it takes women and men to advance in their careers;
- wage gap by gender and occupation;
- number of women and men in academic and administrative decision-making positions;

- the number of male and female applicants applying for different jobs;
- the number of employees taking parental leave, for how long, and how many of them returned after taking it.

The aim is to establish a system and methodology for collecting and regularly evaluating data in this area, clearly defining the monitoring identifiers, their description, and sources.

3. Recruitment and selection of employees

The OIPH strictly complies with the provisions of the Labour Code of RA regarding discrimination on the basis of sex, especially with regard to remuneration, training, and career development opportunities.

The OIPH will continue to conduct recruitment and selection without gender bias based on the principles of OTM - R (Open - Transparent - Merit-based Recruitment; i.e. Open and Transparent Recruitment and Selection based on merit and competence).

The OIPH will continue to strive for and adhere to the establishment of gender-balanced selection panels in accordance with the applicable recruitment and selection process. The measure will be implemented by the responsible human resources specialist.

4. Work-family balance

The OIPH will facilitate and further promote flexible forms of work, as well as the creation of conditions for the provision of childcare and family care that will enable employees to balance work and family responsibilities.

Particular emphasis will be placed on researchers returning after parental leave. The measures will be implemented by the responsible human resources specialist together with the management of the Institute.

5. Elimination of harassment

The OIPH will develop and implement preventive measures against bullying or sexual harassment and other forms of gender-based violence and improve the complaints process, complemented by mediation and counseling, and advisory services for the fair resolution of cases.

The measures will be carried out by the Institute's Gender Officer, appointed to set up these measures and to deal with incidents. Emphasis is on the independence, and objectivity of the person, hence this is a person outside the OIPH permanent staff.

6. Gender aspects of research

The OIPH will begin to take gender aspects of research into account when planning and carrying out research tasks. This is particularly important as these aspects can play a crucial role in biomedical research. Arrangements will be made by a representative of the researchers.

This plan is set for the period 2022-2025, after which its actions and results will be evaluated and reviewed. The plan will then be revised and a new version will be implemented for the following period.