



**State Institution
"Institute of Soil
Protection of
Ukraine"**

Gender Action Plan for 2026-2030

1. Introduction

The State Institution "Institute of Soil Protection of Ukraine" is a leading scientific and research institution in the field of monitoring, protection and restoration of soil resources, operating throughout Ukraine through a network of interregional and regional centers. The Institute provides scientific and methodological support for state policy in the field of soil protection, carries out agrochemical, ecological and toxicological, radiological research and implements scientific and technical developments for the sustainable use of land resources.

The Institute shares the principles of sustainable development and recognizes gender equality as one of the basic values of organizational development. The institution is focused on ensuring equal rights and opportunities for all employees - scientists, engineering and technical personnel and administrative employees - in terms of professional growth, participation in scientific and technical work, international projects and management processes.

In order to implement strategic development objectives, the Institute implements the principles of diversity, gender equality and inclusion as an important component of the effective functioning of a scientific institution. Ensuring equal access to resources, career opportunities, professional development, and participation in decision-making contributes to improving the quality of research, strengthening human resources, and shaping a modern organizational culture.

Achieving the values of social justice requires systematic work to prevent discrimination, overcome stereotypes, and create a safe and inclusive working environment, including during field and laboratory research. Taking into account the gender aspect in the organization of work, personnel management, and the implementation of scientific and technical programs is an important factor in increasing the efficiency of the institution.

The Gender Action Plan of the State Institution "Soil Protection Institute of Ukraine" aims to implement a systematic approach to ensuring gender equality in the personnel, scientific, and management policies of the institution. It includes specific measures to ensure equal opportunities in hiring and promotion, support for employee career development, prevent discrimination, and create a gender-sensitive working environment.

The plan was developed taking into account the requirements of national legislation in the field of ensuring equal rights and opportunities for women and men, the principles of gender-sensitive policy, and the provisions of international documents in the field of sustainable development. It is aimed at forming an organizational culture based on respect, responsibility and professional ethics.

The Gender Action Plan reflects the current challenges associated with the activities of a scientific institution in the conditions of martial law and the country's reconstruction, and provides for the possibility of its updating taking into account changes in the social environment and regulatory framework. The expected result of the plan's implementation is to increase the efficiency of human resources management, strengthen the Institute's human resources potential and create a safe, fair and inclusive professional environment.

The implementation of the Gender Action Plan measures will be accompanied by internal and external communications to disseminate the principles of gender equality, raise employee awareness and ensure transparency in the implementation of relevant measures.

2. GENERAL INTENTIONS

The activities of the State Institution "Institute of Soil Protection of Ukraine" are based on the principles of equal rights and opportunities, non-discrimination and respect for human dignity. The Institute is aware of its responsibility as a state scientific institution to ensure a fair, safe and inclusive working environment for all employees - scientists, engineering and technical and administrative personnel.

The Institute proceeds from the fact that the diversity of experience, professional approaches and views is an important resource for development, improving the quality of scientific research and implementing innovative solutions in the field of soil protection and sustainable use of land resources. The formation of an inclusive professional environment contributes to increasing the efficiency of research, laboratory, field and management activities.

These principles equally apply to the scientific, production and laboratory and administrative activities of the Institute. The institution will consistently implement approaches aimed at strengthening equality, diversity, justice and inclusiveness at all levels of the organizational structure - from the Central Office to interregional and regional centers.

The general intentions of the Institute are to:

- ensure diversity of the staff and equal representation of women and men in scientific, technical and managerial activities;
- create fair and transparent conditions for recruitment, professional development and promotion;
- maintain an environment free from discrimination, sexism or any forms of unfair treatment;
- develop human resources capable of ensuring high quality scientific and technical developments, expert activities and state soil monitoring;
- contribute to the formation of an organizational culture that supports innovation, responsibility and professional ethics.

The implementation of these intentions is part of the strategic development of the Institute and is aimed at strengthening its role as a leading state scientific institution in the field of soil protection and restoration of land resources of Ukraine

Strategy of the State Institution
 "Institute of Soil Protection of
 Ukraine" until 2030

Mission	Provide scientific and methodological support for state policy in the field of soil protection, monitor, assess, and restore soil resources for the sustainable development of Ukraine.
Vision	A leading state scientific institution with international recognition in the field of soil monitoring, protection, and restoration, a reliable expert partner for government agencies, communities, and the agricultural sector.
Subgoal	Creating a professional, gender-balanced, inclusive, and highly qualified workforce for the effective implementation of scientific and technical tasks.

Gender Action Plan
 of the State Institution "Institute of Soil
 Protection of Ukraine" for 2026-2030

Focus areas	Hiring	Career development	Leadership	Organizational culture	Research activities
Actions	Introduction of gender-neutral job advertisements; transparent competitive procedures; gender monitoring of staffing; analysis of reasons for staff turnover	Development of transparent promotion criteria; systematic professional development; mentoring for young researchers; support for participation in international projects	Ensuring gender balance in management decisions; developing managerial competencies of managers; monitoring the representation of women and men in NTP management	Discrimination prevention policy; confidential reporting mechanism; ensuring safe conditions during fieldwork; work-life balance measures	Integration of a gender approach into NTPs and projects; equal access to grants; publication support; creation of electronic databases and analytical materials

3. PRIORITIES

The realization of the desire to ensure the diversity of the Institute's staff, to create a fair, safe and inclusive professional environment for scientific, laboratory, field and administrative activities is possible provided that the following priorities are observed:

1. Increasing the ability of management to manage human resources on the basis of equality and non-discrimination, which supports the professional development of employees, promotes an inclusive environment and prevents prejudice and stereotypes in making management decisions.

2. Developing and implementing a comprehensive personnel and career policy aimed at ensuring equal opportunities for women and men in scientific, engineering and technical and managerial activities, supporting different career trajectories, as well as creating conditions for combining professional activities and family responsibilities.

3. Introduction of systematic gender monitoring of personnel and participation of employees in scientific and technical works, grant programs and international projects, in order to ensure balanced representation and equal access to professional development.

4. Development and implementation of a policy to prevent discrimination, sexism and any forms of unequal treatment in the working environment, taking into account the specifics of field research and laboratory activities, and ensuring safe working conditions for all employees.

The implementation of these priorities requires both centralized management support at the level of the Central Office and the active participation of the interregional and regional centers of the Institute in the implementation of relevant measures.

4. MEASURES AND ACTIVITIES

To achieve the defined priorities in the field of gender equality, the State Institution “Institute of Soil Protection of Ukraine” will form an organizational culture in which the principles of equality, non-discrimination, and inclusiveness are an integral part of management decisions, personnel policy, and everyday professional activities.

Effective implementation of the Plan requires a combination of centralized and decentralized approaches to the implementation of measures. Some decisions and regulatory documents will be developed and approved at the level of the Institute's central office, while the practical implementation of individual measures will be carried out by interregional and regional centers, taking into account the specifics of their activities.

The success of the Plan depends on the active participation of management, scientists, engineering and technical staff, and administrative personnel, as well as open dialogue and coordination of actions between all structural units of the Institute.

The Action Plan includes measures to be implemented:

- at the level of the Central Office of the Institute;
- at the level of interregional centers;
- at the level of regional centers and other structural units.

The implementation of measures will be accompanied by monitoring of their effectiveness, periodic analysis of results, and, if necessary, adjustment of implementation approaches, taking into account changes in the regulatory and legal environment and the social environment.

**ACTION PLAN ON GENDER EQUALITY IN THE STATE INSTITUTION "INSTITUTE OF SOIL PROTECTION OF UKRAINE FOR 2026-2030:
RESPONSIBILITIES AND SCHEDULE**

Events	Implementation	Indicators	Terms of implementation				
			2026	2027	2028	2029	2030
FOCUS 1. ENSURING GENDER EQUALITY IN THE RECRUITMENT OF WOMEN AND MEN							
The recruitment of women and men should be based on the same criteria and conditions.							
Objectives:							
<ul style="list-style-type: none"> • Improve the recruitment process • Raise awareness of gender equality at all stages of the recruitment process 							
Measures to ensure diversity and equal representation of different genders in certain areas of activity	Providing information about the competition to as wide a range of potential candidates as possible – both men and women.	-	I	ICB	ICB	ICB	ICB
	Job advertisements that include transparent criteria, clear guidelines for evaluating achievements, and disclosure of applications. Job advertisements should always state that all interested candidates are encouraged to apply for the position and that all applicants will be evaluated based on their qualifications for the position.	-	I	I	I	I	I
	Competition commissions and committees (for evaluation and appointment) should be guided solely by academic qualification requirements, be inclusive, and reflect gender diversity.	Updated composition of commissions	I	I	I	I	I
	The selection committee should select candidates for positions based on qualifications and job requirements. In addition, the appointment committee should consider how the best qualified candidates will contribute to gender balance in the laboratory/department/center. In the event that applicants for the position have equal qualifications, the gender balance of the unit should be a factor taken into account in the final selection of the candidate.	Improved gender structure	I	I	I	I	I
Ensuring language quality	Job advertisements should be worded in such a way as to attract a diverse group of applicants.	-	I	I			
	Expert assessment of advertisements, letters of recommendation, and other materials used in the recruitment and selection process, use of gender-insensitive language, unconscious linguistic biases	-	I	ICB	ICB	ICB	ICB
Improving transparent criteria for the personnel selection process	Use of standardized resumes and blind resume screening.	Development of a resume form and criteria for expert evaluation	I	I			
	Conducting training sessions and seminars for human resources specialists aimed at eliminating unconscious gender bias.	5 trainings	I	C	C	B	B

FOCUS 2: SUPPORTING THE DEVELOPMENT OF SCIENTIFIC CAREERS FOR WOMEN AND MEN

Objectives: <ul style="list-style-type: none"> • Improve career development at the State Institution "Institute of Soil Protection of Ukraine" with the aim of promoting gender equality at all levels of the career ladder • Create greater clarity regarding future career prospects and opportunities for recruitment and retention for all scientific and engineering staff 							
Clarification of qualification requirements.	All hiring units (departments/centers/other structural units, etc.) must review their existing qualification requirements for job categories (senior researcher, researcher, leading specialist, etc.). The requirements must be adjusted so that they do not contain any direct or indirect discrimination, discriminatory principles, stereotypes, etc. The requirements must be transparent, and the staff of the center/department/laboratory must be familiar with them.	-	CB	CB			
Systematic career development work	Managers should regularly discuss career development with all employees, paying particular attention to gender equality. This can be done in connection with staff development dialogues. Both internal and external mentors can be involved in career development discussions.	Summary annual data representing the gender composition of seminar participants	CB	CB	CB	CB	CB
	Conducting a detailed analysis of the needs of young female employees in order to support their academic career development.	Survey results	CB				

FOCUS 3: LEADERSHIP

Objectives: <ul style="list-style-type: none"> • Ensure active support and at the same time give managers clear authority to promote gender equality at all levels of management • Management teams at all levels must achieve better gender balance 							
Gender equality in management contracts.	Job advertisements should clearly state that leadership positions require active support and efforts to promote gender equality.	-	I	I	I	I	I
	Systematic monitoring of women's and men's participation in competitions for grants, projects, and financial support.	Summary annual data representing the gender composition of participants in grants, projects, etc.	I	I	I	I	I
Leadership and development	Inform the public that management positions at the State Institution "Institute of Soil Protection of Ukraine" are attractive for attracting qualified groups of applicants with good gender balance to management positions at all levels. It is necessary to emphasize and recognize the	-	I	I	I	I	I

	importance of the role of a leader. Also, more internal leadership talents should be developed to promote gender balance in management teams.							
FOCUS 4: GENDER CULTURE AT THE INSTITUTE								
Goals:								
<ul style="list-style-type: none"> • Creating a working environment in which all employees have equal opportunities to realize their potential and ambitions • Positive changes in employee well-being statistics, especially among female employees. 								
Balancing work and family life	Introduction of individual work schedules and other flexible arrangements that make it easier for employees with young children, children with special needs, large families, and pregnant women to balance work and family life.	Annual use of additional leave for childcare	IC	IC	IC	IC	IC	IC
	Diagnosing the needs of individuals returning to scientific work after parental leave	Report of the person responsible for human resources	IC	IC	IC	IC	IC	IC
Organizing events for institute employees on work-life balance	Psychological support for institute employees to prevent emotional burnout.	Number of annual psychological training sessions	IC	IC	IC	IC	IC	IC
	Conducting training sessions and seminars aimed at achieving a balance between work and personal life.	Annual psychological training sessions			B	B	B	B
Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity	Conducting an internal gender audit (annual creation of a working group to conduct an ongoing gender audit)	Publication of audit results and recommendations on the institute's website		I	I	I	I	I
	Establishment of a working group on gender equality at the State Soil Protection Agency, which will be responsible for implementing the plan at all levels.	Annual report of the working group	I	I	I	I	I	I
Elimination of gender stereotypes in internal communication and external relations	Conducting awareness-raising activities on gender equality and unconscious gender bias for staff and decision-makers.	Annual seminars			CB	CB	CB	CB
	Conducting seminars for researchers on identifying and overcoming gender stereotypes and linguistic sexism in their work	Annual seminars				CB	CB	CB
	Conducting seminars and meetings for institute employees on combating discrimination in the workplace	Annual seminars		CB	CB	CB	CB	CB
Inclusion of gender equality in scientific priorities:	Conducting seminars and training events on applying a gender perspective in scientific research	Annual seminars			CB	CB	CB	CB
	Inclusion of gender priorities at the stage of project proposal development in research at various levels.	Summary annual data representing the gender	B	B	B	B	B	B

