

**GENDER EQUALITY PLAN  
OF THE STATE INSTITUTION  
NATIONAL ANTARCTIC SCIENTIFIC CENTER  
for 2023-2024**



This Gender Equality Plan has been developed and implemented to ensure the equal status of women and men in the activities of the State Institution National Antarctic Scientific Center, to create conditions for ensuring equal rights and opportunities for women and men, preventing gender-based discrimination and developing further measures aimed at eliminating the imbalance between the opportunities of women and men to exercise equal rights granted to them by the Constitution and laws of Ukraine.

State Institution National Antarctic Scientific Center consistently adheres to the principle of gender equality and non-discrimination, which are provided for under the Constitution of Ukraine, the Labor Code of Ukraine, the laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", "On the Principles of Preventing and Combating Discrimination in Ukraine". The NASC ensures equal access for men and women to decision-making and professional growth, equal opportunities in recruitment, participation in scientific research, activities and expeditions to Ukrainian Antarctic Akademik Vernadsky station. In particular, in 2021 after a long break, women again were included in the year-round Ukrainian Antarctic Expedition.

The Gender Equality Plan of the NASC is aimed at implementing measures to ensure equal rights and opportunities for women and men working in the State Institution National Antarctic Scientific Center and/or participating in Antarctic research at Ukrainian Antarctic Akademik Vernadsky station and is aimed at the following fields of activity:

- Work-personal and family life balance and organisational culture;
- Gender balance in leadership and decision-making;
- Gender equality in recruitment, wage and career progression;
- Applying a gender approach to the research process and daily activities;
- Measures against gender-based violence, including sexual harassment.

The Gender Equality Plan of the NASC for 2023-2024 includes:

1. Informing the NASC staff about the importance of ensuring gender equality, spreading the culture of gender equality and non-discrimination in all areas of life of NASC employees.

2. Creation of conditions to ensure balance between work and personal, family life, development of a favorable organisational culture. Ensuring equal opportunities for women and men in combining professional and family responsibilities.

3. Ensuring gender balance in leadership positions and at the level of decision-making in the NASC activities.



4. Ensuring equal opportunities for men and women to participate in Antarctic expeditions and scientific research at Ukrainian Antarctic Akademik Vernadsky station

5. Ensuring gender equality in recruitment and career growth, equal pay for equal work for men and women.

6. Prevention and detection of manifestations of gender-based violence, including sexual harassment, and discrimination, formation of a culture of inadmissibility of such manifestations and skills to counter them. Non-discrimination based on gender/sex, identifying and overcoming gender stereotypes

7. Implementation of an integrated gender approach in the planning and implementation of NASC research and daily activities.

In order to implement the Gender Equality Plan for 2023-2024 the following measures are consistently carried out and implemented in the State Institution National Antarctic Scientific Center:

1. Gender audit and monitoring of the state of compliance with the principle of gender equality and non-discrimination in NASC activities

2. Raise awareness among NASC leadership and employees about gender equality and unconscious gender bias.

3. Planning and allocation of resources to ensure the implementation of the NASC Gender Equality Plan for 2023-2024.

4. Development and introduction of measures to implement the NASC Gender Equality Plan for 2023-2024

Director  
of the State Institution  
National Antarctic Scientific Center



Evgen Dykyi