

# National Academy of Sciences of the Republic of Armenia (NAS RA)

## Gender Equality Plan (GEP)

2026–2029

### Introduction

Gender equality is a fundamental value of the European Union and one of the United Nations Sustainable Development Goals (SDGs). Gender equality in research and innovation ensures that research and innovation systems support democratic and inclusive societies.

A Gender Equality Plan (GEP) is a set of commitments and measures designed to promote gender equality within an institution. Through structural and organisational improvements, the GEP aims to reduce gender inequalities and foster an inclusive and supportive working environment in research and innovation.

In accordance with the fundamental human rights and freedoms enshrined in the Constitution of the Republic of Armenia, discrimination based on sex, race, skin color, ethnic or social origin, language, religion, political views, disability, age or other personal circumstances is prohibited.

The National Academy of Sciences of the Republic of Armenia (NAS RA) is committed to ensuring equal opportunities for women and men in research, innovation and institutional governance.

The Gender Equality Plan reflects NAS RA's commitment to promoting equality, diversity and inclusiveness across its research institutes, administrative units and decision-making bodies.

### Content of the GEP includes the following points:

1. Institutional Commitment and Governance
2. Gender Equality Analysis
3. Objectives
4. Action Plan
5. Monitoring and evaluation
6. Timeline
7. Dissemination
8. ANNEX I. Action Plan Table

### 1. Institutional Commitment and Governance

This Gender Equality Plan has been approved by the leadership of the National Academy of Sciences of the Republic of Armenia.

To ensure the implementation of the Gender Equality Plan, NAS RA will establish a **Gender Equality Committee (GEC)** responsible for:

- coordinating the implementation of the Gender Equality Plan
- monitoring gender equality indicators
- collecting gender-disaggregated data
- preparing annual monitoring reports

The committee will include representatives from research institutes, administrative units and human resources departments.

## 2. Gender Equality Analysis

A preliminary assessment indicates that NAS RA provides an inclusive environment with participation of women and men in both research and administrative roles.

Positive aspects include:

- balanced representation of women and men in administrative and research units
  - the overall distribution of NAS RA Presidium staff by gender – around 46% are women
  - the distribution of R&I staff across NAS RA institutes and organizations by gender – around 56% are women
- no gender wage pay gaps
- no workload disparity
- Special attention to women and solemn celebration of holidays related to women (International Women’s Day, 8 March and Motherhood and Beauty Day, 7 April)

Areas for improvement include:

- increasing awareness about gender equality
- strengthening work-life balance policies
- developing procedures addressing discrimination or harassment

## 3. Objectives

### OB 1

Raise awareness among staff and decision-makers about gender equality and unconscious bias.

## **OB 2**

Promote work-life balance and supportive organisational culture.

## **OB 3**

Ensure equal opportunities in recruitment and career progression.

## **OB 4**

Prevent gender-based discrimination, harassment and violence in the workplace.

## **4. Action Plan**

### **Awareness Raising and Training**

NAS RA will organise awareness-raising events and training activities on gender equality.

Training sessions on unconscious bias will be organised for staff members involved in recruitment and evaluation.

### **Work-Life Balance and Organisational Culture**

NAS RA will promote work-life balance through flexible working arrangements where possible.

Hybrid or remote work models may be considered where appropriate.

### **Gender Equality in Recruitment and Career Progression**

NAS RA will promote transparent recruitment procedures and equal opportunities for career development.

Measures include:

- gender-neutral language in job announcements
- transparent recruitment and evaluation procedures

### **Measures Against Gender-Based Violence**

NAS RA will ensure a safe and respectful working environment.

Measures include:

- establishing confidential reporting procedures
- organising awareness activities on harassment prevention

## **5. Monitoring and Evaluation**

The Gender Equality Committee will be in charge of periodical monitoring, reporting and assessment of the GEP implementation. GEC will allocate human resources to be in charge of

collection of disaggregated data on gender of staff and employees, publication and communication of the evaluation results as well as of evaluation of the GEP implementation and progress based on monitoring and provide annual reporting.

The following quantitative indicators will be used to collect the data:

- Numbers of staff by gender at all levels, including administrative and technical staff
- Numbers of women and men in academic and administrative decision-making positions
- Number of staff by gender taking parental leave, for how long they took leave and how many returned after taking the leave
- Numbers of absence days taken by women and by men differentiated, by absence motive
- Shares of women and men among applicants to research positions, among people recruited and success rate
- Number of staff (women and men) participating in awareness raising events and trainings
- Number of reported cases on discrimination or sexual harassment

## 6. Timeline

The Gender Equality Plan covers the period **2026–2029**.

The implementation of the plan will be reviewed and monitored annually by the Gender Equality Committee and adjusted if necessary, during the implementation period.

## 7. Dissemination

The Gender Equality Plan will be published on the NAS RA website.

Information about the plan will be communicated to staff members and promoted through awareness activities and training.

Acting Vice-President of NAS RA



Aram V. Papoyan

## ANNEX I. Action Plan Table

| No | Field   | Objective  | Action   | Description   | Start/end date |
|----|---|--|--|---|----------------|
| 1  | Awareness Raising & Training  | <b>OB1:</b> Raise awareness of staff and decision-makers on gender equality and unconscious gender biases. | <p><b>1.1</b> Awareness raising events on gender equality for staff and decision-makers.</p> <p><b>1.2</b> Capacity-building training on gender equality measures for members of the Gender Equality Committee (GEC).</p>      | Awareness-raising events and training sessions, including unconscious bias training for HR managers and decision-makers, will be organized for NAS RA staff. Gender-based violence awareness activities may also be organized with the involvement of external experts when possible. | 2026–2029      |
| 2  | Work-Life Balance and Organizational Culture                        | <b>OB2:</b> Promote work-life balance and supportive organizational culture.                               | <p><b>2.1</b> Provide flexible working arrangements where possible.</p> <p><b>2.2</b> Consider the use of remote or hybrid working models.</p>   | Internal procedures may be developed to support flexible working arrangements, particularly for employees with family responsibilities. The possibility of combining office-based and remote work will be considered where appropriate.   | 2026–2029      |
| 3  | Gender Equality in Recruitment and Career Progression               | <b>OB3:</b> Ensure equal opportunities in recruitment and career progression.                              | <p><b>3.1</b> Promote gender-neutral recruitment.</p> <p><b>3.2</b> Ensure transparent recruitment and evaluation procedures.</p> <p><b>3.3</b> Provide awareness training on unconscious bias for recruitment committees.</p> | Gender-neutral language will be used in job announcements. Recruitment and evaluation procedures will follow transparent and fair principles, supporting equal opportunities for women and men in research and administrative careers.  | 2026–2029      |
| 4  | Measures against Gender-Based Violence, including Sexual Harassment | <b>OB4:</b> Prevent gender-based discrimination, harassment and violence in the workplace.                 | <p><b>4.1</b> Establish confidential reporting procedures for discrimination or harassment.</p> <p><b>4.2</b> Organize awareness activities on prevention of gender-based violence and harassment.</p>                         | Procedures will be developed for confidential reporting of discrimination or harassment cases. Awareness activities will be organized to ensure a respectful and safe working environment at NAS RA.  | 2026–2029      |