



National Academy of Sciences
A.B. Nalbandyan Institute of Chemical Physics
IChPh NAS RA

Gender Equality Strategic Plan

2024–2027

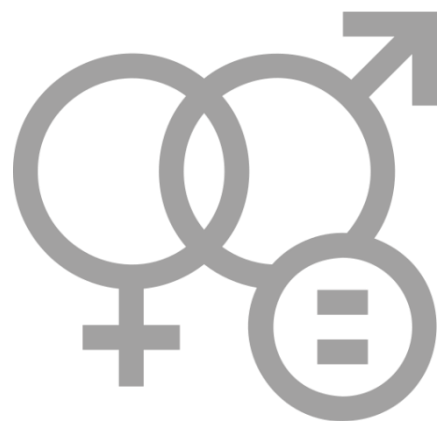


TABLE OF CONTENTS

1. Introduction	3
2. Current situation	4
2.1 Measures undertaken during 2017-2023	6
3. Objectives	8
4. Action plan	10
4.1. Removing barriers to recruitment, retention, and career progression	10
4.2. Addressing gender imbalances in leadership and decision-making processes	10
4.3. Integrating the gender dimension in research and innovation content	13
4.4. Measures against sexual misconduct, gender-based violence and sexual harassment.....	13
4.5. Raising gender awareness and engagement with stakeholders	14
5. Monitoring, reporting and evaluation	15
5.1. Periodical monitoring and evaluation of the Gender Equality Plan	15
5.2. Interpretation procedure and proceeding to revise GEP	15
6. Timeline of the Gender Equality Plan	16
7. Dissemination strategy	17

1. INTRODUCTION

The Gender Equality Plan (GEP) of the Institute of Chemical Physics (hereinafter IChPh) is an official public document relevant to the Constitution of RA (Articles 29, 30), Law on ensuring equal rights and equal opportunities for gender, Statute of the Ministry of Education, Science, Culture and Sports of the Republic of Armenia. It is addressed to the entire workforce of the IChPh, which sets actions and measures, designed on the basis of a monitoring and diagnosis of the situation in the IChPh and aimed at achieving equal opportunities between genders, eliminating sex-based discrimination.

The GEP was developed to define strategies, objectives and measures aimed at correcting the gender biases or sex-discriminations existing in the IChPh (if any) and guarantee equal treatment and equal opportunities for all genders (plan encompasses all genders, including women, men, and individuals who do not conform to the binary concept of gender) in consideration with the results of periodic monitoring, diagnosis and adoption. The strategies of GEP implementation include redistributing resources and opportunities so that they are shared by all genders equally, preventing sexual harassment, creating conditions that allow for combining work and parenthood, provide balanced workload and integrating a gender perspective into public awareness workshops.

For the identification of target groups and stakeholders the collection of quantitative and qualitative data was periodically conducted. Based on the diagnosis, specific objectives and measures were defined. The Equality Team from the researchers, students and management personnel was set up. Based on the existing situation at IChPh the main strategic directions were specified.

IChPh will organize trainings and workshops, provide advertising posters, discussion panels and communication activities aimed at developing gender competence and tackling gender bias among academic, management and administrative staff.

The following thematic areas and their measures will be addressed: Compliance with the principles of gender equality and equal attitude, appraisal gender awareness among IChPh staff, promoting gender equality in recruitment and career development, gender perspectives in research and teaching, balancing all gender involvement in decision-making bodies.

The GEP team together with IChPh undertook necessary measures to guarantee the negotiation and adoption process for GEP plan according to the established schedule. The temporary working group after the identification of the main objectives and actions, planned meetings and fixed time frame will coordinate the GEP adoption.

2. CURRENT SITUATION

Gender Equality Plan was set according to the results of gender equality analysis which was performed by the Equality Team. Core members of the team are Dr. Sofiya Aydinyan, Dr. Marieta Zakaryan, Dr. Alina Zurnachyan, Dr. Hasmik Kirakosyan, PhD Narine Amirkhanyan, Dr. Paytsar Mantashyan and Dr. Lilit Sedrakyan.

In the following, we describe steps taken by the Equality team to develop the strategic equal opportunities plans:

- creation of the data basis in coordination with the directorate and institutional research units of IChPh,
- research and analysis of comparative data,
- research of other equal opportunity plans and their measures,
- regular core group meetings from June to December 2023,
- exchange with and collection of ideas from status groups, particularly from academics in the qualification phase with care obligations,
- committee meetings.

Here we provide an **overview about the main conclusions of the gender equality analysis conducted** as a preliminary step for the adoption of the Gender Equality Plan at IChPh.

The IChPh Gender Equality Plan stems from the existing gender gaps and differences that we identified in our [Annual Institutional Report 2022](#).

Below current situation (2023) of IChPh is presented in the table with the gender-disaggregated data.

Head of research groups/laboratories	Total	11
	of which females	45%
Scientific council	Total	15
	of which females	47%
PIs of Research projects	Total	38
	of which females	39%
Researchers	Total	77
	of which females	49%
Researchers with PhD degree	Total	37
	of which females	30%
Administrative staff	Total	7
	of which females	85%
Professors/lecturers	Total	7
	of which females	30%
PhD students	Total	11
	of which females	72%

The comprehensive analysis, serving as the foundation for the Gender Equality Plan, is depicted in Figures 1 and 2, covering the academic years 2017-2022.

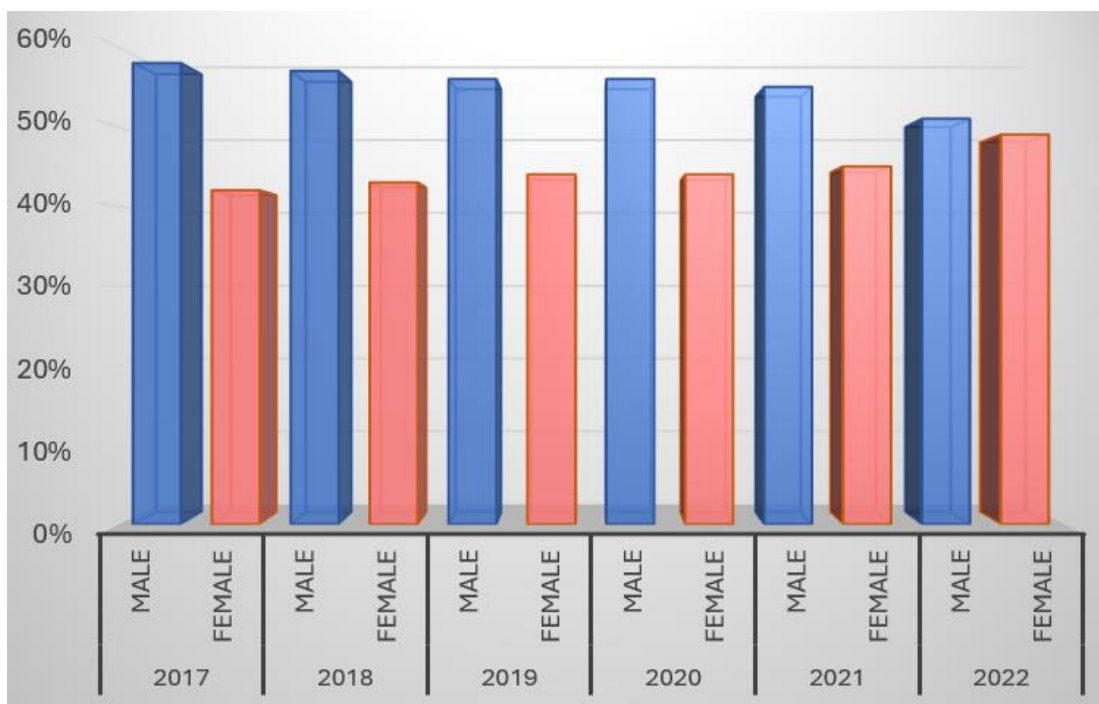


Figure 1: Gender distribution of researchers of IChPh.

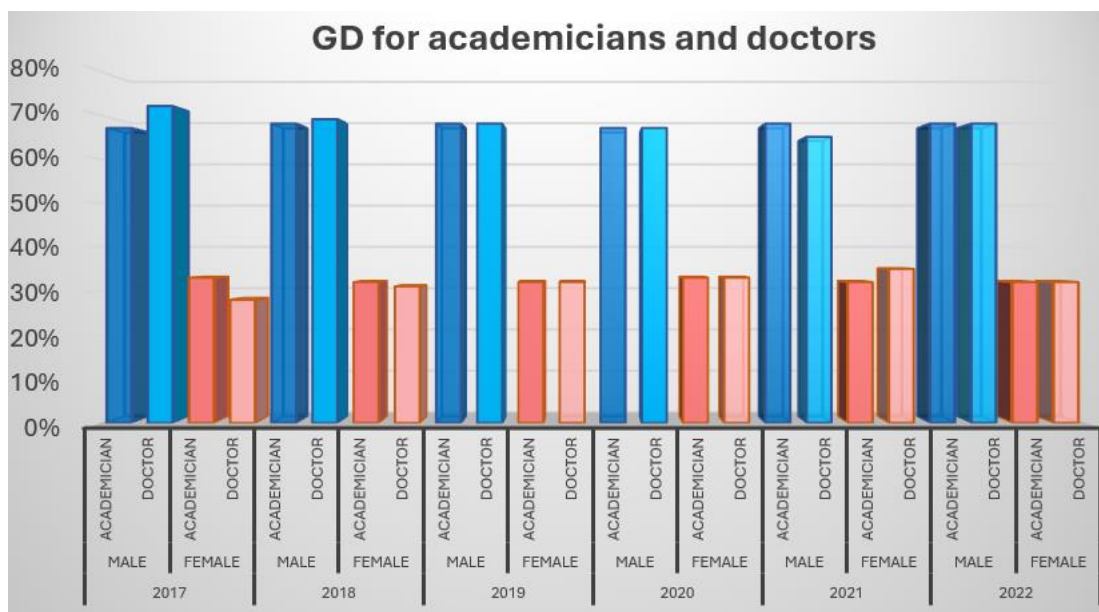


Figure 2: Gender distribution for academicians and doctors of IChPh.

Notably, a positive trend has emerged over the last 5 years, culminating in a balanced 49-51 gender ratio in 2022. Although women make up 47% of the top decision-making bodies, there's a concerning gap in the number of women defending their PhD theses, with only 33% compared to 67% for men.

Furthermore, a noteworthy gender disparity exists in various aspects. Despite a higher representation of women among PhD students, the imbalance becomes evident in the underrepresentation of women as invited academic speakers, collaborators, and advisers from

abroad. Administrative staff, however, exhibit a higher proportion of women compared to men. This nuanced analysis underscores the need for targeted interventions to address gender imbalances, particularly in academic and research leadership roles.

2.1 MEASURES UNDERTAKEN DURING 2017-2023

The Empowerment of Women Leaders in the Field of Science: Considering the monitoring and diagnosis of the GEP results, there are several measures implemented at the IChPh. The projects were announced by the Committee of Science to promote women leaders as laboratory managers and research group leaders. One of the projects was the “[New Call for Proposals for the Empowerment of Women Leaders in the Field of Science](#)” The projects of 15 of the women scientists who participated in this competition (groups of 4-5) have been guaranteed funding for a period of 36 months (<http://scs.am/files/cank-1692a2-26.11.2020.pdf>). One of the winning projects lead by Dr. Sofiya Aydinyan was from the IChPh. The successful course of the competition led to the fact that it will be announced once again in December 2023, again for 3 years, providing an opportunity for an even greater number of female scientists to form their scientific groups in new perspective directions.

In 2020, as part of the Science Committee of RA's initiative [to establish new research groups](#) and with the support of IChPh, a group led by Dr. Hermine Gharagulyan, a female head, was successfully formed at IChPh.

Besides by the initiative of IChPh directorate and approval of Scientific council on the base funding of the institute two research groups lead by Dr. Marina Aghayan (2021) and Dr. Paytsar Mantashyan (2022).

IChPh has encouraged this initiative and supported in every possible way. The newly established groups led by female researchers have exhibited remarkable activity and success. In a short period, they have demonstrated prolific output, publishing numerous articles in international peer-reviewed journals. Additionally, these groups have actively applied for both national and international grant schemes, establishing new collaborations with international partners.

Promoting Gender Equality and Career Development: Career mentoring of research staff was informally performed in the form of additional funding, teaching, advice, providing professional networking possibilities. Equal treatment policy was exploited according to Employment Relationship Act. The policies of childcare solution and access to parental leave regulated on national basis were periodically informed to employees and adequately implemented. The imbalance in the presence of women in some areas was informally considered. Surveys were prepared to understand issues related to minimum representation of women in administrative staff caused by cultural features; however the balance of female/male researchers was not influenced by the research area during the last years. None of the workers was identified as others (other than female or male). We need to increase the share of women in decision-making bodies, visiting researchers, but keep the presence of women in research staff. We have to further work on the development of the sex-disaggregated data and annual collection of such data in order to follow the career development of women, to identify risks and leaks to take relevant actions.

In our commitment to gender equality, we also recognize the importance of using inclusive terminology that respects all gender identities. It is imperative that we move beyond binary categories and acknowledge the diverse range of gender identities and expressions. This ensures

that our approach to gender equality is inclusive and representative of the entire spectrum of gender diversity.

Fostering equality through transparency. Transparency in data collection and analysis is a cornerstone of our commitment achieving gender equality at IChPh. It not only ensures the accuracy and reliability of our findings but also fosters an environment of trust and accountability. By openly sharing our data sources, methodologies, and results, we empower our community to critically assess the gender disparities that exist and work collectively to address them. Transparency allows us to identify areas where improvements are needed, implement targeted interventions, and measure our progress effectively. It is through this commitment to openness that we can build a more equitable and inclusive institution where all individuals, regardless of gender, have equal opportunities to thrive and contribute to our shared goals.

3. OBJECTIVES

The objectives of Gender Equality Plan were set according to the results of gender equality analysis which was performed by the Equality Team.

To improve the state of gender equality at IChPh for the next 4 years, we aimed to adhere to the principles of gender equality and equal treatment, to enhance gender awareness among the employees of IChPh, promote career progression, influence on the gender balance among the members of the decision-making bodies, and support newly established groups and laboratories leading by women.

Result of the gender equality analysis	Measures	KPI
Objective 1. Adhere to the principles of gender equality and equal treatment		
Low rate of women in higher academic staff positions.	Promote mentorship programs and leadership training to support the career progression of women in higher academic staff positions.	Regularly
Balanced rate of women applying for researcher positions.	Implement targeted outreach and awareness campaigns to encourage more women to apply for researcher positions, addressing any existing barriers.	Two times per year
4 women being hired as PhD students after the recruitment of 7 people.	Review and enhance recruitment strategies to ensure a more balanced gender representation, particularly among PhD students, by considering inclusive practices and support systems.	Annually
Low rate of visiting female professors	Develop initiatives to attract and host more visiting female professors, fostering diversity in academic perspectives and experiences.	Regularly
Objective 2. Enhance gender awareness among the employees and promote career progression		
Low rate of women willingness to apply for higher academic staff positions.	Launch targeted outreach programs and mentorship initiatives to increase awareness and confidence among women, encouraging them to apply for higher academic staff positions.	Annually
Inadequate awareness of gender equality and career progress opportunities	Implement comprehensive awareness campaigns and workshops to inform staff about gender equality policies, career advancement opportunities, and the benefits of fostering diversity within the institution.	Annually
Objective 3. The gender balance among the members of the decision-making bodies		
Low rate of women in higher	Implement targeted programs for the professional development and mentorship of women to increase	Annually

academic staff positions.	their representation in higher academic staff positions.	
Balanced rate of women applying for scientific board positions.	Continue efforts to maintain a balanced rate of women applying for scientific board positions through proactive outreach, mentorship, and fostering an inclusive environment.	Regularly
Imbalance among the members of the management staff or higher administrative staff (director, vice-director, head of laboratories)	Implement initiatives to address the gender imbalance among management and higher administrative staff, including director, vice-director, and heads of laboratories. This may involve targeted leadership development programs, mentorship opportunities, and a commitment to inclusive hiring practices.	Two times per year
Objective 4. Support newly established groups and laboratories leading by women		
Low rate of women as head of laboratories and research groups.	Establish mentorship and leadership training programs to encourage more women to take on roles as heads of laboratories and research groups.	Annually
Imbalanced rate of women applying for funding as a principal investigator.	Implement outreach and support programs to address the imbalanced rate of women applying for funding as principal investigators, fostering an environment that promotes equal access to research opportunities.	Two times per year
Imbalanced rate of women involved in funding projects.	Develop initiatives to increase the involvement of women in funding projects, ensuring equitable participation and representation in various research endeavors.	Regularly

To adhere to the principles of gender equality and equal treatment we will follow the adopted GEP, keep balanced rate of women in research positions by adequately considering gender policies, work-life balance, organizing info days, delivering brochures on their rights, organizing training events, ensuring balanced representation in social media and public awareness posts. We will encourage women in higher academic staff positions by teaching and training. When inviting visitors, we will provide at least 40% representation of women. All resources are available to enhance gender awareness. We will review IChPh documents, procedures and decision-making mechanisms from a gender perspective; organize seminars, workshops on gender equality of IChPh staff. We will establish mentoring program and coaching support for career progression of female researchers, enhance their visibility in public events, promote delivering talks and organizing events.

4. ACTION PLAN

At IChPh, we are deeply committed to advancing gender equality and fostering an inclusive and diverse academic environment. In this section, we outline key initiatives to address gender-related disparities and create a gender-sensitive organizational culture. The action plan regarding the promotion of gender equality at IChPh includes a description of all the specific measures structured according to thematic areas identified by the HORIZON EUROPE criteria, as well as the general objective of raising gender awareness.

4.1 REMOVING BARRIERS TO RECRUITMENT, RETENTION, AND CAREER PROGRESSION

Gender-Neutral Recruitment: We'll use gender-neutral language in job postings at our webpage (ichph.am) to ensure inclusive and unbiased recruitment.

Diverse Hiring Panels: Encouraging diverse hiring panels for researcher evaluation, considering qualifications and diversity.

Performance Equity: Regularly reviewing performance appraisal processes to eliminate gender bias and providing training to managers for fair evaluations.

Professional Development: Offering mentoring and career development programs, with a focus on women's advancement.

Work-Life Balance: Promoting work-life balance through flexible arrangements and telecommuting options.

Extended Leave: Providing safe leave possibilities for supporting balanced work-life.

Gender Pay Gap Assessments: Regular assessments and adjustments to ensure equal pay for equal work for all researchers working at IChPh.

Inclusive Research Culture: Fostering an inclusive research environment that values diversity of thought and equal participation opportunities in events, conferences, business trips and scientific counseling.

Mentorship Programs: Establishing mentorship programs to support women's professional growth and provide guidance.

Inclusive Language: Implementing a discrimination-free and gender-inclusive language policy in official communications.

Teaching-Free Period: Offer a teaching-free period and training after the parental leave

Extended Contracts: Considering contract extensions for teaching and research personnel after maternity, paternity, or parental leave to provide job security.

These initiatives collectively aim to remove barriers to recruitment, retention, and career progression, promoting gender equality and fostering an inclusive organizational culture at IChPh.

4.2 ADDRESSING GENDER IMBALANCES IN LEADERSHIP AND DECISION-MAKING PROCESSES

The promotion of gender equality and equal opportunities is an important topic for IChPh since the beginning, guaranteeing a gender balance both at the organizational level and within the

activities promoted. We consider equality to be part of the job and an essential part of building a sustainable future for the social economy. Currently, around 49.5% of our staff, 85% of the management and 25% of our board of directors are women from 107 staff members. To progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress.

Inclusivity is at the heart of our Gender Equality Plan. We recognize that building a fair and equitable working environment means not only addressing gender imbalances but also fostering a culture that welcomes and respects individuals of all gender identities. Throughout this plan, we are committed to promoting gender diversity, inclusivity, and equality. Our aim is to ensure that everyone, regardless of their gender, feels valued, respected, and empowered to contribute their best to the success of our institution. Inclusivity is not just a goal but a guiding principle that underlines every strategy and measure we implement.

We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face.

Promotion and support of an organizational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organizational practices. In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the scientific research, project design, and programs that pay due attention to gender differences in labor market participation, and actively promote equality between gender diverse individuals. Respect the principle of equal opportunities without any discrimination based on gender, race, birth, opinion or sexual orientation. IChPh's aims to proactively hold itself up as an example to promote organizational changes in institutes, academic and support networks.

The equality plan identifies different areas will enable strategic and sustainable change at IChPh coherent with objectives. The plan will help us, over the next 4 years, to navigate and accelerate the gender quality journey that IChPh must take in order to improve its performance.

The equality plan identifies different areas that will enable strategic and sustainable change at IChPh. One of these areas is more balanced gender representation in management, recruitment, career progression and events.

Equal access to and balanced participation of gender diverse individuals in decision making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

Strategies

- Representation of gender diverse individuals in senior positions and in leadership domains, such as directors, vice-directors, head of laboratories.
- Review the policies and workforce planning process to ensure gender equality objectives are included.
- Promote key stakeholders', IChPh members' and decision-makers' engagement with gender equality.

- Promote gender inclusive and bias free recruitment, career progression, and evaluation policy.
- Balanced gender representation at events arranged at and by IChPh
- Promote the inclusion of the sex and gender dimension in research content
- Representation of gender diverse individuals on funding projects and research activities implemented by IChPh.

Measures of Success

- Having a human resources policy to promote equal career opportunities for all genders
- Training and mentorship programs that help employees to accommodate work demands on their return family-related leave
- Formulate recommendations with respect to increasing balanced gender representation at events
- Use social media and a range of other media outlets to create a positive image of successful practices and/or key stakeholders in the social economy engaged in gender equality.

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training

Strategies

- Promote diversity in research management
- Promoting the integration of a sex and gender perspective in training, education/ teaching curricula

Measures of Success

- Disaggregating research data (articles, reports etc.) by sex and/or gender where relevant
- Considering all genders for language and images in research material and production
- Requiring all applicants for funding to consider sex and gender in their research and application design where relevant
- Providing staff with guides and workshops on the integration of equality and diversity in training program design, and learning activities as a teaching and learning support
- Providing staff with specific training courses and materials on gender equality
- Communications about training must not be gender-specific “unless the training is specifically designed for a specific gender

Measuring success is not just a formality; it's a critical aspect of our Gender Equality Plan. We recognize that setting clear, measurable success indicators is essential for tracking our progress and assessing the effectiveness of our initiatives. These indicators act as our compass, guiding us toward the achievement of our gender equality goals. By quantifying our objectives and

outcomes, we can hold ourselves accountable and make informed decisions to improve our strategies. Our commitment to transparency and data-driven decision-making ensures that we don't merely hope for progress, but actively work towards it, with each milestone we achieve bringing us closer to a more equitable and inclusive institution.

A special focus will be placed on responsibilities and roles amongst decision-makers and research staff, in order to ensure that new workers, visiting researchers, administrators, Ph.D. candidates and other colleagues can work effectively. We will carry out an exploratory study to detect obstacles to the incorporation of women in decision-making bodies with the aim of proposing measures to overcome them.

The mention of an exploratory study to identify obstacles to the incorporation of women in decision-making bodies is a significant step in our commitment to gender equality. However, to ensure the study's effectiveness and transparency, we recognize the importance of sharing more details about its scope and methodology. This study will play a pivotal role in uncovering barriers and challenges, but to do so, it should be conducted comprehensively and rigorously.

We will offer training opportunities to raise awareness on gender equality and for unconscious biases for staff and decision makers. We will also offer training for Academic Leadership which contains modules on how to become an inclusive leader or laboratory manager.

4.3 INTEGRATING THE GENDER DIMENSION IN RESEARCH AND INNOVATION CONTENT

Caused by cultural features, we have observed low awareness of gender-related issues among researchers and overall staff. There should be three issues under consideration when integrating the gender dimension and innovation content, first to identify obstacles, define the measures and design clear steps to raise awareness about gender. Supporting information materials will be delivered, internal trainings will be performed. These training programs will be tailored to support staff in integrating gender topics and perspectives into their work effectively. Effective communication is central to our efforts in integrating the gender dimension into research and innovation content. To ensure that the information reaches our community and beyond, we will employ a multifaceted approach. Information materials will be thoughtfully crafted and delivered through various channels, making them accessible to all stakeholders. Through these platforms (IChPh website, social media, YouTube Channel, etc.), we will share resources, success stories, and updates on our initiatives. By utilizing these communication tools, we aim to foster a culture of awareness, dialogue, and active participation in advancing gender equality in research and innovation within and beyond the walls of IChPh.

4.4 MEASURES AGAINST SEXUAL MISCONDUCT, GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT

There are no available open data about gender-based harassment during working at IChPh, however planned measures include the development of a clear policy to prevent and address sexual harassment. Alongside the development of a clear policy to prevent and address sexual harassment, we are committed to establishing robust data collection mechanisms to better understand the extent of gender-based harassment at IChPh and to monitor our progress in addressing it. Our comprehensive approach includes a series of training and awareness-raising activities, aimed at creating a culture of tolerance, openness, and equal opportunities. We will also ensure that reporting mechanisms are in place, enabling individuals to report incidents of

sexual misconduct, gender-based violence, and harassment, as well as providing clear information on available support and resources for those affected. We are dedicated to accountability, making it clear that any misconduct will be met with consequences, reinforcing our commitment to a safe and respectful working environment.

Those who engage in misconduct will be held accountable for their actions, and that there will be consequences for such behavior.

4.5 RAISING GENDER AWARENESS AND ENGAGEMENT WITH STAKEHOLDERS

At IChPh, we are constantly following the awareness of gender equality according to the following steps:

Increase hiring diversity: Diversity hiring is hiring based on merit with special care taken to ensure procedures have reduced biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance (formal regulations).

Review equal pay laws: It is a process which looks at pay arrangements within an organization to find, and address, gender discrimination. It involves comparing the pay of groups of workers who are doing equal work in the organization and then investigating any gaps by gender. From 2022, the payment is formally regulated.

Begin a pay audit: Pay audits are critical to ensure staff is being compensated fairly and there aren't any major salary disparities within the workplace. Surveys will be used and information days will be organized.

Consider updated training: The first step in updating and refreshing the training content and skills is to assess our staff training needs, such as to identify the gaps and opportunities in the current training programs (if any) and determine the learning outcomes and objectives that we want to achieve.

Promote work-life balance: By encouraging your people to have a healthy work-life balance, we will create an environment where everyone is dedicated to the task at hand. This will improve retention rates, productivity and profit. The infrastructure of the IChPh is quite unique, all workers have access to sport activities during break time, such as table tennis.

Create an open-minded atmosphere: One of the most important things is creating an open-minded culture to encourage open communication. This means creating an environment where employees feel comfortable speaking up, sharing their ideas, and giving feedback positive or negative. It also means being open to hearing feedback yourself. There are two halls specially designed for discussions.

We will also provide mentorship for everyone: Experienced researchers will guide the professional development of another.

5. MONITORING, REPORTING AND EVALUATION

Monitoring and evaluation of the measures and objectives of the current GEP plan will allow to understand the progress, impact and required adjustments (if any).

5.1 PERIODICAL MONITORING AND EVALUATION OF THE GENDER EQUALITY PLAN

To ensure that our Gender Equality Plan remains effective and relevant, we commit to periodical monitoring and reporting of its implementation. This process will be carried out at regular intervals (on an annual basis) to assess our progress and make any necessary adjustments. This annual assessment will allow to track changes, evaluate the impact of measures, and ensure on achieving our gender equality goals.

The criteria used for monitoring, reporting, and assessing the Gender Equality Plan and its measures will be based on a set of key performance indicators that are aligned with our gender equality objectives. These may include, but are not limited to, metrics related to gender representation in high management board, pay equity, career advancement, and the utilization of work-life balance measures.

The specific indicators will be determined and refined as part of the monitoring and evaluation process. Collecting information related to recruitment, retention, promotion, pay, and other relevant gender equality metrics will be performed by GEP workgroup who will be responsible for collecting information, emphasizing the collective effort to drive gender equality too.

The periodical monitoring, reporting, and assessment, and comprehensive, fair, and transparent evaluation is expected. Results will be shared with all research staff members via email, annual reports, social media, highlighting progress, areas needing attention, and plan adjustments based on assessment. Through ongoing monitoring and evaluation, we aspire to foster inclusivity and equity at IChPh, empowering all to contribute to our shared mission.

5.2 INTERPRETATION AND REVISION PROCEDURES

The proceeding to interpret and revise the GEP Plan will be performed by the self-assessment process and reporting. The bodies or people entitled to call for the revision process are the GEP group and the person in the position of lawyer. The GEP group and the lawyer of IChPh are entitled to decide on initiating the revision process involving other entities of IChPh in the interpretation and revision of the Plan, if necessary. We expect to have available new positions by the end of 2023, redistribution of workers in different positions, women and men of different nationalities. IChPh believes in strive to respects the principle of equal opportunities aimed at supporting and promoting diversity and inclusion in recruitment and selection processes encourage applications from women, and individuals from all nationalities. There is currently no gender pay gap in the organization thanks to the implementation of the equal opportunities' principle (formal regulation).

Within the framework of this plan, there will be continuous monitoring of the activities to ensure compliance with the planned actions/objectives. It is expected that the progressive implementation of measures proposed by the organization will have a positive impact on the increase of female participation in the different areas of activity of IChPh. An evaluation of the results obtained by the plan will be carried out after its implementation and reviewed annually.

To enhance the flexibility of working time arrangements and work-life balance IChPh guarantee flexible teleworking measures, parental leave policies and support for caring responsibilities.

6. TIMELINE OF THE GENDER EQUALITY PLAN

The duration of the GEP plan will be four years, from January 2024 till December 2027.

Starting date of the implementation of each measure is January 2024.

Monitoring activities will be first conducted in the beginning of 2025, exit survey and annual report will be prepared.

Monitoring activities will be registered periodically and shared to high management staff for consideration and policy development.

First revision of the plan is expected in January 2028.

7. DISSEMINATION STRATEGY

The following dissemination actions will be included:

- IChPh will publish the Gender Equality Plan in the institution's website (ichph.am) according to GEP criteria of HORIZON EUROPE Program.
- IChPh will conduct the information days, identify different dissemination actions and channels of communication to inform all employees about the Gender Equality Plan and specific measures adopted.
- IChPh will organize the participation on the trainings on the implementation of Gender Equality Plan.
- IChPh will disseminate Gender Equality Plan among external stakeholders.

Information campaign among workforce, identifying different dissemination actions and channels of communication to inform workers about the Gender Equality Plan and specific measures adopted.

Training on the implementation of Gender Equality Plans directed to Gender Equality Officers, relevant management, and staff of each partner institution.

Dissemination among external stakeholders.

Entry into force and publication

Presented to Directorate of IChPh: 26 December 2023

Approved by the scientific council of IChPh: 27 December 2023

Signed by Director of IChPh:

Dr. Seyran Minasyan



28 December 2023

This Gender Equality Strategic Plan comes into effect on 01 January 2024.