

APPROVED

by Decision of the Academic Council of the
State Scientific Institution "Institute of
Educational Analytics"
of May, 16, 2022, No. 5

PLAN

for the implementation of Gender Equality and Non-Discrimination of the State Scientific Institution "Institute of Educational Analytics" for 2022-2025

1. GENERAL PROVISIONS

The State Scientific Institution "Institute of Educational Analytics" (hereinafter – the Institute) adheres to the principle of gender equality enshrined in the Constitution of Ukraine.

According to one of the main sustainable development goals for the period 2016–2030 set by the United Nations, Ukraine is committed to overcoming gender asymmetries in all spheres of society.

Integration into the European Community requires a substantial overhaul of all social institutions and processes on the basis of new democratic principles, free from all forms of discrimination, especially gender. One of the guidelines for Ukraine is the Gender Equality Strategy 2020-2025 of the Council of Europe ([Gender Equality Strategy 2020-2025](#)).

In order to fulfil these commitments, a number of legal documents have been adopted in recent years, which form the basis of the Plan for the Implementation of Gender Equality and Non-Discrimination of the Institute for 2022–2025 (hereinafter – the Plan), in particular:

Laws of Ukraine "[On preventing and combatting discrimination in Ukraine](#)" and "[On Ensuring Equal Rights and Opportunities for Women and Men](#)", Orders of the Cabinet of Ministers of Ukraine "[On Approval of the National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace, Security" for the period up to 2025](#)" (dated 28 October 2020, No. 1544), "[On the approval of the plan of measures to implement the commitments of the Government of Ukraine taken within the framework of the international initiative "Biarritz Partnership" for the promotion of gender equality](#)" (dated 16 December 2020, No. 1578) and "[On the approval of the State Strategy for ensuring equal rights and opportunities for women and men until 2030 and approval of the operational plan for its implementation for 2022-2024](#)" (dated 12 August 2022, No. 752-p) and others normative legal acts on the implementation of the principles of social justice and gender equality.

The Plan defines the basic principles, purpose, strategic goals, tasks and expected results of implementation.

2. BASIC PRINCIPLES

The Plan is based on the following principles:

respect for the democratic values of freedom, justice, egalitarianism (equality of rights and opportunities), inclusiveness, tolerance, and non-discrimination;

consistency and comprehensiveness, involving systematic development and implementation of achievable strategic goals, inter-institutional cooperation for their practical implementation;

openness, transparency, integrity, which determine the publicity of the Plan, and its discussion in the team and at the meetings of the Institute's Academic Council.

3. PURPOSE AND STRATEGIC GOALS

The purpose of the Plan is to ensure comprehensive implementation of gender equality and non-discrimination, the systematic application of a gender perspective that will ensure compliance with global democratic principles.

Implementation of the Plan will be guided by achieving the following strategic goals:

- comprehensive implementation of the principles of gender equality and non-discrimination in the activities of the Institute;

- improvement of scientific and organizational work on the basis of gender equality and non-discrimination;

- formation of scientific topics and implementation of scientific activities on the basis of gender equality and non-discrimination.

4. TASKS

Implementation of strategic goals will be achieved through the following tasks:

- ensuring a gender approach in the process of preparing normative documents of the Institute;

- introducing the principles of gender-sensitive speech / language into the document management through the introduction of strategies of feminization, neutralization, and avoidance of androcentrism and sexism;

- systematic monitoring of the implementation of the gender approach in the activities of the Institute through gender analysis, expertise and audit mechanisms;

- formation of a gender-sensitive scientific environment;

- ensuring a gender approach in the process of conducting scientific research and applied scientific developments;

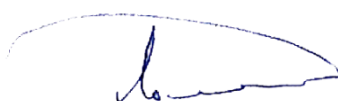
- building the Institute's modern human resources capacity to ensure gender equality and non-discrimination.

5. EXPECTED RESULTS

The implementation of the Plan should result in a systematic approach to ensuring gender equality and the implementation of the policy of equality for women and men, creating non-discriminatory conditions for conducting educational and scientific activities.

Director

SSI "Institute of Educational Analytics"



Sergiy Londar