

APPROVED
By the Decision of the Academic
Council of the State Scientific
Institution “Institute of
Educational Analytics”
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STRATEGY
for Promoting Gender Equality and Preventing Discrimination
at the State Scientific Institution “Institute of Educational Analytics”
for 2026–2030

1. GENERAL PROVISIONS

The State Scientific Institution “Institute of Educational Analytics” (hereinafter – the Institute) upholds the principle of gender equality as enshrined in the Constitution of Ukraine.

In line with the United Nations Sustainable Development Goals for 2030, Ukraine has committed to eliminating gender inequality across all areas of public life.

Ukraine’s integration into the European community requires a profound transformation of social institutions and processes based on democratic values, free from all forms of discrimination, including discrimination based on sex. A key strategic reference for Ukraine is the European Union Gender Equality Strategy 2020–2025 and subsequent EU strategic priorities on gender equality beyond 2025.

To fulfil these commitments, a number of legal acts have been adopted in recent years, forming the foundation of the Strategy for Ensuring Gender Equality and Non-Discrimination of the SSI “Institute of Educational Analytics” for 2026–2030 (hereinafter – the Strategy). Notably among them are: the Law of Ukraine of 6 September 2012 No. 5207-VI “[On the Principles of Prevention and Combating Discrimination in Ukraine](#)”, the Law of Ukraine of 8 September 2005 No. 2866-IV “[On Ensuring Equal Rights and Opportunities for Women and Men](#)”, the Resolution of the Cabinet of Ministers of Ukraine of 28 October 2020 No. 1544-r “[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](#)”, the Resolution of the Cabinet of Ministers of Ukraine of 16 December 2020 No. 1578-r “[On Approval of the Action Plan for Implementing the Commitments of the Government of Ukraine within the Framework of the International ‘Biarritz Partnership’ Initiative for Promoting Gender Equality](#)”, the Resolution of the Cabinet of Ministers of Ukraine of 12 August 2022 No. 752-r “[On Approval of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men for the Period up to 2030 and Approval of the Operational Plan for its Implementation for 2022–2024](#)”, as well as other regulatory and legal acts in the field of gender equality and non-discrimination.

The Strategy establishes the fundamental principles, purpose, strategic goals, tasks and expected results of its implementation.

2. BASIC PRINCIPLES

The Strategy is guided by the following principles:

- commitment to democratic values of freedom, justice, equality of rights and opportunities, inclusiveness, tolerance and non-discrimination;
- consistency and comprehensiveness, ensuring systematic development and implementation of achievable strategic objectives, and inter-institutional cooperation for their practical implementation;
- openness, transparency and integrity, ensuring that the Strategy is publicly accessible, discussed among staff, and reviewed at Academic Council meetings of the Institute.

3. PURPOSE AND STRATEGIC GOALS

The purpose of the Gender Strategy is to ensure the comprehensive implementation of gender equality and non-discrimination, as well as the systematic application of a gender-sensitive approach in alignment with global democratic standards.

The implementation of the Strategy shall be achieved through the attainment of the following strategic goals:

- full integration of gender equality and non-discrimination principles into the activities of the Institute;
- enhancement of scientific and organisational work based on gender equality and non-discrimination;
- development of research topics and execution of scientific projects guided by gender equality and non-discrimination principles.

4. TASKS OF THE STRATEGY

The strategic goals shall be achieved through the following tasks:

- incorporating a gender-sensitive approach in the drafting of the Institute's normative documents;
- introducing gender-sensitive language into document management, including strategies of feminisation, neutralisation, and avoidance of androcentrism and sexism;
- systematic monitoring of the implementation of the gender-sensitive approach across the Institute's activities through gender analysis, expert review and audits;
- cultivating a gender-sensitive scientific environment;
- ensuring gender sensitivity in the conduct of scientific research and applied projects;
- developing modern human resources capacity of the Institute capable of promoting and sustaining gender equality and non-discrimination.

5. EXPECTED RESULTS

Successful implementation of the Strategy shall result in a systematic approach to promoting gender equality and implementing a gender equality policy, ensuring that every individual has the opportunity to fully realise their potential regardless of sex.