

GENDER EQUALITY PLAN

**of the Institute of Animal Biology of the National Academy of Agrarian
Sciences of Ukraine (IAB NAAS)**

for 2025–2028

The concept of human rights establishes that all people have equal value regardless of gender, age, ethnic origin, religion or beliefs, physical abilities, and other characteristics. Equality of rights, opportunities, and the intrinsic value of every individual, irrespective of gender, is understood as gender equality, which constitutes an integral part of the human rights framework. Gender equality concerns both women and men and takes into account different groups of people with diverse needs, which should be addressed through different methods and approaches. Biological, social, and cultural differences between women and men should not serve as grounds for inequality. The modern world affirms that “men and women are different but equal,” and inequality is more often the result of unfair and biased treatment. However, the mere proclamation of equal rights for women and men does not in itself ensure de facto equality.

According to Article 24 of the Constitution of Ukraine, citizens have equal constitutional rights and freedoms and are equal before the law. There shall be no privileges or restrictions, in particular on the grounds of sex. Equality of rights between women and men is ensured through the provision of equal opportunities in public and political life, cultural activities, access to education and vocational training, employment, and remuneration for work, among others.

In recent years, gender policy and issues of gender equality have gained particular importance. Ensuring equal rights for women and men is a cornerstone of a democratic state and an integral part of the development of modern society. The need to guarantee equality of rights between women and men is enshrined in

the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men,” which emphasizes the achievement of parity between women and men in all spheres of public life. This is achieved through the legal provision of equal rights and opportunities, the elimination of discrimination on the grounds of sex, and the implementation of special temporary measures to address imbalances in the ability of women and men to exercise their equal rights.

Equal rights of women and men are defined as the absence of restrictions or privileges based on sex, while equal opportunities for women and men ensure the conditions necessary for the realization of these equal rights. Thus, ensuring gender equality is a key aspect of democratic development and societal stability.

The Gender Equality Plan of the Institute of Animal Biology of the National Academy of Agrarian Sciences of Ukraine (hereinafter referred to as the GEP of the IAB) has been developed with the aim of ensuring equal opportunities for women and men to realize their legal status in employment relations, increasing awareness among employees of the IAB NAAS regarding their rights and freedoms that may be violated by gender bias, and creating the most comfortable working conditions regardless of sex.

This Gender Equality Plan was developed based on the results of a gender analysis.

The following key issues were examined:

- analysis of the current gender composition of staff at all levels;
- assessment of gender distribution across different departments, laboratories, and positions;
- identification of potential gender gaps in remuneration, career advancement opportunities, and access to training and professional development.

During the development of the GEP, a primary assessment of the distribution of IAB NAAS employees by position according to gender was conducted. This distribution was obtained based on the results of the gender analysis (as of September 2025) and is presented in Table 1.

Table 1

Distribution of IAB NAAS employees by position and academic degree according to gender (as of September 1, 2025)

| Position / Category | Total | Men | Women | % Men | % Women |
|--|--------------|------------|--------------|--------------|----------------|
| Total number of employees | 91 | 47 | 44 | 51.6 | 48.4 |
| Management | 5 | 4 | 1 | 80 | 20 |
| Heads of structural units and their deputies | 9 | 5 | 4 | 55.6 | 44.4 |
| Employees in leading research positions | 16 | 11 | 5 | 68.8 | 31.2 |
| Employees with academic degrees | 64 | 37 | 27 | 57.8 | 42.2 |
| Employees without academic degrees | 27 | 12 | 15 | 44.4 | 55.6 |

Based on the results of the quantitative distribution of IAB employees, a numerical imbalance was identified, with a predominance of men in all departments except among employees without academic degrees, where women are in the majority. In this regard, the IAB NAAS plans to pay greater attention to issues of equality of rights and opportunities for employees, regardless of gender, age, nationality, religious and political views, sexual orientation, and other characteristics.

Guided by Ukraine's European integration aspirations and supporting the principles of equality in the context of realizing human potential, the development of the IAB NAAS Gender Equality Plan takes into account the principles defined

by strategic documents of the European Union, including those relevant to the scientific and academic spheres, such as:

- Gender Equality Strategy for 2020–2025, adopted by the European Commission;
- Directive 2006/54/EC of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;
- European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

To achieve the planned objectives, material and human resources will be allocated to support the development and implementation of the Gender Equality Plan. The implementation of the Gender Equality Plan will be carried out by a dedicated Equality Working Group and monitored by the Institute's Directorate. Information regarding plans and results related to gender equality will be communicated to all employees and published on the website of the IAB NAAS of Ukraine.

The legal foundations outlined in the aforementioned documents have been taken into account by the working group responsible for preparing the IAB NAAS Gender Equality Plan. The implementation of the GEP will contribute to the practical benefit of fully utilizing the potential of employees, regardless of gender, while IAB staff will recognize their importance, value, and role in the activities of the Institute.

May this Gender Equality Plan serve not only as a strategic guide but also as a reminder of the value, potential, and contribution of every individual, regardless of gender, in building a fair and thriving scientific community.

GENDER EQUALITY PLAN

| No. | Activity | Timeline | Expected Result | Responsible Persons |
|-----|---|-----------|---|--|
| 1 | Implementation of specific provisions of the Gender Equality Strategy of the Institute of Animal Biology NAAS into the Institute's Development Strategy for 2025–2028 | 2025/2026 | Certain provisions of the Gender Equality Strategy are incorporated into the Institute's regulatory documents | Deputy Director for Research, Academic Council of IAB NAAS |
| 2 | Appointment of a Gender Affairs Officer | 2025 | A responsible person is appointed to implement gender policy at the IAB | Director, Deputy Directors |
| 3 | Creation of a section on the IAB website with informational materials regarding the implementation of the principle of gender equality | 2025/2026 | Information about their rights is communicated to all IAB employees | Gender Affairs Officer |
| 4 | Development of a draft Equal Opportunities Policy | 2025/2027 | Consultations with employees are conducted to collect feedback | Gender Affairs Officer, Head of the Young Researchers Council, Trade Union Committee |
| 5 | Creation of equal conditions for hiring and career advancement of women | 2025/2028 | Support initiatives of female employees to participate in competitions for vacant managerial positions | HR Department, Heads of Laboratories, Trade Union Committee |
| 6 | Creation of equal opportunities for participation in management and decision-making regarding IAB activities | 2025/2028 | Achieve proportional representation of women and men at the decision-making level within the Institute | Heads of Structural Units, HR Department, Trade Union Committee |

| No. | Activity | Timeline | Expected Result | Responsible Persons |
|-----|---|---------------------|--|--|
| 7 | Conducting training for Institute employees aimed at combating gender bias and stereotypes | Annually, 2025–2028 | Employees are familiar with communication norms and refrain from using phrases containing gender bias or stereotypes | Gender Affairs Officer |
| 8 | Informing employees about communication channels (hotline, legal and psychological support services) in case of gender-based violence, sexual harassment, or sex-based discrimination at work or beyond | Annually, 2025–2028 | Employees are aware of available communication channels for reporting incidents of gender-based violence or discrimination | Gender Affairs Officer |
| 9 | Collection, analysis, and publication of gender statistics of the Institute | Annually, 2025–2028 | Regular collection of staff data disaggregated by various factors necessary for understanding the principle of gender equality | Gender Affairs Officer, Young Researchers Council, Trade Union Committee |
| 10 | Promotion of best practices related to supporting the careers of women researchers in various scientific and support units of the Institute | Annually, 2025–2028 | Success stories about women's careers in science in Ukraine and worldwide are publicized | Gender Affairs Officer |

Director of the Institute:



Y.T. SALYHA