



APPROVED BY

Director of O.O. Bogomoletz Institute of Physiology
of the National Academy of Sciences of Ukraine
Academician of the NAS of Ukraine

M.S. Veselovskyi

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GENDER EQUALITY PLAN

O.O. Bogomoletz Institute of Physiology
of the National Academy of Sciences of Ukraine
for 2026–2030

1. General Provisions

This Gender Equality Plan (hereinafter referred to as the Plan) defines the main principles and measures to ensure equal rights and opportunities for women and men in the activities of the O.O. Bogomoletz Institute of Physiology of the National Academy of Sciences of Ukraine. The Plan has been developed in accordance with the national legislation of Ukraine and the requirements for participation in international research programmes, including Horizon Europe. The Plan is a public document and is valid for the period 2026–2030.

2. Principles of Gender Equality

- equality of rights and opportunities for women and men;
- non-discrimination on the grounds of sex;
- transparency of recruitment procedures;
- equal access to professional development;
- zero tolerance for discrimination and harassment.

3. Organisational Framework

Coordination and monitoring of the implementation of this Plan shall be assigned to the Head of the Human Resources Department. Implementation of the measures set forth in the Plan shall be carried out within the competence of the Institute's administration and structural units. No separate funding is provided; the Plan shall be implemented within existing administrative resources.

4. Collection and Monitoring of Statistical Data

The Institute ensures the annual collection and analysis of gender-disaggregated statistical data concerning:

- total number of employees;
- number of research staff;
- leadership positions (Directorate, Heads of Departments);
- PhD students / doctoral candidates.

Statistical data shall be summarised annually and used to monitor compliance with gender equality principles.

5. Key Areas of Implementation

5.1 Equal Opportunities in Recruitment

- Ensuring openness and transparency of competitive selection procedures.
- Evaluation of candidates exclusively on professional criteria.
- Prevention of discriminatory wording in vacancy announcements.

5.2 Equal Access to Career Development

- Equal opportunities to participate in competitions for leadership positions.
- Equal access to participation in grant projects and international programmes.

5.3 Gender Balance in Decision-Making

- Promotion of balanced representation of women and men in advisory and governing bodies of the Institute (where possible).

5.4 Work-Life Balance

- Compliance with labour legislation regarding leave and flexible working arrangements.
- Support for balancing professional activities and family responsibilities.

5.5 Prevention of Discrimination and Harassment

- Compliance with ethical standards of professional conduct.
- Ensuring the possibility of confidential reporting to the administration in cases of discrimination.
- Response in accordance with current legislation.

5.6 Integration of Gender Dimension in Research

Where scientifically relevant, researchers shall take into account sex/gender aspects in the planning and conduct of research.

6. Information and Awareness Activities

The Institute may organise information events, seminars, or discussions on gender equality, academic integrity, and non-discrimination.

7. Monitoring of Implementation

Implementation of the Plan shall be monitored annually.

If necessary, amendments to the Plan may be introduced by decision of the Institute's management.

8. Period of Validity

This Plan shall remain in force from 2026 to 2030 inclusive.

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