INSTITUTE FOR PHYSICAL RESEARCH, REPUBLIC OF ARMENIA

Gender Equality Plan (GEP) 2026–2029

Ashtarak-2, 0204, Republic of Armenia | Official Website: ipr.sci.am

1. Institutional Commitment

The Institute for Physical Research (IPR), a public scientific research institution in Armenia specializing in optics, laser physics, quantum technologies and materials science, is committed to fostering an inclusive, equitable, and merit-based working environment for all employees. This Gender Equality Plan (GEP) establishes concrete institutional measures in alignment with the European Research Area (ERA) and Horizon Europe standards.

> **Formal Adoption:** This Gender Equality Plan is formally endorsed by the Director of IPR and applies to all scientific, technical, and administrative personnel.

2. Dedicated Resources & Governance

IPR designates a Gender Equality Officer (GEO) supported by a working group representing scientific and administrative staff. The Directorate allocates dedicated working hours and administrative support to coordinate GEP implementation, monitoring, and annual reporting.

3. Baseline Data Collection & Annual Monitoring

To ensure evidence-based policymaking, IPR will systematically collect, analyze, and annually publish sex/gender-disaggregated data based on defined institutional indicators covering:

- Composition of scientific staff (PhD students, laboratory assistants, researchers, etc.) and technical/administrative personnel.
- Gender distribution in leadership and decision-making bodies (Chief Administrative Personnel, Laboratory Heads, Scientific Council).
- Career progression, retention rates, and participation in international mobility programs (such as Horizon Europe, Erasmus+, etc.).

4. Training & Capacity Building

IPR commits to organizing open discussions and awareness-raising sessions for staff and decision-makers (Chief Administrative Personnel, Laboratory Heads and Scientific Council members). Topics will include:

- Recognizing and mitigating unconscious bias in recruitment, peer review, and performance evaluation.
- Fostering an inclusive research environment.

5. Thematic Areas and Measures

Thematic Area	Institutional Measures
Work-Life Balance and Organisational Culture	IPR will promote work-life balance through flexible working arrangements where possible. Hybrid or remote work models may be considered where appropriate.

Gender Equality in Recruitment and Career Progression	IPR will promote transparent recruitment procedures and equal opportunities for career development. Measures include: gender-neutral language in job announcements, and transparent recruitment and evaluation procedures.
Measures Against Gender-Based Violence	IPR will ensure a safe and respectful working environment. Measures include: establishing confidential reporting procedures, and organising awareness activities on harassment prevention.

6. Approval and Review

This Gender Equality Plan enters into force upon signature by the Director of the Institute for Physical Research and publication on the official website (ipr.sci.am). The document may be updated periodically based on institutional needs, monitoring results, and European research policy developments.

Approved by:

Pavel Muzhikyan
Director, Institute for Physical Research

Signature: 