

## INTERNAL REGULATION No 16

### THE GENDER EQUALITY PLAN

#### Introduction

The Gender Equality Plan is based on the need to eliminate inequalities systematically and in the long term (while maintaining the desired quality, diversity, and variety) in the job classification, remuneration, and working conditions of persons employed at the IACH. Gender equality is provided for in the applicable Czech and EU laws, in particular, Act No. 262/2006 Coll., Labour Code and Act No. 198/2009 Coll., Anti-Discrimination Act. Furthermore, this area is defined by the strategic documents of the Government Strategy for Gender Equality and the EU Gender Action Plan III. Other documents at the European level are the Europe 2020 Strategy and the Gender Equality Strategy 2020-2025 (doi:10.2777/876509). The Gender Equality Plan at the IACH builds on these documents, including the IACH Internal Regulation no. 6 (on measures to ensure protection against discrimination and unequal treatment) of 2013, and declares that gender equality is not about mechanically replacing generic masculinities in texts with alternative linguistic means, but about equal opportunities, working conditions, and job opportunities regardless of an individual's gender. At the same time, harassment in any form is not tolerated at IACH.

#### Measures to ensure gender equality at the institutional level

There are currently 43 women and 44 men working at the IACH. The ratio of women to men has been on an upward trend for a long time. The IACH remains committed to gender equality and supports and will continue to support the development and adoption of measures that enhance equality and social justice for all employees, regardless of gender.

#### Measures to ensure gender equality in personnel policy

##### Recruitment, selection, and promotion

The IACH has and will implement recruitment and selection of new staff without prejudice based on gender equality and based on qualities and competencies. As part of the career development process, IACUC seeks and will seek to develop and maintain a diverse workforce by preserving and promoting conditions for career development, particularly for the emerging generation of scientists.

## **Measures against sexual harassment and other forms of violence**

IACH does not tolerate bullying, sexual harassment, or any other form of physical or psychological violence. The grievance process is described in the Internal Regulations No. 15/2021 Internal Whistleblowing System. If necessary, the IACH will help provide a counseling service to resolve conflicts that arise in a fair manner.

## **Reconciling work and personal life, combining work and parenthood.**

The IACH facilitates and will facilitate and promote flexible forms of work and the creation of conditions for the provision of childcare and family care that enable employees to reconcile work and family responsibilities. Taking into account the specific conditions of the individual workplaces and the nature of the work of the employees (scientific and technical and economic departments), individual working hours can be agreed upon, and if the nature of the work allows it, work can be carried out in another agreed location (home working). These possibilities have been widely used at the IACH for a long time. Last but not least, the IACH enables and supports the return of parents to part-time work after maternity/parental leave, which allows for a better balance between family and work life.

## **Long-term goals**

Given the limited interest in working at the IACH (especially in the scientific departments), the IACH will focus on achieving gender balance in all staff categories in the long term. IACH will ensure that gender does not affect individuals' wages and that all staff have equal access to job-related information.

## **Specialized resources**

The IACH has allocated human resources and all gender expertise to implement this Plan and has created a "Gender Equality Team" (abbreviated "TRP") to oversee the implementation of gender equality commitments. Input is collected by the HR department in strict compliance with the General Data Protection Regulation (GDPR).

## **Collection, monitoring, and use of statistical data**

IACH is one of the small institutes where the staff interact daily and know each other well. Any problems are thus easily detected. As part of its mandatory statistical reporting, annual reports and evaluations, the Institute regularly analyses data on staff and students by gender. Based on this information, the Gender Equality Team will assess the staffing structure annually and monitor the development of the gender ratio in these indicators:

1. Number of Institute staff
2. Number of managers (decision makers)
3. Number of scientific staff
4. Number of research assistants
5. Number of post-doctoral students
6. Number of Ph.D. students

7. Number of professional staff
8. Number of persons on maternity/parental leave
9. Number of people receiving support from the Social Fund

This data will be evaluated by the Gender Equality Team together with data from previous gender equality measures and will alert the IACH management to any identified gaps, which will be addressed immediately.

### **Implementation and accountability**

At the IACH management level, the Gender Equality Team is appointed by the Director. This open team is open to all those who wish to actively participate in the issue and contribute to the formulation of the actions needed for the field and to help achieve the formulated objectives. Since informal communication between employees is particularly conducive to good interpersonal relations, the Director of the IACH, together with the Gender Equality Team, will encourage and develop this form of communication.

### **Training**

The IACH conducts training and workshops for all employees in order to raise awareness of gender equality within the framework of IACH workers' meetings.

### **Financing**

Financing of all activities in connection with the implementation of the Gender Equality Plan will be provided by the IACH from its budget.

### **Collection of data divided by gender and their monitoring**

An overview of data divided by gender of all employees and their annual report is part of the institute's annual report.

### **Training plan**

Raising awareness of gender equality and unconscious prejudices for employees of the institute is an integral part of the institute's work, in which all persons at IACH participate together with the Gender Equality Team.

### **Conclusion**

IACH has long sought to be an institution that ensures equal access to leadership and other decision-making positions for all persons employed by the Institute. IACH (including its detached unit) is significantly involved in continuing professional education, and the educational environment is free from prejudice based on gender, faith or any difference between employees. The staff community operates fundamentally on the basis of mutual respect, regardless of biological or declared gender. All employees have direct access to the Director of IACH or his/her designee. The IACH has a Gender Equality Team that collects and

addresses any complaints. Any problems are dealt with in accordance with the legislation in force in the Czech Republic and the internal regulations available to all IACH employees.

This internal regulation of 14 March 2022 shall enter into force on 14 March 2022.

Note:

This document was revised based on the recommendations of the external expertise of the NKC - Gender and Science of the Institute of Sociology of the Academy of Sciences of the Czech Republic on August 9, 2024.

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