

## **Gender Equality Plan**

### **Current status**

Equal job opportunities, regardless of gender, is an important priority for us and one of the basic pillars of the IBP as an aspirant for the HR AWARD. In the long run, we try to improve the "work/life" balance for women in science; we allow part-time jobs for women (parents) with children under the age of 6. We support women to become department heads or deputy department heads (in 2019-2020, one woman was newly appointed deputy head of department, but several women were established as group leaders). The management of the institute also uses tools to support the activities of young scientists and women (parents) in science. In 2019, we organized a seminar on the topic of women in science. In this seminar, scientific talks of prominent scientists from Spain and the USA were organized; among others, scientists from our institute had the opportunity to discuss their work with them.

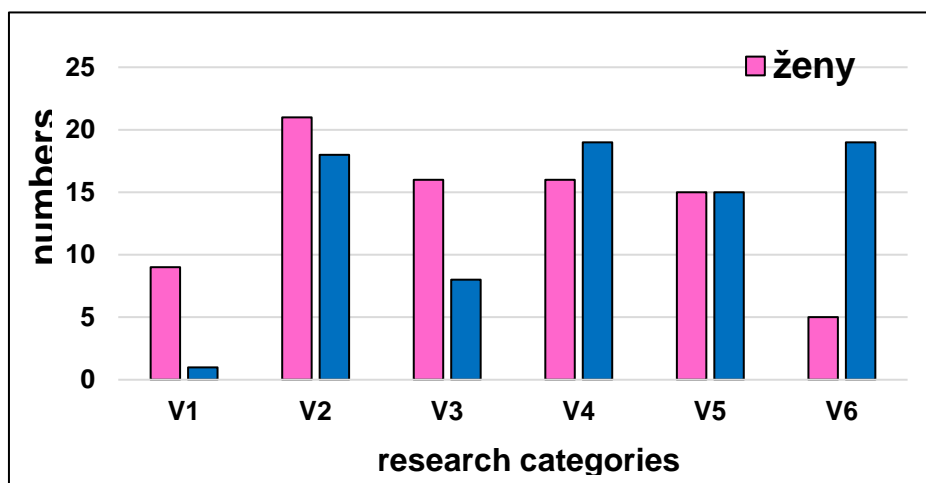
Scientists returning after parental leave have a long-term problem with placing their children in pre-school facilities, especially in nursery schools (for children aged 1 to 3). The management of the institute, therefore, initiated the establishment and supported the functioning of a children's group directly in the institute. This is a high level of care for younger pre-school children, meeting the preconditions for the recruitment of highly qualified researchers. According to a preliminary survey (GAP analysis for the HR Award), 8-10 employees are continuously interested in placing their children in such a pre-school facility, and most employees support this activity.

In terms of grant success, 22.5% (25%) of women are principal investigators of research projects of external providers, compared to 77.5% (75%) of men.

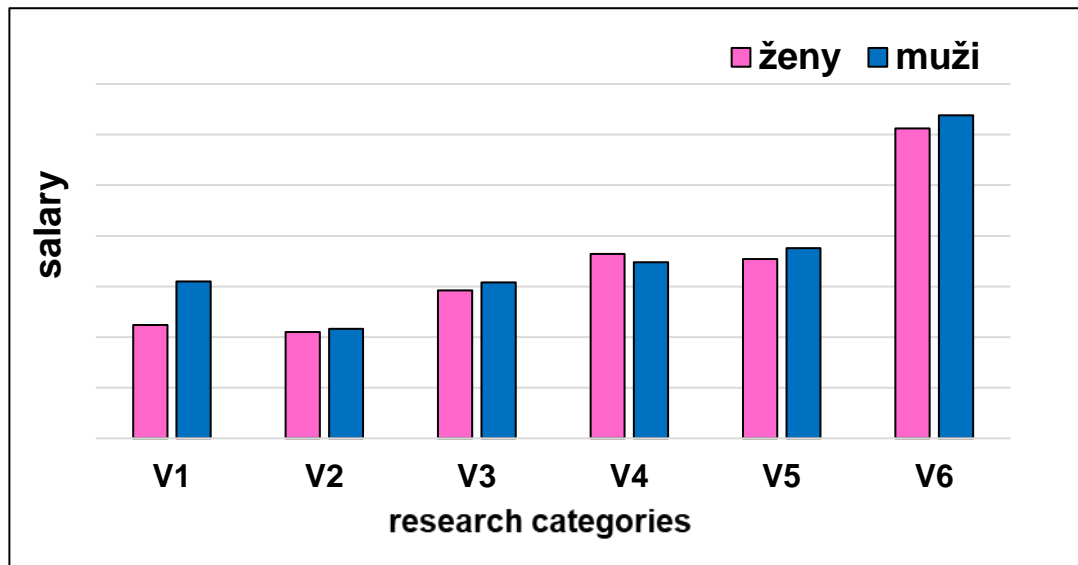
The number of women/men in individual categories of professional classification of researchers is shown in Graph 1. The comparison of women's/men's salaries is clearly demonstrated in Graph 2. It can be stated that the trend of recent years is a significant convergence of women's and men's salaries in all monitored categories. There is a statistical deviation in category V1 (R1) because it is represented by 9 women but only 1 man.

The IBP structure is divided into ten departments, of which only one woman is the head of the department. Similarly, the current composition of the Council of the Constitution is robust to the detriment of women; not a single woman was elected into the Institute Council. Representatives to the Council of the Institute are elected by the Assembly of Scientists; thus, it is not possible to cat this authority. However, efforts should be made to improve the position of women working in the Council of the Institute. It will probably be necessary to adjust the new principle in the election rules of the Czech Academy. However, in the leadership of the institute (IBP) is a woman director.

**Graph 1** pink-women/blue-men



**Graph 2** pink-women/blue-men



## Objectives

The GEP consists of actions focused on improving the practices related to gender bias. The general goal is the implementation of approaches, procedures, and strategies to improve any discrimination. The below-described objectives are related to all employees, R1-R4 categories, as well as technical or administrative positions.

## Responsibility for the implementation of GEP

The Director of IBP makes management decisions and is responsible for the implementation of GEP. The already realized steps toward better gender issues have been performed during the previous functional period of the current director (see the current state of gender issues).

Steering Committee for HR Award represents the supervisory body that monitors the Action Plan of HR Award as well as the Action Plan for GEP. It is responsible for all GEP objectives, activities, strategies, and reports.

Working Group for HR Award (WG) represents the working body that is responsible for the implementation and execution of the HR Action Plan as well as the Action Plan of GEP. The working group involves 21 members that represent all departments of the

IBP; in addition, all categories R1-R4 are involved. HRS4R Admin is in charge of managing the organization of the WG for both HRAW and GEP. WG is responsible for the development, implementation, and execution of the GEP actions.

## **ACTIONS**

### **1. Gender equality in recruitment and career progression**

One of the most important commitments of the IBP in the frame of the HR Award obtained from EC on 18 November 2021 is the implementation of rules for open, transparent, and merit-based recruitment (OTM-R). The first goal of the GEP will be focusing on the gender dimension of the OTM-R process. A systematic approach in focusing at career progression both for women and men should lead to balanced support of both in order to improve possible gender-related discrimination. As already mentioned, there are no wage-related GEP problems.

**Action 1.1:** OTM-R based recruitment applying GEP principles (lecture)

**Responsibility:** WG

**Target:** training of the staff responsible for recruitment

**Indicators:** number and % of trained employees participation in the recruitment procedures

**Timing:** last quarter of 2022

**Action 1.2:** GEP in the career progression (lecture)

**Responsibility:** WG

**Target:** training of the department and group leaders to be well informed and focus to gender issues in taking care of career progression of both women and men

**Indicators:** number of employees participating

**Timing:** first quarter 2023

### **2. Gender-related research outputs**

Research topics at IBP (biological and chemical sciences) are in most cases sufficiently general to be advantageous for both women and men. In some cases, gender aspects may be involved (e.g., chromatin structure of eggs or spermatozoa, structure or positioning of X-chromosome in women and men, sex-determination in

plants, etc). So far, scientists did not find any problem with such research. We are, however, aware that research can substantially impact the quality of life, which may bring different benefits for women and men. In order to take into account this question, we will organize action specifically focused on possible gender issues of research outcome.

**Action 2.1** Gender-dimension in research output (lecture)

**Responsibility:** WG

**Target:** training of scientists in possible gender-related issues in research outputs

**Indicators:** number and % of scientists participating

**Timing:** second quarter 2023

**3. Gender-related inappropriate manners**

IBP is against inappropriate behavior, including gender-related (inappropriate comments or stereotypes) as well as any types of discrimination, bossing, mobbing, and inappropriate manipulation. We recognize that these problems are complex, and the cultural environment substantially influences the point of view. Particular types of behavior can be seen as inappropriate by some employees but not by others. The relations between women and men should be optimized in such a way that both feel well, in a good working environment, which is transferred into a positive relationship to our institute. Therefore, the approach should be optimal, not black and white. In extremal cases, the complaint possibility has been established in the form of whistleblowing supervision.

**Action 3.1** Cultural habits in Brno region (lecture and discussion)

**Responsibility:** WG

**Target:** elucidation what is standard behavior in our region

**Indicators:** number of employees who participated

**Timing:** third quarter 2023

**Action 3.2** Unconscious bias and inappropriate behavior (lecture)

**Responsibility:** WG

**Target:** to improve employee awareness of the possibility of unconscious bias or inappropriate behavior (including harassment, hidden discrimination, marginalizing

behavior, etc)

**Indicators:** number of employees participating

**Timing:** end 2023

#### **4. Gender-related improvements in leadership**

As already mentioned, both women and men are involved in the leadership of IBP; however, the number of women in leading positions is substantially lower. In addition, there are no women in the Council where the number of women among candidates was also low. Therefore, we have to stimulate the motivation of women to the candidate in leadership positions, improve career development in women as well as influence the broader community in the institute to elect woman candidates.

**Action 4.1** Taking care of women with the potential to achieve leadership positions

**Responsibility:** department leaders

**Target:** improve career management in talented women

**Indicators:** number of employees under special care

**Timing:** 2022-2023

**Action 4.2** Improve gender balance in leadership

**Responsibility:** WG

**Target:** increase motivation for female candidates to leadership positions

**Indicators:** number of motivated candidates

**Timing:** during recruitment to a leadership position or before elections

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Director of IBP

21 March 2022