

GENDER EQUALITY PLAN OF THE INSTITUTE OF MICROBIOLOGY, CAS

THE PREAMBLE

Gender equality is a fundamental value of the European Union and is one of the UN's sustainable development goals (SDGs). Gender equality in research and learning ensures that R&D systems support democratic and equal societies, incl. gender equality in recruitment and promotion at any level.

This document was issued by the management of the Institute of Microbiology of the Czech Academy of Sciences, v.v.i. (hereinafter referred to as "the Institute"), declares that the principle of equal opportunities applies to all positions in the Institute through the application of gender equality, recruitment procedures, nominations to advisory or expert bodies, the system of regular evaluation of individuals and laboratories, and remuneration.

The Institute fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activities, including freedom of research, ethical principles, professional responsibility and access, accountability, good research practice, dissemination of results, public involvement, non-discrimination, gender balance, co-authorship, working conditions, job stability, career development, mobility, evaluation and recruitment. In all this, the Institute considers the high level of expertise of each individual to be a priority.

INTRODUCTION

The Institute is committed to gender equality within the academic community and in the wider academic environment. Therefore, the Institute has and will strongly continue to support the development and adoption of measures that enhance gender equality and social justice within our community.

Long-term goals are mainly:

1. To have an equal gender distribution within all employment categories.
2. To ensure that gender itself does not affect individuals' wages,
3. To ensure that all employees have equal access to information regarding work,
4. To support parents and enable them to combine work with parenthood,
5. To maintain sexual harassment-free working (and teaching) environment.

The Institute draws on existing EU recommendations (e.g. *Horizon Europe guidance on Gender Equality Plans*, ISBN 978-92-76-39184-5, doi:10.2777/876509, © European Union, 2021), recommendations from national authorities (National Contact Centre for Gender & Science, Institute of Sociology of the Czech Academy of Sciences) and other relevant sources.

DEDICATED RESOURCES

The Institute has allocated human resources and expertise in gender equality to implement this gender equality plan. It has created a "Gender Equality Team" (GET), which will oversee and guarantee the implementation of the gender equality commitments. The input is collected by a staff member designated by the Director of the Institute. The Director of the Institute is the head of the GET.

DATA COLLECTION AND MONITORING

The Institute regularly analyses data on employees and students by gender (male and female, or any other gender shall they officially be recognized by national authorities), evaluates them and compares the results with other relevant institutions in the Czech Republic and abroad. The Institute will monitor the gender structure annually and track the development (particularly, the proportion of women) e.g. in these indicators:

1. Number of Institute employees;
2. Number of senior staff (decision makers);
3. Number of scientific staff;
4. Number of scientific assistants;
5. Number of postdoctoral fellows;
6. Number of PhD students;
7. Number of professional staff;
8. Number of persons on maternity/parental leave;
9. Number of persons taking long-term unpaid leave (over 4 weeks);
10. Number of persons using the services of kindergartens established at the workplace;
11. Number of persons receiving support from the Social Fund;

TRAINING

The Institute recognizes that organizational culture and work-life balance are key components in creating an environment where both men and women can enjoy equal opportunities to build fulfilling careers. Organisational culture and work-life balance is a broad topic area that addresses issues such as

1. Gender-sensitive communication;
2. Childcare provisions;
3. Maternity/paternity/parental leave provisions;
4. Childcare arrangements within the workplace;
5. The possibility of part-time work or adjustments to working hours;
6. Gender balance in leadership and decision-making;
7. Equal opportunities in communicating with the public and bringing the results of their work to the lay public;
8. Equal opportunities to benefit from social bonuses from the Social Fund;

In all cases, the head of the laboratory (or any other organisational unit such as a section) is responsible for ensuring that the above measures are followed within his/her zone of influence, and for providing assistance (if necessary). In any case, the GET team is available and ready to help.

CONCLUSION

The Institute has long sought to be a gender-balanced institution, with its members having equal access to and balanced participation in leadership and other decision-making roles. The Institute (including its detached units) is significantly involved in secondary and tertiary education. We therefore consider it important that our educational environment is free from gender bias. We also consider it important to integrate the gender dimension into the research and teaching.

At the Institute, we strive to cultivate a community that functions fundamentally because of mutual respect among all its members, regardless of biological or declared gender.

The Institute ensures that any problems between employees are primarily and foremost resolved in accordance with the legal provisions in the Czech Republic (Labour Code, consultation with the trade union). In any case, employees have direct access to the Institute's Director or his/her representative. The Institute has a GET and an office where a designated person collects and addresses any complaints including those related to gender-based violence or sexual harassment in cooperation with the institute's management.

The above principles are enshrined in various internal rules and regulations that are public and available to all employees of the Institute. We believe that through our continued efforts, we have been and will continue to be successful in contributing to gender equality in the academic environment.

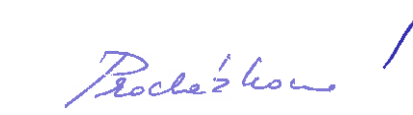
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