

Gender Equality Plan

Gender status analysis

Equal job opportunities, regardless of gender, are an important priority and one of the basic pillars of the IBP as a winner of the HR AWARD focused on the improvement of conditions of its employees, including gender issues. 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 preschool 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 preschool 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 preschool 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.

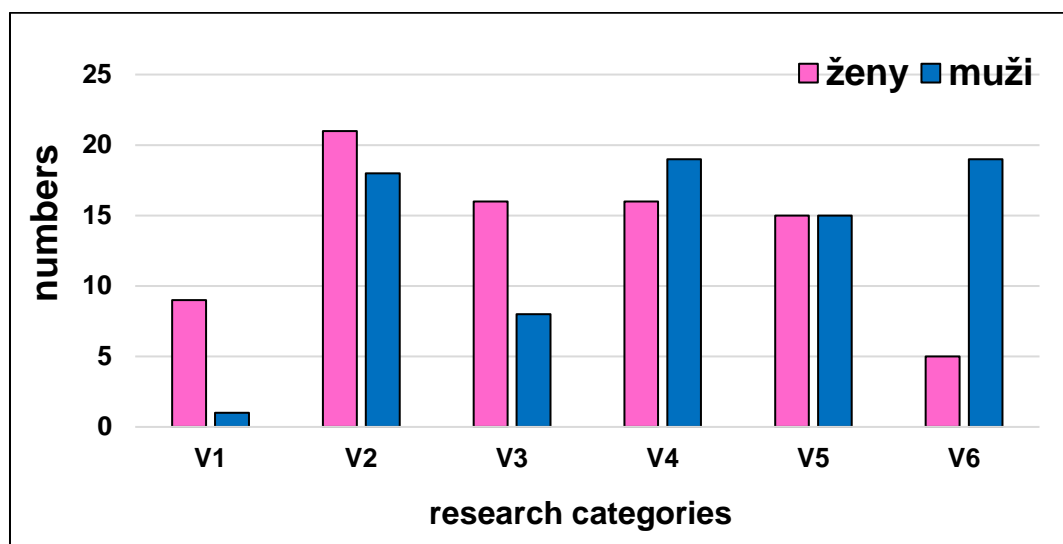
In the frame of the GAP analysis for HRAW, we also included gender analysis. We found that the status of women's positions at the IBP is very good; however, some improvements will be possible. There are several directions we would like to follow: 1. Missing well-established Institute recruitment policy stimulating women to take part in it. 2. Missing better visibility of women researchers. 3. Missing better gender and cultural diversity awareness. However, according to the HR questionnaire, women at

the Institute do not feel any discrimination from any point of view, including their professional career.

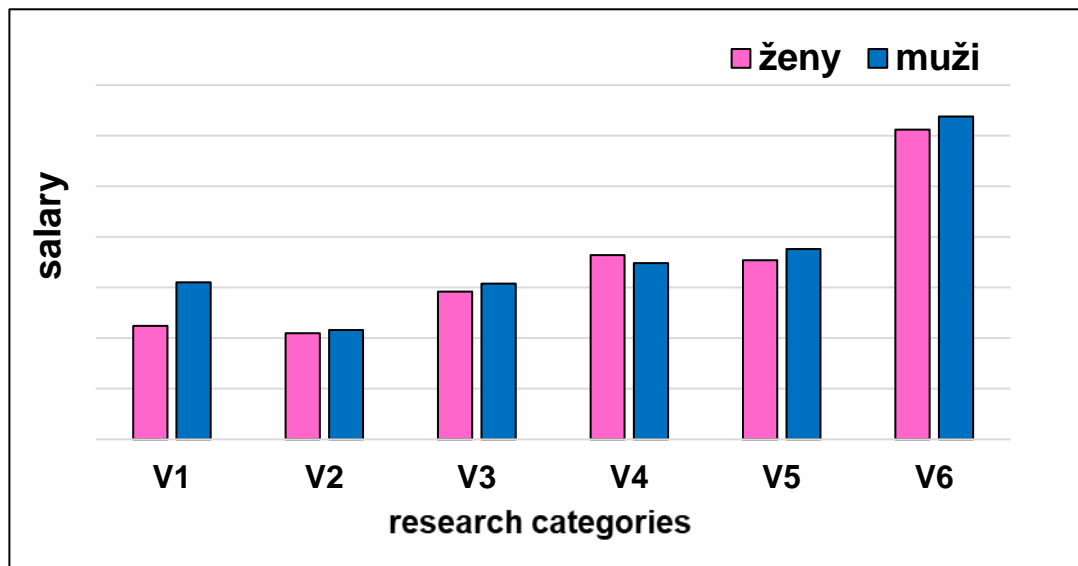
The number of women/men in individual categories of professional classification of researchers is shown in Graph 1. The comparison of women's/men's salaries is clearly demonstrated in Graph 2. It can be stated that the trend of recent years is a significant convergence of women's and men's salaries in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

Despite the good status of women's position at the IBP, we would like to cooperate with the Czech Researcher Centre for Gender and Science, Institute of Sociology, Czech Academy of Sciences. We will also aim to increase work/life balance for women (parents) in science; we will enable part-time jobs for women (parents) with children up to 6 years old. We will encourage women to become department leaders and/or deputy department leaders. We will support the nursery (a kid's corner) and establish a so-called family room for school children (in the case new infrastructure is built). These children and other visitors to our Institute could use a relaxing area that will be a part of the new institutional infrastructure (this activity depends on IBP's success in the grant application submitted to the Ministry of Education Youth and Sports, the MEYS). Weblink to the action; employment contract, home office status for women with children up to 3-6 years old; seminar "Women in science" will be available at <https://www.ibp.cz/en/about-ibp/hr-award>. This action is linked to all R1-R4 categories. The proportion of R1-R4 in percentage is the following: 25/25/25/25.

The GEP consists of actions focused on improving 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 (lectures)

One of the most important commitments of the IBP in the frame of the HR Award obtained from EC on November 18, 2021, is the implementation of rules for open, transparent, and merit-based recruitment (OTM-R). The first goal of the GEP will be to focus on the gender dimension of the OTM-R process. A systematic approach in focusing on career progression both for women and men should lead to balanced support for 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 on

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 inappropriate manners (lectures)

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 with 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 2.1 Cultural habits in the Brno region (lecture and discussion)

Responsibility: WG

Target: elucidation of what is standard behavior in our region

Indicators: number of employees who participated

Timing: third quarter 2023

Action 2.2 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

3. Changes at the cultural and institutional level

Motivate and attract more women, not discourage or exclude them.

Action 3.1 We will formalize the rules for tenders and the wording of advertisements (including sensitive language)

Responsibility: WG

Target: to improve the chances for women to be employed at IBP

Indicators: number of women employed at IBP, **measurable indicator:** the ratio of women/men employed at IBP

Timing: starting from 2022

Action 3.2 In the advertisement for new positions, we will explicitly state that women are welcome in the position

Responsibility: WG

Target: to improve the chances for women to be employed at IBP

Indicators: number of women employed at IBP, **measurable indicator:** the ratio of women/men employed at IBP

Timing: starting from 2022

Action 3.3 When promoting new positions, we will target selected female candidates

Responsibility: WG

Target: to improve the chances for women to be employed at IBP

Indicators: number of women employed at IBP, **measurable indicator:** the ratio of women/men employed at IBP

Timing: starting from 2022

Action 3.4 We will put a "message" on the institution's website, which will present the interest in the higher representation of women in leading positions

Responsibility: WG

Target: to improve the chances for women to be employed at IBP in leading positions

Indicators: number of women employed at IBP as group leaders, department leaders, or deputy department leaders

Timing: end 2022

Action 3.5 We will make successful female scientists visible (also from history) and present female role models, for example, on the website, on the premises of the building

Responsibility: WG

Target: to improve the attractiveness of science for women

Indicators: number of women employed at IBP, **measurable indicator:** the ratio of

women/men employed at IBP

Timing: end 2023

Action 3.6 We will set the rules for the operation of the institution in such a way that we will not exclude, for example, mothers from some processes (work meetings will be planned with regard to parental responsibilities).

Responsibility: WG, group, and department leaders

Target: to improve participation of women in the decision-making at different levels

Indicators: number of women participating

Timing: starting from 2022

4. Gender-related research outputs (lecture)

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 problems 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 in the research outcome.

Action 4.1 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

5. 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 candidates

for leadership positions, improve career development in women as well as influence the broader community in the Institute to elect women candidates.

Action 5.1 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 5.2 Improve gender balance in leadership

Responsibility: WG

Target: increase motivation for female candidates for leadership positions

Indicators: number of motivated candidates

Timing: during recruitment to a leadership position or before elections

Action 6. Changes on the interpersonal level

We will modify the way teams are managed, and the way management treats women and men.

Action 6.1 Support young women's joining international networks and contacts

Responsibility: WG, department heads

Target: improve participation of women in international research

Indicators: number of women participating in international collaboration

Timing: starting from 2022

Action 6.2 Ensure equal access and equal opportunities for women and men to present results at international conferences

Responsibility: WG, department heads

Target: improve participation of women in international research

Indicators: number of women participating in international collaboration

Timing: starting from 2022

Action 6.3 Fairly distribute work and roles in the research team

Responsibility: WG, department heads

Target: improve balanced participation of women in laboratory work

Indicators: number of women satisfied with their role in the laboratory

Timing: starting from 2022

Action 7. Changes on the individual level

To give everyone the opportunity to work on their development and on breaking stereotypes about themselves (undervaluing themselves), but also about other people.

Action 7.1 Supporting the participation of women in summer schools and other programs for doctoral students

Responsibility: WG

Target: improve balanced participation of women in summer schools and other programs for doctoral students

Indicators: number of women participating, measurable indicator: ratio of women/men at summer schools and other programs

Timing: starting from 2022

Action 7.2 Participation of women in training and courses for leading scientists (overcoming gender stereotypes and prejudices, preparation of women for management and team management, etc.)

Responsibility: WG

Target: improve balanced participation of women in management and team management (leading positions)

Indicators: number of women participating, **measurable indicator:** ratio of women/men at summer schools and other programs

Timing: end 2023

Action 7.3 Participation of women in mentoring and leadership programs and courses that aim to build competence, skills, responsibility, and self-confidence and help to engage in formal and informal networks.

Responsibility: WG

Target: improve balanced participation of women in management and team management (leading positions)

Indicators: number of women participating, **measurable indicator:** ratio of

women/men in mentoring and leadership programs and courses

Timing: end 2023

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Director of IBP

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