

## **Gender Equality Plan of the Institute of Scientific Instruments of the CAS**

### **Introduction**

The Institute of Scientific Instruments of the Czech Academy of Sciences (ISI CAS) is a research institution within the I. Research Area of Non-Living Nature, Section 2: Applied Physics. Its primary focus is methodological research into methods, techniques, and tools for examining both non-living and living nature, as well as the development of related technologies. The vast majority of the Institute's creative staff possess a technical or scientific education.

ISI CAS actively subscribes to the principle of gender equality. It supports the development of measures that strengthen equality between sexes in terms of equal opportunities and equal access, without diminishing the emphasis on qualification, professional quality, and the scientific excellence of individuals. This agenda is important to the Institute both internally and in terms of broader societal impact.

The Institute perceives gender equality as a state where individuals, regardless of sex and gender, can freely develop their personal abilities and make decisions without limitations imposed by culturally and socially set gender roles and associated stereotypes.

In the Czech Republic, gender equality is established by Czech and EU laws, notably: Act No. 262/2006 Coll., the Labour Code. Act No. 198/2009 Coll., the Anti-Discrimination Act. The field is further defined by strategic documents such as the Government Strategy for Equality of Women and Men 2021–2030, the EU Gender Action Plan III, and the Europe 2020 Strategy. This Gender Equality Plan (GEP) conceptually follows these documents.

ISI CAS fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers across all activities, including research freedom, ethical principles, non-discrimination, and gender balance.

This plan serves as a tool to promote equal opportunities in R&D in accordance with the European Strategy for Gender Equality 2020–2025 and Horizon Europe requirements.

### **Current Status and Research Context**

An initial analysis as of December 31, 2021, reported: Total employees: 248 (33% women), scientific staff: 150 (26.7% women) and management positions (scientific departments): 18.8% women. This status reflects the gender ratio of students in technical universities and natural science fields (physics) relevant to the Institute. The share of women in scientific positions does not lag behind the share of female students in these fields, indicating an existing equal opportunity approach during recruitment (where the target group are predominantly postgraduate students).

An important aspect of gender equality strategies in science and research is the appropriate consideration of gender specifics within the research itself. This must take into account the specific needs and characteristics of women and men. This is particularly important in the development of drugs and medical procedures, as well as in connection with ergonomics, psychology, etc. The Institute of Scientific Instruments, focusing on the fields of physics, applied physics, and technical sciences, conducts research that is gender-neutral. Therefore, the consideration of gender aspects in the Institute's own research is irrelevant

## **Long-term Goals**

The Gender Equality Plan of the Institute of Scientific Instruments sets the goal that the share of women in scientific departments should not fall below the share of women among students of physics and electrical and mechanical engineering fields, which are the limiting and starting source of new young employees. Maintaining this share will reflect the proper provision of equal opportunities with regard to gender.

Another long-term goal is to motivate and support women to enter leadership positions at the level of heads of scientific departments, research groups, and sections of the economic-technical department. A natural goal is for gender not to influence the wages of individuals and for all employees to have equal access to information concerning their work.

## **Tools**

### **1. Publication**

This document is published on the website of the Institute of Scientific Instruments, employees are familiarized with it, and it is actively communicated to the heads of scientific departments, groups, and sections of the economic-technical department. It expresses a clear commitment to supporting gender equality, sets goals, dedicates resources, and determines tools and measures to achieve the goals.

### **2. Analytical Tools**

As part of mandatory statistical reporting, annual reports, and evaluation materials, the Institute of Scientific Instruments regularly analyzes employee data, including gender data. A key parameter, such as the development of the gender ratio in scientific and non-scientific departments and sections, including representation in leadership positions, will be evaluated annually by the personnel department. This data will be available to the institute management, the Director's Board, and the attestation commission.

The task of the attestation commission is to handle data on placement into grades and classes, ensuring gender equality in terms of equal opportunities without compromising qualification, professional quality, and scientific excellence. The results of employee placement will be available to the institute management in the report of the attestation commission.

### **3. Dedicated Resources**

Designated human resources for the Gender Equality Plan include:

- Personnel department staff for the analysis, collection, monitoring, and reporting of statistical data and for overseeing compliance with gender equality when recruiting new employees.
- The Chairman of the Attestation Commission for overseeing compliance with gender equality when placing creative workers into classes and grades.
- The Deputy Director for Economic and Technical Activities for overseeing compliance with gender equality when placing creative workers of the economic-technical department.
- The Director, who has conceptual oversight over the entire gender equality agenda.

### **4. Education**

The main tools for education and raising awareness about gender equality issues are science management courses for heads of scientific departments. The courses focus on managing research groups, dealing with subordinates, and the basics of collegiality, which inevitably addresses gender themes as well. The training covers procedures on how to avoid gender bias by managers toward subordinates.

Managers are obliged to spread awareness about gender equality issues among their subordinates.

## **Specific Goals and Measures**

### **1. Gender Balance in Leadership Positions**

Increasing the share of women in positions of heads of departments, groups, and sections is a long-term process. In scientific departments, it begins at the group level, where a candidate for the head position must demonstrate the ability to have their own scientific topic, obtain grants and projects, and lead a team. Potential candidates must be identified by department heads, who are guided to do so by the institute management.

### **2. Gender Balance in Recruitment and Career Growth**

Gender balance in the career growth of scientific department staff is the primary task of the Attestation Commission. The commission is a collective body that acts as an advisory body to the director. Overseeing compliance with gender equality rules is the task of the Chairman of the Attestation Commission and the Director.

Overseeing compliance with gender equality and eliminating gender-motivated bias in recruitment processes for new employees is the task of the personnel department staff.

### **3. Measures Against Gender-Based Violence, Including Sexual Harassment**

Bullying, sexual harassment, or any other forms of physical or psychological violence are strictly not tolerated at the ISI workplace. Based on the director's recommendation, all problems that arise in the

workplace should always be solved first with the direct superior (head). Only if this is not successful should it be handled with a higher superior → i.e., through the line of group leader, department head, director. If even this is unsuccessful, there are then options for resolution outside the institute:

- Issues with science ethics – Ethics Committee of the CAS.
- Issues of an economic nature – Whistleblower protection mechanism, where the complaint process is described by the internal regulation "Directive to Ensure the Protection of Whistleblowers" of the Institute of Scientific Instruments of the CAS, v. v. i., valid from April 1, 2022.
- Labor law issues – Trade Union.
- Interpersonal relationship issues at the workplace – Ombudsman of the CAS, currently Ms. Dana Plavcová at the Office of the Academy of Sciences.

## Conclusion

ISI is a socially responsible institution that exerts targeted effort to ensure equal treatment of employees and equality of opportunity in hiring and career growth based on qualification, professional quality, and scientific excellence without gender bias. This plan is intended for the fulfillment of these goals. However, we consider the inclusion of the gender dimension in the content of ISI research to be irrelevant given the institute's scientific focus on physical-technical scientific fields, which are gender-neutral by their nature.



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