

Gender equality plan of the Institute of Scientific Instruments, CAS, v. v. i.

Introduction

The Institute of Scientific Instruments, Academy of Sciences of the Czech Republic is a scientific institution of the I. Research Area, Mathematics, Physics and Earth Sciences, 2. Section of Applied Physics, whose primary focus is methodological research on methods, techniques and tools for the investigation of non-living as well as living nature and the development of related technologies. The research staff of the Institute is largely composed of persons with a technical or scientific background.

The Institute fully accepts the principle of gender equality and therefore supports the development of measures that strengthen gender equality, in the sense of equal opportunities and equal access, without reducing the emphasis on the qualifications, professional qualities and scientific excellence of individuals. This agenda is important to the ISI both internally and in terms of its wider societal impact.

The Institute perceives gender equality as a state in which individuals, regardless of their sex and gender, are free to develop their personal abilities and make decisions without the constraints imposed by culturally and socially set gender roles (and the stereotypes associated with them).

In the Czech Republic, gender equality is established by Czech and EU laws, in particular Act No. 262/2006 Coll., the Labour Code and Act No. 198/2009 Coll. (Anti-discrimination Act). Furthermore, this area is defined in the strategic documents of the Government Strategy for Gender Equality and the EU Gender Action Plan III. Other documents at European level are the Europe 2020 Strategy and the Strategy for Gender Equality 2020-2025.

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 information, public engagement, non-discrimination, gender balance, co-authorship, working conditions, job stability, career development, mobility, evaluation and recruitment.

This plan is a tool to promote and support equal opportunities for men and women in research and development in line with the European Strategy for Gender Equality 2020-2025 and the requirements of Horizon Europe and builds on internal documents such as the Code of Conduct, the Career Guidelines and the Collective Agreement.

Background

The baseline analysis of the number of staff at the Institute as of 31 December 2021 shows 248 employees, of which the proportion of women was 33%. Of these, the number of scientists was 150 and the proportion of women in scientific positions was 26.7%. This situation reflects the gender ratio of students studying at technical universities and in science disciplines relevant to the Institute's focus (physics), with the proportion of female staff in scientific positions not lagging behind the proportion of female students in the above-mentioned disciplines. This is therefore indicative of the existing equal opportunities approach to recruiting new staff (who are mainly postgraduate students).

The proportion of women in senior positions in scientific departments is 18.8%. This is a legacy of previous years, when the representation of women in engineering and physics was much lower than it is now.

Long-term goals

The Institute's Gender Equality Plan sets the goal that the proportion of women in scientific departments should not fall below the proportion of women among students in physics and electrical and mechanical engineering, which are a limiting and initial source of new young employees. Maintaining this proportion will reflect the appropriate 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, scientific groups and departments of the economic and technical support.

The obvious aim is that gender should not affect individual wages and that all employees should have equal access to information relating to work.

Tools

1. Disclosure

This document is published on the website of the Institute of Instrumentation Technology, is communicated to employees and is actively communicated to the heads of scientific departments and groups and sections of the economic and technical unit. It expresses a clear commitment to promoting gender equality, sets objectives, dedicates resources and identifies the tools and measures to achieve the objectives.

2. Analytical tools

The Institute regularly analyses employee data, including gender data, as part of its mandatory statistical reporting, annual reports and evaluation documents. A key parameter, such as the evolution of

the gender ratio in scientific and non-scientific departments and sections, including representation in management positions, will be evaluated annually by the Human Resources Department. These data will be made available to the Institute's management, the Director's Board and the Attestation Committee.

The details of assignments into grads and classes are the responsibility of the attestation committee, which will be mindful of gender equity in the sense of equality of opportunity without compromising qualifications, professional quality and scientific excellence. The results of the staff grading will be made available to the Institute's management in the report of the Attestation Committee.

3. Dedicated resources

The mandated human resources of the Gender Equality Plan include:

- HR staff to analyse, collect, monitor and report statistical data and to monitor gender equality in recruitment.
- The Chair of the Attestation Commission for the supervision of gender equality in the classification of creative workers in classes and grades.
- The Deputy Director for Economic and Technical Activities oversees gender equality in the assignment of the research staff of the Economic and Technical Departments.
- Director, who has conceptual oversight of the entire gender equality agenda.

4. Education

The main tool for training and spreading awareness of gender equality issues is the 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 issues. The course covers procedures for avoiding gender biases of managers towards subordinates.

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

Specific objectives and measures

1. Gender balance in leadership positions

Increasing the proportion of women in positions of heads of departments, groups and sections is a long-term process. In scientific departments, it starts at group level, where the candidate for the position of head must demonstrate the ability to have her own scientific theme, to obtain grants and projects and to lead a team. Prospective candidate(s) must be identified by the department heads, who are guided to do so by the Institute's leadership.

2. Gender balance in recruitment and career development

Gender balance in the career development of the staff of scientific departments is the primary task of the Attestation Committee. The Commission is a collective body that is an advisory body to the

Director. It is the responsibility of the Chairperson of the Attestation Committee and the Director to oversee compliance with the gender equality rules.

It is the responsibility of the HR staff to ensure that gender equality is observed and that gender bias is eliminated in selection procedures for the recruitment of new staff.

3. Measures against gender-based violence, including sexual harassment

Bullying, sexual harassment, or any other form of physical or psychological violence is not tolerated in any way at the Institute. The process for filing complaints is described in the Institute's Internal Regulations "Guidelines for Whistleblower Protection", effective April 1, 2022

Conclusion

The ISI is a socially responsible institution that makes a concerted effort to ensure equal access to staff and equal opportunity in recruitment and career development based on qualifications, professional quality and scientific excellence without gender bias. This Plan is also designed to meet these objectives. However, we consider the inclusion of a gender dimension in the content of the Institute's research to be irrelevant in view of the Institute's scientific focus on physical sciences, which are inherently gender-neutral.



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