

# Gender Equality Policy of the Institute of Computer Science, CAS

Based on approaches in developed EU countries and the context of the Government's Gender Equality Strategy for 2021-2030 (Strategy 21+)<sup>1</sup>, it has been confirmed that anti-discrimination principles increase the competitiveness of the countries. These principles are essential for development itself as well as attracting and retaining talented employees regardless of age, gender, religion, sexual orientation, nationality or country of origin.

Institute of Computer Science, CAS (ICS CAS)

- perceives equal access, equal opportunities and non-discrimination principles as part of fundamental human rights and the right way for today's society;
  - considers diversity in administrative support and research management as a competitive advantage and perceives its responsibility to promote gender equality and diversity, not only in IT but also in other related disciplines;
  - will strive to ensure that men's and women's knowledge and experience is used as a tool for developing processes in research, development and transfer of knowledge and technology;
  - supports efforts to ensure that power, influence and opportunities, as well as rights and responsibilities are equally distributed between men and women in research and development, as well as in knowledge and technology transfer;
  - accepts the principles related to work-life balance.
- Within the Strategy 21+ framework the ICS CAS is committed to the implementation of its basis, the systematic support to achieve gender equality, which will serve as a concrete basis for a strategic approach to the implementation of gender mainstreaming<sup>2</sup> in the processes of the ICS CAS, which is an essential part of the promotion of gender equality, namely:
1. Towards the public and the processes according to the competencies that the ICS CAS ensures, especially in the framework of:
    - publicity, presentation, and interpretation of scientific and popular scientific outputs;
    - evaluation of project proposals;
    - consultation to users of results of research, development, and transfer of knowledge and technology.
  2. Inwards the ICS CAS, i.e. towards the employees of the ICS CAS:
    - multiple variations of working time arrangements (flexible working hours, part-time work, compressed workweek, etc.);

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<sup>1</sup> The Gender Equality Strategy for 2021-2030, or Strategy 21+, was discussed on 9 March 2021. The document <https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Gender-Equality-Strategy-2021-2030.pdf> formulates measures necessary to raise the quality of life of women and men in the Czech Republic to a level comparable to other European countries. The proposed measures also respond to the covid-19 pandemic, which has deepened many gender inequalities.

<sup>2</sup> Gender mainstreaming means getting through all conceptual and decision-making processes in all their phases from the gender equality perspective, including planning, implementation, and evaluation. It is the applying of an equal opportunities perspective to decision-making processes in all areas of policy, work organization, reorganization, and in the design and evaluation of these processes.


- different work places (partial or full home-office, working from a different place than a place of residence);
- the use of new technologies (e.g. videoconferencing or online platforms);
- flexible office layout and use (shared working hours);
- flexible contracts (fixed-term work, business license, etc.);
- support for parental leave for all gender groups;
- equal conditions for candidacy to evaluation panels, management and committees.

As a scientific research institution, the ICS CAS recognizes the fact that the culture of the work environment and the employment conditions of organizations engaged in research activities have an impact on the usefulness and excellence of research results. The ICS CAS considers important both, to support the attractiveness of jobs for highly qualified management or research staff, as well as to support the diversity of research and development teams, or the transfer of knowledge and technology, to promote socially responsible excellence. For this reason, the ICS CAS claims to the principles of promoting gender equality and strongly opposes discrimination in research and development and in knowledge and technology transfer.

Within the framework of the gender policy, the ICS CAS took the following measures:

1. published the officially approved document *Principles of Gender Policy* on the ICS CAS website;
2. included a position "Equality Officer" into the structure of the ICS CAS, Equality Officer guarantees the fulfillment of the above-mentioned commitments to gender equality;
3. collects and evaluates data on gender inequalities across all staff categories once a year in the annual report;
4. raises awareness of potentially unconscious gender prejudice among employees through the gender equality training sessions and workshops, which will take place regularly once per year.

In Prague, 1. 2. 2022



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(Director's signature)