

ÚFE-469/2021-sekr

Gender Equality Plan

The Institute of Photonics and Electronics (ÚFE) is a public research Institution of the Czech Academy of Sciences, and as such it has accepted the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers including the rules and plans for gender equality embodied in these documents. Consequently, this Gender Equality Plan has been introduced as a tool for human resources planning and development in the area of gender. By this document, the Management states that the principles of equal treatment and gender equality are followed in all institutional activities and applied to all positions, nomination to professional bodies, remuneration, and the recruitment process. The Institute strives to identify and hire the most qualified candidates and, at the same time, it seeks to bring people of different ages, ethnic backgrounds, or cultures into the Institute, so that the diversity of the community is being developed. The procedures adopted by the Institute in the area of human resources are open, transparent, and merit-based. Since ÚFE is aware of the importance of organizational culture and work-life balance, it has implemented several measures to support the employees on maternity/paternity leaves and to facilitate their return to the workplace.

The Institute has also established a working group responsible for the implementation of the principles included in the Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and the Gender Equality Plan. Appropriate financial and human resources have been dedicated for the introduction of the Gender Equality Plan; the annual collection of data of the employees (including students) disaggregated on their gender; as well as for the organization of relevant training to raise awareness of gender equality and unconscious gender biases for staff and decision-makers.

In this context, the working group has evaluated the activities and measures thus far implemented and defined the following priorities in the monitored areas:

Reconciling personal and professional life and organizational culture:

- Support for employees returning from parental leave tailored to their specific needs identified through individual consultations.
- Support for pre-school children's parents and persons caring for a closely related person (possibilities of part-time work, home office, flexible working conditions, review of children's groups possibilities e. g. at nearby workplaces of the Czech Academy of Sciences etc.)

Gender balance in management and decision making:

- Monitoring the share of women at commissions and committees with the focus on their balanced access to / participation in the leadership.

Gender equality in recruitment and career:

- Raising awareness of the career growth possibilities.
- Focus on gender sensitivity in job advertisements, internal competitions, and job interviews.

Integration of gender dimension into research and tuition:

- Offer of gender-related issues within the planned training courses or workshops (Work-life balance, Ethics in research, etc.)
- Increase of attractiveness of the fields represented at the ÚFE for women candidates in cooperation with secondary schools and universities.

Company culture against gender-based violence:

- Intolerance of all morally unacceptable forms of behaviour at the workplace, including sexual harassment.

We are proud that the International Evaluation Board appreciated our efforts in creating work-life balance conditions, organizational culture and approaches towards possible gender issues stating: *"The institute endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and works to ensure that the HR policies and procedures of the institute are developed and applied in accordance with these standards. In addition, a truly international work environment has been achieved with postdocs from abroad bringing stimulating ideas and extending the professional network. The institute employs a rather high percentage of females and part time employment is possible. This all is very satisfying."* As we find this evaluation is binding, we further intend to support the development of human resources and to address gender related issues.

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Monitoring of the plan is envisaged annually.



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