

Institute of Theoretical and Applied Mechanics

Gender Equality Plan

for 2022–2025

The Institute of Theoretical and Applied Mechanics of the Czech Academy of Sciences (ITAM) works on scientific research in the field of solid phase mechanics, oriented particularly on micromechanics, biomechanics of solids, statistical dynamics of systems and media, nonlinear mechanics of systems, processes of failure of materials, mechanics of multifunctional materials, mechanics of particular media, and computer and numerical mechanics. The research is also concerned with the economic assessment of structures, buildings, etc. incl. proposals for new methodologies for special-purpose buildings and structures and the assessment of environmental and territorial effects, particularly in the safeguarding and evaluation of historical buildings and settlements. Since 2000 the Institute has been supported by a grant from the European Commission as a "Centre of Excellence" responsible for the project ARCCHIP (Advanced Research Centre for the Cultural Heritage Interdisciplinary Project).

ITAM is a research Institute was established in 1921 as the Research Institute for Building Materials and Structures. Since then it has been continuously developed to the these days under its recent names. The Institute has 103 employees (corresponding to 85,5 FTE) that are employed in the offices and laboratories in Prague and detached working place in Telč.

Since the establishment of ITAM the directors and the management has placed focus upon the quality of interpersonal relations at the workplace and on teamwork. It makes sure that no one is discriminated against for any reason, such as gender, political preferences, or religion. The aim of this plan described in this document is to further develop the Institute to be an equal-opportunity employer that gives to the employees an open, tolerant, and enriching environment where they can realize their full potential.

Despite the fact that this requirement has been naturally fulfilled sufficiently during the years ITAM introduce this Equality Plan for the coming years 2022-2025. It is based on the ERA Communication 2012 framework which defined the gender equality in scientific careers, gender balance in decision-making positions, integration of the gender dimension into the content of research and innovation. **In particular, it addresses all mandatory requirements for a GEP demanded for participants in Horizon Europe projects. Implementation and monitoring of this plan will be carried out regularly by the management and administrative staff¹.**

Gender equality indicators and the availability of data disaggregated by gender and further categories play an important role in the gender mainstreaming. Data are publicly presented in annual reports of the activities of the Institute, which are published on the web page of the Institute (www.itam.cas.cz)².

Breakdown of employees by age and gender as of 31 December 2021:

age	women	Men	total
≤ 20	0	0	0
21 - 30	4	3	7
31 - 40	12	13	25
41 - 50	8	24	32
51 - 60	8	14	22
≥ 61	2	15	17
total	24	69	103

The percentage of women among scientist is about 27%, among them 15% is the heads of departments and as well as in the positions of scientific group leaders. The equal fraction of men and women among supporting staff has been kept for the long time. The long-term aim of the Institute is to maintain such fraction of women in academic position in the field of structural mechanics which is on the same level as the fraction of the absolvents of Czech technical universities (Czech Technical University in Prague has current estimates about 30% women graduates).

Therefore, the recommendation to assure these numbers is that in the selection committees for recruiting new staff or for choosing a candidate for leading positions at the Institute the members of both genders are represented. **It has been the policy of the Institute so far (and will be maintained) that the research teams leaders are**

¹ Mandatory requirement

² Mandatory requirement

responsible for creating correct and just working atmosphere without any unconscious bias or sexual harassment and are the persons to whom a violation of this principle should be reported³.

The institute is taking actions to be a family – friendly employer as follows:

- the employees have possibility to use the children day-care facility organized by the Academy;
- the employees have possibility to use up to 3 free days in needs which are not counted in the holiday limit;
- the employees have possibility to work part-time;
- the department leaders have authority to agree in justified cases with working at home (home office);
- internal projects or work duties can be interrupted due to the maternity holidays without any sanctions or time shortage.

Gender Equality Plan activities of the IPM are targeting an organisation gender equality objective, on the reflection of the European Gender Equality Strategy for 2020-2025 and all five thematic areas set up for the Horizon Europe programme:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of gender dimension into research;
- measures against gender-based violence including sexual harassment.

The main objectives of this Gender Equality Plan are the following

- increase the attractiveness and credibility of ITAM as prestigious employer for the best quality and most qualified researchers in civil engineering research in the Czech Academy of Sciences;
- remove barriers to the promotion of gender equality;
- integrate the gender dimension into the content of research and development;
- raise awareness of gender equality;
- integrate the gender dimension into research content;
- ensure gender pay equity;
- promote cooperation with workers on maternity and parental leave;

³ Mandatory requirement

- prevent bullying and sexual harassment.

This plan is a practical tool to promote and systematically support equal opportunities for men and women in research and development at the ITAM in line with the current European Strategy for Gender Equality 2020-2025 and the requirements of Horizon Europe. **It is a public document disseminated within the institution (published at www.itam.cas.cz)⁴.** The Gender Equality Plan is also consistent with recent national governance documents, mainly Gender Equality Strategy 2021 – 2030⁵, issued by the Office of the Government of the Czech Republic.

Prof. Ing. Stanislav Pospíšil, Ph.D.
director

⁴ Mandatory requirement

⁵ 8.1.3 Gender equality in the scientific profession, 8.1.4 Gender perspective in the content of education, science, research and Innovation, 8.2 Strategic part, specific aim SC 3 - Applying a gender perspective in the operation and management of education and scientific research institutions.