



Equality Plan for Women and Men working at the Institute of Inorganic Chemistry of the Czech Academy of Sciences

The equality of women and men is one of the fundamental values of the Czech Republic and as such is expressed in its Charter of Fundamental Rights and Freedoms. Nevertheless, and unfortunately, examples of gender inequalities and gender stereotyping still do occur. The Institute of Inorganic Chemistry of the CAS (hereinafter referred to as "IIC") is committed to combating these prejudices and to creating a working environment with equal conditions of work and career growth for both women and men.

Objectives

The IIC leadership will strongly promote equality between women and men within academia. It will continue to support measures to improve working conditions, gender equality, and social justice. Among IIC's key long-term priorities are:

- 1) equal conditions for interviews and selection decisions regardless of gender;
- 2) setting wages for employees without regard to their sex;
- 3) to support parents and carers and enable them to combine work with parenthood or caring for a child;
- 4) working environment without sexual or other harassment;
- 5) equal access to information on the work, rights, and obligations of employees and students.

Instruments

The IIC Council has created a Working Group on Equality between Women and Men (hereinafter referred to as the "Working Group") headed by the Director of the IIC. The Working Group will oversee the implementation of the set objectives.

Employees can address crisis situations with Ombudsman Petra Ecorchard (ecorchard@iic.cas.cz) or Ombudsman Jan Nekvinda (nekvinda@iic.cas.cz).

By the end of October 2022, the IIC will conduct a gender audit in cooperation with the Sociological Institute of the CAS (hereinafter referred to as SI). The gender audit will include an analysis of the institution's paths, procedures, and documents related to work and career pathways from an equal opportunities perspective and a questionnaire survey, the aim of which is to map the working environment and conditions in our institution and the needs of male and female employees in a broader perspective. The data will be used for suggestions and recommendations for improving the working conditions at the IIC.

The IIC will publish aggregated statistical data on staff and students by gender (e.g. representation of men and women in the various departments, staff categories and bodies of the institution; participation of men and women in the submission of grant proposals and

their implementation; statistics on men and women entering/leaving the IIC) in the IIC annual report.

The IIC will conduct regular training for all employees on the issue of equality between women and men using e-learning. In this respect, the IIC is based on the recommendations of the EU (Horizon Europe guidance on Gender Equality Plans), the Government of the CR (Strategy for Gender Equality 2021-2030), the National Contact Centre for Gender and Science, and the Sociological Institute of the CAS.

Conclusion

The IIC has a long-standing commitment to making its employees feel safe and equal. The measures adopted within the CR Academy of Sciences that are strictly governed by internal regulations, ensure pay equality between women and men, career growth taking into account maternity leave, appointment of managerial positions, and submitting grant applications. It also allows for short-time working or flexible working hours to meet the needs of its employees as much as possible.

All problems relating to equality between women and men, harassment or any other form of discrimination on the basis of gender are dealt with in the line of the ombudsman - Head of the Working Group - IIC Council.

All employees are familiar with this plan, all information and materials are made available to them and are published on the IIC website.

We believe that the goals adopted will help to achieve equal representation of women and men in the scientific environment and a sense of equality and opportunity.

In Řež on 28.6. 2022

Created by the Working Group:

Ing. Kamil Lang, CSc., DSc.

Ing. Petra Ecorchard, Ph.D.

RNDr. Jan Nekvinda, Ph.D.

Ing. Silvie Švarcová, Ph.D.