

# Equal Opportunities at IOCB Prague in Numbers Report (July 2022)

## Equal Opportunities Statement

The mission of the Institute of Organic Chemistry and Biochemistry of the CAS (IOCB Prague) is the pursuit of scientific knowledge through innovative research and the education of new generations of scientists. We understand that the success and productivity of our researchers requires a stable and supportive social environment. We take into account the personal circumstances that might affect our employees and their partners and/or families and make every effort to support them in achieving a healthy work-life balance. As an institute, we are committed to providing a positive working environment for all employees regardless of their nationality, gender, ethnicity, or disability status.

### 1. Distribution of staff

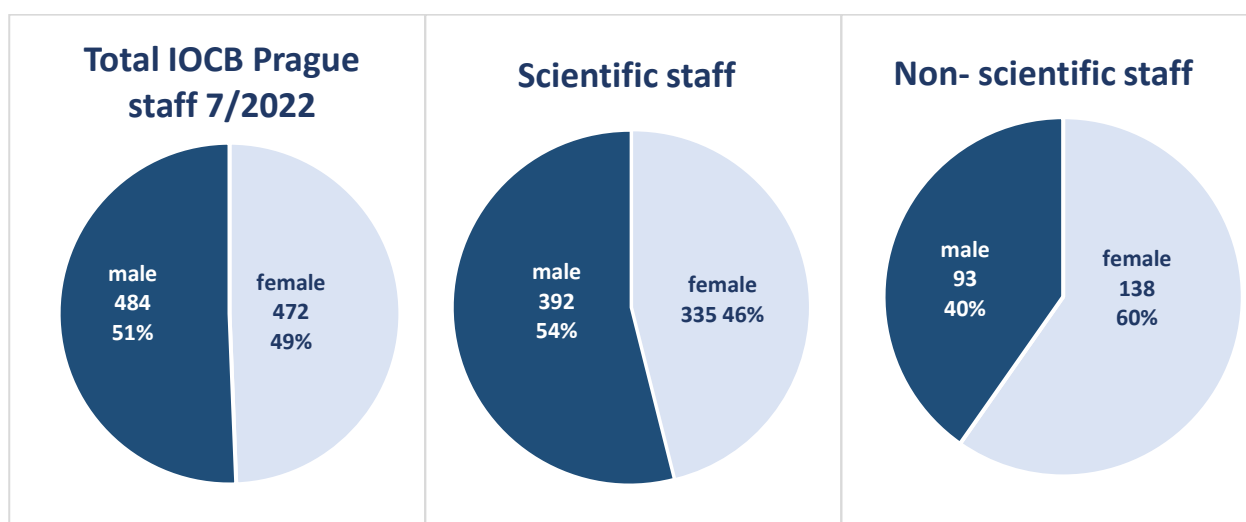
#### 1.1 Number of employees as of 27 July 2022

As of 27 July 2022, the institute employs a total of 956 employees (an increase of 58 people from the July 2021 total of 898), of which 472 are women and 484 are men, including academic staff, PhD students, and technical and administrative staff. Of this number, 245 staff members (25.6%) are foreign nationals (23.8% in 2021). Among scientific staff, 32% are not Czech, among technical-administrative staff, only 5.2% are foreigners, unsurprising as researchers are those moving abroad to gain experience whilst among admin staff a knowledge of Czech language and the local environment is an advantage.

#### 1.2 Composition of the workforce at IOCB Prague

Gender / Area	Female	Male	Total	Percentage Female
Scientific	335 (+21)	392 (+18)	727 (+39)	46.1% (+0.5%)
Technical and administrative	138 (+13)	93 (+8)	231 (+21)	59.7% (+0.2%)
<b>Total</b>	<b>472 (+33)</b>	<b>484 (+25)</b>	<b>956* (+58)</b>	<b>49.4% (+0.5%)</b>
%	49.4% (+0.5%)	50.6% (-0.5%)		

Table 1: Composition of IOCB Prague workforce disaggregated by gender and type of work as of 27 July 2022 (increases/decreases since July 2021 indicated).



\* Since the director and vice-director for research are also group leaders, they are included in both scientific and administrative categories.

Since July 2021, the number of employees at IOCB Prague has increased slightly, with an additional 38 scientific staff and 20 technical and administrative employees gained. The overall distribution, however, has remained essentially the same as in the previous year. Overall, the number of men and women at the institute remains quite balanced. Of the scientific staff, the proportion of women is still marginally lower (46.1%), while on the technical and administrative workforce there are more women than men (59.8%).

### 1.3 Composition of scientific staff

Qualification Level / Gender	Female	Male	Total	Percentage Female
Group leaders	5 (-1)	36 (+2)	41 (+1)	12.2% (-2.8%)
Junior group leaders	3 (+1)	5 (-1)	8 (+0)	37.5% (+12.5%)
Senior researchers	2 (+0)	9 (-1)	11 (-1)	18.2% (+1.5%)
Junior researchers	27 (+6)	52 (+5)	79 (+11)	34.2% (+3.3%)
Postdoctoral researchers	83 (+9)	105 (+10)	188 (+19)	44.2% (+0.4%)
PhD students	111 (+5)	114 (+2)	225 (+7)	49.3% (+0.7%)
Undergraduate students (BSc, MSc, or equiv.)	47 (-3)	42 (+1)	89 (-2)	52.8% (-2.1%)
Scientific technicians / Lab managers	56 (+4)	19 (-1)	75 (+3)	74.7% (+2.5%)
Emeriti / Adjunct professors	1 (+0)	10 (+1)	11 (+1)	9.1% (-0.9%)
<b>Total</b>	<b>335</b>	<b>392</b>	<b>727</b>	<b>46.1%</b>

Table 2: Composition of scientific employees disaggregated by gender and level of seniority as of 27 July 2022 (increases/decreases since July 2021 indicated).

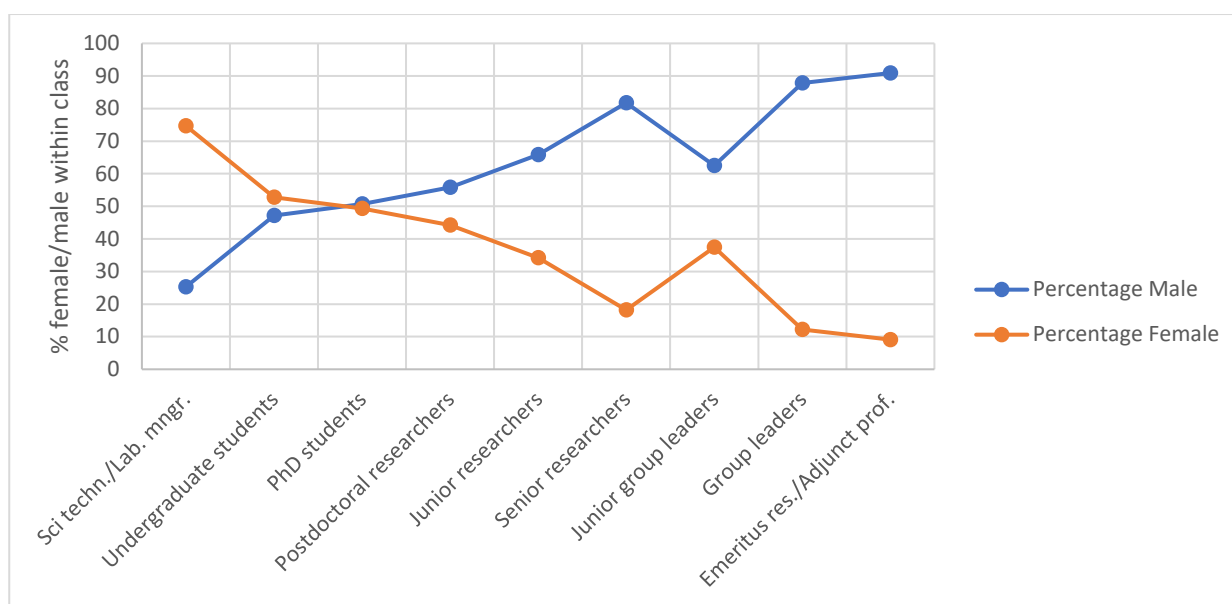


Figure 1: Graphical representation of the data indicated in Table 2, composition of scientific employees disaggregated by gender and level of seniority as of 27 July 2022.

Among scientific staff, the percentage of women decreases as the level of seniority increases: there are more female undergraduate students (52.8%) than male, a nearly even proportion of female (49.3%) and male PhD students, and slightly fewer female (44.2%) postdoctoral researchers than male. A large percentage of women (74.7%) hold scientific technician or lab manager positions. Among junior and senior researchers, many of whom act as deputies for group leaders and thus have a relatively high degree of autonomy within the groups, the percentage of women is 34.2% and 18.2%, respectively. As in the previous year, women make up only 9.1% of the emeritus and adjunct professors at the institute. Although this feels

like a relatively large number, it is a slight anomaly as most emeritus professors have only a small FTE allocation reflecting their desire to stay in touch with research beyond their active career.

Over the last year, the largest change (12.5% increase) in female representation is amongst the junior group leaders. Whilst no new hire was made to this group, two non-permanent targeted research groups (one led by a male and one by a female researcher, previously classed as group leader) have been promoted as junior research groups, while two (both led by a male group leader) junior research groups have been promoted to senior research groups. This resulted in the same overall number of junior research groups. In contrast, amongst group leaders (includes senior research groups, distinguished chairs, research service and service groups), the percentage of women has gone down by 2.8%, which is the result of one (male led) service group being established from an IOCB Core Facility, two (male led) junior research groups being promoted to senior research groups whilst the two above mentioned targeted groups (one male and one female led) were made into junior research groups. There was a small increase in the proportion of female junior researchers (up by 3.3%), and the only significant proportional decrease of female researchers was observed among undergraduate students (decrease of 2.1%), for all other categories, the male to female ratio remained similar to last year.

#### 1.4 Composition of non-scientific staff

Qualification Level / Gender	Female	Male	Total	Percentage Female
Section heads	10 (+1)	6 (+1)	16 (+2)	62.5% (-1.8%)
Administrative and technical support staff (without university degree)	87 (+5)	55 (+4)	142 (+9)	61.3% (-0.4%)
Administrative and technical specialist (with university degree)	41 (+7)	32 (+3)	73 (+10)	56.2% (+2.2%)
<b>Total</b>	<b>138</b>	<b>93</b>	<b>231</b>	<b>59.8%</b>

Table 3: Composition of non-scientific staff at IOCB Prague disaggregated by gender and level of seniority as of 27 July 2022 (increases/decreases since July 2021 indicated).

Among non-scientific staff, changes to the distribution have been minor, and there remain more women than men across all categories. While this is more pronounced for administrative and technical support staff without university degrees (e.g. clerical, premises management, etc.; 61.3% female), it is also the case for university-educated specialist staff (e.g. project managers, accountants, ITS specialists, lawyers, etc.; 56.2% female). It is worth noting that among the heads of administrative and technical sections, roughly two thirds of the positions are held by women (62.5%).

#### 1.5 Other data on parent support measures

IOCB Prague provides mothers with children up to the age of 4 years with a supplement to cover childcare costs. Between July 2021 and July 2022, the number of mothers using this support has risen from 33 to 44.

Fathers and mothers alike can take advantage of places in a local day care centre allocated to employees of IOCB Prague (children aged two years and older). Currently, as of July 2022, 4 children of IOCB parents are enrolled in the centre.

Fathers and mothers of children up to the age of 15 can apply for financial support to help cover the cost of a children's camp (one in summer and one in winter per child). Subsidies were awarded for a total of camp stays as follows:

Year	Number of supported camp stays
2019	119
2020	111
2021	105
2022	121 (as of 27 July 2022)

Parents of young children travelling to conferences and workshops can apply for financial support to help cover the cost of childcare (nanny, accompanying family member) in order to take their child to the conference with them. As conference attendance is only just gradually starting up after the covid19 gap, greater uptake of this opportunity remains to be seen.

### **1.6 Promoting successes of underrepresented groups (women, early career, international researchers)**

In November 2021, the Women in Science at IOCB group organized an informal career path seminar with an Institute of Physics group leader (Vladimíra Petráková) to provide a personal insight and inspiration for early career researchers, both male and female, at IOCB.

The brunches for early career female scientists (PhD students and postdocs) with high-profile female researchers-cum-public figures (with Danuše Nerudová in August 2021 and with Milena Králíčková in August 2022), organized by the National Contact Centre for Gender and Science, were publicized amongst PhD students and postdoctoral researchers at IOCB.

Hana Cahová and Tomáš Slanina, both IOCB junior group leaders, were awarded an ERC Starting Grant, with Hana Cahová also gaining recognition through the Siemens award for outstanding achievements of a female researcher. Milan Vrábel, recently promoted to senior group leader, was awarded an ERC Proof of Concept grant for research with an application potential. Their successes were widely publicized on the internal screens (electronic noticeboard) system and via IOCB's social media outlets.

Several other early career researchers have been awarded prestigious fellowships (Experientia Foundation fellowships to Athanasios Markos, Anna Poryvai and Michal Šimek, EMBO postdoctoral fellowship to Susana Machado and MSCA postdoctoral fellowship to Igor Rončević) and their successes were publicized on the internal screens.

Prizes and awards from conferences, successful PhD defenses and newly published papers by IOCB researchers were also publicized via the internal screen system.

### **1.7 Support of postdoctoral researchers**

In order to encourage mobility and attract highly qualified researchers with PhDs from leading institutions to IOCB Prague, a postdoctoral fellowship exists that provides the holder with one to two years of salary funding. In April 2022, to reflect the general salary increase in salaries across the institute, the value of the fellowship increased from 50,000 CZK (gross) per month to 55,000 CZK per month. Candidates are selected twice per year by a selection committee. From 2016 to 2020, a total of eight women and twenty-three men have received this funding, reflecting the number of applications submitted. In **2021, four fellowships were awarded to men (out of six applications) and three to women** (out of four applications).

Postdoctoral researchers are also eligible to apply for the Support of Perspective Human Resources Program (Program podpory perspektivních lidských zdrojů) provided by the Czech Academy of Sciences (one or two fellowships available to IOCB Prague per round, typically no more than three per year). From 2016 to 2020, five women and four men have received this funding. In **2021, two men and one woman applied for and received** this fellowship.

### **1.8 Support of student (PhD and master/bachelor) researchers**

In autumn 2021, two introductory “bootcamps” were organized for PhD students starting at the IOCB, for student cohorts starting in 2021 and 2020 (their planned bootcamp was postponed in autumn 2020 due to the ongoing covid-19 pandemic).

In summer 2022, under the Summer Student Program (<https://www.uochb.cz/en/summer-student-program>), a total of 16 master's students from 9 EU countries, were hosted across different IOCB groups.

## 1.9 Support of early career group leaders

In May 2022, IOCB organized and funded an on-site course on lab leadership for group leaders, ran by EMBO, inviting junior group leaders and those who have recently been promoted into senior group leader roles to take part.

## 2. Planned actions, challenges, and measures

The actions to be implemented as part of the Equal Opportunities Plan, are broken down into short-, medium- and long-term goals. The progress on the short-term goals is listed below.

### 2.1 Short-term goals (by 31 December 2022)

Challenges	Measures	Responsibility	Progress
Equal Opportunities Plan (EOP) available publicly and to employees	<ul style="list-style-type: none"> <li>- Create webpage on IOCB Prague website to introduce the Equal Opportunities Plan</li> <li>- Inform about equal opportunities at IOCB Prague</li> </ul>	<ul style="list-style-type: none"> <li>- Communications office</li> </ul>	<b>Completed</b>
Create a role of equal opportunities officer	<ul style="list-style-type: none"> <li>- Clearly define responsibilities and appointment procedure</li> <li>- Appoint an equal opportunities officer</li> </ul>	<ul style="list-style-type: none"> <li>- IOCB Prague Board</li> <li>- Executive management</li> </ul>	<b>Completed</b>
Gender-neutral language in job advertisements	<ul style="list-style-type: none"> <li>- Ensure that advertisements are phrased to encourage applicants from all backgrounds</li> <li>- Update job advertisement template to include gender neutrality</li> </ul>	<ul style="list-style-type: none"> <li>- Communications office</li> <li>- Equal opportunities officer</li> <li>- Group leaders</li> <li>- HR department</li> </ul>	<b>Being monitored</b>
Publication of the equal-opportunity agenda on the intranet and website	<ul style="list-style-type: none"> <li>- Provision of information on the equal-opportunity agenda and contact persons</li> </ul>	<ul style="list-style-type: none"> <li>- Communications office</li> <li>- Equal opportunities officer</li> </ul>	<b>Completed</b>
Visibility of female researchers	<ul style="list-style-type: none"> <li>- Increase awareness of gender equality at the institute through formal (invited lectures) and informal (personal career path workshops) events</li> </ul>	<ul style="list-style-type: none"> <li>- Women in Science group</li> <li>- Executive management</li> </ul>	<b>Ongoing</b>
Mapping the needs and requirements of employees at IOCB Prague	<ul style="list-style-type: none"> <li>- Conduct a staff survey to identify needs and requirements relating to the equal-opportunity agenda</li> <li>- Analyse results and revise medium and</li> </ul>	<ul style="list-style-type: none"> <li>- Equal opportunities officer</li> </ul>	<b>To follow</b>

	long-term goals if necessary - Consult with the trade union		
Need to collect sex/gender disaggregated data on staff and students	- Update process to collect monthly report on employee numbers to include sex/gender with names - Annually collect data as categorized in tables 1–3 of this document	- HR department	<b>Ongoing (see this report)</b>
More women to apply for awards and IOCB Prague fellowships	- Encourage group leaders to nominate women (especially early career) for awards - Increase promotion of IOCB Prague fellowships among group leaders	- Project office - IOCB Prague Board - Group leaders	<b>Ongoing</b>

*Report compiled on 12 August 2022*

*Blanka Collis (Equal Opportunities Officer)*

*Provided for information to the IOCB Board and IOCB Director*