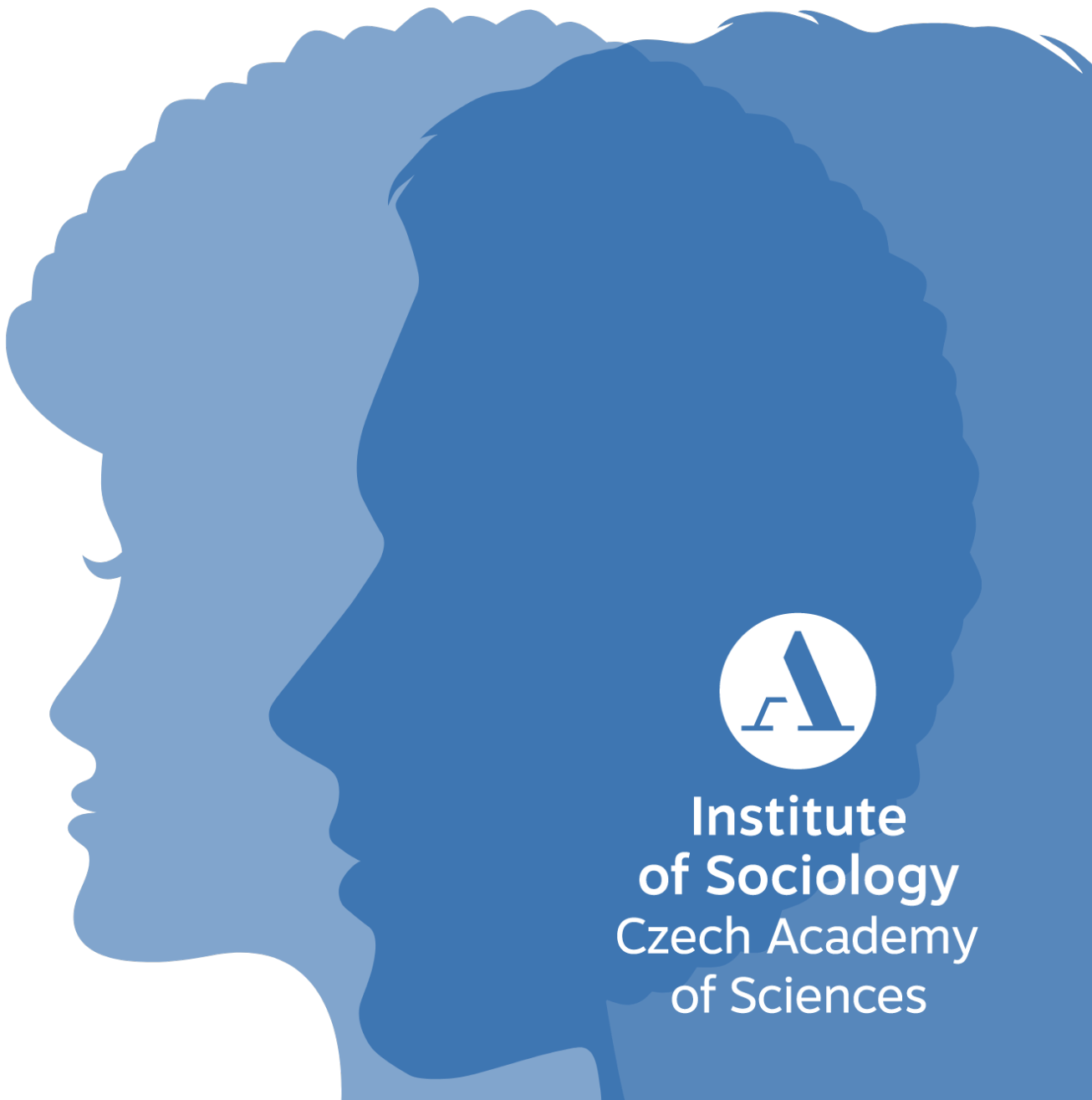


# **GENDER EQUALITY PLAN 2022–2026**



**Institute  
of Sociology  
Czech Academy  
of Sciences**

## The Gender Equality Plan of the Institute of Sociology of the Czech Academy of Sciences

(Institute of Sociology CAS) is a practical tool for the promotion and support of objectives, mechanisms, and measures leading to the improvement of equal opportunities for men and women in research, development, and human resources management. It reflects the priorities of the European strategy for equality and the requirements of the Horizon Europe programme.

By adopting the Gender Equality Plan (GEP), the Institute of Sociology CAS subscribes to the principles of the European Union's objectives in the field of gender equality (the EU Strategy for Gender Equality 2020-2025) and national policy intentions (The National Plan for Gender Equality 2021-2030: Office of the Government, Department of Gender Equality, the Plan for the Promotion of Gender Equality of the Czech Ministry of Education, Youth and Sports for the period 2021-2024). The promotion of gender equality is thus embedded through the GEP as an important value in the organisational culture of the institute as a workplace.

It is in the highest interest of the Institute of Sociology to continue to follow European trends and to focus on cultivating an environment in which scientific activity is conducted in accordance with the principles of gender equality, given the international scientific cooperation in which the institute is engaged, its membership in major European research programmes, and the required changes set out in a recent gender audit. The focus on gender equality in scientific careers, gender balance in decision-making and the integration of this dimension into the content of scientific work, and the research environment is an integral part of this.

Equal opportunities in working conditions, career development, evaluation, and remuneration are fundamental priorities of a modern scientific institution. By adopting this Gender Equality Plan, the Institute of Sociology CAS is declaring its interest in developing and striving to become a modern scientific institution that promotes and values diversity at all levels of the organisation.

During the implementation of the GEP in the period between 2022 and 2026, the Institute of Sociology CAS will focus on:

- work-life balance and organisational culture,
- gender balance in leadership and decision-making,
- gender equality in recruitment and promotion,
- the integration of the gender dimension into research and teaching, and
- measures to combat gender-based violence, including sexual harassment.

The measures introduced by the institute will focus mainly on changes and improvements in all levels of gender issues, i.e. cultural, institutional, interpersonal and individual levels.

The GEP is accompanied by an action plan that sets out the procedures and timetable for the GEP's implementation and defines indicators that are specific, measurable, achievable, realistic, and time trackable to enable the ongoing monitoring of progress, while being flexible and reflective of the current needs of the institution.

By adopting the GEP, which has been approved by the Institute of Sociology's management and discussed by the Council of the Institute of Sociology, the institute's management commits itself to integrating the principles of the GEP into its managerial and work processes and to taking concrete steps to implement the GEP.

Prague, 30 May 2022

**Mgr. Jindřich Krejčí, Ph.D.**

Director of the Institute of Sociology CAS



# 1 About the Institute of Sociology

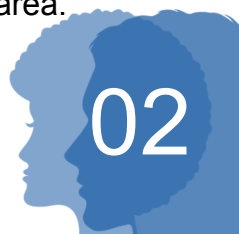
The Institute of Sociology CAS, v. v. i., was founded in 1965, but after operating for five years it was shut down and was not reopened until 1990. The Institute of Sociology CAS carries out its scientific activities in accordance with the legal conditions of a public research institution and its long-term programme of research activities. Within this framework, it fulfils the following mission: (1) it serves as a leading institute of basic research in sociology and related sciences in the Czech Republic; (2) it provides support to public administration and other relevant actors in solving social and societal problems; (3) it serves as a source of impartial information about Czech society and its development for the public, media, public institutions, and entities in the national economy; (4) it supports the Czech sociological community and its professional needs and development; (5) it acts as a bridge between the domestic and international scientific communities in the field of sociology.

The institute's main area of research is the sociological analysis of long-term social processes in Czech society in the context of the development of a knowledge-based society and the cultivation of human, social, and cultural capital. This work is supported by current research on contemporary trends shaped by social, political, economic, and value factors. The research is multidisciplinary. It is not limited to the field of sociology, but often extends into other disciplines, such as political science, gender studies, demography, social geography, economics, history, and religious studies. The main areas of research are: social stratification, sociology of education, sociology of health, political behaviour, political systems - democracy, institutions, agents, socio-spatial inequality, local and regional democracy and governance, family relations and values, gender relations and gender inequality, science and technology, economic sociology, housing, security issues and corruption, democracy and national identity, sociology of happiness, environmental sociology, and historical sociology. The Institute of Sociology CAS is significantly involved in applied research and consultancy. Its applied research mainly focuses on identifying the social and societal needs of Czech society and examining the actual and potential consequences of past, current, and planned policy decisions. The institute is also involved in the development and evaluation of policies to address major social problems.

The Institute of Sociology CAS cooperates with the Faculty of Social Sciences of Charles University and the Faculty of Arts of Charles University in a jointly accredited doctoral studies programme and is a key provider of a number of research infrastructures and services used by the Czech and international social science community. The institute acts as a hub that connects the Czech and international social science community and as such it is also a member of a number of important international scientific organisations (ECSR, ECPR, IPSA, ESS ERIC, CESSDA ERIC, ISSP, ENHR, etc.). The institute organises numerous educational activities and events at both the national and international level, such as lectures, workshops, roundtables, and exhibitions. Individual research departments regularly organise activities that are part of international training programmes, including, for example, mentoring in the field of gender and science (eument-net).

## 2 The Institute of Sociology and Gender Equality

The Institute of Sociology CAS has two separate departments that have long and consistently addressed the issue of gender inequalities in Czech society, thus contributing to the expansion of scientific resources and stimulating discussion and development in this area.



## A Gender & Sociology Department

Since 1990, the Gender & Sociology Department has been one of the main scientific institutions working to advance gender studies, feminist theory, and methodology in the Czech Republic. It publishes the transdisciplinary journal of gender studies and feminist theory *Gender and Research*. Members of the department are also active in European expert networks that provide advice on equal opportunities and work with civil society. The department is a member organisation of the Czech Women's Lobby and cooperates with a number of non-profit organisations, and its staff are members of the Gender Expert Chamber. The most important research topics the department focuses on are gender and the labour market, the sociology of private life, feminist critique of inequalities, and care policy.

Current research projects include:

- **Gendering the pandemic: a redefinition of care as a consequence of the COVID-19 crisis?** (Principal Investigator: doc. Mgr. Radka Dudová, Ph.D.)
- **Possibilities and conditions of ISPV innovation** (Principal Investigator: PhDr. Marta Vohlídalová, Ph.D.)
- **Digitisation in the Labour Market: Challenges, Opportunities and Inequalities for Older Workers** (Principal Investigator: PhDr. Alena Křížková, Ph.D.)

## B Centre for Gender & Science

This research department is the only specialised department in the Czech Republic focused on research in the field of the gender sociology of science, science and technology studies, and support for gender equality in research. The department focuses on topics such as the organisation of science and research, research evaluation, excellence and gender, organisational change in the higher education and research sector, responsible research and innovation, the combination of scientific work and private life, gender mainstreaming, equal opportunities in science. The department's staff are members of expert and advisory bodies in the Czech Republic and at the EU level. The Centre for Gender and Science is a member organisation of RINGS – The International Research Association of Institutions of Advanced Gender Studies and the European Network of Mentoring Programmes eument-net (European Network of Mentoring Programmes for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research).

Current research projects include:

- **RESISTIRÉ (RESponding to outbreakS through co-creaTive inclusive equality stRatEgies)** (Principal Investigator: Mgr. Marcela Linková, Ph.D.)
- **UniSAFE** (Principal Investigator: Mgr. Marcela Linková, Ph.D.)
- **CZERA** (Principal Investigator: Mgr. Marcela Linková, Ph.D.)



## 3 Working Commission for the development of a GEP

On 15 September 2021 the Director of the Institute of Sociology CAS, Mgr. Jindřich Krejčí, Ph.D., set up and appointed members to the Commission for the Gender Equality Plan (hereinafter the GEP Commission) and initiated the process of making a commitment to formally promote systemic and sustainable changes in the area of gender equality within the institution. The main tasks and goals that the commission was charged with were the preparation of a gender audit and the development of a gender equality plan.

Great attention was devoted to staffing the commission, the goal being to ensure that the GEP Commission represents the diversity of male and female staff across the institute's organisational structure. The nine male and female members represent the different research and service departments of the Institute of Sociology of the CAS and different age groups and skill levels. Members include a representative of the HR department, a trade union representative, and a gender equality research expert.

Following the adoption of the GEP, work will continue with a new assignment aimed at ensuring the implementation of the plan. In the next steps of the GEP cycle, namely the implementation, monitoring, and evaluation process, the GEP Commission will work with external experts to implement the objectives and will participate in, monitor, and evaluate the implementation of individual activities, during which the commission will be answerable to the Director of the Institute of Sociology CAS. The activities of the GEP Commission will be financed and staffed by the Institute of Sociology CAS.

## 4 Gender audit at the Institute of Sociology CAS

In the autumn of 2021 and in January 2022, a gender audit was performed at the Institute of Sociology CAS. As part of the audit, employee statistics in the form of gender-segregated data were processed, a content analysis was carried out on institutional documents, measures relating to the five GEP areas of focus were developed, and questionnaire surveys were conducted among the institute's employees. In order to include non-Czech speakers employed at the institute in the research, the questionnaires were translated into English. The results of the gender audit are the basis for the measures of this plan and their related indicators. The final report of the gender audit is available as an internal doc.

In developing the Gender Equality Plan, the GEP Commission focused in the audit phase on such areas as attitudes towards gender equality and the perceived importance of integrating this aspect into the structure and regulations of the workplace, work/life balance, gender balance in leadership and decision-making positions and throughout careers, experiences of sexual harassment and gender-based violence, and the use of the gender dimension in research.

The GEP Commission subsequently drew up a plan of action in these areas, the aim of which is to create a working, learning, and social environment in which the rights and dignity of all individuals in the workplace are respected.



# 5 Proposals for action on identified areas of change

The Gender Equality Plan at the Institute of Sociology CAS includes strategies and active efforts to promote a gender balance and equal opportunities for women and men in five areas of focus. These strategies do not just focus on gender equality but relate also to the institute's overall organisational culture. The goals of the plan are to ensure equal opportunities, participation, and representation, to integrate these principles into the institute's structure, and to ensure a safe and fair working environment.

The GEP has developed a series of measures to assess the baseline situation using an audit to identify areas of potential disadvantage (for both women and men). The GEP also outlines and provides guidelines for implementing working strategies to address inequalities, it set targets and tracks progress in meeting indicators through monitoring and evaluation. This framework will be accompanied by an action plan outlining specific procedures for implementing the measures and a timetable for their implementation.

This strategy and action plan applies to all male and female employees of the Institute of Sociology CAS in research, technical, economic, and administrative positions. Individual actions are subject to a process of monitoring and evaluation on a short-, medium-, and long-term basis, depending on the nature of the measures and the indicators set.

Concrete steps in the implementation of the Institute of Sociology's Gender Equality Plan will primarily be executed through the activities of the GEP Working Commission, which will follow up on the activities of the existing GEP Commission with a new assignment from the Director of the Institute of Sociology CAS. The necessary financial and staff resources have been allocated for the work of the commission, the implementation process, and further steps in the GEP cycle (monitoring and evaluation), and this includes setting aside sufficient time for key personnel to work on the implementation process and the necessary resources for providing analysis, training, and expert support. The Action Plan contains a timetable of individual tasks, including the implementation of individual indicators.

An integral part of the GEP is to support the education and development of the staff at the Institute of Sociology CAS. This will be provided in the form of seminars, training, and workshops for various target groups in order to develop internal gender equality capacity and expertise. The results of the audit will be used to develop a plan for capacity building activities, which are specified in the individual sections (5.1-5.5) below.

## 5.1 Work-life balance and organisational culture

Supporting a work-life balance is an ongoing and long-term process that needs to take into account both the needs of employees and their current circumstances. The Institute of Sociology CAS seeks to develop ways in which to improve the conditions, culture, and environment of work in order to achieve the highest possible standards.

Although the majority of people who work at the Institute of Sociology CAS do not consider gender equality in the workplace to be a problem, the audit showed that there is room for improvement when it comes to the level of knowledge and transparency relating to gender equality in the institute's workplace environment.





Improvement will be achieved by raising awareness of gender issues and gender bias and promoting the right practices – for example, in the area of communication (the use of gender-sensitive language in the Institute of Sociology’s written materials; the collection, analysis, and publication of gender-segregated data), in recruitment and promotion, and in the allocation of activities within a work team.

Support for carers is very important, which means supporting not just people who are parents but also people who are caring for a dependent loved one on a long-term and daily basis. The Institute of Sociology CAS already has tools at its disposal to provide such support, such as part-time work. Within the framework of measures introduced by the Institute's Director, for example during the COVID-19 pandemic, other tools (working from home, flexible working hours) can also be used to effectively help staff combine work and care responsibilities. Further improvements can be achieved through such steps as increasing the capacity and number of children’s groups at CAS institutes and using other opportunities to support carers.

## 5.2 Gender balance in leadership and decision-making

The representation of women and men in leading and decision-making positions at the Institute of Sociology CAS is balanced, with women predominating in leadership positions and men in the institute's administrative bodies.

	31. 12. 2021			31. 12. 2020		
<b>The institute`s administrative bodies</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
<b>Director</b>	1		<b>1</b>	1		<b>1</b>
<b>Council of the ISAS</b>	11	4	<b>15</b>	11	4	<b>15</b>
<b>Supervisory Board</b>	1	4	<b>5</b>	1	4	<b>5</b>
<b>Total</b>	<b>13</b>	<b>8</b>	<b>21</b>	<b>13</b>	<b>8</b>	<b>21</b>
<b>%</b>	<b>61,9</b>	<b>38,1</b>		<b>61,9</b>	<b>38,1</b>	

	31. 12. 2021			31. 12. 2020		
<b>Other leadership position</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>
<b>Deputy directors</b>	1	2	<b>3</b>	1	2	<b>3</b>
<b>Heads of research and service departments</b>	4	9	<b>13</b>	5	8	<b>13</b>
<b>Total</b>	<b>5</b>	<b>11</b>	<b>16</b>	<b>6</b>	<b>10</b>	<b>16</b>
<b>%</b>	<b>31,3</b>	<b>68,8</b>		<b>37,5</b>	<b>62,5</b>	

In the years to come, measures will be implemented to support the motivation and development of the heads of the research and service departments at the Institute of Sociology CAS.



### **5.3 Recruitment and career development at the Institute of Sociology CAS**

The GEP will take into account the findings on gender differences and the nature of these differences in the context of the remuneration system of the Institute of Sociology CAS and will promote transparency in pay. To this end, an analysis of salaries will be carried out (e.g. using the analytical tool Logib) and a manual will be created to map the setting and structure of salaries and salary changes, increases, and decreases.

### **5.4 Gender equality in recruitment and promotion**

One of the key commitments is the introduction of rules for open, transparent, and merit-based recruitment (OTM-R). Transparency in recruitment and promotion is important for everyone working in the institute, especially young and early career scientists.

The institute will focus on supporting individuals in senior leadership and management positions to identify their needs and and facilitating regular communication with the Director of the Institute. The GEP's activities will also focus on developing these workers' management skills.

On the basis of the principle of non-exclusion, attention will be paid to improving the provision of information to non-Czech-speaking employees of the Institute of Sociology CAS.

The Institute of Sociology CAS will evaluate the possibility of setting up a project to compete for the highly prestigious Excellence in Human Resources Research HR Award. A concerted effort to win the award will provide significant development opportunities in the HR field.

### **5.5 Incorporating the gender dimension into the research content**

The Institute of Sociology CAS has two departments (the Gender and Sociology Department and the National Contact Centre – Gender and Science) whose mission is to integrate the gender dimension and the analysis of gender and sex into research. The activities of both departments are summarised in the relevant section above.

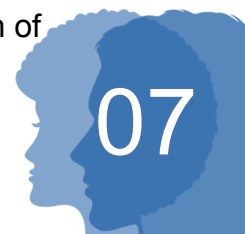
In order to raise awareness of the possibilities of incorporating the gender dimension in science and research, the GEP expects training to be conducted and workshops to be organised for staff in all of the institute's research departments based on the latest studies on the gender dimension in research.

### **5.6 Measures against gender-based violence, including sexual harassment**

The Institute of Sociology CAS consistently opposes any violation of the rights and autonomy of its employees, including sexual harassment and gender-based violence. It also recognises that these issues are complex and take many forms.

It is therefore necessary to raise awareness of this issue through training (for both non-management and management positions) on the various forms of behaviour that are defined as sexual harassment in the Labour Code Amendment Act No. 46/2004. Other activities will focus on the development of leadership and management skills and effective ways of resolving potential conflicts within the team to ensure a safe environment.

The successful resolution of this issue requires the development and implementation of mechanisms for reporting inappropriate behaviour and a policy on how to deal with such cases, which includes ensuring the safety and anonymity of victims.





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