



Gender Equality Plan

2023–2027

**Institute of Geonics
of the Czech Academy of Sciences**

1. Introduction

The Institute of Geonics of the Academy of Sciences of the Czech Republic (IGN) was founded in 1982 as the Mining Institute of the Czechoslovak Academy of Sciences. IGN is a scientific workplace of the 1st area of non-living nature sciences, 3rd section of earth sciences, the main focus of which is the scientific research on the materials of the earth's crust, the processes taking place in it, induced mainly by anthropogenic activity, and the effects of these processes on the environment. The vast majority of creative workers have thus a natural science or technical education.

IGN actively supports the principle of gender equality and focuses on the development of measures that strengthen gender equality in the sense of equal opportunities and equal treatment, while maintaining the emphasis on qualification, professional qualities and scientific excellence of individuals. This agenda is important for IGN both internally and in terms of wider societal impact. IGN perceives gender equality as a state in which individuals can freely develop their personal abilities and make decisions without restrictions imposed on them by culturally and socially set gender roles and associated stereotypes.

The Gender Equality Plan (GEP) of IGN is a practical tool for promoting and supporting goals, mechanisms and measures leading to the improvement of equal opportunities in research, development and human resources management, which reflects the priorities of the equal-Europe strategy and the requirements of the Horizon Europe program. It follows, among other things, the Code of Ethics for Researchers of the Academy of Sciences of the Czech Republic, Career Code of University-educated Staff of the Academy of Sciences of the Czech Republic, internal documents and the collective agreements. By adopting it, IGN supports the principles of the European Union in the area of gender equality¹ and the intentions of the national policy². With regard to the participation in international scientific cooperation and membership in important European research programs, it is in the highest interest of IGN to follow the European trends and focus on cultivating the environment in which scientific activities take place. An integral part of this is the attention paid to gender equality in scientific careers, gender balance in decision-making and the integration of these principles into the research environment.

Equal opportunities in working conditions, career growth, evaluation and remuneration are the basic priorities of a modern scientific institution. By adopting the GEP, IGN declares its interest and effort to be a modern scientific institution supporting and appreciating diversity at all levels of organization.

2. Starting points

The initial analysis of the staff to December 31, 2022 showed that IGN had a total of 108 employees, of which 45 were women (i.e. 41.7%). There were 59 researchers, of which 15 were women (25.4%). There were six employees in the position of doctoral students, of which two were women (33.3%). As of December 31, 2023, IGN had 110 employees, of which 44 were women (40.0%). There were 57 researchers, of which 13 were women (22.8%). There were nine PhD

¹European Commission. Gender Equality Strategy [online]. Available from: https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

²Government Office. Gender Equality Strategy for 2021-2030 [online]. Available from: <https://www.vlada.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf>

students, of which three were women (33.3%). This state essentially reflects the proportion of women completing doctoral studies in fields relevant to the institute at technical higher education institutions and universities in the Czech Republic (see Table 1). This fact proves that, even in the past, the institute applied the principle of gender equality when recruiting new researchers, who were mainly graduates of doctoral studies in technical, natural science and information fields of education.

Table 1. Graduates of doctoral studies in the Czech Republic according to fields of education³⁴

| | Fields of education | | | | | | | | |
|----------------------------|--|-------|-------|----------------------------------|-------|-------|--|------|-------|
| | Technology, production and civil engineering | | | Natural sciences and mathematics | | | Information and communication technologies | | |
| Year | 2010 | 2015 | 2021 | 2010 | 2015 | 2021 | 2010 | 2015 | 2021 |
| Women | 163 | 202 | 120 | 221 | 221 | 246 | on | on | 8 |
| Men | 661 | 702 | 389 | 496 | 524 | 253 | on | on | 55 |
| Proportion of women | 19.8% | 22.3% | 23.6% | 30.8% | 29.7% | 49.3% | on | on | 12.7% |

The proportion of women in the management of scientific departments was 20% to December 31, 2023. This is largely due to the past years, when the proportion of women studying in technical fields of education was significantly lower than at present.

The proportion of women in leadership positions in the area of research support was 75%.

The IGN management has established a working group responsible for the implementation of principles stated in both the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as in the GEP.

3. Long-term goals

During the implementation of the GEP in the period 2023–2027, IGN will primarily focus on:

- work-life balance and organizational culture,
- gender balance in management and decision-making,
- gender equality in recruitment and career development and
- measures against gender-based violence, including sexual harassment.

The measures will be focused mainly on changes and improvement of gender issues at the cultural, institutional, interpersonal and individual levels. The GEP aims not to decrease the proportion of women in scientific departments below the proportion of women among PhD graduates in earth sciences, mathematics, computer science, social and physical geography and mechanical engineering, which is the limiting and initial source of new young researchers. Maintaining this proportion will reflect the proper fulfillment of equal opportunities with regard to gender.

³The Ministry of Education, Youth and Sports. Data on first-time enrolled student and graduates [online]. Available from: <https://www.msmt.cz/vzdelavani/skolstvi-v-cr/statistika-skolstvi/data-o-studentech-poprve-zapsanych-a-absolventech-vysokych>

⁴Czech Statistical Office. Focused on women and men - 2022[online]. Available from: <https://www.czso.cz/csu/czso/focus-on-women-and-men-2022>

Another long-term goal is to motivate and support women in applying management positions as heads of scientific departments, scientific teams and sections of the economic-technical department.

The obvious goal is that gender will not affect salary and all employees will have equal access to work-related information.

By adopting the GEP, the IGN management undertakes to integrate the principles of the GEP into work processes and management, as well as to do specific steps leading to its implementation.

4. Tools

The GEP is published on the IGN website, employees are familiar with it and it is actively discussed with heads of scientific departments and heads of the technical and economic administration. It clearly supports the implementation of gender equality, sets particular goals, dedicates resources and determines tools and measures to achieve the set gender-equality goals.

4.1. Analytical tools

IGN regularly analyzes data on employees, including the gender data, within the framework of mandatory statistical reports, annual reports and assessment documents. The key parameter such as the gender ratio in scientific and non-scientific departments and sections, including the gender proportion in leadership positions, will be evaluated annually by the Personnel department. These data will be available to the management of the institute and the Attestation commission.

Data on the categorization of researchers into qualification levels will be analyzed by the Attestation commission ensuring gender equality in the sense of equal opportunities without compromising qualification, professional quality and scientific excellence. Results of this analysis will be available to the management of the institute in form of reports from meetings of the Attestation commission.

4.2. Dedicated resources

Delegated human resources for the implementation of the GEP include:

- Employee of the Personnel department responsible for analysis, collection, monitoring and reporting of statistical data and for supervision of gender equality when hiring new employees.
- Chairman of the Attestation Commission responsible for the supervision of gender equality during categorization of researchers in qualification levels.
- Deputy head of administration and technical services responsible for supervision of gender equality during categorization of workers of the Economic and technical services.
- Director who has conceptual oversight of the entire gender equality agenda.

4.3. Education

The main tool for education and spreading awareness about the issue of gender equality is the organization of trainings for employees and management in order to increase awareness of equal opportunities and gender neutrality.

Heads of departments are obliged to spread awareness of the issue of gender equality among their subordinates.

5. Specific objectives and measures

5.1. Work-life balance and organizational culture

Promoting work-life balance is a continuous and long-term process which must consider both the needs of employees and current circumstances. The goal of IGN is to work on ways to improve working conditions, culture and working environment.

The measures will be focused mainly on supporting employees after return from the parental leave based on individual interviews. The support of family caregivers is also very important. It includes not only parents of children, but also those who provide care for a dependent family member on a daily basis for a long time. IGN already proposes reduced working hours, home-office or flexible working hours which enable effective reconciliation of professional life and care needs.

5.2. Gender balance in leadership and decision-making

Increase in the proportion of women in the positions of Heads of departments and research teams is a long-term process. In scientific departments, it starts at the level of research teams, where the candidate for the leadership position must demonstrate the capability to have proper scientific topic, obtain grants and projects, and lead a team. Potential candidates must be identified by Heads of department as motivated by the IGN management.

5.3. Gender equality in recruitment and career development

One of the key measures is strict compliance with the rules for open, transparent and merit-based recruitment. Transparency in recruitment and career advancement is essential for all institute employees, especially young scientists.

IGN will focus on supporting staff in leadership positions in the areas of decision-making and management, assessment of their needs and their regular discussion with the Director of the institute. GEP activities will also focus on the development of management skills among these employees.

5.4. Measures against gender-based violence, including sexual harassment

At IGN, there is zero tolerance for all morally unacceptable behavior in the workplace, including bullying, sexual harassment and other forms of gender-based physical or psychological violence. To successfully address this issue, it is important to create and implement mechanisms for reporting inappropriate behavior and the principles for dealing with such cases, including ensuring the safety and anonymity of violated individuals. This process is handled at IGN through the reporting website and contacts to persons who receive these reports and carry out other related activities.

Conclusion

IGN is a socially responsible institution that purposefully strives to ensure equal access to employees and equal opportunities in recruitment and career development based on qualifications, professional quality and scientific excellence without gender bias.

At IGN, we seek to create a community that functions primarily on the basis of mutual respect among all its members, regardless of their biological or declared gender. However, we consider the inclusion of the gender dimension in the IGN's research content to be irrelevant in light of the institute's scientific focus on technical scientific fields, which are inherently gender-neutral.

Ostrava, January 2, 2023

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Director of IGN