

## Gender Equality Plan 2023-2025

### UPDATE FOR 2024 – interim report as of 12 December 2024

At the beginning of 2023, the Gender Equality Plan of the Institute of State and Law of the Czech Academy of Sciences (2023–2025) (GEP 2023–2025) was introduced at the institute as an overarching strategy and an expression of active efforts to promote gender balance and equal opportunities. It reflects the Institute’s commitment to ensuring compliance with the principle of equality in the implementation of all activities within its scope.

The Working Group for the Gender Equality Plan (GEP), which monitors, analyses, and proposes measures within the framework of the GEP, conducted a questionnaire survey at the Institute in 2022/2023. As part of the implementation of the GEP 2023–2025, the group oversees the fulfilment of commitments in the area of gender equality. In 2023 and 2024, activities were carried out within thematic areas 1 to 4. In thematic area 5, due to the preparation of the application for the HR Award in 2025, the planned training on the principles of ethical conduct in the workplace and communication standards will be carried out only this year. The specific implementation within the thematic areas is as follows:

#### Thematic Axis 1 – Equal representation in decision-making positions

Measure	Activity	Target group	Indicator	Responsibility	Deadline
Systematically collect gender-disaggregated data	Collection of statistical data	All employees	Monitoring the representation of men and women across all positions and bodies	Payroll accountant / working group	Every year (after publication of the ILAW annual report for the previous calendar year) IMPLEMENTED ON AN ONGOING BASIS

### Thematic Axis 2 – Gender equality in recruitment and career development

Measure	Activity	Target group	Indicator	Responsibility	Deadline
Gender-balanced language in job advertisements	Create a standard advertisement template	To support the targeted outreach of both women and men in recruitment procedures	Introduction of inclusive language into job advertisements	Scientific Secretary	3/2024 COMPLETED
Inform new employees about gender equality	Induction for new employees upon entry	New employees	Instruction on gender equality in career development	Managers / Administratin	As needed IMPLEMENTED ON AN ONGOING BASIS
Analysis of equal pay	Collection of statistical data	All employees	Gender equality in remuneration	Management	Every year (after publication of the ILAW annual report for the previous calendar year) IMPLEMENTED ON AN ONGOING BASIS

### Thematic Axis 3 – Work-life balance and organisational culture

Measure	Activity	Target group	Indicator	Responsibility	Deadline
Introduction of flexible forms of work	Working from home where appropriate and purposeful	All employees	Work Rules	Managemen/ Administratin	12/2024 IMPLEMENTED ON AN ONGOING BASIS

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#### Thematic Axis 4 – Integration of the gender dimension into research

Measure	Activity	Target group	Indicator	Responsibility	Deadline
Introducing the gender dimension into research	Raising awareness of integrating the gender dimension into the content of science and research	Research staff	Examples of good practice	Management	Ongoing IMPLEMENTED ON AN ONGOING BASIS