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Gender Equality Plan 2022

PREAMBULE

Institute of State and Law of the Czech Academy of Sciences, a public research institution (hereinafter referred to as the “ILAW”), fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activities, including freedom of research, ethical principles, professional responsibility and attitude, accountability, good research practice, dissemination of results, public engagement, non-discrimination, gender balance, co-authorship, working conditions, job stability, career development, mobility, evaluation, and recruitment. In all these respects, ILAW considers a high level of professional expertise on the part of each individual to be a priority.

This document expresses ILAW’s intention to ensure compliance with the principle of equality in the implementation of all activities within its sphere of competence.

INTRODUCTION

ILAW confirms its commitment to gender equality within the academic community as well as in the broader academic environment. ILAW has therefore always supported, and will continue to support, the development and adoption of measures that strengthen gender equality and social justice within our community.

Its long-term objectives are, in particular, as follows:

- to achieve a reasonably balanced representation of women and men across all categories of employees,
- to ensure that all employees have equal access to work-related information,
- to ensure that gender does not affect individuals’ remuneration,

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- to support parents and enable them to reconcile work and parenthood,
- to maintain a working environment (and, where relevant, a teaching environment) free from sexual harassment.

ILAW draws on existing EU recommendations (e.g. Horizon Europe guidance on Gender Equality Plans, ISBN 978-92-76-391845, <https://data.europa.eu/doi/10.2777/876509>), recommendations of national authorities (National Contact Centre for Gender and Science, Institute of Sociology of the Czech Academy of Sciences), and other relevant sources.

SPECIALISED RESOURCES

ILAW declares that it has allocated human resources and expertise in the field of gender equality for the implementation of this Gender Equality Plan. It has established a Gender Equality Plan working group, which will oversee and guarantee the fulfilment of commitments in the field of gender equality.

Baseline information is collected by an employee designated by the Director. The Director is not represented on the working group. The working group is chaired by a woman, and its members include representatives of the trade union organisation and rank-and-file employees.

DATA COLLECTION AND MONITORING

ILAW will regularly analyse data on employees and students by gender and will annually monitor the gender structure and track developments (in particular the proportion of women), especially in the following indicators:

1. the number of ILAW employees,
2. the number of managerial staff (persons with decision-making authority),
3. the number of researchers in the relevant categories,
4. the number of doctoral candidates,
5. the number of specialist staff,
6. the number of staff outside research departments,

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7. the number of persons on maternity/parental leave,
8. the number of persons taking long-term unpaid leave (more than 4 weeks),
9. the number of persons receiving support from the social fund.

TRAINING

ILAW is aware that organisational culture and work-life balance are key components in creating a pleasant working environment in which both men and women can enjoy equal opportunities to build their careers.

Organisational culture and work-life balance is a broad thematic area addressing issues such as:

1. communication that takes gender aspects into account,
2. provisions relating to childcare,
3. provisions relating to maternity/paternity/parental leave,
4. workplace childcare measures,
5. the possibility of part-time work or adjustments to working hours,
6. balance between men and women in leadership and decision-making,
7. equal opportunities in public communication and in familiarising the general public with the results of ILAW's work,
8. equal opportunities in drawing social benefits from the social fund.

In all cases, the relevant manager is responsible for ensuring compliance with the above measures within their sphere of influence and for providing assistance where necessary. In every case, the working group is available and ready to help.

CONCLUSION

ILAW has long sought to be a gender-balanced institution whose members have equal access to leadership and other decision-making positions and participate in them in a balanced manner. ILAW is also involved in education. We therefore consider it important that the educational

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environment be free from gender prejudice. We also consider it important to integrate the gender dimension into research.

At ILAW, we seek to cultivate a community that operates fundamentally on the basis of mutual respect among all its members, regardless of gender. ILAW ensures that any problems between employees are addressed first and foremost in accordance with the legal regulations of the Czech Republic (the Labour Code, consultation with the trade union organisation).

A contact point will be established at ILAW where an authorised person will collect and address any complaints, including those concerning gender-based violence or sexual harassment. ILAW is gradually incorporating the above principles into various internal regulations, which are public and accessible to all employees.

We believe that, thanks to our sustained efforts, we are succeeding, and will continue to succeed, in contributing to gender equality in the academic environment.

director

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