

Gender Equality Plan 2023-2025

UPDATE FOR 2025 – interim report as of 10 December 2025

At the beginning of 2023, the Gender Equality Plan of the Institute of State and Law of the Czech Academy of Sciences, a public research institution, for the years 2023–2025 (GEP 2023–2025) was introduced at the Institute as an overarching strategy and an active commitment to promoting gender balance and equal opportunities. It expresses ILAW's intention to ensure compliance with the principle of equality in the implementation of all activities within its sphere of competence.

The Gender Equality Plan Working Group (GEP), which monitors, analyses, and proposes steps within the framework of the GEP, conducted a questionnaire survey at ILAW in 2022/2023 and, as part of the implementation of GEP 2023–2025, oversees the fulfilment of commitments in the field of equality between women and men. In 2025, the GEP Working Group was renewed in terms of its membership.

In 2025, activities were carried out under thematic axes 1 to 5, including the training on the principles of ethical conduct in the workplace and rules of communication planned for December 2025. More specifically, in 2025 several seminars and workshops were also held on the topics of reconciling personal and working life, career development and grant opportunities, and integrating the gender dimension into the content of science and research.

At the beginning of 2026, the Institute plans to present the Gender Equality Plan of the Institute of State and Law of the Czech Academy of Sciences, a public research institution, for the years 2026–2028 (GEP 2026–2028), which will build on both GEP 2023–2025 and the work of the GEP Working Group and the annual updates to the GEP for 2023–2025.

Specific implementation under the thematic axes is as follows:

Thematic axis 1 – Equal representation in decision-making positions

| Measure | Activity | Target group | Indicator | Responsibility | Deadline / status |
|-------------------------------------------|-----------------------------------------|---------------|-------------------------------------------------------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------|
| Systematic collection of statistical data | Collection of gender-disaggregated data | All employees | Monitoring of the representation of men and women in all positions and bodies | Payroll accountant / working group | Every year (after publication of the ILAW Annual Report for the previous calendar year) ONGOING |

Thematic axis 2 – Gender equality in recruitment and career development

| Measure | Activity | Target group | Indicator | Responsibility | Deadline / status |
|--------------------------------------------|----------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------|----------------------------------------------------------------------------------------------------|
| Advertising – gender-balanced language | Create a standard job advertisement template | To support the targeted addressing 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 / administration | As needed ONGOING |
| 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) ONGOING |

Thematic axis 3 – Work-life balance and organisational culture

| Measure | Activity | Target group | Indicator | Responsibility | Deadline / status |
|----------------------------------------|----------------------------------------------------|---------------|------------|-----------------------------|--------------------|
| Introduction of flexible forms of work | Working from home where appropriate and purposeful | All employees | Work Rules | Management / administration | 12/2024 ONGOING |

Thematic axis 4 – Integration of the gender dimension into research

| Measure | Activity | Target group | Indicator | Responsibility | Deadline / status |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------|---------------------------|----------------|--------------------|
| Introducing the gender dimension into research | Raising awareness of the integration of the gender dimension into the content of science and research | Research staff | Examples of good practice | Management | Ongoing ONGOING |

Thematic axis 5 – Preventive measures against gender-based violence

| Measure | Activity | Target group | Indicator | Responsibility | Deadline / status |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|---------------|----------------------------------------|----------------|----------------------|
| Prevention of negative phenomena in the workplace | Training on the principles of ethical conduct in the workplace, rules of communication and methods of addressing issues | Managers | Training on a safe working environment | Management | 3/2024 COMPLETED |
| Prevention of negative phenomena in the workplace | Training on the principles of ethical conduct in the workplace, rules of communication | All employees | Training on a safe working environment | Management | 12/2025 COMPLETED |