

GENDER EQUALITY PLAN 2023–2025 – UPDATE 2026

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 to 2025 (GEP 2023–2025) was introduced at the Institute as an overarching strategy and an active effort to promote 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. As of 1 February 2026, the GEP Working Group was renewed in terms of its membership.

During 2026, the GEP Working Group 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 to 2030 (GEP 2026–2030), which will build on both GEP 2023–2025 and the work of the GEP Working Group and the GEP updates for the years 2023–2025. For this reason, the Gender Equality Plan for 2026 is now presented, following on from GEP 2023–2025 and bridging the period of preparation of GEP 2026–2030.

Gender Equality Plan 2026:

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 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
Job advertisements – gender-balanced language	create a standard advertisement template	to contribute to targeted outreach to 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	briefing for new employees upon entry	new employees	briefing 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
Introduction of flexible forms of work	working from home in cases where it is 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
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 ONGOING

Thematic Axis 5 – Preventive Measures Against Gender-Based Violence

Measure	Activity	Target group	Indicator	Responsibility	Deadline
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	managerial staff	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
Prevention of negative phenomena in the workplace	training on the prevention of gender-based violence	all employees	online training	management	12/2026