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GENDER EQUALITY PLAN OF THE INSTITUTE OF ANIMAL PHYSIOLOGY AND GENETICS OF THE CZECH ACADEMY OF SCIENCES

2023 – 2026

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INTRODUCTORY PROVISIONS

The *IAPG Gender Equality Plan (GEP)* is a strategic instrument to be used by the IAPG as a set of systematic actions to address gender (in)equality and incorporate future structural and cultural changes within the institute. By adopting this strategic *Gender Equality Plan*, IAPG publicly commits to promote gender equality as one of its developmental goals and declares that gender equality forms an integral part of its policy.

The *IAPG Gender Equality Plan* was prepared in response to an initial analysis of the status quo of gender equality (gender audit) carried out from December 2022 to January 2023:

The audit stage consisted of the following phases:

- Review of the provided internal documents and personnel statistics;
- Questionnaire survey among staff members;
- Individual interviews;
- Group interviews (focus groups).

The initial analysis resulted in a final report containing the key findings as well as a set of recommendations, which is further elaborated in this *IAPG Gender Equality Plan*. An executive summary of the final report is provided below to complete the context of this plan.

Having a *Gender Equality Plan* is not only an eligibility criterion for all applicants wishing to participate in the Horizon Europe funding programme as well as in a number of Czech research grant programmes, but it also reflects upon the practical implementation of non-discriminatory and equal treatment of male and female employees at all stages of the HR process (with reference to both national and international legislation). Gender Equality Plans are commonly used by public research institutions in developed countries.

Areas covered by the *IAPG Gender Equality Plan*:

- Gender equality in leadership and decision-making
- Gender equality in recruitment and career progression
- Work-life balance
- Gender dimension in research
- Prevention of gender-based violence including sexual harassment

Structure of individual measures:

- Objective + measure
- Setting measurable indicators
- Responsibility (who, what)
- Financial resources
- Deadline

Objectives

The *IAPG Gender Equality Plan* is currently set up for a period of three years from 2023¹ to 31 March 2026 in particular with regard to the sustainability of the proposed measures. The actual *IAPG Gender Equality Plan* establishes both medium-term and long-term objectives.

An integral part of the *IAPG Gender Equality Plan* is raising gender equality awareness amongst the male and female IAPG employees and monitoring the gender-disaggregated statistical data. Employee education in this area will cover gender-sensitive skills in personnel management as well as education and training of all IAPG staff.

¹ Becomes effective when signed.

Resources

Bearing in mind the importance of these matters, it is necessary to provide for sufficient institutional resources² to implement the plan.

Monitoring and evaluation

The delivery of the *Gender Equality Plan* will be subject to continuous monitoring and evaluation. The measures adopted to implement the *IAPG Gender Equality Plan* in the 2023-2026 (31 March 2026) period will be evaluated in the form of an annual report following the HR AWARD Progress Report and Action Plan.

The Institute of Animal Physiology and Genetics CAS undertakes to:

- Publish the *Gender Equality Plan* on its website;
- Deliver the *Gender Equality Plan*, monitor and evaluate the statistical data on personnel with regard to gender and other variables;
- Dedicate financial and human resources to implement the plan;
- Raise awareness on gender equality within the IAPG.

This *IAPG Gender Equality Plan* was approved by the Council of IAPG on 21 March 2023 and becomes effective when signed.

In Liběchov on

Ing. Michal Kubelka, CSc.

Director of IAPG

² Potentially even special-purpose funds, in the upcoming years.

SUMMARY OF KEY FINDINGS

This executive summary is based on a completed customer request for the preparation of a *Gender Equality Plan* (GEP) and determination of the status quo of gender equality, which was carried out in Autumn of 2022 at the Institute of Animal Physiology and Genetics of the Czech Academy of Sciences (IAPG CAS).

The review aimed at analysing the current situation in IAPG in terms of gender equality, non-discrimination and promotion of equal opportunities. A combination of various data collection, analysis and comparison methods was used for this purpose. Based on the retrieved information, the audit team was able to identify the strengths as well as areas for improvement.

In the course of the audit, the team focused on five key thematic areas. Attention was paid to gender equality in leadership and decision-making, gender equality in recruitment and career progression, work-life balance, integration of the gender dimension into research and measures against gender-based violence.

The first area under review was the gender equality in leadership and decision-making. The IAPG staff is heavily dominated by women. They make up 65% of the total number of employees, compared to 35% of men. Women prevail in the blue-collar and technical/economic positions and are strong in the postdoctoral group, holding mainly professional occupations with secondary education degrees. Men are found primarily among researchers and on managerial positions. In terms of employee age composition, we can speak of a balanced situation. Given the high proportion of people under the age of 40, especially among women, it is necessary to take this situation into consideration when creating work-life balance policies as well as maternity and parental leave practices. The measures implemented in this area are tailored to minimise human capital losses due to prolonged career breaks. IAPG experiences a significant vertical gender segregation at the middle management level. Only 3 out of the 15 heads of laboratories are women. In contrast, IAPG's leadership is evenly represented, with one male at the top, two female deputies and one male deputy. In the future, the gender composition of the individual positions needs to be monitored and addressed at least at the level of statistical data evaluation.

In the area of recruitment and career progression, we appreciate the transparency of the recruitment procedure for hiring new male and female employees as well as the HR Manager's high-quality work. Our recommendations focus on enhancing the diversity of work teams. Employees expressed a mixed attitude towards the provision of employee feedback: 30% of the men and 22% of the women interviewed in the questionnaire survey stated that they do not receive feedback from their superiors. The field survey confirmed certain differences between the science/research staff and technical/economic positions. Regarding the issue of gender-neutral remuneration, responses varied in questionnaire surveys as well as field surveys. Men were significantly more convinced about equal pay for both genders than women. The field survey raised the issue of disparities between laboratories due to the ability and eligibility of male and female employees of a given laboratory to receive grant funding. Recommendations in the area of recruitment and career progression aim at improving the ways the overall direction of science and research is conveyed and enhancing predictability.

The work-life balance area can be regarded as positive. A majority of the respondents agrees that IAPG is an employer that allows them to achieve a good work-life balance. In particular, they appreciate the flexible working arrangement options, both in terms of working hours and place of work. Recommendations in this area relate in particular to making greater use of part-time work as a tool for managing maternity and parental leave.

Another one of the reviewed areas was the gender dimension of scientific and research activities and its perception within the IAPG. The level of awareness about this issue varies from advanced knowledge to an absolute lack of understanding in relation to the research itself. Certain male and female respondents mentioned that the topic is merely relevant in the context of project requirements and some even expressed a similar attitude towards the gender-balanced composition of research

teams. Based on these findings, we recommend to openly communicate and justify the integration of the gender dimension into research conducted at the IAPG to avoid the perception that this is a purely artificial and externally imposed topic of no actual relevance.

The area of negative phenomena such as bullying and (sexual) harassment is not explicitly addressed within the IAPG. There is an absolute lack of knowledge in terms of how to proceed and whom to turn to, despite the fact that IAPG has established a mediator position. 30% of female and 22% of male respondents declared direct or indirect experience with behaviour showing signs of bullying. In addition, the field survey demonstrated a lack of awareness of the various forms of bullying and harassment as well as of the importance of their perception. Regarding sexual harassment, the audit did not come across any direct testimonies or first-hand experience of either female or male employees. Recommendations in this area relate to the formulation of a binding procedure for dealing with negative phenomena at the workplace, training of all staff and consistent reporting on the outcome of any potential complaints procedure.

MEASURES

Number	GEP area	Objective	Measure	Responsibility	Indicators	Target group	Financial resources	Deadline
1	Gender equality in leadership and decision-making	Promotion of gender equality, reduction of vertical and horizontal gender segregation	Implement statistical monitoring and evaluation of personnel data, interpretation of staff data in terms of gender and other variables	HR Manager / HR Department	Gender-disaggregated statistical outputs + evaluation and comparison with the preceding periods at least once a year	Male and female employees	Institutional	Continuous fulfilment: at 31 December of the given year, submitted together with the Annual Report
2	Gender equality in leadership and decision-making	Creating favourable conditions to increase the number of women in laboratory management.	Training selected female employees in management skills and leadership.	Deputy Director for Science / heads of laboratories / HR Manager	An assembled group of women with a potential for career advancement that meets regularly in order to strengthen their own leadership skills.	Female employees with a potential for career advancement	Institutional	4Q/2024, open-end
3	Gender equality in leadership and decision-making	Creating favourable conditions to increase the number of women in laboratory management.	Mentoring among the current and potential heads of laboratories	Deputy Director for Science / authorised mentors	Periodic mentoring sessions.	Female employees with a potential for career advancement	Institutional	4Q/2024, open-end

4	Gender equality in recruitment and career progression	Enhancing team diversity	Insert the following wording into all job advertisements: „IAPG promotes gender equality and diversity. Thus, we welcome all male and female applicants from different groups of population.”	HR Manager / HR Department	Statistical data on the advertised vacancies.	Male and female job applicants	Institutional	3Q/2023, open-end
5	Gender equality in recruitment and career progression	Creating favourable conditions to reduce horizontal and vertical gender segregation	Training of the entire staff on gender stereotypes and their internalisation and thus, strengthening the ability to reflect on the unjustified horizontal and vertical gender segregation of jobs.	HR Manager / HR Department	E-learning training offer on the IAPG's intranet site.	Male and female employees	Institutional	2Q/2025
6	Gender equality in recruitment and career progression	Reduction of horizontal and vertical gender segregation	Record the number of male and female applicants for vacant positions at the IAPG from a gender perspective and monitor their reasons for leaving a job.	HR Manager / HR Department	Gender-disaggregated statistical outcomes accompanied at least once a year by evaluation and comparison with the preceding periods.	Male and female job applicants + leaving male and female employees	Institutional	3Q/2023, open-end

7	Gender equality in recruitment and career progression	All-around shared and understood direction of the IAPG in the field of science and research	Meetings of the management with the heads of laboratories to present the strategic goals of the individual laboratories set for the given year and to review the previous year	Director of IAPG / Deputy Director for Science	Annual meetings of the management with the heads of laboratories.	Male and female employees	Institutional	1Q/2024, open-end
8	Work-life balance	Management of maternity/parental leave	Prepare a document/leaflet for the employees taking a maternity/parental leave outlining possible forms of communication and cooperation opportunities during their absence from work	HR Manager / HR Department	Prepared document	Male and female employees	Institutional	2Q/2024
9	Gender dimension in research	Raising gender awareness among male and female employees	Training on the integration of the gender dimension into research (in cooperation with external parties). The seminar will be intended for male and female managerial employees as well as employees working on research projects.	Deputy Director for Science / heads of laboratories / scientists and researchers / HR Manager	Training courses on integration of the gender dimension into research - educational activities for team leaders (subsequently offered to other members of staff as well) in terms of gender issues in science and research (a combination of e-learning and other courses).	Management and employed scientists and researchers	Institutional	1Q/2025 (with an earliest possible start date)

10	Gender dimension in research	Integration of the gender dimension into research and teaching content	Consider the gender dimension in research including the topic itself as well as the selected research methods.	Researchers / research grant applicants / heads of laboratories	Gender dimension incorporated into the research content at the proposal submission stage.	Management and employed scientists and researchers	Institutional	1Q/2024, open-end
11	Measures against gender-based violence	Raising gender awareness of the male and female employees	Elaborate a complex procedure covering the entire process from filing a complaint to its resolution, including the responsible persons, deadlines, etc. Focus on setting up straightforward rules at all levels (superiors - subordinates, amongst colleagues).	Mediator / HR Manager	A prepared and approved procedural document for dealing with negative phenomena.	Male and female employees	Institutional	3Q/2024