



**Institute of Experimental
Botany of the CAS**

**GENDER EQUALITY PLAN
FOR THE YEARS 2022 - 2026**

1. Preamble

The Gender Equality Plan (GEP) of the Institute of Experimental Botany, CAS (hereinafter referred to as the Institute) serves to promote and support measures aimed at improving or achieving equal opportunities for women and men in research and development at the Institute. The GEP reflects the priorities of the European strategy in this area, and in particular it is based on the European Union's objectives in the field of gender equality (Equality Union: Strategy for Gender Equality 2020-2025) and national policy objectives (Gender Equality Plan 2021-2030: Office of the Government, Department of Gender Equality, Plan for the Promotion of Gender Equality of the MEYS for the period 2021-2024).

The IEB considers it extremely important that there should be no discrimination on the basis of gender in the working environment of the Institute. Both women and men must have equal opportunities for career development and be fairly remunerated. GEP goes beyond gender discrimination: any discrimination based on colour, origin, religion, sexual preference, etc. is equally unacceptable. By adopting this GEP, the IEB declares an eminent interest in being a modern scientific institution that promotes and values diversity at all levels of the organization.

In implementing the GEP in the period 2022-2026, the IEB will focus:

- work-life balance,
- gender balance in leadership and decision-making,
- gender equality in recruitment and promotion,
- the inclusion of a gender dimension in research, and
- measures against gender-based violence, including sexual harassment.

The GEP is followed by an action plan that sets out procedures for implementing the GEP, a timetable and defines indicators that are specific, measurable, achievable, realistic and time-bound so that the action plan allows for ongoing monitoring of progress while being flexible and reflective of the current needs of the institution.

By adopting the GEP, which has been approved by the Institute's management and discussed by the IEB Executive Board, the IEB management commits itself to integrating the principles of the GEP into its work processes and management and to implementing concrete steps leading to the implementation of the plan.

2. Institute of Experimental Botany of CAS, v.v.i.

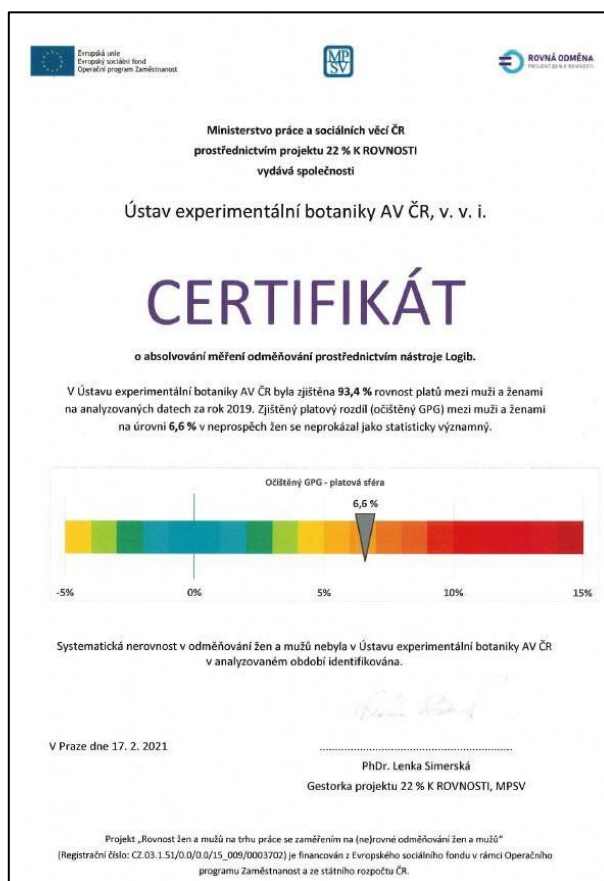
The Institute of Experimental Botany of the Academy of Sciences of the Czech is a public research institution that is largely financed from public funds. The Institute of Experimental Botany is engaged in basic, targeted and applied research in the fields of genetics, physiology and plant biotechnology. It contributes significantly to the education of students.

During its sixty-year history, the IEB has become a leading institution in the field of plant biology in the Czech Republic. The vast majority of research is carried out in collaboration with foreign entities. Women and men from more than thirty countries work in the Institute's laboratories.

3. GEP starting points

An internal investigation on gender equality was conducted at the IEB in 2019-2022. The gender audit is based primarily on two pillars:

- An extensive gender-disaggregated analysis of the earnings of individual groups in the IEB for 2019 and 2021, which showed that there is no gender-based discrimination in earnings for comparable professions in the IEB (the so-called Gender Pay Gap - GPG). On the other hand, this analysis showed that women typically spend a disproportionately larger part of their careers caring for and raising children, which handicaps them when they return to the workforce. A lower h-index and a less impressive list of publications in relation to age mean harder access to grants that generate additional publications as well as money for personal expenses. Women are thus significantly less likely to reach top scientific or managerial positions during their careers.
- Participation in the **22% to Equality** project (Ministry of Labour and Social Affairs of the Czech Republic), investigating the extent and causes of the gender pay gap, confirmed the findings of an internal earnings analysis. The results of an independent audit carried out within the framework of this project at the IEB showed an overall satisfactory result: the gender pay gap (GPG) in our Institute is 6.6% in favour of men (the value found is not statistically significant). In comparison, the GPG for 2020 in the Czech Republic was found to be 16.4%, compared to an EU average of 13%. Internal analysis at the IEB shows that this 6% GPG gap has similar causes to those found elsewhere: it is due to a higher concentration of women in lower paid jobs (typically laboratory technicians), lower representation of women in managerial positions, and slower career growth for women on average due to the unequal division of childcare and housework.



- The under-representation of women in senior positions is a rightly criticised fact in the IEB. The current state of affairs shows that women are rather rarely in leadership positions. Part of the GEP Action Plan will be to change this unflattering reality.

<i>as at 31 August 2022</i>	women	men
Director		1
Deputy director		1
Chairman of the Executive Board of the IEB		1
Deputy Chairman of the Executive Board of the IEB		1
Member of the Executive Board of the IEB	1	10
Member of the Academic Assembly of the CAS	2	3
Chairman of the Supervisory Board of the IEB		1
Deputy Chairman of the Supervisory Board		1
Member of the Supervisory Board of the IEB	3	2
Head of the laboratory of the IEB	3	11
Head of administration office		1

4. Legislative support for the principles of gender equality

The legislative framework for establishing and respecting the principles of equality and non-discrimination at national level is based on European legislation (see point 1). At national level, the principles of equality and non-discrimination are developed primarily by Act No 262/2006 Coll. (Labour Code) and Act No 198/2009 Coll. (Anti-Discrimination Act), both as amended. The internal regulations of the IEB regulating this issue are designed in accordance with these norms. These include in particular:

- Work rules
- Wage regulation
- Organisational Regulations
- Collective agreement
- Directive No. 3/2021 Electoral Regulations of the IEB, and
- Director's Order No. 2/2020 on ensuring equal opportunities for women and men in employment relations.

The IEB declares in these documents that the institution sets zero tolerance for any form of discrimination, gender inequality, sexual harassment, workplace bullying or abuse of leadership (bossing) in the work environment. This is absolutely essential, as the IEB laboratories are staffed by people from all over the world, with different ethnic backgrounds and cultural traditions. At the IEB, atheists work together with believers of different religious persuasions, and the staff is often of different political persuasions. Nevertheless, the cooperation of all must be smooth and the working environment friendly and welcoming for all.

5. Recommendations based on the investigations carried out

The evaluation of the surveys conducted (see section 3 for details) provided guidance on further measures that employer should take to stimulate the removal of barriers to gender inequality. These include:

a) human resources development

- in the work-life balance, it is a fact that childcare falls mainly on women. Although there is undoubtedly a higher proportion of men in the IEB than the national average who spend parental leave with their children, enabling women to join the workforce earlier, these cases remain the exception. Obviously, this cultural stereotype will not be reversed by the decree adopted, but the return of mothers to the laboratories after maternity/parental leave may be greatly facilitated by certain measures:
 - support for flexible forms of work (part-time work, flexibility in recording attendance, combination of laboratory and home office).
 - development of care infrastructures (company kindergartens, children's groups, leisure clubs for children ideally close to the workplace)
 - facilitating career development during parental leave and after women return to work (mentoring, special support programmes (mini-grants) for returning mothers).
 - Striving for gender balance at all levels of leadership starts with targeted persuasion and subsequent promotion of suitable female candidates for positions, taking a gender perspective into account in the appointment of important bodies, panels and boards
 - an effort to at least partially correct the long-term decline in wage levels caused by the absolute stagnation of donor subsidies (public research institution staff are not consistently among the groups of employees whose wages or salaries have been repeatedly increased by governments in the past). Wage levels do not allow families with young children to pay for a nanny or place their child in private paid childcare, at least for a limited period of time.

6. Action Plan 2022-2026

The action plan was created based on the defined fundamental problems that currently prevent full equality and equal opportunities for women and men in the research environment of the IEB. The plan set out clearly verifiable goals towards which the development and corporate culture will be directed in the coming period. We believe that this standard will help to improve the current situation.

Work-life balance, facilitating work participation for parents with children

	<i>action</i>	<i>indicators</i>	<i>period</i>	<i>responsibility</i>	<i>expected impact</i>	<i>personnel and financial support</i>
1.	introduction of internal rules for flexible working hours and part-time work	implementation into internal regulations	2022 - 2026	Director and Executive Board of the IEB	greater flexibility in the IEB to the needs of mothers with children	is provided by the heads of the laboratories and the personnel department, and does not require special financial resources
2.	care for pre-school children	efforts to establish an on-site kindergarten or playgroup	2022 - 2026	Director	envisages an area agreement at director level, the aim of establishing an area nurseries or playgroups	funding from grant programmes supplemented by institutional resources
3.		organising clubs and suburban camps for preschool children	2022 - 2026	PR employee	the possibility of leisure activities for the children of the institute's staff (not only), relief childcare for mothers	provided by the PR officer, costs from constitutional sources

Supporting women in career development and leadership positions

	<i>action</i>	<i>indicators</i>	<i>period</i>	<i>responsibility</i>	<i>expected impact</i>	<i>personnel and financial support</i>
4.	gender pay analysis	GPG report for odd years	2023 a 2025	Director	obtaining information on whether GPG is decreasing/increasing in the IEB	provided by the Administration office and the Scientific Secretary
5.	monitoring the percentage of women and men in leadership positions	the annual report will become part of the IEB Annual Report	2022 - 2026	Director, Chairman of the Board	provide baseline data and a starting line improvement	does not require special financial resources
6.	active support for women candidates for the institution's bodies	without indicators	2022 - 2026	Director, Chairman of the Board, Head of Laboratories	actively supporting and seeking female candidates for elected office, and their support should lead to an increase in the number of women in leadership	does not require special financial resources
7.	open dissemination of information about free positions, auditions, transparent recruitment	information in open resources, gender neutral texts in advertisements, parity of women in selection Commissions	2022 - 2026	Director, Chairman of the Executive Board, Administration office, Head of Laboratories	the selection of staff for the new positions will be transparent and will a significant participation of women	does not require special financial resources

Gender Equality Action Plan at the IEB

8.	Visibility of successful women scientists, managers	articles and media outputs, press releases, participation of women in gender forums	2022 - 2026	Director, PR staff	The visibility of successful female scientists will serve as a role model or positive example for other female followers, while breaking the publicly shared stereotype of scientists as men	financial resources will be provided by the IEB
9.	raising awareness and gender sensitivity, breaking down gender stereotypes	without indicators	2022 - 2026	all staff	a culture of gender correctness should become natural for all processes in the IEB	does not require special financial resources
Organisational measures						
	<i>action</i>	<i>indicators</i>	<i>period</i>	<i>responsibility</i>	<i>expected impact</i>	<i>personnel and financial support</i>
10.	Information	establishment of a web link on the IEB website where information will be collected concerning GEP	2022	Director, IT Officer	collection of relevant information in one place, clarity	does not require special financial resources
11.	editing of IEB documents, use of gender-sensitive language	amendments to the IEB directives and documents	2022 - 2023	Chairman of the IEB Executive Board	updating of IEB documents	does not require special financial resources
12.	monitoring of possible problems	enrolment	2022 - 2026	Director, Chairman of the Board, Trade union organization	over time, problems may arise that were not anticipated by the GEP or the GEP Action Plan - these problems will need to be addressed.	financial resources will be provided by the IEB