

GLOBAL CHANGE RESEARCH INSTITUTE CAS, P.R.I.
INTERNAL REGULATIONS OF THE INSTITUTION

Regulations no.	2/2022	
Title of the regulations		
GENDER EQUALITY ACTION PLAN (GEP) FOR GLOBAL CHANGE RESEARCH INSTITUTE CAS		
Regulations were issued on	17 th June 2022	
Entered into force	24 th June 2022	
Processed by	Mgr. Jiří Kolman, Ph.D.	
Supervised by	doc. Ing. Dalibor Janouš, CSc.	
Responsibility for updates	Mgr. Jiří Kolman, Ph.D.	
The regulations are intended for	GCRI employees	
The regulations cancel or replace	Gender Equality Action Plan (GEP) for Global Change Research Institute CAS from 26. 11. 2021	
<p>prof. RNDr. Ing. Michal V. Marek, DrSc., dr. h. c. Director</p>		

Gender Equality Action Plan (GEP) for GCRI

“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone’s responsibility” Ban Ki-moon

Priority	Issue/Problem	Implemented Actions	Identified obstacles	Planned actions including allocation of resources and personnel	Targets / Indicators / Milestones
<p>Enhancing tools for monitoring (in)equality between women and men</p>	<p>The need for a comprehensive assessment of gender equality, including gender-segregated data on employment status, pay and access to funding</p> <p>The need to ascertain employee satisfaction and working conditions</p>	<p>Implemented within the EGERA project (2014-2017) and later within the implementation of HR Award activities</p> <p>Since 2022, the GCRI has been involved in GEP policies gradually implemented by individual European Research Infrastructures (ERIC), of which the GCRI is a member (e.g. AnaEE ERIC)</p>	<p>After the completion of the EGERA project, GEP is implemented within the regular (without grant) agenda of the institute</p>	<p>Continuation of the Working Group of responsible employees within the HR Award Agenda</p> <p>Continuation of the provision of funds to support part-time work, the CzeGGA Internal Grant Agency for projects of young scientists and activities related to the implementation of the GEP</p> <p>Periodic implementation of employee surveys within the implementation of the HR Award incl. gender equality issues</p>	<p>At least two working group meetings per year</p> <p>Minutes of working group meetings</p> <p>Annual comprehensive evaluation of equality between women and men</p> <p>Annual collection of gender segregated data</p> <p>Periodic employee surveys (questionnaires, interviews)</p>

				<p>Analysis of gender-segregated age-based data, analysis of the remuneration system and access to funding and resources</p> <p>Annual monitoring of the organization's gender structure</p> <p>Ongoing legal control of relevant measures (e.g., newly adopted HR guidelines)</p> <p>Update and operation of specific online pages on the CzechGlobe website in Czech and English (including GEP publication)</p>	
<p>Building Gender friendly work environment</p> <p><i>Axis 1: Recruiting, Promoting & Retaining Women in Research</i></p>	<p>Lack of women in senior scientific positions and among senior scientific staff</p> <p>Significant decrease in women in higher positions within career growth</p>	<p>Active selection and addressing of potential candidates, including the elected highest body of the institute - the Council of the GCRI and the Scientific Advisory and Ethical Council (SAEB)</p>	<p>Permanent change in external conditions (pandemic; demographic development - declining number of STEM graduates; internationalization of the institute and the resulting emergence of new needs)</p>	<p>Ongoing awareness-raising activity on gender bias in the recruitment and evaluation of staff</p> <p>Development of competencies of key employees (STOPPER project in cooperation with the</p>	<p>Number of participants in seminars and trainings</p> <p>Creating conditions for increasing the percentage of women in leadership positions</p>

<p><i>Axis 2: Supporting work-life balance (WLB)</i></p>	<p>Lack of expertise and tools to address career breaks</p> <p>Limited access to pre-school care</p>	<p>Reduced working hours and the possibility of working from home</p> <p>Partially flexible working hours</p>	<p>Ongoing update of the analysis of the needs of young researchers (especially women scientists)</p> <p>The need for ongoing analysis of effectiveness and the use of measures already in place</p> <p>Underdeveloped mechanisms for researchers to ensure a smooth return after parental leave and other career breaks</p>	<p>Ministry of Labour and Social Affairs)</p> <p>Ongoing legal audit of internal recruitment guidelines</p> <p>Needs analysis of young scientists (especially female scientists)</p> <p>Career counselling for scientists</p> <p>Transparent job advertisements</p> <p>Analysis of existing measures to support the WLB, finding examples of good practice</p> <p>Analysis of existing measures to support the WLB, finding examples of good practice</p> <p>Support scheme for scientist couples</p>	<p>Official statement on active promotion of equal opportunities in the institution's recruitment materials and presentations</p> <p>Number of career guidance consultations for early-stage researchers</p> <p>Analysis</p> <p>Support schemes</p> <p>Implementation of measures included in support schemes</p>
<p>Mainstreaming Gender in Research Content</p>	<p>The need to reflect on a gender</p>	<p>The issue is discussed mainly at professional events</p>	<p>The vast majority of CzechGlobe research does not</p>	<p>Implementation of internal and joint (e.g. in cooperation</p>	<p>Analysis</p>

	<p>perspective in research projects</p> <p>Insufficient awareness of new challenges related to gender issues in research</p>	<p>(conferences) and trainings</p>	<p>include the gender aspect, but ongoing reflection on potential gender aspects is necessary.</p>	<p>with CzechGlobe partners) workshops on gender in climate change research</p>	<p>Gender mainstreaming in CzechGlobe research projects</p> <p>Reflections and involvement of the institute management</p>
<p>Training Academic & Research communities</p>	<p>The need for a systematic approach to gender education</p> <p>Support for the maintenance and development of organizational culture and formal and informal behaviour aimed at fulfilling the goals of the institute's gender policy</p>	<p>Ongoing organization of seminars on equal opportunities and women in leadership positions</p> <p>Cooperation between CzechGlobe and the Institute of Sociology of the CAS (National Contact Centre - Gender and Science)</p>	<p>The need to raise awareness of the need for a gender-friendly organizational culture</p> <p>Low demand for gender education among researchers and managers</p> <p>Limited internal gender knowledge</p>	<p>Update of a comprehensive educational program focused on gender with a set of common goals and specific methodologies</p> <p>Updating the set of tools for communicating the need for structural change to researchers and managers</p> <p>Training focused on specific topics (gender stereotypes, organizational change)</p>	<p>Number of trainings realized per year</p> <p>Number of participants in gender training and training evaluation</p> <p>Training material set (toolkit)</p>

<p>Measures to address sexual harassment and other forms of gender-based violence</p>	<p>The need for a systemic approach to prevention and assistance</p>	<p>Implementation of the Antwerp Charter on gender sensitive communication</p> <p>Charter of gender-sensitive leadership in research institutions and universities</p> <p>CzechGlobe Code of Ethics</p>	<p>Insufficient awareness and education regarding the issue of gender-based violence in academia</p>	<p>Expert consultations (e.g. sharing good practice)</p> <p>Inclusion in job training</p> <p>Development of competencies of key employees in techniques of adaptation and solution of crisis aspects of work with expert knowledge of relationship pathology and psychological assistance in the field of workplace violence. (STOPPER project in cooperation with the Ministry of Labour and Social Affairs)</p> <p>Whistleblowing measures</p>	<p>Number of participants in seminars and trainings</p>
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