

GENDER EQUALITY PLAN FOR ASTRONOMICKÝ ÚSTAV AV ČR, v.v.i.

Explanation of terms (*according to the National Contact Centre Handbook – Gender and Science*)

Gender equality is a state in which individuals, regardless of sex and gender, are free to develop their personal abilities and make decisions without the constraints imposed by culturally and socially constructed gender roles (and associated stereotypes). To ensure this, it is important not only to ensure equal conditions, but also to weigh and balance factors that may affect women and men differently (e.g. parenthood).

Sex refers to the biologically conditioned differences between men and women.

Gender refers to what is perceived as feminine and masculine in society.

Purpose

This document was issued by the management of the Astronomical Institute of the Academy of Sciences (Astronomický ústav AV ČR, v. v. i.; hereinafter referred to as the "Institute"). The Institute subscribes to the principles of gender equality, whereby employees in all positions can exercise their abilities regardless of their sex and without restrictions that might result from gender stereotypes. The Institute has long been guided by the principles of equal opportunities for men and women and does not tolerate any form of discrimination or sexual harassment. The Institute's management is aware that it can be difficult to combine motherhood with a science career and that women may be disadvantaged in this respect. The Institute's interest is to create conditions so that both women and men can combine work and parenthood in the best possible way and fully exercise their talents.

The purpose of this document is to formulate specific objectives for achieving gender equality, to name indicators to assess the situation in this area, to map the current situation, to establish tools and procedures to improve the situation and to allocate resources for this purpose.

Objectives

The state of gender equality in the Institute is considered to be an environment where:

1. Equal opportunities for women and men in all employment categories and positions.
2. Equal pay for equal work regardless of sex.
3. Equal access to information on working conditions for all employees.
4. Support for employees caring for young children.
5. Work environment, including the training of students, free of sexual harassment.

It is not a condition of gender equality to achieve mathematically equal representation of men and women in management positions, but on the basis of the principle of equal opportunities,

it can be expected that the proportion of men and women in leadership of the Institute will be approximately equal to their proportion among the employees qualified for these positions.

Indicators

The Institute regularly evaluates data on its employees. The following indicators will be monitored annually for the purpose of assessing gender equality, separately for men and women:

1. Total number of employees.
2. Number of part-time employees.
3. Number of senior employees (decision-makers).
4. Number of researchers in individual categories (senior researcher, independent researcher, assistant, PhD researcher) and in age groups.
5. Number of PhD students.
6. Number of other employees in categories by the highest level of education.
7. Average salary in each category of science and non-science employees.
8. Number of people on maternity/parental leave.
9. Number of people taking long-term unpaid leave (over 4 weeks).
10. Number of people receiving support from a social fund.

Initial position

The figures for the above indicators as of 31/12/2021 are given in the annex. The data shows that the Institute's employees are predominantly male. The prevalence is particularly pronounced among university-educated and research employees in older age categories. Linked to this is the predominance of men in management positions. However, several women are in management positions too (head of the economy department, the library and the stellar department).

The cause of this imbalance is obvious. At least until the beginning of this century, men were predominant among university graduates in fields important to the Institute (physics, mathematics, electronics, etc.). In recent times, the structure of graduates is more balanced, and this is reflected in the higher representation of women among the Institute's younger researchers.

The average salary depends on the job classification. It is unsubstantially influenced by bonuses for leadership and, for researchers, it also depends on grant success. The other component is remuneration paid at the suggestion of the immediate superior. Unequal pay conditions for men and women have not been identified.

Between people on maternity and parental leave, women are more prevalent. In this case, it is an individual decision and agreement within each family. The number of people taking unpaid leave or receiving support from a social fund is currently low.

The Institute has long applied equal conditions for women and men in recruitment, performance evaluation, selection for senior positions and the possibility of standing for elected office. There have been no complaints of sexual harassment.

No women ran for the Council of the Institute in the last election. The elected representatives of the Institute in the Academy Assembly are one woman and one man.

Overall, it can be summarized that there are no institutional barriers to women's employment in any position in the Institute. Women's representation in the Institute's governing bodies is low, mainly for historical reasons. The Institute's interest is that this representation should gradually increase. Below are the measures that will be taken to facilitate this process.

Plan

The Institute's management is committed to these existing and new measures:

1. Maintain the principle of equal opportunities in recruitment of new employees and during career advancement.
2. To create an organisational culture that enables work and parenthood to be connected as closely as possible, particularly in relation to scientific work where this connection is the most difficult. The following measures will serve this purpose:
 - a) Allowing part-time employment
 - b) Allowing employees to set their own hours and working from home to the extent that the nature of the work allows
 - c) Not burdening researchers caring for young children with unnecessary organisational duties so that they can devote their working time to scientific work
 - d) Taking into account the amount of working time in the period under review during the regular evaluations of research scientists
 - e) Supporting of childcare from a social fund to the extent permitted by law (e.g. contributions to kindergartens, children's camps, etc.)
3. Ensure that all employees are informed of the gender equality measures in place. Provide training in this area for those interested.
4. Gather input from women on what other conditions would allow them to run for leadership positions in the Institute and for membership in elected bodies.
5. Address cases of reported sexual harassment and, if proven, take action to prevent further cases.
6. Regularly, once a year, monitor and evaluate the above indicators.

Organisation

In order to facilitate the implementation of the Plan, a Gender Equality Team (hereinafter referred to as the "Team") will be established as an auxiliary and advisory body to the Director of the Institute. The task of the Team will be:

1. Gather input from employees on equal opportunity issues regardless of gender. The Team shall process the inputs and forward them to the Director of the Institute.

2. Prepare training for those interested in gender equality issues from among the Institute's employees.
3. Collect complaints of sexual harassment or inappropriate treatment. The Team will review the complaint and, if it suspects undesirable behaviour, forward it to the direct supervisor of the offending employee and inform the Institute director of the case.
4. In cooperation with human resources, prepare an annual review of the established indicators.
5. To propose equal opportunities measures to the director.

The members of the Team are appointed by the director for a period of three years. The Team is composed of four members and at least three members are appointed from among the science employees. Two women and two men are always appointed to the Team. The chair of the Team is a representative of the gender that is less represented in the management of the Institute (the director, his/her representatives and the chairperson of the board). A member of the Team may be reappointed for more than one term without limitation. A member of the Team may serve a maximum of two consecutive terms as a chairperson of the Team. The Team decides by an absolute majority vote of its members (i.e. at least three votes are required for a decision to be taken). Members of the Team shall be remunerated for their work on the Team.

Determination of Responsibility

The head of a department (e.g. a Science Department) is responsible for the organisational culture in his/her department, i.e. for creating an environment free from gender-based disadvantage and sexual harassment. They shall deal with complaints on the matters referred to them directly or by the Team. They take into account the parental responsibilities of their subordinates when deciding on the distribution of working hours, working from home and the workload.

The director of the Institute, in cooperation with the Institute's council, develops general rules and internal regulations respecting the principle of equal opportunities and the promotion of parenthood. This applies to, for example, the principle of working hours, the social fund or attestation rules. The director and all senior employees are obliged to observe the principle of professionalism and quality of work and to not favour one gender in the recruitment, remuneration and promotion of employees. The director shall deal with any complaints against heads of departments.

The director is required to appoint a Gender Equality Team and monitor whether it is fulfilling its duties. At the same time, he is obliged to address the input of the Team and to respond in writing to written suggestions.

Financial Resources

The Institute shall allocate funds in its budget for the remuneration of the members of the Team and for training on gender issues, which may include training of Team members outside of the Institute or training of employees at the Institute. In the budget of the social fund, the Institute shall allocate funds for items related to parenting.

Prevailing language

This document is drawn up in Czech and in English language versions. In case of any dispute Czech language version shall prevail.

Annex: Gender Indicators as of 31 January 2021

GENDER INDICATORS

Astronomický ústav AV ČR v.v.i.

(data as of 31.12.2021)

| | | | | | | total | men | women |
|-----|--|--|--|--|--|-------|-------|-------|
| 1. | Total number of employees | | | | | 166 | 104 | 62 |
| 2. | Number of part-time employees | | | | | 44 | 25 | 19 |
| 3. | Number of senior employees (decision-makers) | | | | | 10 | 7 | 3 |
| 4. | Number of researchers in age groups (cat. V3-V6) | | | | | 84 | 69 | 15 |
| | - up to 30 y | | | | | 0 | 0 | 0 |
| | - 31 - 40 y | | | | | 32 | 24 | 8 |
| | - 41 - 50 y | | | | | 24 | 19 | 5 |
| | - 51 - 60 y | | | | | 11 | 11 | 0 |
| | - nad 60 y | | | | | 17 | 15 | 2 |
| 5. | Number of PhD students (cat. V2) | | | | | 15 | 8 | 7 |
| 6. | Number of other employees (cat. O) by the highest level of education | | | | | 67 | 27 | 40 |
| | - základní | | | | | 1 | 0 | 1 |
| | - vyučen | | | | | 12 | 6 | 6 |
| | - střední odborné | | | | | 0 | 0 | 0 |
| | - úplné střední | | | | | 6 | 1 | 5 |
| | - úplné střední odborné | | | | | 31 | 15 | 16 |
| | - vyšší odborné | | | | | 0 | 0 | 0 |
| | - vysokoškolské | | | | | 17 | 5 | 12 |
| 7. | Average salary in each category of science and non-science employees | | | | | - | - | - |
| | - vědecký pracovník | | | | | 64096 | 66030 | 56654 |
| | - ostat.VŠ výzkumní pracovníci | | | | | 42753 | 42417 | 43230 |
| | - odborní pracovníci s VŠ | | | | | 46816 | 54879 | 44128 |
| | - odborní pracovníci se SŠ | | | | | 40596 | 43376 | 37788 |
| | - odborní pracovníci VaV se SŠ | | | | | - | - | - |
| | - THP pracovníci | | | | | 46284 | 49731 | 45974 |
| | - dělníci | | | | | 27803 | 31474 | 23248 |
| | - provozní pracovníci | | | | | 27252 | - | 27252 |
| 8. | Number of people on maternity/parental leave | | | | | 3 | 0 | 3 |
| 9. | Number of people taking long-term unpaid leave (over 4 weeks) | | | | | 0 | 0 | 0 |
| 10. | Number of people receiving support from a social fund | | | | | 0 | 0 | 0 |

| 4. Number of researchers in individual categories (V3-V6) and in age groups | | | | | | | | | |
|---|-------|-----|-------|-----|-------|-----|-------|-----|-------|
| | | V3 | | V4 | | V5 | | V6 | |
| age | total | men | women | men | women | men | women | men | women |
| up to 30 y | 0 | | | | | | | | |
| 31 - 40 y | 32 | 11 | 5 | 1 | | 12 | 3 | | |
| 41 -50 y | 24 | | | 2 | 1 | 13 | 3 | 4 | 1 |
| 51 - 60 y | 11 | | | 1 | | 7 | | 3 | |
| over 60 y | 17 | | | | | 4 | 1 | 11 | 1 |
| Total | 84 | 11 | 5 | 4 | 1 | 36 | 7 | 18 | 2 |

| Explanatory notes: | |
|---|--------------------------|
| V1 | R&D specialists |
| V2 | graduate researchers |
| V3 | postdoctoral researchers |
| V4 | research assistant |
| V5 | independent researchers |
| V6 | senior researchers |
| (údaje v počtech fyzických zaměstnanců) | |