



Institute of Psychology, Czech Academy of Sciences

Gender Equality Plan

2022 – 2026

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Address:

Veveří 97

602 00 Brno

Contact – Gender Equality Coordinator:

Kateřina Machovcová, Ph.D. - Machovcova@praha.psu.cas.cz

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<i>Author(s)</i>	<i>Kateřina Machovcov, Ph.D., Lucie Zernerov, Ph.D., Kateřina Zbrodsk, Ph.D.</i>
<i>Members of the working group</i>	<i>Kateřina Machovcov, Ph.D., Kateřina Zbrodsk, Ph.D., doc. Iva Polckov – řolcov, Ph.D.</i>
<i>Approved by</i>	<i>prof. PhDr. Tomř Urbnek, Ph.D., director</i>
	<i>Institutional board approval was received on May 27th 2022.</i>
<i>Dedication of Human Resources</i>	<i>GEP coordinator established as a new role of a dedicated researcher Further allocation of resources depending on heads of departments or respective units</i>
<i>Dedication of Financial Resources</i>	<i>Direct costs app. 10 – 20.000 CZK</i>

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Introduction

The Institute of Psychology (IPS) recognizes that its most valuable resource is the diverse talent of all its employees and strives to continuously provide an open-minded and inclusive environment and culture where all employees feel valued for who they are and supported to be the best they can be. To be able to make real progress towards gender equality, we adopt and follow [the EU Gender Equality Strategy 2020-2025](#) and the strategic objectives and measures outlined in [the Gender Equality Strategy for 2021-2030](#) by the Department of Gender Equality of the Office of the Government of the Czech Republic.

The IPS's mission is to conduct high-quality scientific research in the field of psychology, promote the use of its findings as a scientific evidence-base, and provide the research infrastructure needed to foster research excellence. The IPS's team consists of approximately twenty-five researchers supported by six members of technical and economic staff. The IPS' research teams focus on selected topics in personality and social psychology, cognitive psychology, and research methodology. These three thematic areas correspond to three IPS's research departments with research projects frequently involving cross-departmental collaboration.

Although the IPS has grown in the last few years, it is a relatively small organization (less than 50 employees) and its working culture is rather informal and non-hierarchical. Since these are highly valued by the employees who have participated in the internal survey, we aim to promote further these qualities and support them with basic measures that make the working conditions more transparent to everyone, especially to new members of the IPS teams.

Concerning work-life balance, the IPS offers an option of flexible working hours and a flexible working place to everyone. Parents on parental leave are encouraged to remain in touch with their teams. Both parents are supported in participating in the care of their offspring. A period of leave is acknowledged during the qualification audits. Parents are entitled to increased benefits which can be used for designated childcare fees.

We are determined to promote an open and fair workplace culture where both men and women can strive to fulfill their career potential and support their careers both in their chosen scientific research direction as well as in developing their managerial and leadership skills.

Furthermore, we are determined to promote the adoption of a gender perspective in research, including the setup of the research teams as well as the content of the projects. A number of our research projects already reflect the gender dimension and where relevant, equal participation of men and women is understood as a methodological standard. Concerning our research projects, we will promote gender perspectives across the researched themes.

In summary, the IPS's research teams value autonomy, flexibility, fairness, and egalitarian or non-hierarchical working conditions and wish to retain these values in the future. And as the organization is striving to move towards implementing more structured and transparent human resources policies - especially in response to its growth in recent years - it wishes to adopt fair, flexible, and inclusive policy measures that could support its open-minded, friendly, and dignified working culture.

Employees structure

The IPS operates on two sites – in Brno and Prague.

Scientific staff:

The total number of employees in the research teams is 35, many of whom are part-time, so the full-time equivalent is approx. 25 employees.

Administrative staff:

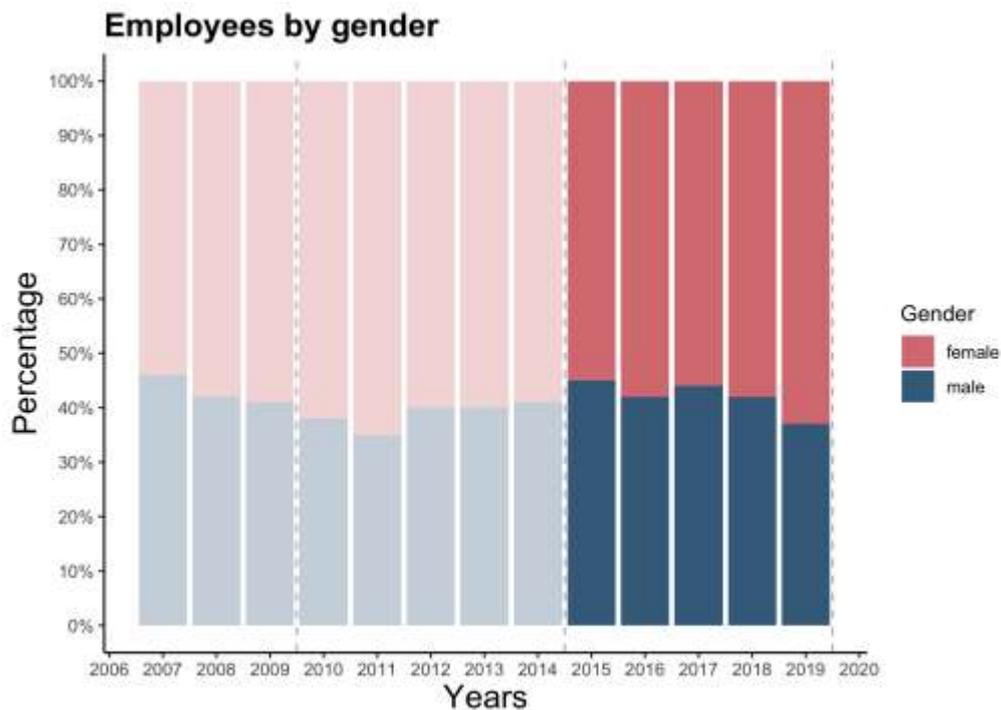
6 technical and economic staff (4 in Brno and 2 in Prague).

Age structure

More than a third (36.6%) of the staff are under the age of 40 and the largest group consists of staff in the age range of 41-45 (24.4%).

Gender structure

The overall ratio of employees between men and women tends to be relatively balanced, with the majority of women.



In terms of gender representation in the organizational structure, men tend to prevail in top decision-making positions (ie. Director, Chairman of the Institutional board - 2022), but women are represented in lower managerial positions (2 out of 3 Heads of Research Departments, Vice-chairman of the Institutional board, Head of finance) and across decision-making bodies members (Institutional Board: 5 women, 4 men; Supervisory board: 1 woman, 4 men; Ethics committee: 2 women, 1 man).

More detailed information on the organizational structure can be obtained on our website: <http://www.psu.cas.cz/en/institute/organization-structure/>

Plan of Actions (2022 – 2026)

Area of Intervention	Measures	Goal	Deadline	Responsibility
Work-life balance	Provide direct support to people leaving for maternity leave and preparing to come back from such a leave actively manage their contracts (prolongation, reduce/increase hours)	Enhance integration of parents and support them in career development that might be delayed because of the leave Prepare individual plan with each parent/carer	Continually	GEP coordinator Heads of Departments
Family-friendly working culture	Make sure that there are facilities available at each building (e.g. Accessible toilets with changing tables, microwave, possibility to borrow further equipment at the secretariat)	Encourage parents to come to the office with their children, specifically on such occasions as meetings and seminars opened to parents on leave	Brno – 2023 Prague – depending on the reconstruction of the building	Head of Finance Head of Prague's Branch GEP coordinator
Organizational culture	Analyze staff salaries in order to tackle the gender pay gap	Ensure gender equality in income	Analysis of salaries in 2023	Head of Finance External support
Organizational culture	Promote usage of gender-sensitive language (norms, ads, public communication) Provide and share basic guidelines	Equal representation of both men and women in internal/external communication	Guidelines 2022 Continually when new communication is issued	GEP coordinator Head of Library

Governance	Emphasize in internal documents and further communicate the need to have diverse representation in relevant bodies, encourage that any election there are both male and female candidates	Promote diversity in decision making via representation, committees, and other bodies	Update of internal documentation 2022 Implementation continually	GEP coordinator
Sexual violence, including harassment	Emphasize in internal documentation how to prevent such problems and how grievances will be treated	Ensure a safe working environment, and prevent any problems before they occur	Update internal documentation and processes	GEP coordinator and expert team Representative of Trade Unions
Gender in Research	Provide regular trainings to staff in order to tackle gender dimension in their research	Promote gender-sensitive research	Plan regular training for PSU staff on an annual basis 2022 2023 2024 2025 2026	GEP coordinator
Human Resources Support and Development	Prepare consistent policy that would target a) onboarding process b) developmental needs of early career researchers	Promote the development of employees based on a gender-sensitive approach	2023	Director Heads of Departments Head of Prague Branch GEP Coordinator
Human Resources Support and Development	Annual satisfaction survey among employees	Ensure everyone has a platform to communicate their experiences and needs	2023 2024 2025 2026	GEP Coordinator