

Ref. No.: HIU-181/2022

Prague, April 7th 2022

## **Gender Equality Plan (GEP) of the Institute of History, Czech Academy of Sciences**

Institute of History of the Czech Academy of Sciences (IH) is a public research institution focused on research of history from the historical beginnings of the Czech state (cca 10<sup>th</sup> century) up to the modern time.

IH is committed to fostering a culture that promotes equality and maintains a working, learning, and social environment in which the rights and dignity of all its employees are respected. Ensuring equal opportunities for all people within the institute is a prerequisite for achieving this goal.

Equality between women and men is one of the fundamental values that the IH should protect and promote. Equality means that everyone, regardless of gender, should have the same opportunities, rights, and obligations. The IH should seek to have an even distribution between women and men's influence on research, study and working conditions. The IH seeks to engage in goal-oriented work to actively promote the equal rights of all employees. This means that the IH will also seek to prevent unlawful gender discrimination and discourage tendencies towards sexual harassment. Unlawful gender discrimination refers to any person suffering a disadvantage in terms of working conditions on account of their gender.

It is the responsibility of the IH Management (ultimately, the director of the institute) to ensure that the goal of an equal workplace is achieved, and that the work to promote gender equality is given sufficient resources. An annual follow-up of implemented measures should be reported in connection with the IH's annual report.

### **Gender equality plan 2022-2024**

The IH and all its departments should implement at least three concrete equality measures each year, and any issues relating to working conditions, gender distribution, parenthood, and harassment should be dealt with in the gender equality plan.

In order to provide continuity in the work to promote gender equality, it is necessary to appoint someone to be responsible for the various equality issues specified in the plan. Those who are appointed to be responsible for equality issues must be able to perform these duties during working hours and discount these hours from their regular duties.

The IH's specific goals for 2022-2024 are described in the next section. The goals are described under the headings Employment, Parenthood, Salaries and Sexual harassment.

## **Employment**

The IH works actively to create a work environment where women and men – employees at all levels – have equal rights and opportunities. One goal of the work to promote gender equality is to create an even balance between the number of women and men in courses and programmes at all levels, in different professional categories, and on various committees.

A starting point is that women and men should have equal opportunities when it comes to recruitment and terms of employment. The IH considers indefinite-term employment to be an important tool in the equality work, and uses the opportunities provided by this type of employment to recruit actively in order to achieve an even balance between women and men in all professional categories. The aim is to hire new employees of the underrepresented sex in professional categories where one sex is clearly overrepresented.

The balance between women and men in senior academic positions should be improved, as should the balance between women and men with indefinite-term employment.

## **Parenthood**

The IH works actively to create working conditions that enable women and men – employees at all levels – to share responsibility for children and the home. Employees on parental leave should be given the opportunity to stay in contact with their workplace, receive information, and take part in courses and similar during their absence. Attention should be given to the working conditions of parents with small children.

## **Salaries**

In order to remedy and prevent any unjustified differences in pay between men and women, salaries for equal work should be surveyed at the level of the CAS. The IH's overarching goal is that there should be no unjustified differences in pay between women and men, and that the salary criteria should be applied in the same way for men as for women. When grouping equal

work, it is the work itself, not the individuals that should be compared. Equal work refers to similar requirements in terms of responsibility, effort, knowledge, skills, and terms of employment.

**Work to prevent harassment on the basis of gender or sexuality**

The IH's work against harassment on the basis of gender is based on the policy of the EU. The harassment is described as conduct that violates a person's dignity and that is associated with one of the grounds of discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Sexual harassment is defined as conduct of a sexual nature that violates someone's dignity.

The goal of the IH's work to promote gender equality is for no employee to be subjected to sexual harassment, and for everyone to be treated professionally in a healthy work environment. A first step is to attempt to reduce the number of people who feel that they have been subjected to harassment. Another goal is to ensure that everyone knows where to turn when they feel harassed. The head of the IH has a responsibility to prevent and investigate harassment, as well as to take action to end ongoing harassment.

Furthermore, all employees are responsible for their own attitudes, values and actions, and are expected to act when someone in their vicinity is subjected to harassment. If you are subjected to sexual harassment, you can contact the IH's representative.

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