



## **Gender Equality Plan**

### **Preamble**

The Institute of Physics of Materials of the CAS, v. v. i. (hereinafter referred to as the Institute of Physics of Materials or IPM) is a scientific institute focused on the elucidation of the relationships between the behaviour and properties of materials and their structural and microstructural characteristics. Priority is given to the research of advanced metallic materials and metal-based composites in relation to their microstructure and method of preparation. The purpose of the research is to optimize the performance of materials and predict their service life by theoretical and computational methods supported by experiments and to obtain new information on the behaviour of materials at the frontier of current knowledge. Researchers of the Institute are persons with technical or scientific education.

IPM is an equal opportunity employer that does not discriminate on the basis of nationality, ethnic origin, sexual orientation, physical handicap, religion, age or gender, with an emphasis on the qualifications, professional qualities and scientific excellence of its employees. IPM emphasises measures that help young workers to integrate into the workforce and that facilitate childcare and the reconciliation of work and family responsibilities. At the same time, harassment in any form is not tolerated.

This Gender Equality Plan is developed in accordance with the legislation of the Czech Republic and the EU and aims to promote measures that strengthen equal employment opportunities, working conditions and job opportunities regardless of an individual's gender. It explicitly takes into account all the requirements for the GEP plan of participants in Horizon Europe projects.

### **Current gender representation of IPM employees**

The gender distribution of the IPM staff as of 1 August 2022 is detailed in the tables in Annexes 1 and 2. On that date 163 persons of whom 113 male and 50 female were employed at the IPM. The Institute is divided into two scientific departments and an Economic and Operational Department (EPO). The scientific and technical staff is clearly male-dominated (81% and 75% respectively). This corresponds to the proportion of male and female students in the technical universities and in the science disciplines relevant to the Institute's focus, i.e. mainly physics. There is currently a higher representation of women among doctoral students (32%) and especially master's students (83%). The representation of women in relation to the

age of the staff is, for historical reasons, significantly lower in the category of staff over 60 years of age.

### **Long-term goals**

The main source of new young scientists for the IPM has long been the Faculty of Mechanical Engineering of the BUT and the Faculty of Sciences, Department of Physics, Masaryk University. The BUT Annual Report 2021 indicates for the Faculty of Mechanical Engineering 83% male representation among Master's students and 93.4% male representation in PhD studies. The Gender Equality Plan of the IPM sets the goal that the proportion of women in scientific departments should be systematically higher than the proportion that is typical for students in physics and mechanical engineering. Maintaining this proportion will reflect the appropriate provision of equal opportunities with regard to gender.

Another long-term goal is to motivate and encourage women to enter leadership positions at the level of heads of scientific groups, scientific departments and sections of the economic and technical unit and to maintain gender balance in the management and decision-making.

The obvious aim is to control that gender does not affect the wages of individuals and that all employees have equal access to information relating to the work and operation of the Institute.

The management of the IPM also considers it an important goal to adopt measures that facilitate the reconciliation of work and family life, with a focus on parents returning from parental leave.

The management of the IPM does not and will not tolerate harassment in any form.

The IPM will ensure that the gender dimension is taken into account in the content of the research where relevant. At the same time, gender equality is considered in the composition of the research teams.

### **Implementation and accountability**

#### **Establishment of the Equal Opportunities Commission**

The IPM establishes an Equal Opportunities Commission on which IPM employees of both genders are represented. The Commission draws up a Gender Action Plan, which is an annex to this Gender Equality Plan. The Commission oversees the implementation of long-term equal opportunities objectives. It publishes and evaluates statistical data on the gender representation of IPM employees. It monitors the effectiveness of measures to work-life balance and proposes new measures. The Commission is also the body that receives complaints from employees concerning harassment, gender-based violence or possible deviations from the declared equality

of opportunity. Each such complaint is considered individually in accordance with the legislation in force.

### **Measures to ensure gender equality in personnel policy**

The IPM has and will continue to recruit and select new staff without prejudice based on gender and on the basis of qualities and competences. As a rule, representatives of both genders are appointed to selection panels for filling vacant posts. As part of its functional progression, the IPM seeks and will seek to develop and retain diversity of employees by maintaining and promoting conditions for career development, particularly considering the young scientists.

### **Monitoring statistical data**

The monitoring of the statistical data as exemplified in Annex 1 and 2 will be carried out by the Equal Opportunities Commission in cooperation with the HR Officer.

### **Measures to promote work-life balance**

The following measures are currently in place at the IPM to facilitate and support flexible working arrangements and the creation of conditions for childcare and family care that enable employees to balance work and family responsibilities.

- Employees have the option to negotiate part-time hours. This option is very often used by employees returning to professional life after parental leave, and in these cases the employer always tries to take the family situation of the young parents into account as much as possible;
- employees have the opportunity to use the kindergarten provided by the Academy of Sciences (depending on occupancy);
- the employer provides assistance in arranging a day nursery;
- the director has the competence to grant home office work in justified cases;
- employees can take sick days in case of health problems, not counted in the holiday limit. Details are given in Collective agreement;
- employees have the possibility to apply for a loan from the Social Fund of the IPM.

The Equal Opportunities Commission proposes further measures to strengthen the position of the IPM as a family-friendly employer.

### **Conclusion**

The IPM has made an effort to be an institution that ensures equal opportunities of its employees. The management of the IPM and the staff community operate on the basis of mutual respect regardless of biological or declared gender, race, religion, nationality or ethnic group or political orientation and this principle will be recalled and explained in the pedagogical activities of IPM staff towards undergraduate students,

graduates and postgraduates. There is the Equal Opportunities Commission at the IPM which monitors the situation, addresses any complaints and proposes new measures. Any problems are dealt with in accordance with the legislation in force in the Czech Republic and the internal regulations of the IPM. The IPM allocates the necessary financial resources for each year of implementation of the Gender Equality Action Plan.

prof. Mgr. Tomáš Kruml, CSc.

Director of the Institute

*Plan updated on 1.1.2024*

## Annex 1: Gender representation of IPM employees as of 1 August 2022

The tables show the number of employees, regardless of their level of employment.

Table 1 Leading positions

Positions	men	women	representation of women
Director, Deputy Director	1	1	50%
Heads of Departments	2	1	33%
Group leaders	13	2	13%
<b>Total leading positions</b>	<b>16</b>	<b>4</b>	<b>20%</b>

Table 2 Researchers

Positions	men	women	representation of women
Senior Research Fellow (V4)*	24	1	4%
Researcher (V3)	22	10	31%
Research Assistant (V2)	0	1	100%
Postdocs (V1)	4	0	0%
<b>Total researchers (V1 - V4)</b>	<b>50</b>	<b>12</b>	<b>19%</b>

\*) designation of qualification level according to the Career Regulations of the CAS.

Table 3 Students

Positions	men	women	representation of women
PhD students	15	7	32%
Master's students (graduates)	1	5	83%
<b>Total students</b>	<b>16</b>	<b>12</b>	<b>43%</b>

Table 4 Technicians and infrastructure staff

Positions	men	women	representation of women
Technicians in research groups	21	7	25%
Staff outside the research groups	26	19	42%
<b>Technicians and infrastructure staff</b>	<b>47</b>	<b>26</b>	<b>36%</b>

Table 5 Gender representation in departments

Positions	men	women	representation of women
Staff of research departments	90	35	28%
EPO staff	23	15	39%
<b>Total IPM</b>	<b>113</b>	<b>50</b>	<b>31%</b>

## Annex 2: Gender representation by age of employees

Age	men	women	representation of women
≤ 20	0	5	100%
21 - 30	21	9	30%
31 - 40	22	9	29%
41 - 50	26	11	30%
51 - 60	15	14	48%
≥ 61	29	3	9%

### Annex 3. Action Plan for the Promotion of Gender Equality 2023-2026

1. Gender equality agenda					
Target	Description of measures	Activity	Deadline	Guarantor	Outcome
Culture and gender equality principles	Promoting diversity in the work environment, intolerance of discriminatory phenomena, all types of harassment and negative behaviour in the workplace	Anchoring all equality principles in the GEP, establishing an Equal Opportunities Commission to implement the GEP. Allocation to the Gender Equality Action Plan.	1/2023 Fulfilled	Director of the Institute	Establishment of the Equal Opportunities Commission
	Supervision of compliance with the principles of intolerance of discriminatory phenomena, harassment and negative behaviour in the workplace	Ongoing monitoring and supervision by management and the Equal Opportunities Commission	Fulfilled continuously	Equal Opportunities Commission / Head of Department / Director of the Institute	Regular guarantor meetings and information on the status of compliance with the principles of women's equality and implementation of the Action Plan

2. Personnel policy					
Target	Description of measures	Activity	Deadline	Guarantor	Outcome
Gender balance in leadership and decision-making	Promote gender balance in leadership and decision-making	Motivate and support women to enter leadership positions at the level of heads of scientific groups, scientific departments and sections of the economic and technical unit	Fulfilled continuously	Director of the Institute / Head of Department	Gender-balanced management of the Institute
Gender equality in recruitment, promotion and remuneration	Improving the recruitment process. Incorporating equal opportunities principles into career progression	Improving the recruitment process and using gender-balanced communication tools. Taking into account the principles of equal opportunities in the attestation procedure for researchers, in the career development of non-attested staff and in remuneration	Fulfilled continuously	Institute Director / Head of Department / Attestation Committee	Working Regulations, Internal Wage Regulations, relevant internal standards e.g. Remuneration for quality scientific articles

<b>3. Work-life balance</b>					
<i>Target</i>	<i>Description of measures</i>	<i>Activity</i>	<i>Deadline</i>	<i>Guarantor</i>	<i>Outcome</i>
Systematic monitoring of support for reconciliation of personal and professional life and implementation	The Equal Opportunities Commission monitors areas of work-life balance and proposes appropriate measures to the Director of the Institute	Part-time employment support, support for parents and use of SF (social fund), home-office option, support for employees' leisure activities (SF), loans from SF funds, sick days	Fulfilled	Institute Director / Head of Department	Collective agreement, rules for obtaining employee benefits, Work Rules
Support for employees in caring for a child/relative	Management respecting Supporting and supporting employees in caring for a child/loved one	Enabling child/relative care, communication and "stay in touch" activities with emphasis on people on MD/RD, individual return plan to employment	Fulfilled	Director of the Institute / Head of Department	Submission of management information to the Equal Opportunities Commission and the ongoing implementation of the objective

<b>4. Communication</b>					
<i>Target</i>	<i>Description of measures</i>	<i>Activity</i>	<i>Deadline</i>	<i>Guarantor</i>	<i>Outcome</i>
Gender-sensitive communication	Lessons on gender-sensitive communication among employees	Employees ensure gender-sensitive communication while respecting the individuality of other male and female employees	Ongoing	Director of the Institute / Head of Department	It is reflected in internal communication and documents
Awareness-raising and action against gender-based violence, including sexual harassment	To raise awareness on the issue of gender-based violence and sexual harassment	Discussion with employees on gender-based violence and sexual harassment, dealing with situations that arise	until 2/2023 Fulfilled	Equal Opportunities Commission / Director of the Institute / Head of Department	Seminars and discussions on gender-based violence and other forms of harassment or discrimination



<b>5. Incorporating the gender dimension into the research content</b>					
<i>Target</i>	<i>Description of measures</i>	<i>Activity</i>	<i>Deadline</i>	<i>Guarantor</i>	<i>Outcome</i>
Communicate the principles of gender equality in research projects and the implementation of these principles	Ensure sufficient awareness of gender equality principles in research projects	Seminars and discussions on the principles of gender equality in research projects with researchers from scientific departments	until 2/2023 Fulfilled	Equal Opportunities Commission / Head of Scientific Departments	Seminars and discussions on the principles of gender equality in research projects
	Implementing gender equality in research projects	Ensuring and monitoring the implementation of gender equality in research projects	Ongoing	Equal Opportunities Commission / Heads of Scientific Departments / Project Team	Taking gender equality into account in research project proposals and other research activities

#### **Annex 4: Equal Opportunities Commission**

On 2nd January 2023, the Director of the Institute appointed the Equal Opportunities Commission consisting of:

Ing. Alice Chlupová, Ph.D.  
prof. Ing. Luboš Náhlík, Ph.D.  
Ing. Jana Ševčíková

The chairman of the commission is prof. Ing. Luboš Náhlík, Ph.D.