



The Institute of Information Theory and Automation of the Czech Academy of Sciences

Pod Vodárenskou věží 4, 182 00 Praha 8, Czech Republic

UTIA Gender Equality Plan

The management of the Institute of Information Theory and Automation, Czech Academy of Sciences, ("UTIA" or the "Institute" below) formulates the principles of equal opportunities, which apply to all positions in the Institute; in particular, they cover the implementation of gender equality, the recruitment process, nominations to professional bodies, the evaluation system and remuneration.

The Institute fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activity including research freedom, ethical principles, professional responsibility and attitude, accountability, good practice in research, dissemination, public engagement, non-discrimination, gender balance, co-authorship, working conditions, stability of employment, career development, mobility, evaluation and recruitment.

The Institute is committed towards gender equality within our academic community as well as in the wider academic environment.

Consequently, the Institute continues to support the development of measures that enhance gender equality and social equity within our community. This agenda is important for us as both internally and from the viewpoint of a wider societal impact.

We have developed the indicated measures to address gender equality in UTIA: training opportunities, raising awareness on gender equality and policy measures to ensure equal opportunities in recruitment and career progression.

Dedicated Resources

The Institute has committed human resources and gender expertise to implement this Gender Equality Plan; namely, vice-director for operations and one assistant of the Institute management are in charge of the relevant activities; they are authorised to invite other employees to solving particular tasks.

Data collection and monitoring

The Institute analyses gender data on personnel and salaries, evaluates the data and publishes the outcome in the form of GEP Annual Reports.

Work-life balance and organisational culture

The Institute is aware of the fact that the prevailing organisational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and have equal opportunities in building a fulfilling career. Organisational culture and work-life balance is a broad thematic area that addresses issues such as:

1. Childcare provisions;
2. Maternity/paternity/parental leave provisions;
3. Support to childcare facility in the Mazanka area;
4. Part time work possibility.

Gender balance in leadership and decision-making

ÚTIA strives to be a gender-balanced institution, where its members have equal access to and a balanced participation in leadership and other decision-making roles. More detailed analysis of these aspects is included in the GEP Annual Reports.

Gender equality in recruitment and career progression

Since we are, on top of research, also engaged in university education, we have an influence on who gets to build our future societies. Therefore, we find it important that our educational

environment is free of gender bias. In order to reduce bias in our research and education content, it is vital to take into consideration the equality dimension of gender, (biological traits and social features) of both men and women. The Institute enables and supports part-time employment as requested by the employees whenever this arrangement complies with the smooth run of the Institute operations.

Integration of the gender dimension into research and teaching content

UTIA strives to be a socially responsible institution that successfully integrates and proliferates gender-conscious research and education.

Company culture against gender-based violence including sexual harassment

At all levels of the management in the Institute, the people who are in charge cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within the Institute.

The principles stated above are embedded in various internal rules and regulations of the Institute, in particular in the Collective Agreement between the Institute and the trade union, as well as in the document Career Directive of the Academy of Sciences of the Czech Republic, which governs the career development of the Institute employees and students.

With the continued efforts we believe that we are, and will be in the future, able to contribute to gender equality in academia.



Jiřina Vejnarová
Director