

Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences for 2022–2024



Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences, PRI, for 2022–2024

Preamble

The Institute of Philosophy of the Czech Academy of Sciences, public research institution (henceforth just 'Institute of Philosophy' or 'the Institute') is, in virtue of being one of the institutes of the Czech Academy of Sciences (henceforth also 'CAS') bound by legislation of the Czech Republic and other regulations which apply to the CAS and its component parts, in particular by Act no. 283/1992 Coll. on the Czech Academy of Sciences, Act no. 341/2005 Coll. on public research institutions, by the Statutes of the Czech Academy of Sciences and by the Code of Ethics for Researchers at the Czech Academy of Sciences. The currently prepared Code of Ethics of the Institute of Philosophy in compliance with these regulations, but also based on general moral principles, requires that organs of the Institute of Philosophy and its employees follow the principles of equal treatment and respect to others (Code of Ethics, Article 1, letters a, b). In its Code of Ethics, the Institute also commits itself to creating working conditions which support attainment of these objectives (Code of Ethics, Preamble). These same principles are expressed also in the Strategy of the Institute of Philosophy from 2020 (Part 3: Principles of scientific practice).

The Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences for 2022–2024 describes concrete steps and measures via which the Institute wants to achieve the abovementioned obligations and commitments. The plan is understood as an open document whose purpose is to chart the direction in which the Institute intends to develop in the area of equal opportunities. As such, the Equal Opportunities Plan may be modified and planned measures expanded, even within the current planning period until 2024.

STRATEGIC APPROACH OF THE EQUAL OPPORTUNITIES PLAN

The Equal Opportunities Plan is the basic instrument of a systematic approach to equal opportunities at the Institute of Philosophy. Equality and equal opportunities are among the basic values we share at the Institute, with emphasis on including a wide range of potentially disadvantaged groups or individuals.

The Equal Opportunities Plan is a practical instrument of implementation and support of goals and measures whose aim is to improve equal opportunities for all our employees, both current and potential ones. It takes into account the priorities of European strategy in this area and the targets formulated in the Horizon Europe programme.

By adopting the Equal Opportunities Plan, the Institute of Philosophy espouses the principles of EU goals in the area of gender equality, that is, the goals spelled out in the Strategy of equality between women and men for 2020–2025, as well as intentions of the Czech national policy defined in the Plan of equality of women and men for 2021–2030: Office of the Government, section for equality of women and men, Plan of supporting the equality of women and men, by the Ministry of Education of the Czech Republic for 2021–2024.

IMPLEMENTATION OF THE EQUAL OPPORTUNITIES PLAN

Management of the Institute of Philosophy has appointed an equal opportunities guarantor: it is the Scientific Secretary of the Institute, Julie Černá. The management has also created a working group for preparing the Equal Opportunities Plan. This group includes the following employees of the Institute: Pavlína Libichová Cermanová, Ondřej Lánský, Jan Maršálek, Lucie Storchová, and Petra Zákostecká. Members of this working group will remain active in the process of implementing the equal opportunities agenda in the long term in the sense of addressing potential changes to the plan, as anticipated in the Preamble of this document.

The process of implementation of measures that should guarantee equal treatment of all employees of the Institute of Philosophy will include legal supervision ensuring that all measures will be in line with the current legislation of the Czech Republic and the European Union.

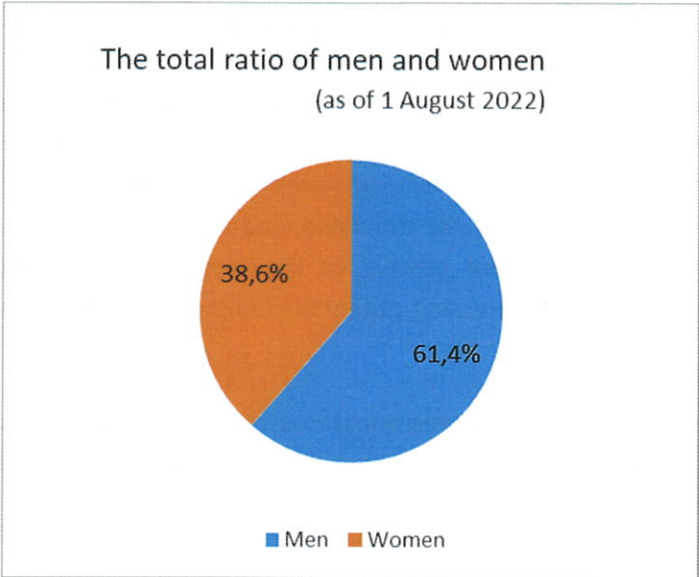
CONTENTS OF THE DOCUMENT

This document includes an analysis of the current situation and the equal opportunities plan proper. The Equal Opportunities Plan contains various measures and recommendations pertaining to five basic areas:

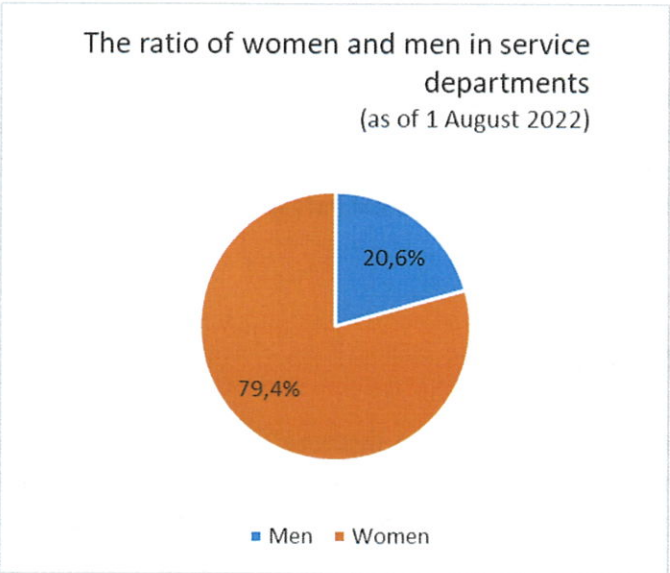
- Transformation of the internal organisational culture and work–life balance
- Gender balance on the level of senior and decision-making positions
- Equal treatment during recruitment and career progress
- Integration of the gender dimension in research and education
- Measures against discrimination, gender-based violence, and sexual harassment

ANALYSIS OF THE CURRENT SITUATION

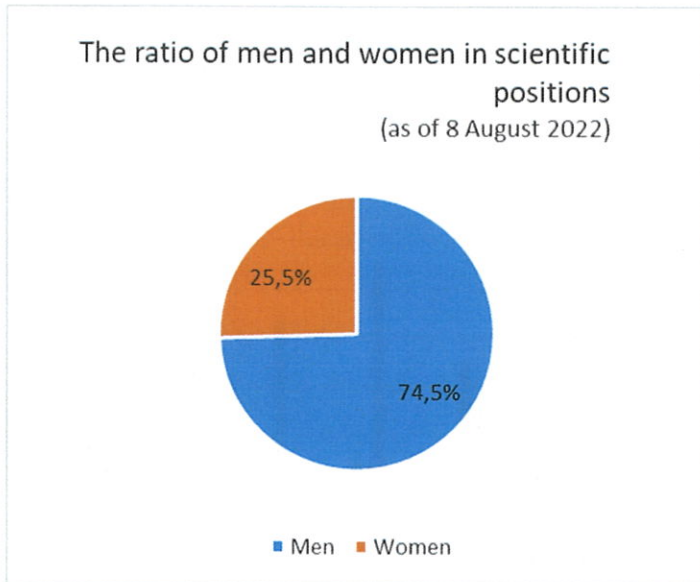
An analysis of the numbers of male and female employees of the Institute of Philosophy (in both research and support positions) shows that the ratio between men and women is about 3:2, i.e., men in the Institute of Philosophy amount to slightly over 60% of all employees. The total number of men is 159, the total number of women is 100.



Division of the types of positions into tariff classes is described in detail in the Internal Salary Regulations of the Institute of Philosophy of the Czech Academy of Sciences, PRI. When we divide Institute's employees into those who work in service departments and those who work in research, we see that in service departments, the representation of women is high - 79% of women, 21% of men.



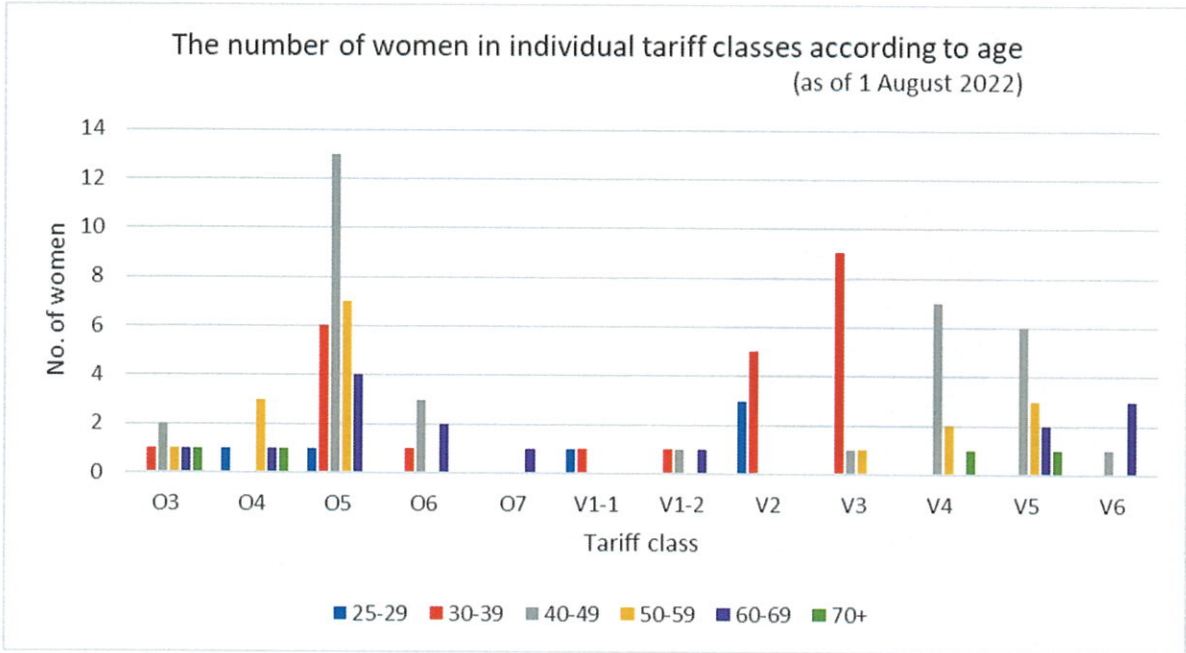
In research positions, on the other hand, the ratio is almost reversed: in scientific positions, there are 74% of men and 26% of women. In absolute numbers, there are 50 women and 146 men in these positions.



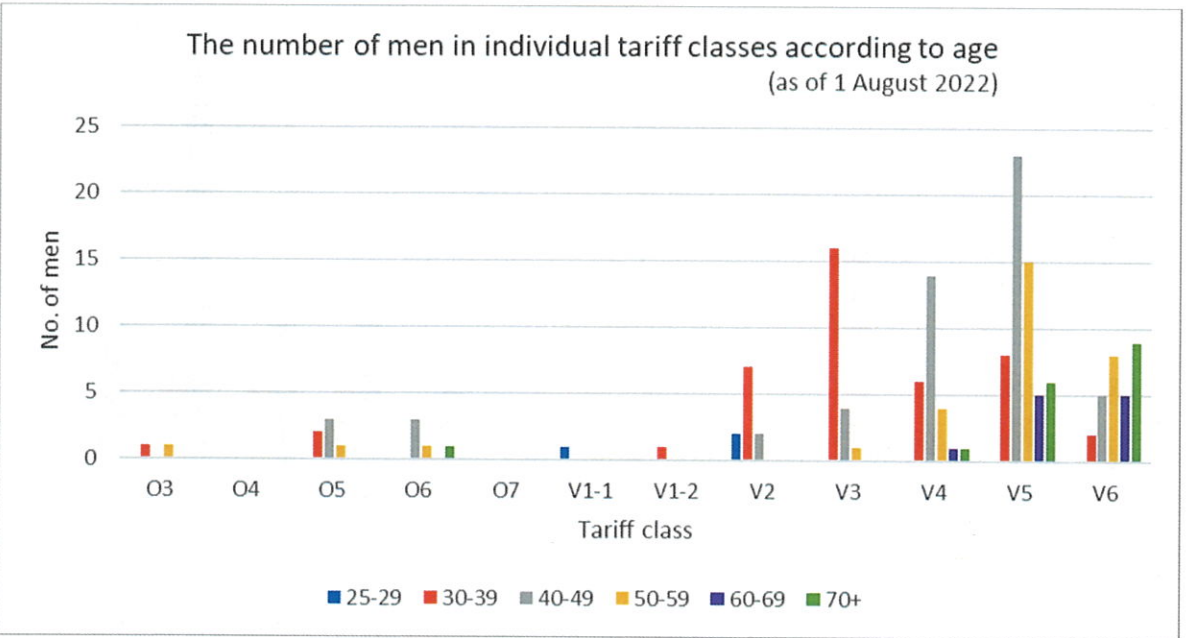
The following graph shows that the stratification of 146 male researchers in tariff classes is uneven, with a stronger representation of men in the higher ones. In women, the absolute numbers of researchers in tariff classes V2–V5 are similar across these classes, a decrease is apparent only in tariff class V6. The largest relative difference between the numbers of women and men can be observed in tariff class V5, where there are 12 women and 57 men, and especially in the highest tariff class V6, where there are 4 women and 29 men.



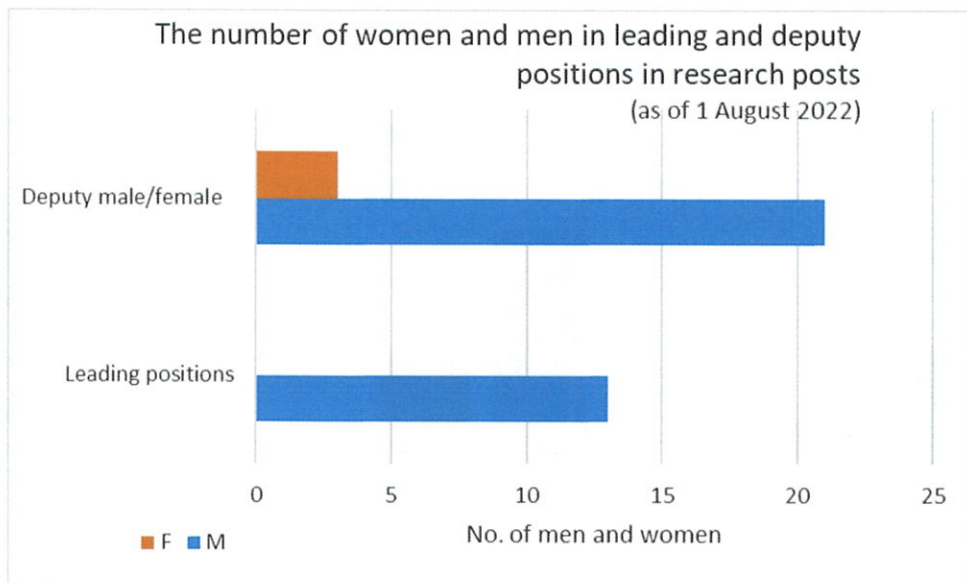
More detailed look at the distribution of women in individual tariff classes according to age shows that in female researchers, the distribution is uneven. Female researchers aged under 40 are most numerous in tariff classes V3 and V2, but they are not represented at all in tariff classes V4 to V6. In tariff class V6, there are only 4 women: one in age group 40–49 and three in age group 60–69.



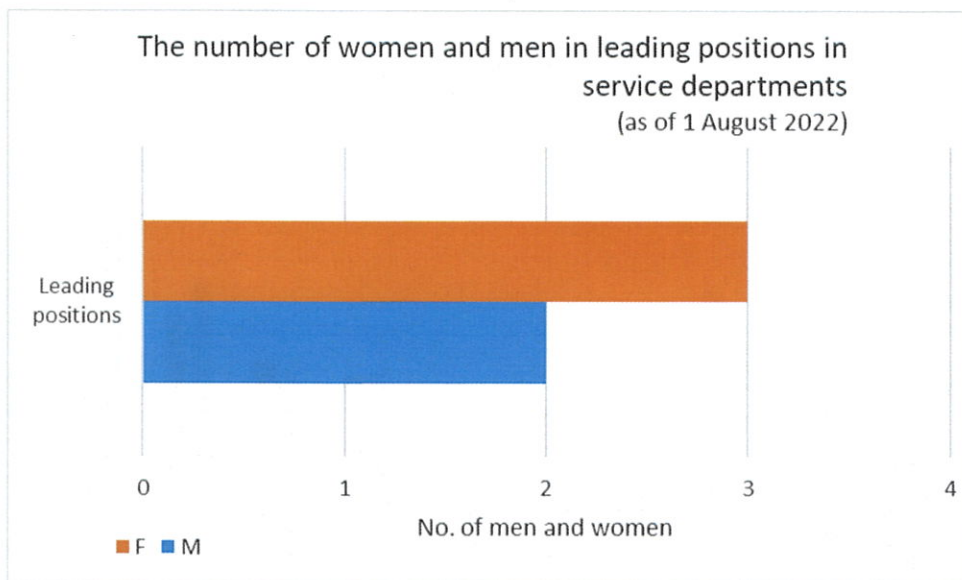
Distribution of men in research positions according to age in the individual tariff classes is more even than in women. It is apparent that men under the age of 40 are represented in every tariff class; the largest representation is in class V3, where the absolute number of men is 16. Although also the absolute number of women in tariff class V3 is the highest, it is just little over half of the number of men: in total, there are 9 women in tariff class V3. In tariff class V4, most numerous is a group of men aged 40–49, whereby in classes V5 and V6 also the age group 50–59 is highly represented. In V6, we see that in men, there is a rather numerous age group 70+.



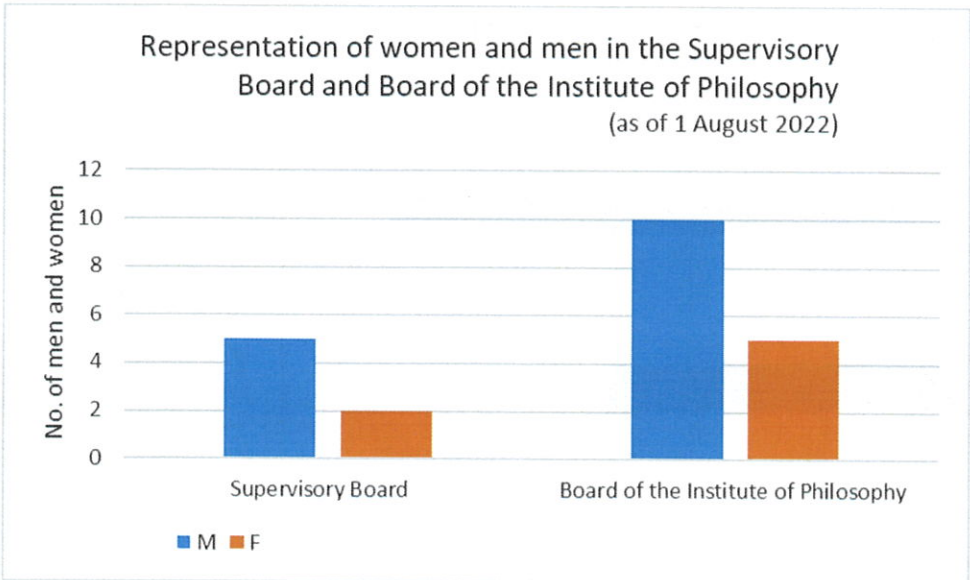
The following analysis shows the representation of women and men in leading positions and positions of deputy heads among researchers. Leading positions are all occupied by men; their total number is 13. No woman holds a leading position. Among deputy heads, there are only 3 women and 17 men.



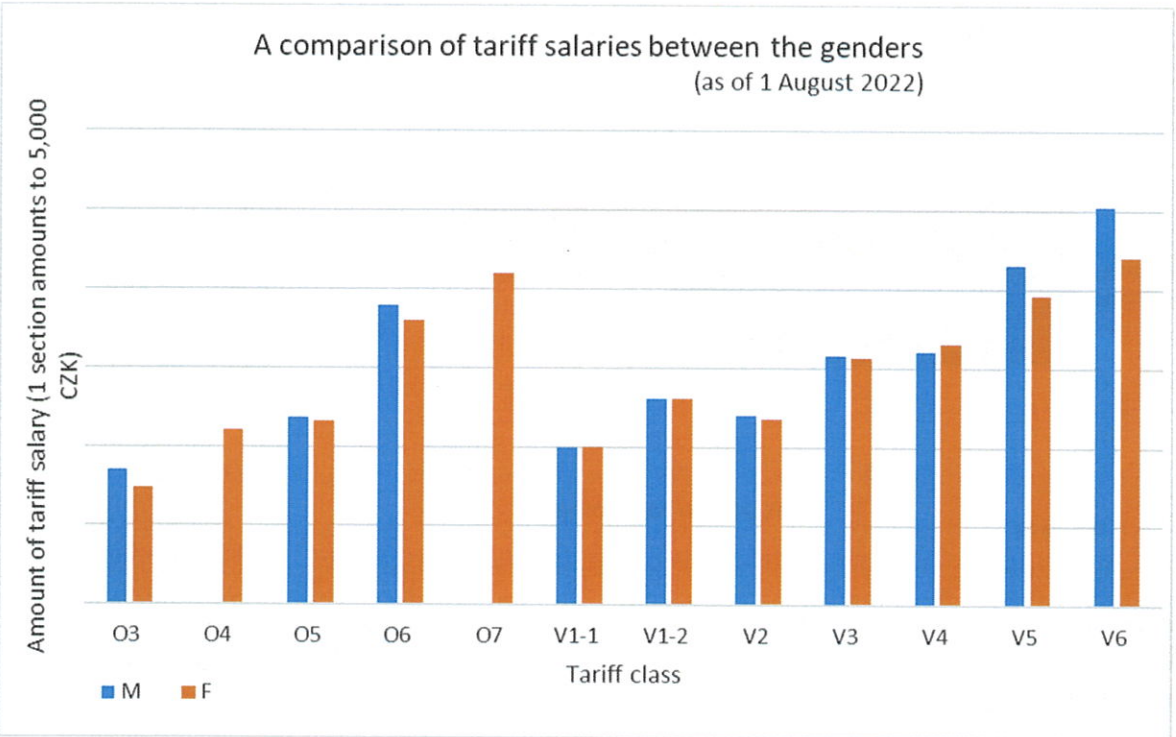
In service departments, the representation of men and women is more even: 3 women and 2 men.



Women are represented both in the Supervisory Board and in the Board of the Institute of Philosophy. In the Supervisory Board, there are 2 women and 5 men. In the Board, there are 5 women and 10 men.



A comparison of tariff salaries according to gender in the individual tariff classes shows that tariff salaries of women and men are comparable. Some degree of difference is apparent in tariff classes V5 and V6.



THE EQUAL OPPORTUNITIES PLAN

1. Transformation of internal organisational culture and work–life balance

The Institute of Philosophy has long been active in promoting equal treatment of all employees and in creating an equitable working environment for everyone. Management of the Institute considers cultivation of organisational culture one of its priorities, because it views an equal and equitable treatment as one of the basic manifestations of respect to employees of the Institute.

As part of fostering an open and forthcoming working environment, the Institute of Philosophy will do its best to communicate all relevant information to both Czech and international employees.

Support of work–life balance is a long-term process in which the individual needs of employees must be considered in relation to the work demands and challenges which employees need to address. Especially important for management of the Institute of Philosophy is to provide support to caregivers: this pertains not only to parents taking care of their children but also to employees who provide long-term support to a family member.

Measures previously adopted by the Institute and implemented in practice for several years include, for instance, a formal definition of employer's duty to take into account a career break which took place due to childcare or care of another family member. This is spelled out in the Code of Attestations of the Institute of Philosophy (2017). Another such measure is the long-established openness of the Institute to home office and flexible working hours. The possibility of changing working hours is also defined in the Code of Practice of the Institute of Philosophy: save for serious operational reasons, the employer is required to agree to applications submitted by caregivers and pregnant women (Article 14, b. 6).

Management of the Institute of Philosophy is also aware of the longstanding problem with insufficient availability of care for preschool children (creches, kindergartens). This is a factor which often complicates return to work to persons on parental leave and after its end. The Institute of Philosophy will try to create a strategy of support for employees limited by this situation.

Proposed measures:

- Perform an internal audit.
- Revise internal directives, formulate in writing the measures which support equal opportunities.
- Conduct continuous monitoring of the development of salaries, recruitment and departure of employees, career progress of researchers, etc. with special attention to equal treatment by the employer.
- Create a conception for communication with employees on maternal or parental leave as well as those who care for a family member.
- Create a strategy of support for colleagues after maternal/parental leave who do not have access to paid childcare.

2. Gender balance in senior and decision-making positions

Management of the Institute of Philosophy supports steps leading to gender balance in senior and decision-making positions; current gender imbalance requires long-term measures both with respect to the lower numbers of women in the most senior career groups (V5, V6) and with respect to the low representation of women in decision-making positions. This issue is addressed also in the [Action Plan](#)

of the Institute of Philosophy (2020; pp. 6, 16), where this aspect was identified as a weakness of the current state of affairs and steps aimed at achievement of a more balanced gender representation in the Institute proposed.

Proposed measures:

- Create conditions for improving equal representation in senior and decision-making positions; support women's interest in applying for senior positions and running for membership in elected organs of the Institute.
- Boost women's presence in official commissions and boards.
- Analyse possible reasons for the lower representation of women in career groups V5 and V6.

3. Equal treatment during recruitment and career progress

Recruitment of new employees at the Institute of Philosophy is governed by principles of the OTM-R (Open, transparent, and merit-based recruitment). In accordance with these principles, recruitment of new employees is always open and transparent and takes place based on requirements which are defined in advance and are directly related to the job description while taking into account the quality and competence of individual candidates.

To support a successful implementation of this policy, the Institute has created a Handbook of recommended procedures for hiring, intended especially for employees of the Institute in senior positions.

Career progress in the Institute of Philosophy is governed by rules defined in the current Career development rules for CAS employees with a university degree, which endorses the principle of unprejudiced evaluation of scientific work: 'Performance, creativity, results, and achievements of employees are regularly evaluated. During the evaluation, employees must not be discriminated in terms of gender, age, origin, religion, political opinion, etc.' (Article 1, par. 3). Evaluation of employees of the Institute is regulated by the Attestation Rules of the Institute of Philosophy, which includes appendix 'Criteria for including university-educated employees in research and development in qualification grades and tariff classes'.

Both of these internal documents assume equal treatment of all research staff, whereby adherence to this principle should be supported by a systematic monitoring of data on career progress and on salaries within the relevant tariff classes.

Proposed measures:

- Appointment to selection committees should consider professional competence but also the gender aspect.
- Promote gender correctness of procedure in recruiting new employees.
- Prepare rules for filling the positions of heads of scientific units within the framework of the newly introduced practice of five-year terms linked to the cycle of international evaluation of the Czech Academy of Sciences.
- Open a discussion about revising the tariff classes and restricting the existing salary range within particular tariff classes.
- Enable a consultation in case an employee feels disadvantaged in her or his career progress (competence of the ombudsperson; cf. point 5 below).

4. Integration of the gender dimension into research and teaching

The Institute of Philosophy is a non-university type of research institution whose main goal is to contribute to the development of international research in philosophy and related sciences (such as Classical and medieval studies, Comenius studies, theory of science, or global studies). Research focused on gender issues is not systematically integrated into the structure of the Institute and is conducted on an individual basis. Researchers whose work reflects the gender dimension chose their subject independently and conduct such work in accordance with the principles of freedom of research, declared in the Code of Ethics that is currently being prepared (in Article II, letter b).

As part of implementation of equal opportunities, management of the Institute of Philosophy will, in events organised by the Institute, support consideration of the gender aspect when organising the programmes of conferences and workshops and the selection persons who will present their work.

Proposed measures:

- Recommendations within the Institute regarding gender-sensitivity when organising conferences, workshops, etc.

5. Measures against discrimination, gender-based violence, and sexual harassment

Priorities of management of the Institute of Philosophy include making sure that the Institute creates a safe and peaceful environment for all of its employees. Data gathered in the [HR Award Survey \(2020\)](#) had shown that this is the way most employees perceive their working environment but some replies indicated that one should not underestimate the possibility of improper behaviour, such as bossing or mobbing, at the Institute (cf. p. 30–31). In responses to survey question on antidiscrimination measures, one could within the generally positive tone also notice some respondents' sense of gender-based discrimination (cf. p. 28–29).

The Institute considers all discrimination, bullying, bossing, or violence unacceptable. The currently prepared Code of Ethics of the Institute of Philosophy (Article I, letter b) takes a decisive stance against such behaviours. In connection with the Code, management of the Institute will implement preventive measures against improper behaviours and put in place sensitive mechanisms for reporting and solution of any such cases.

Proposed measures:

- Creation of a position of an ombudsperson.
- Training for heads of teams on the subject of improper behaviour.

Appendix to the Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences, PRI, for 2022–2024

An overview of concrete proposed measures in five basic areas:

Proposed measures	Indicators / Goals	Schedule	Indicators
1. Transformation of internal organisational culture and work–life balance			
Conduct an internal audit	Create a survey on the subject of equal opportunities, send it within the Institute of Philosophy, and evaluate the results. Conduct interviews with employees aimed at collecting novel ideas in the area of equal opportunities.	4Q 2023–1Q2024	A written document to be used for preparing an Equal Opportunities Plan for 2025–2027
Consideration of issues pertinent to equal opportunities in internal regulations	Revise and adjust internal regulations so as to promote equal opportunities. Amend certain documents (Employment Code) so as to include further aspects linked to flexible forms of work (e.g., hybrid format of meetings, the right to being offline and not available on the phone during days of rest).	1–2Q 2024	Revision of internal regulations, amendments to the Employment Code
Identification of possible inequalities in salaries and remuneration	Ongoing analysis of salaries aimed at achieving equality in salaries and remuneration across the Institute of Philosophy	2022–2024 on a continuous basis	Regular analyses of salaries and remuneration and reporting

Create a concept of communication with employees on maternity/parental leave and persons who provide care to a family member	Create a document on ways of maintaining contact with such employees during a career break : offer training, consultations, etc.	2–4Q 2023	Document on communication with persons who are taking a career break
Create a strategy of support for colleagues after maternity/parental leave	Create a strategy of the Institute of Philosophy that would react to lack of access to state facilities for pre-schoolers, low capacity of child groups of the CAS, and prohibitive costs of individual paid childcare; propose forms of support and criteria for offering support. Establish communication with other institutes of the CAS and management of child groups of the CAS	continuous	Create an internal strategy of the Institute of Philosophy, engage in networking within the CAS
2. Gender balance in senior and decision-making positions			
Strengthen equality in boards and committees which are appointed by the management	Promote women’s presence in boards and committees appointed by director of the Institute (e.g., as external members of attestation committees).	continuous	Formulate a strategy in writing and implement it
Create conditions for gender balance in senior and decision-making positions	Support women’s interest in participation in boards and committees and in running for elected functions	continuous	Formulate a strategy in writing and implement it
Analyse gender representation in tariff classes	Analyse possible reasons for low representation of women in career groups V5 and V6	1Q 2023	Conduct an analysis
3. Equal treatment in recruitment and career progress			

Take into account the gender dimension when appointing the relevant committees	Apply gender sensitivity in nominations to selection committees (at least 1 woman in 3-member committees, at least 2 women in 5-member committees), while taking into account expertise relevant to the position that is being filled.	1Q 2023	Include into the Handbook of Recommended Procedures for Hiring, Onboarding, and Adaptation of Employees
Develop a gender-wise correct procedure of recruitment and selection of employees	Standardisation of wording of published job announcements to make them gender-neutral. Review internal documents in view of gender-sensitivity.	continuous	Amend the relevant documents (Handbook of Recommended Procedures)
Prepare rules for filling positions of heads of scientific units and implement a five-year office term.	In connection with the adopted Strategy of the Institute of Philosophy (from 13 May 2020), elaborate in greater detail rules pertaining to filling the positions of heads of scientific units within the five-year office terms linked to the cycle of international evaluation	2023	Prepare proposals of relevant documents and proposal of change to the Code of Governance of the Institute of Philosophy
Open a discussion about implementation of fixed rates of tariff salaries within individual tariff classes	Open a discussion within the Institute of Philosophy about setting one rate within each tariff class (as opposed to a range, which enables unequal salaries).	Linked to the possibilities of the Institute's budget	Prepare a proposal of an amendment to the Internal Salary Regulations of the Institute of Philosophy
4. Integration of the gender dimension into research and teaching			
Organisation of events will consider the relative representation of men and women	Implement a recommendation that would support gender-sensitivity in preparing scientific events	1Q 2023	Implement and publish this recommendation

5. Measures against discrimination, gender-based violence, and sexual harassment			
Institutional treatment of any such cases	Decision to create a post of an ombudsperson whom employees can contact if they feel they are victims of bullying, sexual harassment, or any form of gender-based violence	2Q 2023	Create the institution of an ombudsperson (internal or external)
Improve awareness about the various forms of improper behaviour	Action plan for heads of teams regarding the subject of improper behaviour in terms of prevention and in terms of finding solutions for existing problems	2Q 2023	Organise a training or workshop

Approved by the Board of the Institute of Philosophy of the Czech Academy of Sciences, PRI, on 29 September 2022.

Ondřej Sedláček

This document was created within the project *Enhancing professional development at the Institute of Philosophy*, reg. no: CZ.02.2.69/0.0/18_054/0014626, which is co-funded by the European Union.



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European Structural and Investment Funds
Operational Programme Research,
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