



Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences for 2025–2027

Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences, PRI, for 2025–2027

PREAMBLE

The Institute of Philosophy of the Czech Academy of Sciences, public research institution (henceforth 'IP') is, in virtue of being one of the institutes of the Czech Academy of Sciences (henceforth '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 [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 IP 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 IP 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 2025–2027 (henceforth 'EOP II') builds on the Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences for 2022–2024 (henceforth 'EOP I') in thought and content and describes concrete steps and measures via which the Institute wants to achieve the abovementioned obligations and commitments. EOP II is understood as an open document whose purpose is to chart the direction in which the IP intends to develop in the area of equal opportunities. As such, the EOP II may be modified and planned measures expanded, even within the current planning period until 2027.

STRATEGIC APPROACH OF THE EOP II

The EOP II 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 intersectional approach and 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 requirements of the Horizon Europe programme.

By adopting the EOPs I and II, the Institute of Philosophy espouses the principles of EU goals in the area of gender equality, that is, the goals spelled out in the Gender Equality Strategy 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 by the Office of the Government, section for equality of women and men and the Plan of supporting the equality of women and men, by the Ministry of Education of the Czech Republic for 2021–2024.

IMPLEMENTATION OF THE EOP

In 2022, management of the IP has appointed an equal opportunities guarantor: it is the Scientific Secretary of the IP, Julie Černá. The management has also created a working group for preparing the EOP, which includes the following employees of the IP: Pavlína Libichová Cermanová, Ondřej Lánský, Jan Maršálek, Lucie Storchová, and Petra Zákostelecká. 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.

Sufficient financial resources and capacities, including dedicated personnel and resources to provide analyses, training and expertise, have been allocated for the implementation process and the subsequent steps in the EOP II cycle (monitoring and evaluation).

CONTENTS OF THE DOCUMENT

This document includes an analysis of the current situation (as of 30 June 2024), comparison with data from the previous period (as presented in the EOP I) and the EOP II proper. The EOP II 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

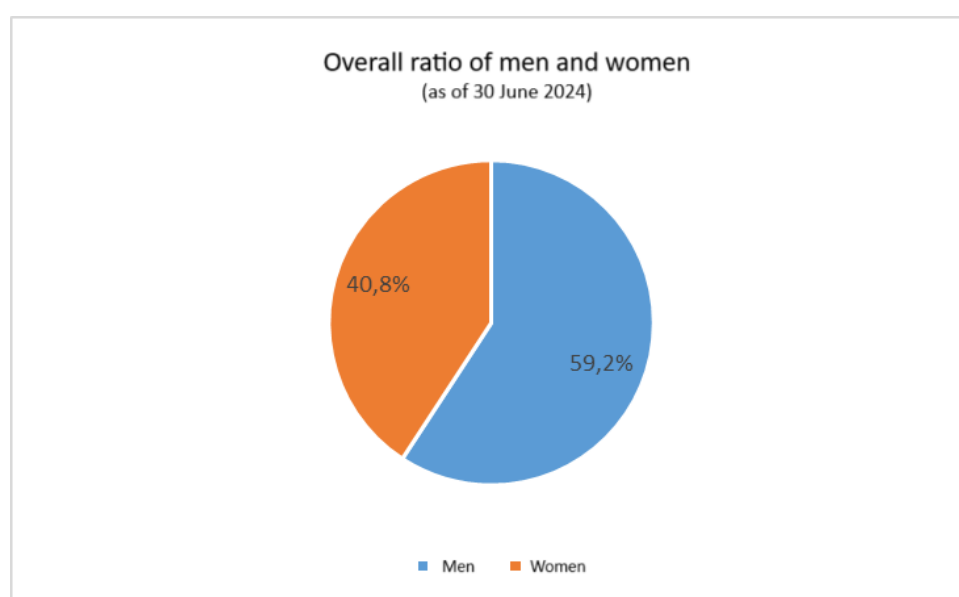
The EOP II was designed based on the previously mentioned analysis of the current situation and the results of a survey and three focus groups that were conducted and evaluated in the fall of 2024. All employees of the institute were contacted in the survey, and the questionnaire was distributed in both Czech and English. Its evaluation is available on the internal website of the IP.

ANALYSIS OF THE CURRENT SITUATION

The analysis is based on the collection of gender-segregated data, which has been conducted at FLÚ since 2022 and will continue. The reporting of this data and its evaluation is also part of the Monitoring Reports of EOP I and II.

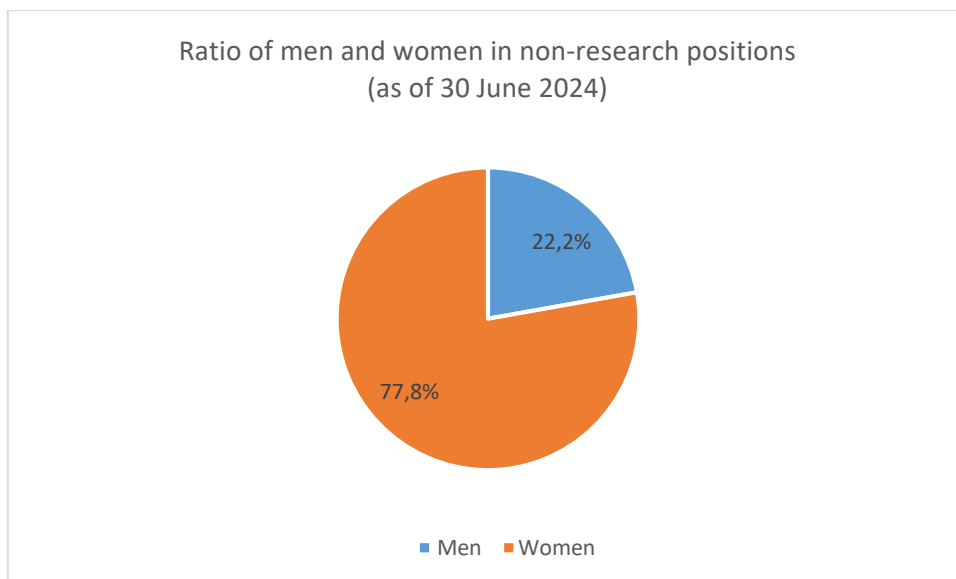
An analysis of the numbers of male and female employees of the Institute of Philosophy (in both research and support positions) shows that the ratio between men and women is about 3:2, i.e., men in the Institute of Philosophy amount to slightly over 59% of all employees (See Chart 1). The total number of men is 149, the total number of women is 103.

Chart 1



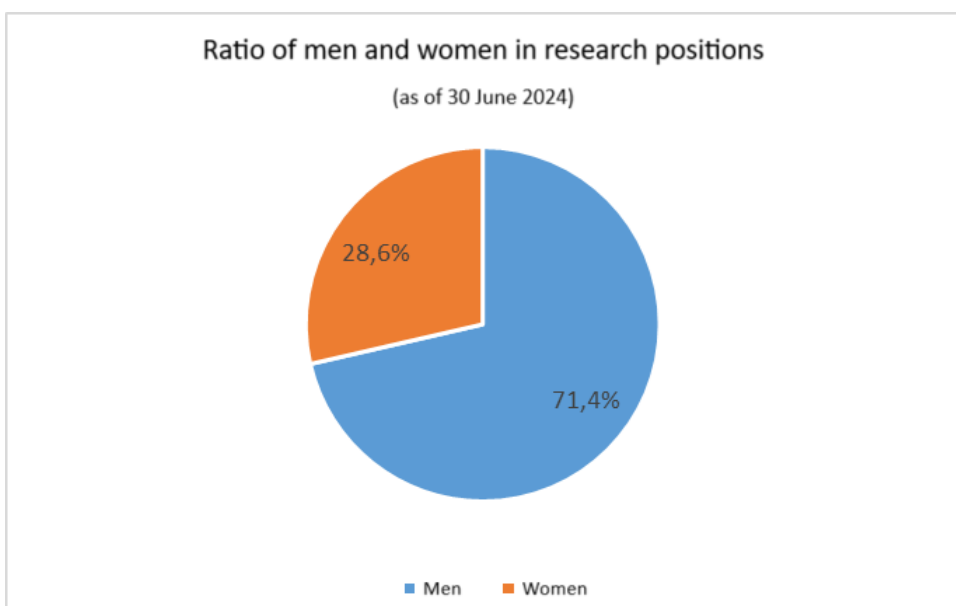
Division of the types of positions into tariff classes is described in detail in the Internal Salary Regulations of the Institute of Philosophy of the Czech Academy of Sciences, PRI. When we divide Institute's employees into those working in non-research positions and those working in research positions, we see that non-research positions, the representation of women is high – 77,8 % women (see Chart 2). In absolute numbers, there are 49 women and 14 men in these positions.

Chart 2



In research positions, on the other hand, the ratio is almost reversed: in scientific positions, there are 71,4 % of men and 28,6 % of women (see Chart 3). In absolute numbers, there are 54 women and 135 men in these positions.

Chart 3



The comparison of statistics from 2022 and 2024 shows that the ratios of women and men in both categories have not changed significantly, although a slight shift towards reducing the gender imbalance can be observed. A percentage comparison of the number of employed men and women with adjusted full-time equivalents (FTE) shows that while the ratios of individuals and FTE are almost identical for research positions, for non-research positions, the percentage share of women in terms of FTE is slightly higher than their share of the total number of individuals (see Table 1).

Table 1

	2022			2024		
	Men	Women	Total	Men	Women	Total
Non-research positions	13	50	63	14	49	63
Percentage	20,6	79,4	100	22,2	77,8	100
Adjusted FTE	8,5	41	49,5	9,05	38,8	47,85
Percentage	17,2	82,8	100	18,9	81,1	100
Research positions	146	50	196	135	54	189
Percentage	74,5	25,5	100	71,4	28,6	100
Adjusted FTE	104,9	35,3	140,2	101,3	39,6	140,9
Percentage	74,8	25,2	100	71,9	28,1	100

As shown in Chart 4, the stratification of 135 male researchers in tariff classes remains uneven, with a higher representation of men in the higher ones. For women, the absolute numbers of female researchers in grades V2–V5 are comparable, with a decrease apparent in tariff class V6. The largest proportional difference between the numbers of women and men can be observed in tariff class V5, where there are 11 women and 51 men, and in the highest tariff class V6, where there are 6 women and 30 men.

During the observed two-year period, there were 18 promotions to a higher tariff class among researchers based on the attestation procedure; in 15 cases, these concerned male researchers, and in 3 cases, female researchers. Nine male researchers were promoted to tariff class V6, four male scientists and one female scientist were promoted to tariff class V5, three male researchers were promoted to tariff class V4, and only one female researcher was promoted to pay grade V3. This overview clearly shows that gender inequalities change very slowly and that there are certain barriers to the advancement of female researchers.

Chart 4

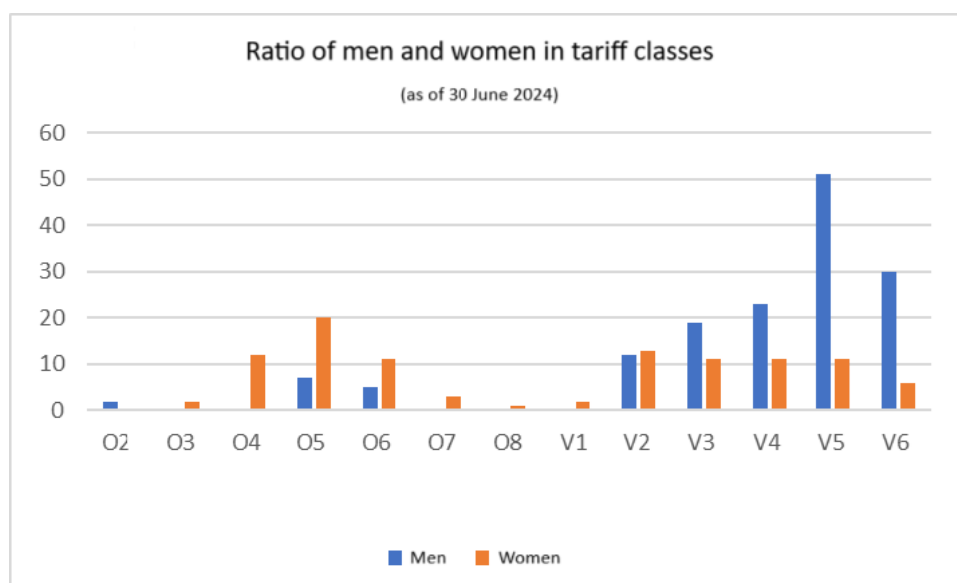


Table 2 shows a comparison of the representation of men and women in individual tariff classes in the years 2022 and 2024. Changes in the number of individuals in each category may be caused by beginnings and endings of employment, by transfers between categories as part of career advancement (for researchers, these are based on the result of the attestation procedure), and in the case of the O category, by the update of the tariff class scale and its characteristics, which was carried out in 2024.¹

For researchers, the most numerous represented tariff class in both 2022 and 2024 was class V5. For female researchers, there was a change, with a notable strengthening of category V2, which included a total of 13 women in 2024, while the pay grades V3, V4, and V5 each had 11 female researchers.

Table 2

Tariff Classes	2022			2024		
	Men	Women	Total	Men	Women	Total
O8 – Professional Staff ²	-	-	-	0	1	1
O7 – Professional Staff	0	1	1	0	3	3
O6 – Professional Staff	5	6	11	5	11	16
O5 – Professional Staff	6	31	37	7	20	27
O4 – Professional Staff	0	6	6	0	12	12
O3 – Professional Staff	2	6	8	0	2	2
O2 – Professional Staff	0	0	0	2	0	2
Total	13	50	63	14	49	63
Percentage	20,6	79,4	100	22,2	77,8	100
V6 – Senior Researcher	29	4	33	30	6	36
V5 – Researcher	57	12	69	51	11	62
V4 – Associated Researcher	26	10	36	24	11	35
V3 – Postdoctoral Fellow	21	11	32	18	11	29
V2 – PhD Candidate	11	8	19	12	13	25
V1 – Research Assistant	2	5	7	0	2	2
Total	146	50	196	135	54	189
Percentage	74,5	25,5	100	71,4	28,6	100

The following table (Table 3) maps the distribution of fixed-term and permanent contracts for both research and non-research positions. While in the O category, about 65% of individuals are employed on a permanent contract and 35% on a fixed-term contract, among those working in research positions, this ratio is almost reversed: 30% have a permanent contract and 70% are employed on a fixed-term contract, with permanent contracts only applying to categories V5 and V6, with a few

¹ As part of the update and restructuring of the scale, the tariff class O8 was added, new positions were included, and the classification of certain positions was adjusted. The expansion of the scale by one grade allowed for the creation of narrower salary intervals for individual pay grades, which correspond to the requirements and expertise for the respective position.

² 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 (available at the IP internal website).

exceptions. Of the seven men in category V6 with a fixed-term contract, four are over 70 years old with a contract of less than 0.5 FTE, and remaining two are researchers whose salaries are funded by project-specific sources. For research positions, permanent contracts are not issued in categories V2 and V3, which also happen to be categories with a significant representation of female researchers. A comparison between men and women shows that, among researchers with permanent contracts, about 77% are men and 23% are women. There are 13 women with a permanent contract (which corresponds to 24% of all female researchers employed at IP), and 44 men (approximately 33% of all male researchers employed at IP).

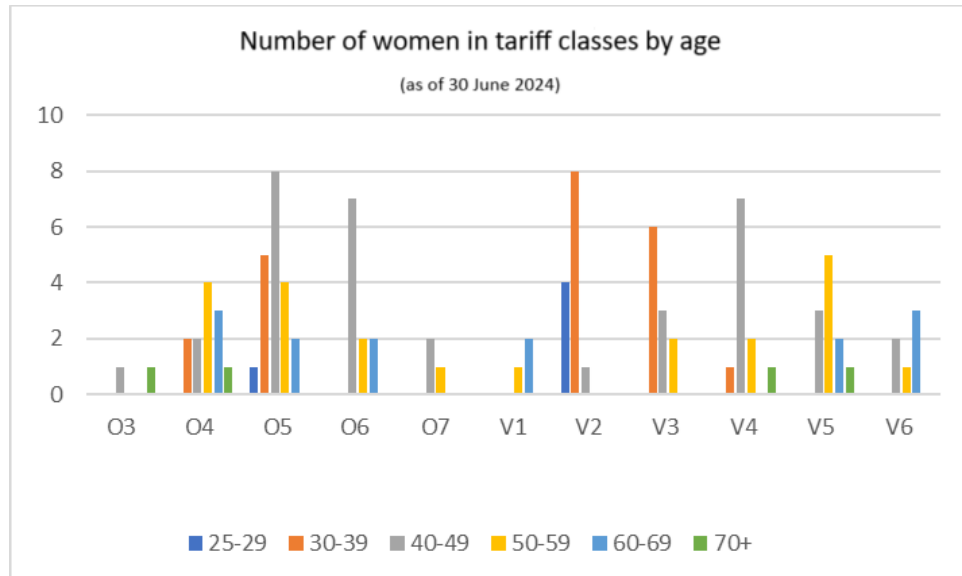
Among persons in non-research positions with a permanent contract, about 19.5% are men and 80.5% are women. There are 8 men with a permanent contract (which corresponds to about 57% of all men in the O category), and 33 women (i.e., about 67% of all women in the O category).

Table 3

2024	Permanent Contracts			Fixed-term Contracts		
	Men	Women	Total	Men	Women	Total
O8 – Professional Staff	0	1	1	0	0	0
O7 – Professional Staff	0	2	2	0	1	1
O6 – Professional Staff	4	7	11	1	4	5
O5 – Professional Staff	3	12	15	4	8	12
O4 – Professional Staff	0	10	10	0	2	2
O3 – Professional Staff	0	1	1	0	1	1
O2 – Professional Staff	1	0	1	1	0	2
Total	8	33	41	6	16	22
Percentage			65,1			34,9
V6 – Senior Researcher	23	6	29	7	0	7
V5 – Researcher	20	5	25	30	6	36
V4 – Associated Researcher	1	1	2	23	10	33
V3 – Postdoctoral Fellow	0	0	0	19	11	30
V2 – PhD Candidate	0	0	0	12	13	25
V1 – Research Assistant	0	1	1	0	1	1
Total	44	13	57	91	41	132
Percentage			30,2			69,8

Upon a more detailed look at the distribution of the number of women in individual tariff classes by age (see Chart 5), it can additionally be stated that the distribution among female researchers is generally uneven. The age group of women in research positions under 40 years old is the most numerous in tariff classes V2 and V3, whereas in tariff class V4, there is only one woman, and in pay grades V5 and V6, female researchers under the age of 40 are not represented at all. In pay grade V6, there are a total of six women: two in the age group 40–49 years, one in the age group 50–59 years, and three in the age group 60–69 years.

Chart 5



The distribution of men in research positions by age in the individual tariff classes (see Chart 6) is more even than for women. It is apparent that men under the age of 40 old are represented in every tariff class, most notably in tariff class V3, where the absolute number of men is 15. The number of women in this age category, by contrast, is highest in tariff class V2, where their number increased from 5 to 8 since 2022, while in tariff class V3, their number decreased from 9 to 6. In both tariff classes V4 and V5, the most numerous age group for men is 40–49 years, whereby in classes V5 and V6, the age groups 50–59 and 60–69 are also significant. In V6, the 70+ age group remains notably large for men even in 2024 (whereas women of this age category are not represented at all in V6).

Chart 6

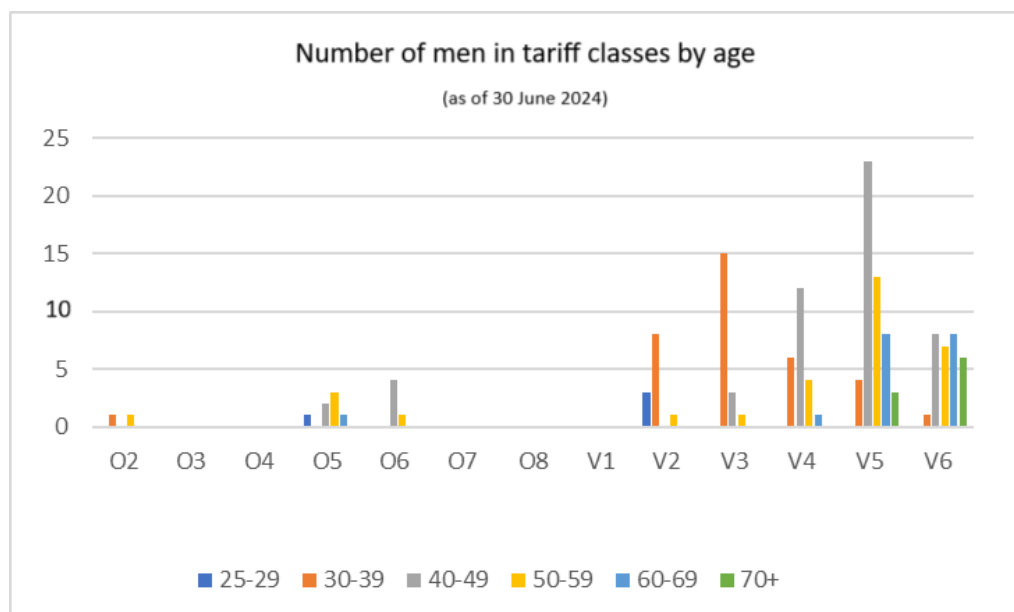


Table 4 shows a comparison of the representation of women and men in age categories at the IP in the years 2022 and 2024.

Table 4

Age	2022			2024		
	Men	Women	Total	Men	Women	Total
O Category (non-research)						
25–29 years	0	2	2	1	1	2
30–39 years	3	8	11	1	7	8
40–49 years	6	18	24	6	20	26
50–59 years	3	11	14	5	11	16
60–69 years	0	9	9	1	8	9
70+ years	1	2	3	0	2	2
Total	13	50	63	14	49	63
Percentage	20,6	79,4	100	22,2	77,8	100
V Category (research)						
25–29 years	29	4	33	30	4	34
30–39 years	57	16	73	51	15	66
40–49 years	26	16	42	24	16	40
50–59 years	21	6	27	18	10	28
60–69 years	11	6	17	12	7	19
70+ years	2	2	4	0	2	2
Total	146	50	196	135	54	189
Percentage	74,5	25,5	100	71,4	28,6	100

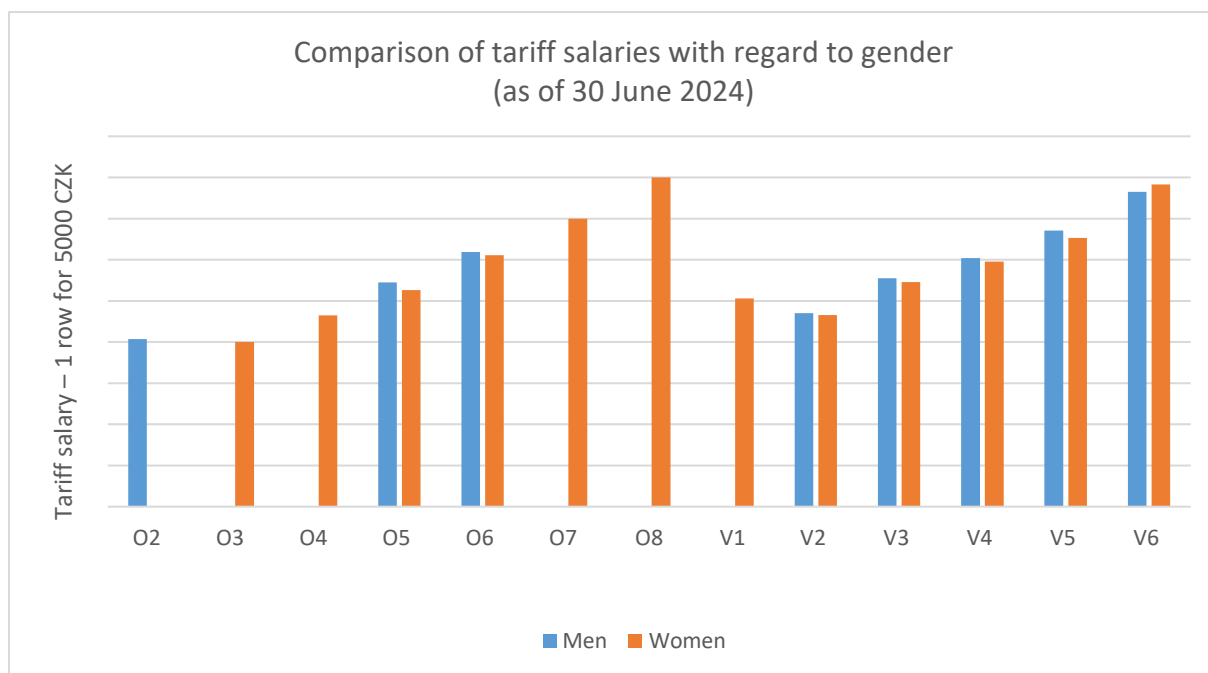
The following table shows the representation of women and men in leadership positions, as deputy heads, in research positions, and in the committees and councils of the FLÚ (see Table 5). Department head positions are occupied by 12 men and 1 woman, while 19 men and 5 women serve as deputies of heads. In service departments, the number of head positions has increased (from five to seven), and the ratio of heads to their deputies remains balanced in 2024. There has been no change in the composition of the Supervisory Board and the Board of IP during the observed period, while one member has been added to the International Advisory Board. The composition of the Attestation Committees has been updated, and their composition is now significantly more gender-balanced than in the previous term. In 2023, the director of IP established the Ethics Committee, whose composition is also gender-balanced.

Table 5

	2022			2024		
	Men	Women	Total	Men	Women	Total
Director	1	0	1	1	0	1
Deputy director	3	0	3	3	1	4
Research department head	13	0	13	12	1	13
Deputy head of research dept.	21	3	24	19	5	24
Non-research department head	2	3	5	3	4	7
Deputy head of non-research dept.	2	3	5	4	3	7
Supervisory Board	5	2	7	5	2	7
Board of the Institute of Philosophy	10	5	15	10	5	15
International Advisory Board	4	2	6	5	2	7
Attestation Committee	14	5	19	10	7	17
Ethics Committee	-	-	-	2	3	5
Total	75	23	98	74	33	107
Percentage	76,5	23,5	100	69,2	30,8	100

A comparison of tariff salaries according to gender in the individual tariff classes shows that tariff salaries of women and men are comparable (see Chart 7). In 2023, there was a general increase in the tariff salary component, and as part of the gradual process of aligning the levels of tariff classes, the tariff range within most classes was narrowed.

Chart 7



The differences in the individual-reward salary component are greater, but its determination is affected by multiple factors: the level of responsibility associated with the position, work experience, job performance, and notably whether or not the salaries of employees are funded (either partially or fully) from grant resources.

THE EQUAL OPPORTUNITIES PLAN

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

The IP 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. The survey showed room for improvement in this area: namely in better support for caregivers, greater transparency in the certification process (and thus career progression), and in the area of care for foreign employees who do not speak Czech.

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. The audit has shown that caregivers evaluate communication with the responsible persons at IP positively, whether it concerns the length of the career break or discussions about reducing working hours due to caregiving. However, they miss a more flexible offer of childcare for younger children from the CAS, both during the school year and during holidays.

In the 1–2-year horizon, the IP plans to introduce a new Attestation Code, which should contribute to greater transparency in the attestation process and should also explicitly establish rules for evaluating individuals after a career break due to childcare or caregiving for a close person.

As part of its commitment to fostering a supportive and open work environment for all, the IP will consistently ensure the best possible communication of all relevant information to both Czech and foreign employees. It will also actively assess especially the needs of new colleagues from abroad and reflect these needs in the activities of the HR department.

Proposed measures:

- Perform an internal audit.
- Organize a meeting on the topic of work-life balance.
- Review existing internal directives and create new ones with a focus on incorporating measures that support equal opportunities where relevant to the content of the document (e.g., Attestation Code)
- Targeted outreach to foreign employees to identify their needs and improve their integration into the institute's life

2. Gender balance in senior and decision-making positions

The management of IP, in line with the commitments outlined in EOP I, has been since 2022 systematically striving for greater gender balance in leadership and decision-making positions. The survey revealed that promoting higher representation of women in decision-making positions is one of the measures declared in EOP I, which employees of IP most frequently noted as being implemented

(it is the second most mentioned specific measure). Addressing the existing gender imbalance is a long-term task for the management of IP, both due to the generally low proportional representation of women in research positions at IP, and the lower number of women in the highest career groups (V5, V6). Despite a significant shift in the composition of decision-making positions, committees, and boards, where the representation of women increased from 23.5% in 2022 to 30.8% in 2024 (see Table 5), there remains a strong disproportion in the representation of men and women in the positions of heads of research departments and their deputies.

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 bodies of IP.
- Boost women's presence in official committees and boards; monitor the fulfilment of established commitments.

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.

In the years 2023–2024, internal documents for recruitment, onboarding, and the adaptation of new employees have been updated. These include the Recruitment Process Methodology at IP CAS, Practical Tips for Conducting Job Interviews (intended mainly for persons in leadership positions), and the document Onboarding of New Employees: The Adaptation Process. These documents are available on IP's internal website and were created with consideration for the principles of equal treatment and gender sensitivity. Additionally, a new IP advertisement template was created, which will include a statement encouraging persons from underrepresented groups to participate in selection procedures.

Career progress at IP 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 I, par. 3). The Code of Ethics of IP declares impartiality in evaluation: 'In their professional evaluation (in reviews, expert opinions, during attestation procedures, etc.), researchers are guided solely and exclusively by factual criteria, they take care to prevent conflict of interest, and respect the plurality of topics and methodological approaches. Especially decisions which have an impact on career progress and remuneration must be factual, impartial, and transparent.' (Code of Ethics, Article II, par. e).

Employee evaluation at IP is subject to the Attestation Regulations of the Institute of Philosophy of the Czech Academy of Sciences, P.R.I., which includes the document Criteria for Assigning University-Educated Researchers to Qualification Grades and Tariff Classes. As mentioned in point 1, new Attestation Regulations are planned to be introduced at IP in the coming years, which should contribute to greater transparency in the performance evaluation and attestation procedure for researchers. Given that the survey identified equality and transparency in career advancement as one of the potentially problematic areas, this issue will receive increased attention.

In connection with the preparation for the implementation of Directive (EU) 2023/970 of the European Parliament and of the Council on pay transparency, the institute's management plans to conduct a pay equity audit at IP in 2025.

Proposed measures:

- Monitor the implementation of gender sensitivity measures when forming selection committees, as outlined in PRP I.
- Encourage persons from underrepresented groups to participate in selection procedures at IP.
- Conduct a pay equity audit.

4. Integration of the gender dimension into research and teaching

The IP is a research institution of a non-university type 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 of IP (in Article II, letter b).

In response to the requirements of research funding providers at both the national and international levels regarding the gender dimension of research and its integration into research proposals, training sessions and lectures focusing on the gender dimension in research will be organized to support researchers in formulating their proposals. The content of the planned training will reflect the SAGER methodology, taking into account the content of the Handbook for Evaluating the Gender Dimension in Research (TA CR 2019).

Proposed measures:

- Training on the gender dimension of research in the humanities.
- Lectures by scientists whose research aligns with the research focus of IP and who work with gender topics in their projects, with an emphasis on approaches and methodologies related to gender.

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 for all of its employees a safe and peaceful environment. As revealed by the data obtained from the survey, IP employees perceive issues related to inequalities and discrimination within the institute, particularly in the area of persistent gender stereotypes and prejudices against minority groups, and to a lesser extent, inappropriate behaviour in the workplace.

The Institute considers all discrimination, bullying, bossing, or violence unacceptable. The Code of Ethics of IP takes a decisive stance against such behaviours (Article I, letter b). In connection with the Code, management of the Institute will implement preventive measures against improper behaviours by involving employees in both research and non-research positions.

Proposed measures:

- Workshop on gender stereotypes and unconscious biases.
- Training for employees from non-research departments using training materials from the project Prevention of Gender-Based Violence at Public Research Institutions and Universities in the Czech Republic.

Appendix to the Equal Opportunities Plan of the Institute of Philosophy of the Czech Academy of Sciences, PRI, for 2025–2027

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.	2–3Q 2027	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, including the use of gender-sensitive language.	Continuous	Document substantive and formal (linguistic) changes in regulations and other documents
Map the needs of foreign employees of IP	Improvement of care for foreign employees at IP, proposal of measures for their better integration into the life of IP.	3–4Q 2025	Survey aimed at colleagues from abroad mapping their needs; evaluation of the survey
Pay equity audit	Conducting an audit of equal pay in cooperation with the Ministry of Labour and Social Affairs of the Czech Republic.	3–4Q 2025	Audit Report
Consideration of child or dependent care in relation to requirements for working (research) performance at IP	Facilitation of the return of individuals from parental leave to the workplace.	4Q 2025–2Q 2026	Modify the Attestation Code

Organization of meetings with female researchers on the topic of their career paths and the balancing of work and personal life	Raising awareness of the issue of work-life balance, providing motivation and inspiration, especially to colleagues at the beginning of their scientific careers.	Continuous	Organise meetings
2. Gender balance in senior and decision-making positions			
Strengthen equality in boards and committees which are appointed by the management	Monitoring the implementation of measures adopted in support of gender balance in the committees and boards of IP.	Continuous	Data collection and documentation, reporting
Create conditions for gender balance in leadership and decision-making positions	Support women's interest in participation in boards and committees and in running for elected functions.	Continuous	Data collection and documentation, reporting
3. Equal treatment in recruitment and career progress			
Monitor the adherence to the rule of gender sensitivity in the appointment of 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.	Continuous	Data collection and documentation, reporting
Encouraging persons from under-represented groups to apply for positions at IP	Job advertisements will include the information that 'applications from the currently underrepresented groups are welcome'.	1Q 2025	Include the text in the template for job advertisements published by IP

Monitoring the career progression of women and caregivers.	Verification of the effectiveness of measures to support women and caregivers (or identification of potential sources of their disadvantage), especially in categories V2, V3, and V4, based on the results of attestation procedures, taking into account the type of contract, workload, etc.	Continuous	Analysis and reporting
4. Integration of the gender dimension into research and teaching			
Training on the topic of the gender dimension of research in the humanities	Support for the integration of the gender dimension into research.	4Q 2025–2Q 2026	Organise a training or workshop
Lectures by colleagues from IP as well as external speakers who include gender issues in their projects	Sharing examples of best practices in integrating the gender dimension into research topics in the humanities.	Continuous	Organise lectures
5. Measures against discrimination, gender-based violence, and sexual harassment			
Workshop on gender stereotypes and unconscious biases	Raising awareness of gender stereotypes and unconscious biases.	3Q 2027	Organise a workshop
Series of online training sessions for non-research staff on the topic of gender-based violence.	Training of non-research staff on the issue of gender-based violence in the academic environment.	2026	Organize online training sessions

Approved by the Board of the Institute of Philosophy of the Czech Academy of Sciences, PRI, on 9 January 2025.