



Výzkumný ústav rostlinné výroby, v.v.i.

Equal Opportunities Plan at Výzkumný ústav rostlinné výroby, v. v. i. for the period 2022 – 2023

Introduction

The issue of equal opportunities and gender equality is a matter which the Crop Research Institute has long considered to be an integral part of policy at the Institute. However, a complete concept has so far been lacking in this area. Until now, only certain individual steps have been taken, such as the declaration of adherence to the principles of an equal approach and equal opportunities and the rejection of discrimination (Code of Ethics), consideration for parental and maternity leave in the attestation of researchers (Career Regulations), support for teams with parents after returning from parental leave/maternity leave (DKRVO 2018-2022), etc. The Institute also monitors and publishes gender statistics as part of the Institute's Annual Report, available at the Institute's website.

CRI was presented with the prestigious "HR Excellence in Research Award" by the European Commission in November 2021, and has held this ever since. The presentation of the award bound the Institute to comply with conditions stemming from acceptance of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers for the next two years. Satisfaction of these conditions is declared in the Plan of Action for the Human Resource Strategy for Researchers, executed within the bounds of the Operational Programme Research, Development, and Education project, Reinforcement of the Strategic Management of Science and Research at CRI CZ.02.2.69/0.0/0.0/18_054/0014700. A number of the outcomes of the Equal Opportunities Plan will therefore be executed through the project specified.

A gender audit was conducted at CRI in 2021 as part of the Equal Opportunities Plan, carried out by the audit team at Osvětová beseda, o.p.s. The audit was conducted by collecting and analysing (for content and language) publicly-available and internal documents, by presenting a questionnaire to employees, by way of focus groups with staff and semi-structured interviews with selected persons (representatives of management at the Institute, union representatives, employees on maternity/parental leave). The audit was conducted in accordance with the Gender Audit Standard issued by the Office of the Government of the Czech Republic on 6 October 2015. The audit encompassed an evaluation of the objectives of the organisation in relation to equality and the institutional assurance thereof, the personnel policy, the recruitment and release of staff, the organisation structure with regard to gender equality, the education of staff, assessment and remuneration, the work-life balance, and the internal culture at the Institute. The measures proposed form the basis of the Equal Opportunities Plan.

The first measure introduced as a result of the audit was to set the processes of preventing and dealing with sexual harassment with the issue of an internal guideline in November 2021, in that an authorised person was appointed to deal with matters of sexual harassment and regular consultation was introduced between female and male employees and the authorised person in December 2021.

Plan of Action

Area	Objective	Outcome	Indicator	Term
Regulation of selection procedure processes	Formalising the recruitment process, comprising determination of the stages of recruitment, defining the mandatory content of a job advertisement, setting the assessment criteria, balance of men and women in selection committees	Internal regulation: Recruitment and the establishment of an employment relationship Review of the job advertisements which are valid at this time and introduction of advertisements for employment positions without use of the generic masculine	Methodology compiled Gender-correct advertisements	Q2 2022
		Annual evaluation of selection procedure (quality of advertisements, composition of the committee)	Report compiled	
Implementation of the principle of equal opportunities in the running of the Institute through education and awareness-raising	Raising awareness in the sphere of equal opportunities with a presentation of the activities and results of the Institute	Annual report on the activities of the Institute in the sphere of equal opportunities (serves as informative and methodical material for all employees)	Report compiled	Q1 2023
	Raising the level of awareness of the issue of gender equality	Education campaigns in the sphere of equal opportunities, primarily in the sphere of support for equal opportunities, functioning inter-gender communication, prevention of sexual harassment, etc.	Number of education campaigns	
Gender dimension in internal regulations	Articulation and declaration of the fundamental principles of equal opportunities in the strategic documents in place at the Institute	Review of all publicly-available and internal strategic documents, including personnel documents, with regard to the outcomes of the gender audit, including rectification of gender-incorrect language	Number of reviewed documents	Q4 2023

Area	Objective	Outcome	Indicator	Term
Support for successful work-life balance	Broadening the opportunities to work home office and removing excessive associated administration	Internal regulation on the performance of home office work	Regulation compiled	Q1 2022
	Support for persons on maternity leave and parental leave, making sure that the conditions are in place for returning from maternity leave/parental leave	Internal regulation Programme of support for researchers after returning from maternity leave/parental leave	Methodology compiled	Q2 2022
	Standardisation of adjustment process, comprising (among other) the allocation of a person responsible for the execution and simplification of the adjustment process	Internal document: Employee Adjustment to Work Form: Adjustment to Work Plan	Methodology compiled Number of completed processes (completed forms)	Q1 2023
Preventing and dealing with sexual harassment	Implementation of Director's Guideline: Preventing and dealing with sexual harassment	Annual assessment of the handling of complaints, adherence to procedures, proposed corrective measures and the effectiveness of them, evaluation of other proposals and suggestions in relation to the issue at hand	Report compiled	Q1 2023