



Crop Research Institute

Gender Equality Plan of the Crop Research Institute for the period 2024 – 2027

Introduction

The issue of equal opportunities and gender equality is a matter which the Crop Research Institute (CRI) has long considered to be an integral part of policy at the Institute. Previously, however, there was a lack of a more comprehensive concept in this sphere. Since 2022, it has been part of the Gender Equality Plan and since 2023 it has been part of the Long-term Concept of the Research Organization Development 2023-2027 and the Human Resources Strategy for Researchers. At the same time, several sub-steps were implemented, such as the declaration of adherence to the principles of equal approach and equal opportunities and the rejection of discrimination (Code of Ethics), the consideration of parental and maternity leave in the attestation of researchers (Career Regulations), adaptation to work (Methodological Guideline No. 2/2022), support for researchers after returning from maternity leave/parental leave (Methodological Guideline No. 3/2022), recruitment and employment relationship establishment (Methodological Guideline No. 4/2022), remote work policy (Director's Guideline No. 3/2024) and, above all, the setting of the processes for preventing and dealing with sexual harassment through the issuance of an internal directive in November 2021. In March 2022, an amendment to the Organizational regulations established the position of Ombudswoman/Ombudsman of the CRI, and in December 2023, responsibilities for the gender equality agenda were added and personnel costs for this activity were subsequently allocated.

The Institute also monitors and publishes gender statistics, which have been part of the Institute's Annual Reports since 2018, available on the Institute's website.

Since November 2021, the CRI has been awarded the prestigious "HR Excellence in Research Award" by the European Commission. In November 2023, a mid-term evaluation of the implementation of the Action Plan was prepared and submitted to the European Commission. Its implementation was reflected and included activities were revised. The revised Action Plan has been expanded with 10 new activities, the implementation of which will further deepen compliance with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

As part of the preparation of the Gender Equality Plan, a gender audit was conducted at the CRI in 2021. The audit was carried out following the Gender Audit Standard issued by the Office of the Government. The audit encompassed an evaluation of the organization's objectives in relation to equality and institutional assurance, personnel policy, the recruitment and release of employees, organizational structure with regard to gender equality, employee education, assessment and remuneration, the work-life balance and the internal culture of the institute. The proposed measures form the basis of the Gender Equality Plan.

Action Plan

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	Advertising of employment positions without using of the generic masculine	Gender-correct advertisements	Continuously
		Annual evaluation of selection procedures (quality of advertisements, composition of committees)	Report compiled	Annually
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	Annually
	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	Continuously
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	Continuously
Support of a successful work-life balance	Broadening the opportunities to work home office and removing excessive associated administration	Update of an internal regulation for the performance of remote work	Regulation compiled	Q1 2024

Area	Objective	Outcome	Indicator	Term
	Support for persons on maternity leave and parental leave, making sure that the conditions are in place for returning from maternity leave/parental leave	Implementation of the Internal regulation Programme of support for researchers after return from maternity leave/parental leave	Methodology compiled	Q4 2024
	Standardisation of adjustment process, comprising (among other) the allocation of a person responsible for the execution and simplification of the adjustment process	Implementation of an internal document: Employee Adjustment to Work.	Methodology compiled	Q4 2024
		Form: Adjustment to Work Plan	Number of completed processes (completed forms)	Q4 2024
Preventing and dealing with sexual harassment	Implementation of the Director's Guideline: Preventing and addressing 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	Annually
Gender dimension in the content of the research	Gender dimension of the research content taken into account during project preparation	Overview of projects containing consideration of the gender dimension in the research content	Report compiled	Annually

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