

## Gender Equality Plan at the Institute of Geology of the Czech Academy of Sciences

The Institute of Geology of the Czech Academy of Sciences (hereafter GLU) assents to the declared "Gender Equality Strategy" as securing one of the fundamental rights of European Union citizens. The strategy of the European Union is to establish a society in which men and women have equal opportunities to thrive being free to pursue their chosen paths in life.

Important for GLU is the equal approach to all employees regardless of their gender or age. These principles are already in effect. GLU declines any gender stereotypes. GLU researchers follow the Code of Ethics of the GLU as well as the Code of Ethics of the Czech Academy of Sciences upon which it is based.

GLU and its management support professional development of all GLU employees. All employees are provided equal working leave due to their participation in language and professional courses organized by the Czech Academy of Sciences and other activities of this kind. No distinctions among employees are made in benefitting from the Social Fund resources. No discrimination or harassment are tolerated. A care is taken that the pays of employees are comparable within individual tariff classes. Part-time jobs are allowed for all employees. Partial work from home is allowed for working positions where home-office regime is possible.

The principle of equal opportunities is unequivocally applied in the evaluation of all open competitions at GLU, and equality between women and men is promoted. The ratio between men and women among employees newly accepted for the positions of PhD students is almost balanced. GLU has an equal attitude to the research activities of women and men, and does not decline the presence of women in managerial positions. In spite of this and the lack of stereotypes, GLU is only gradually approaching the target of gender-balanced management: women show a minor representation in managerial and research positions (including post-doctoral positions). This long-standing situation is due to the profession-related specificities and is clearly connected with the rather low proportion of women among students of geosciences.

Basic analysis of the proportion of women among GLU employees (as of the first quarter of 2025):

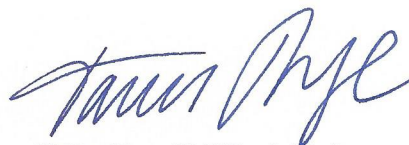
	Men	Women
All employees	53 %	47%
University-graduated employees	58 %	42%
University-graduated technical staff	25 %	75%
PhD students	67 %	33 %
Post-docs and scientific workers	69 %	31 %
Employees in managerial positions	61 %	39%

GLU evaluates, on an annual basis, the number of employees, the proportion between women and men among the employees, their remuneration and workloads. These data are published in the annual activity reports. Such analyses will be further continued, and average numbers of years needed for a career promotion in women and men will be monitored.

The following long-term goals are postulated to improve gender equality in GLU workplaces:

1. **Achieve a fairer gender balance** in the category of scientific workers, while maintaining the requirement for professional qualities of employees
2. Support women in **submitting grant projects** and in an overall higher proportion of women in project research teams
3. **Support parents** in their working activity through part-time work and flexible work schedule

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