Gender Equality Plan of the IMC

With this document the management of the Institute of Macromolecular Chemistry, Czech Academy of Sciences, states that the principle of equal opportunities applies to all positions at the Institute of Macromolecular Chemistry (IMC) through the implementation of gender equality, the recruitment process, nominations to professional bodies, the evaluation system and remuneration.

The Institute fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activity including research freedom, ethical principles, professional responsibility and attitude, accountability, good practice in research, dissemination, public engagement, non-discrimination, gender balance, co-authorship, working conditions, stability of employment, career development, mobility, evaluation and recruitment. To certify this approach the Institute is in the process of requesting the HR Excellence in Research award.

Adherence to these principles is monitored by the governing bodies of the Czech Academy of Sciences and is regularly evaluated.

The Institute is committed towards gender equality within our academic community and in the wider academic environment.

Consequently, IMC continues to support the development of measures that enhance gender equality and social equity within our community. This is an important agenda for us as we are also an institution delivering societal impact.

We have developed the indicated measures to address gender equality at IMC: training opportunities, raising awareness on gender equality and policy measures to ensure equal opportunities in recruitment and career progression.

Dedicated Resources
The Institute has committed human resources and gender expertise to implement this Gender Equality Plan.

Data collection and monitoring
The Institute analyses gender disaggregated data on personnel and students, evaluates the data and benchmarks the results with international academical standards.

Work-life balance and organisational culture
IMC is aware that organisational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and have equal opportunities in building a fulfilling career. Organisational culture and work-life balance is a broad thematic area that addresses issues such as:
1. Gender-sensitive communication;
2. Childcare provisions;
3. Maternity/paternity/parental leave provisions
4. Childcare facility within working premises;
5. Part time work possibility.

Gender balance in leadership and decision-making
IMC strives to be a gender-balanced institution, where its members have equal access to and a balanced participation in leadership and other decision-making roles.

Gender equality in recruitment and career progression
Since we are engaged in university education, we have an influence on who gets to build our future societies. Therefore, we find it important that our educational environment is free of gender bias. In order to reduce bias in our research and education content, it is vital to take into consideration the equality dimension of gender, (biological traits and social features) of both men and women.

Integration of the gender dimension into research and teaching content
IMC strives to be a socially responsible institution that successfully integrates and proliferates gender conscious research and education.

Company culture against gender-based violence including sexual harassment.
At IMC we strive to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within the Institute.

IMC has developed several measures to eliminate gender-based violence such as sexual harassment within our community. The Institute has a confidential counsellor whose task is to address undesirable behaviour, should it appear.

The principles stated above are embedded in various internal rules and regulations of the Institute, in particular in the Collective Agreement between the Director and the representatives of the employees, as well as in the document Carrier Directive that governs the carrier development of the IMC employees and students.

With the continued efforts we believe that we are, and will be in the future, able to contribute to gender equality in academia.

Jiri Kotek, PhD
director