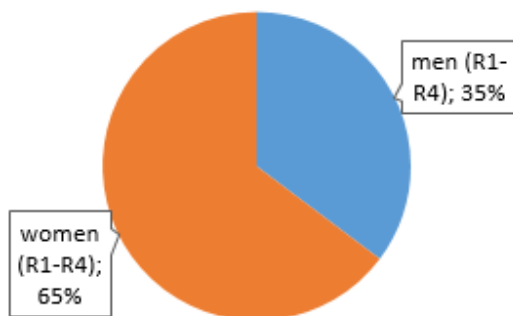


Internal Analysis of the actual equal opportunities on VRI (Equality plan as a tool of institutionalization equal opportunities agenda)

Equal job opportunities, regardless of gender, is an important priority for us and as an aspirant for the HR AWARD in the long run, we try to improve them. We as a research institution are aware of the important role for women in our research fields and we strive to actively support them. The management of the VRI uses some of the tools to support the activities of young scientists and women (parents) in science. Our institution allow part-time jobs for women/men (parents) with children by using flexible working hours or home office options.

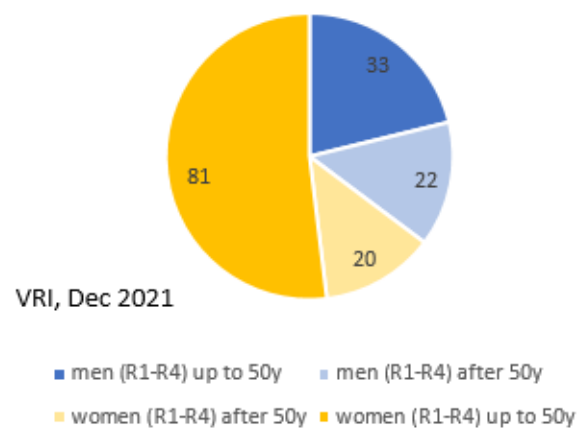
Distribution of researchers by gender



VRI, Dec 2021

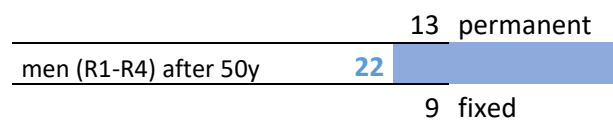
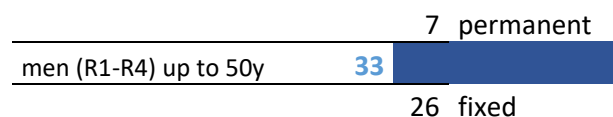
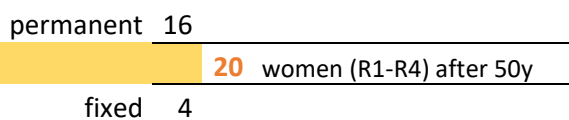
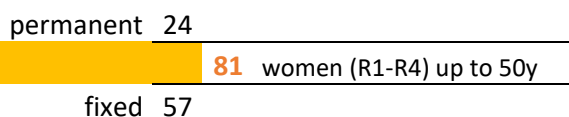
men (R1-R4) women (R1-R4)

Distribution of researchers by age



VRI, Dec 2021

men (R1-R4) up to 50y men (R1-R4) after 50y
women (R1-R4) after 50y women (R1-R4) up to 50y



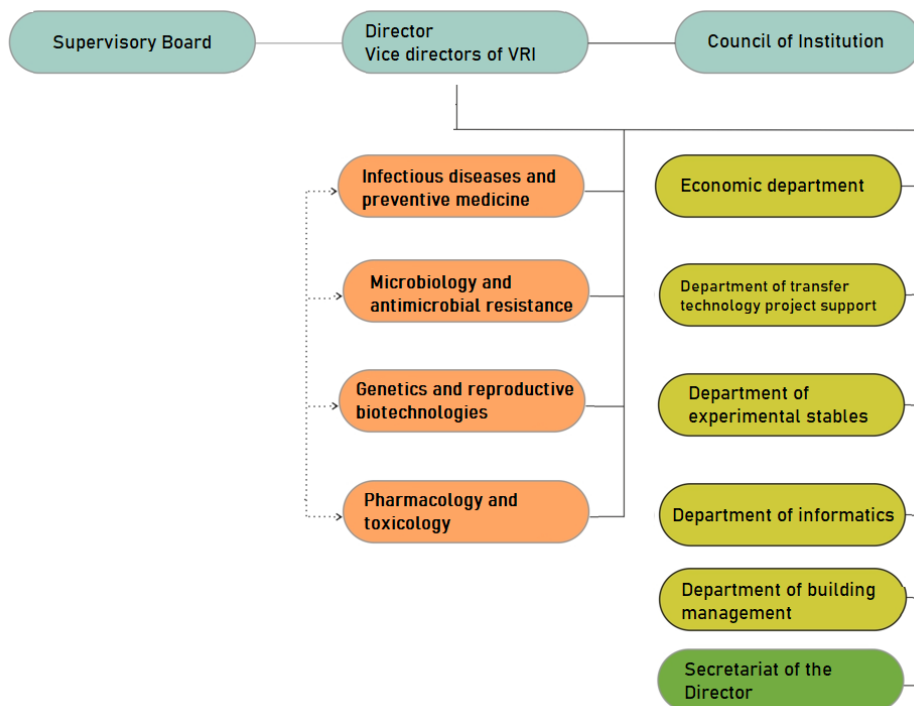
Job Contracts – permanent/fixed time

In 09/2021 VRI was newly appointed by Ministry of Agriculture of the Czech Republic as a sector member of Working Group on Equality between Women and Men. The group was established as a working team of the Council for Research, Development and Innovation in Czech Republic. The group will be working on two types of activities. It will work on methodological recommendations for R&D&I providers and research organisation management. It will also give suggestions to the Council of R&D&I for further action, for example in the legislative field or as input to the implementation of the Methodology 17+. It will publish examples of good practice and updates on equal opportunities for women and

men in research. This will be done through a separate section on the www.vyzkum.cz website. The second part of the activity will be aimed at addressing practical problems, which will be brought via the email address rzm@vlada.cz (rzm - gender equality in research). The challenge is therefore to achieve a good research environment without barriers and unnecessary administrative burdens, the means being systemic measures that make the rules as simple, transparent and applicable as possible. This includes sufficient emphasis on the balancing of opportunities for women and men in research in the evaluation of research organisations according to the 17+ Methodology.

Representation of women in advisory and decision-making bodies

The VRI structure is divided into ten departments, of which only three women are the head of the department. There are 4 research departments lead by managers of which none of them is not a woman. Research departments consist and divide as specific 14 research groups of which only five are the heads of the research groups. We have also 6 supportive and administrative departments for Researchers of which three women are the head of the department. There are significant differences and opportunities for better distribution of members in management positions. However, in the leadership of the VRI is a woman as a Vice director.



We support women to become heads of departments or heads of research groups (in 2021, three women were newly appointed as heads of departments, and several women were established as group leaders).

The current composition of the Council of the Institution is also not well balanced. Representatives to the Council of the Institute are elected by the Assembly of Scientists; thus, it is not possible to categorize this authority. However, efforts should be made to improve the position of women on the Council of the Institute where up to date only 3 of 15 members now are women. It will probably be necessary to discuss how to adjust and add the new principle in the election rules of the VRI Council of the Institution.

Actual activity and Equality Plan of the VRI

The four recommended areas are discussed in separate sections below, containing summaries of the Activities that are planned for implementation in the HRS4R project. All planned activities are based on the actual needs of internal analysis.

Work-life balance and organisational culture

- The Code of Ethics for Employees of Scientific Departments (see action Nr 9 AP)
- Formalised and transparent rules for 'home office' (completed)
- Events for employees and their families (see action Nr 9 AP)
- Promoting equal opportunities and diversity (see action Nr 9 a Nr 10 AP)

Gender balance in leadership and decision-making

- Revision of the election rules for the Institute Board for hidden tendencies that could result in the underrepresentation of women (see action Nr 10 AP)

Gender equality in recruitment and career progression

- Implement gender-sensitive language in OTM-R recruitment documents and website (see action Nr 8 AP)

Measures against gender-based violence, including mobbing bossing ect.

- Initial training in human bullying behaviour, genderbased violence, harassment and other types of human rights violation (see action Nr 9 AP)
- Ensure access to online information and educational platform (i.e. stopper.cz)

This VRI EP will be integrated and newly added into the revised HR Award Action Plan. The progress in the implementation will be monitored by the HR Award Committees. Working Group will be responsible for checking the timely delivery of the planned actions.

For more information about the implementation see the revised HR Award Action Plan.

Created for the implementation of the HRS4R action objectives (Gender and Equality)

Jiri Kolisek, HR Coordinator, Personnel Department
24 Jan 2022, Veterinary Research Institute Brno, Czech Republic