

VRI Gender Equality Plan 2022–2026
Veterinary Research Institute

GEP 2022 Assessment



HR EXCELLENCE IN RESEARCH

2023

Evaluation of the implementation of GEP 2022

1. Highlights concerning the GEP

On 20 June 2022, the VRI Gender Equality Plan (GEP) was approved. All manager staff and members of the HR Award working groups were made aware of the developed and approved document. The document is published on the Institute's website in the section <https://www.vri.cz/en/about-us/hr-award/documents/>.

VRI received the HR Excellence in Research Award on 6 October 2022. As a member of the HR Award group, we are further committed to the continuous support and management of HR processes following the European standards for excellence in human resources in research according to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. As a research institution, we meet the requirements and we are among the selected to use this certificate in recognition of the transparency, openness, and quality of HR standards in research.

In connection with the continuous implementation of the HRS4R strategy according to the approved Action Plan (AP), we are committed to promoting effective human resource management practices through HR support to our employees. Equal opportunities are also of the areas of implementation of the AP.

The resolution of the 386th meeting of the Council for Research, Development, and Innovation of the Czech Republic has terminated the activities of the Working Group for Gender Equality in Research. Further promotion of equal opportunities will be replaced by a different format of work, including crossing the topics addressed beyond the original narrowly focused framework. VRI was a selected member and appointed as a representative of this working group through the Ministry of Agriculture of the Czech Republic. The activities of the group were terminated on 1 November 2022. Our support and implementation of activities in this area are maintained and continued through the progressive implementation of our internal GEP activities.

1. Activities implemented and area supported for GEP implementation

For the period 2022-2026, the GEP has suggested areas where actions to implement gender balance should be directed:

- (a) Work-life balance
- (b) gender-balance in leadership and decision-making
- (c) gender-sensitive language in public space
- (d) gender-equality in recruitment and career opportunities
- (e) Training and development to promote equal opportunities

(a) work-life balance

Promotion of flexible forms of work (clear rules on the availability of flexible arrangements, taking into account the needs of parents with young children when setting up, formalized office rules)

Completed 11/2022

Issuance of Director's Order No. 13/2022 - Modification of the Home Office mode following the provisions of DIRECTIVE No. 16 - MODIFICATION OF HOME OFFICE WORK MODE. Adjustment of formalized HO rules of work in this mode according to current conditions related to ensuring the operation of all workplaces. The aim was to reassess the supervision of work in this mode. Newly introduced HOME OFFICE REQUEST form.

Development of IT infrastructures (VPN, other IT support tools)

ongoing 12/2022

Completion of activities within the planned deployment of a new tool in the form of an **intranet et to support information sharing**, support, and t for remote access to storage. With an expected launch in the first quarter of 2023. DB of 5/12/2022 nr. 7.

ongoing 12/2022

SelectThe selection of a new HR and Payroll System (PIS) includes implementation and active deployment with an anticipated date in the second half of 2023. DB of 5/12/2022 item No. 8. This is an implementation activity following the need to substitute the existing PIS which, due to current requirements and demands on the services provided, did not meet future needs. In particular, the new system will take into account the need for better work in HR, including the introduction of an information portal for staff.

Early adaptation and development (job orientation, adaptation plan, mentoring development, grant application writing workshops, support in the role of project leaders, support in learning soft skills).

before completion 12/2022

Newcomers guide to support orientation at the workplace and facilitate the adaptation process, particularly in the early stages of adaptation. We created an electronic guide that will be open and accessible to the public, updated, and available for use by all new and existing employees. The aim is to provide a quick answer to the most frequent questions in connection with the start of new employees or their rapid activation and return to work of our existing employees from parental leave. The handbook is intended to open up opportunities for questions in areas that will be presented and introduced as essential. Details on the status of the preparation and further collaboration will be presented at the DB 1/2023.

(b) gender balance in leadership and decision-making

Increasing the motivation of women's aspirations to be in leadership positions

ongoing 06-12/2022

In 2022, the distribution and representation of men and women in leading positions remain unchanged. There was a termination of employment in the two research group leaders in 2022, represented in both positions by women. The reason for termination was the acceptance of new job offers. Following this, women were newly appointed to these positions in both cases.

(c) gender-sensitive language in public space

Adjustment of gender-sensitive language (websites, job advertisements, communication with male and female candidates in selection procedures)

before release 12/2022

Mandatory document on the Recruitment and Selection Policy and Principles of Open and Transparent Procedures established. The document also takes into account the principles of gender-sensitive language and other non-discriminatory practices in the recruitment process. Planned release of public document 03/2023.

(d) gender equality in recruitment and career opportunities

Information support and promotion of possible participation in leadership roles (campaign to promote women in leadership roles) and targeted efforts to ensure that both genders are represented among applicants

ongoing 11/2022 - 3/2023

A system for the recruitment and selection of researchers and other staff at VRI is being developed. The system is based on defined recruitment and selection policies and the principles of open and transparent procedures. Description of the individual stages of the selection procedure, definition of the internal recruitment process including the method of communication and cooperation. Planned release of the recruitment system at VRI 3/2023.

(e) training and development to promote equal opportunities

Providing training and promoting the exchange of information in the field of equal opportunities, including activities to support the balancing of work and private life.

Completed 10/2022

First children's educational residential camp at our institute. The event was attended by a total of 21 children whose parents or grandparents were or are VRI employees. The children were briefly introduced to the researchers' work and learned about our institute's operation and functioning. DB 11/2022.

Completed 10/2022

An internal event for our employees on parental leave. The goal was to provide a one-day program and casual atmosphere for our employees and their children, allowing them to interact with their departments, meet colleagues, and participate in current topics. YR 11/2022.

Completed 12/2022

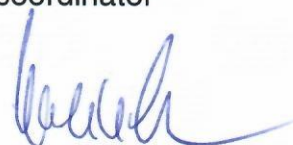
We managed our first annual team fundraiser event for VRI employees to help those in need and with the opportunity to support a good thing. Participation and involvement in the charity event were from on-the-job as well as our colleagues on maternity or parental leave. The purpose was to allow for a common meeting in an informal atmosphere. DB 12/2022.

The planned activities are related to current needs and serve as support for selected target groups in specific areas.

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Signature: *6.3. 2023*

Date:



Reviewed by: MVDr. Martin Faldyna, Ph.D., VRI Director

Signature:



Date:

06 -03- 2023



THE GENDER EQUALITY PLAN IS RELATED TO THE IMPLEMENTATION OF ACTIVITIES UNDER THE HRS4R ACTION PLAN.