

Gender Equality Plan (GEP) of the Institute of Art History, Czech Academy of Sciences (IAH CAS) for 2023–2027

The Gender Equality Plan (GEP) is a practical tool for promoting and supporting our aims of improving equal opportunities for men and women, and also for other groups of employees which differ in terms of generation or other factors. It is based on the principles of the European Union in the field of gender equality and on national policy aims (the Gender Equality Strategy for 2021–2030, issued by the Office of the Government of the Czech Republic).

Prior to drawing up the Gender Equality Plan, the IAH CAS commissioned an internal gender audit, carried out in 2022, aimed at evaluating these aspects of the way research is carried out:

1. Defining the aims of the organisation and ensuring a policy of gender equality on an institutional level
2. Personnel policy
3. Wages and salary policy
4. Harmonising the personal and working life of staff
5. The culture of the organisation and workplace relationships
6. The gender dimension of research

Equal opportunities in working conditions, career growth, evaluation, and pay are among the basic priorities of a modern European institution. In view of its integration into international research cooperation and its planned participation in European research programmes, the IAH CAS aims at establishing a cultivated working environment for research. In adopting this Gender Equality Plan, it declares its interest in developing a research institution which values the individual abilities of its employees and respects diversity at all levels of the organisation.

In implementing the GEP for the period 2023–2027, the IAH CAS aims at:

- Consistently maintaining equality in pay for women and men
- A gender balance in the management and assessment bodies of the organisation
- Gender equality in career progression
- Supporting harmonisation of the personal and working life of staff
- Consistently monitoring and dealing with complaints about victimisation and sexual harassment

An integral part of the GEP is an action plan which specifies procedures and defines target groups, timeframes, indicators, and the responsible/contact person or contact point. From what has been said it follows that the aims are concrete, capable of evaluation, realistic, and have a defined timeframe, with the necessary degree of flexibility with regard to the needs of the institution.

In adopting the GEP, which was approved by the management of the Institute and discussed by the Board of the IAH CAS, the management of the IAH CAS commits itself to integrating the principles of the GEP into the research working environment, and to implementing the plan.

Signed in Prague on 19 January 2023



Assoc. Prof. PhDr. Tomáš Winter, Ph.D.
Director of the IAH CAS

Gender equality action plan of the Institute of Art History, Czech Academy of Sciences, for 2023–2027

1. Aims of the organisation and ensuring a policy of gender equality and a gender dimension for research and teaching on an institutional level							
Aim	Measure/action – description	Priority	Target group	Timeframe	Indicator/s	Responsibility/ implementation (university/other section)	Level (institutional/structural; cultural/symbolic; individual)
Systematically supporting equal opportunities at the IAH	Defining visions and goals in the field of gender equality	High	Employees	By the end of 2023	Visions and goals in the field of gender equality have been defined	IAH	Cultural/symbolic
Systematically supporting equal opportunities at the IAH	Creating an ethical code relating to behaviour and conduct in the workplace, including a clear rejection of sexually- and gender-motivated harassment and the declaration of an endeavour to limit this. The code is intended for research, specialist, and administrative staff.	High	Employees	By the end of 2023	Internal regulation	IAH	Cultural/symbolic
Systematically supporting equal opportunities at the IAH	Regularly carrying out a gender re-audit	Medium	Employees	Until the end of 2027	Final report of the gender re-audit	IAH	Cultural/symbolic
Systematically supporting equal opportunities at the IAH	Preparing a gender equality action plan at the IAH and allocating responsibility for implementing individual measures to specific people	High	Employees	January 2023	Existence of a gender equality action plan. Specific people have been allocated responsibility for implementing individual measures.	IAH	Cultural/symbolic

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Systematically supporting equal opportunities at the IAH	Authorising a specific person to be primarily responsible for implementing the gender equality agenda at the IAH.	Medium	Employees	January 2023	A person responsible for this agenda is active at the IAH	IAH	Cultural/symbolic
Systematically using gender-sensitive language in internal documents	Paying attention to the use of gender-sensitive language	Medium	Employees, the general public	Ongoing	Gender-sensitive language is used in documents that are created	IAH	Cultural/symbolic

2. Personnel policy							
Improving the process of assessing employees	Training the Attestation Committee to act in a non-discriminatory way.	High	Employees	Ongoing	Training of the Attestation Committee is carried out before the start of the attestation process	IAH	Institutional
Increasing staff awareness of internal procedures.	Making all regulations and guidelines accessible to employees online.	High	Employees	January 2023	Guidelines and regulations are accessible online on internal website at UDU/Dokumenty/Vnitřní předpisy	IAH	Institutional
Improving the quality of the integration process for new staff members	Fine-tuning the integration process for new employees in each department of the IAH.	High	Employees	April 2023	Internal documentation	IAH	Institutional
Creating equal working conditions for all employees.	Drawing up a model for the ideal implementation of an annual work plan.	Medium	Employees	January 2023	Model annual work plan	IAH	Institutional
Promoting equal opportunities.	Using gender-balanced terms when advertising posts.	High	Employees	Ongoing	Gender-balanced terms for advertised posts	IAH	Institutional

Aim	Measure/action – description	Priority	Target group	Timeframe	Indicator/s	Responsibility/ implementation (university/other section)	Level (institutional/structural; cultural/symbolic; individual)
3. Wages and salary policy							
Supporting equal pay for women and men at the IAH	Collecting gender-segregated data relating to pay and regularly evaluating them. In addition to the average wage for men and women, it is possible to compare the median wage for specific posts as well. We likewise recommend a comparison of the individual wage components for men and women (basic wage, personal supplement, and bonuses)	High	Employees	Ongoing	At the end of each calendar year, the IAH presents gender-segregated data relating to pay to the Institute management.	IAH	Institutional
Supporting equal pay for women and men at the IAH	Publishing average wages in relation to the categories of gender and working positions; these categories will contain people who do the same work or work of equal value.	High	Employees	Ongoing	Gender-segregated data related to pay are published in the annual report	IAH	Institutional
Supporting equal pay for women and men at the IAH	Establishing a transparent system for the payment of discretionary wage components, together with the introduction of documentation showing the connection between bonuses and fulfilled tasks, which is given to the person receiving the bonus.	High	Employees	January 2023	Internal document	IAH	Institutional
Creating equal working conditions in the research environment	Publishing the regulation on wages, including motivational tools, on the intranet.	Medium	Employees	January 2023	Regulation accessible online at IAH/Dokumenty/Vnitřní předpisy/Mzdový předpis	IAH	Institutional

Aim	Measure/action – description	Priority	Target group	Timeframe	Indicator/s	Responsibility/ implementation (university/other section)	Level (institutional/structural; cultural/symbolic; individual)
4. Harmonising the personal and working life of staff							
Supporting harmonisation of the personal and working life of staff	Publishing the regulation “Working from home” on the intranet.	Medium	Employees	January 2023	Regulation accessible online at IAH/Dokumenty/Vnitřní předpisy/Home office	IAH	Institutional
Supporting harmonisation of the personal and working life of staff	Devoting attention to benefits and their possible use for employees with children and without children.	Medium	Employees	Ongoing	Revision of benefits	IAH	Institutional
Supporting harmonisation of the personal and working life of staff	Raising awareness of the children’s group of the Czech Academy of Sciences.	Medium	Employees	Ongoing	Information published about the children’s group of the Czech Academy of Sciences	IAH	Institutional

5. The culture of the organisation and workplace relationships							
Preventing the occurrence of victimisation and sexual harassment in the IAH setting	Training someone to be responsible for dealing with sexual harassment and related issues, or establishing an advisory body to the management of the Institute which will investigate cases of sexual harassment; official complaints to be submitted to this person and/or body.	High	Employees	By the middle of 2023	A person responsible for dealing with sexual harassment at the IAH has been appointed	IAH	Institutional
Preventing the occurrence of victimisation and sexual harassment in the IAH setting	Providing regular training for IAH employees on issues relating to gender-sensitive language and sexual harassment in the workplace.	High	Employees	Ongoing	Training carried out, lists of participants	IAH	Individual

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Preventing the occurrence of victimisation and sexual harassment in the IAH setting	Publishing procedure for dealing with sexual harassment on the IAH intranet or website.	High	Employees	By the middle of 2023	Procedure for dealing with sexual harassment published at UDU/Dokumenty/Vnitřní předpisy/Kritické situace	IAH	Institutional
Preventing the occurrence of victimisation and sexual harassment in the IAH setting	Monitoring complaints made against the IAH. Statistical information should include the gender category, the status of those involved, the type of behaviour in individual cases (mobbing, bossing, sexual harassment, etc.), and, last but not least, the result of the complaint.	Medium	Employees	Ongoing	Statistics of complaints made, including the gender category, the status of those involved, the type of behaviour in individual cases, and the result of the complaint	IAH	Institutional

6. The gender dimension of research							
Participation in European projects dealing with the gender dimension in the content of research	Training relevant employees on the theme “The gender dimension in research themes”	Medium	Employees	Ongoing	Training has taken place. Lists of participants at the training courses.	IAH	Cultural/symbolic
Promoting the gender dimension of research	Involvement in the activities of the Community for Change (previously known as the Working Group for Change), which has been organised by the National Contact Centre – Gender and Research since 2015.	High	Employees	By the middle of 2023	The IAH participates in the activities of the Community for Change	IAH	Cultural/symbolic