

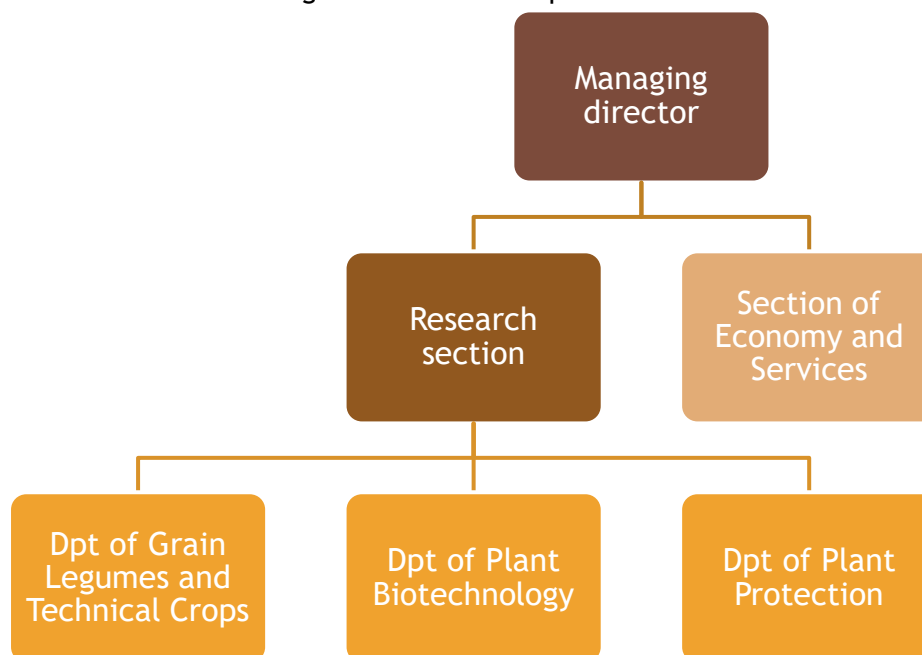


# GENDER EQUALITY ACTION PLAN

2022-2025

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Gender Equality Action Plan (GEP) of the research institution Agritec Plant Research s.r.o. has been developed by Working group. The GEP includes action to reach a promoting career development for both female and male researchers, improving decision-making by addressing gender imbalances, incorporating the sex/gender dimension variable in research and stimulating gender awareness on culture change. GEP contains measures developed on the basis of analysis carried out through the collaboration with the scientists, researchers, technicians and administrative staff during the Gender Audit phase.



More than half of the employees are women (63%). Women predominate in the categories with lower education/degree achieved (Technicians and Researchers).

The category Technicians can be further subdivided into three separate subcategories according to the nature of the activities performed. Each subcategory is represented by only one gender (groups of work 2 and 4 only by men, while group of work 3 only by women).

There are currently no males in the category of Researchers, and equal representation of males and females in the category of Scientists. There is one woman and two men in the Middle management and two men in the Top management who are the owners of the research organisation.

	Number (%)	
	Male	Female
Top management	2 (100 %)	0 (0 %)
Middle management	2 (67 %)	1 (33 %)
Scientists (Ph.D. degree or higher)	3 (50 %)	3 (50 %)
Researchers (master degree)	0 (0 %)	5 (100 %)
Technicians	8 (32 %)	17 (68 %)
Total	15 (37 %)	26 (63 %)

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## Promoting Gender Equality within the institution

Key area	Objectives	Measures	Direct Target group	Indirect Target group	Timeline				Actors	Indicators
					2022	2023	2024	2025		
A.1 The institutional environment	A.1.1 Promoting the creation of structures to support gender equality	Appointing delegates to be responsible for monitoring and ensuring that workplace procedures and practices respect gender equality	Representatives of scientists, researchers and technical and administrative staff	Scientists and researchers, technical and administrative staff	x	x	x	x	Quality manager, Managing director	A.1.1.1 Working group for monitoring appointed A.1.1.2 Working group carrying out routine monitoring A.1.1.3 Integration gender equality in policy and structures
A.1 The institutional environment	A.1.2 Elimination of generic masculinities in relevant cases	Replace generic masculinities with alternatives in communicated materials and texts, both internal and external	Scientists and researchers, technical and administrative staff		x	x	x	x	Managing director, Quality manager, HR manager, project manager, Head of department	A.1.2.1 Gender sensitive language in institutional documents and materials
A.1 The institutional environment	A.1.3 Monitoring gender and diversity state of the art in the organisation	Gathering of gender disaggregated quantitative and qualitative data routinely; analysis of these data in dedicated Report for monitoring gender and diversity state of art in the organisation	HR manager, Managing director	Scientists and researchers, technical and administrative staff	x	x	x	x	HR manager	A.1.3.1 Annual gender report
A.1 The institutional environment	A.1.4 Promoting gender equality in institutional culture, processes and practice	Plan of regular GEP follow-up meetings with governance key actors and Heads of Departments	Key actors	Scientists and researchers, technical and administrative staff	x	x	x	x	Working group	A.1.4.1 Meeting for GEP's implementation
A.1 The institutional environment	A.1.5 Rising awareness on gender equality	Promotion of initiatives and trainings addressing gender equality issues	Scientists and researchers, technical and administrative staff		x	x	x	x	Working group	A.1.5.1 Awareness trainings on gender sensitive issues

## Promoting Gender Equality in personal policy

Key area	Objectives	Measures	Direct Target group	Indirect Target group	Timeline				Actors	Indicators
					2022	2023	2024	2025		
B.1 Recruitment and career progression	B.1.1 Support gender-sensitive recruitment	Carrying out gender awareness of Commission Members in order to avoid gender bias in recruitment procedure	Commission Members	Candidates	x	x	x	x	Commission Members, HR manager	A.1.5.1 Awareness training on gender sensitive issues B.1.1.1 Unified evaluation form
B.1 Recruitment and career progression	B.1.2 Promoting career progression	Offer of mentoring and trainings targeted to support organisational, communication and leadership skills	Newly recruited researchers and scientists and technical and administrative staff		x	x	x	x	HR manager	B.1.2.1 Empowerment trainings for career progression B.1.2.2 Trainings for leadership
B.1 Recruitment and career progression	B.1.3 Promoting career progression	Consideration of maternity and paternity/parental leave periods in internal evaluation processes in order to reach a more equal assessment	Managing director, Head of department				x	x	Quality manager, Managing director	B.1.3.1 Positive actions in research evaluation
B.1 Recruitment and career progression	B.1.4 Gender balance in leadership and decision-making	Offer of mentoring and empowerment courses to improve self-confidence, negotiating and leadership skills, particularly dedicated to the underrepresented gender	Scientists and researchers, technical and administrative staff			x	x	x	Managing director	B.1.2.2 Trainings for leadership B.1.4.1 Support for skills development B.1.4.2 Trainings for career progression
B.1 Recruitment and career progression	B.1.5 Promoting women in science and research	Promoting initiatives and campaigns within and outside the institution to make women's contribution to research and the gender diversity of research teams more visible	Scientists and researchers	Students	x	x	x	x	Managing director	B.1.5.1 Promoting women's participation in science and research popularisation activities

## Promoting integration of work with family and personal life

Key area	Objectives	Measures	Direct Target group	Indirect Target group	Timeline				Actors	Indicators
					2022	2023	2024	2025		
C.1 Work and personal life integration	C.1.1 Promoting integration of work with family and personal life	Availability of structured supports inside the organisation for child-care, family-members with special needs, elder family-members etc. such as part-time jobs, flexible working times arrangements or children's camp allowance.	Scientists and researchers, technical and administrative staff	Families of scientists and researchers, technical and administrative staff	x	x	x	x	Quality manager, Managing director	C.1.1.1 Policies on work and personal life integration
C.1 Work and personal life integration	C.1.2 Promoting integration of work with family and personal life	Encouragement to men to take parental leave	Scientists and researchers, technical and administrative staff	Families of scientists and researchers, technical and administrative staff	x	x	x	x	HR manager	C.1.2.1 Consultancy for parental leave
C.1 Work and personal life integration	C.1.3 Promoting integration of work with family and personal life	Availability of trainings targeted to work-life balance needs	Scientists and researchers, technical and administrative staff	Families of scientists and researchers, technical and administrative staff	x	x	x	x	Managing director, Head of Department	C.1.3.1 Trainings on work-life balance

## Promoting a sex and gender perspective in research processes

Key area	Objectives	Measures	Direct Target group	Indirect Target group	Timeline				Actors	Indicators
					2022	2023	2024	2025		
D.1 Researchers and research; gender equality and gender perspective	D.1.1 Monitoring gender-sensitive research effectiveness	Monitoring of gender diversified data on research results in the following structure: funding allocation, number of publications, excellence rating and applied results	Managing director, Head of department	Scientists and researchers	x	x	x	x	Project manager	D.1.1.1 Annual research report
D.1 Researchers and research; gender equality and gender perspective	D.1.2 Integration of sex and gender perspective in research	Rising awareness on incorporation of gender dimension in research	Scientists and researchers	Users of the research results		x		x	Managing director, Project manager	D.1.2.1 Training seminar on integrating sex/gender dimension into research content D.1.2.2 Integration of sex/gender dimension into research content

## Measures against gender-based violence including sexual harassment

Key area	Objectives	Measures	Direct Target group	Indirect Target group	Timeline				Actors	Indicators
					2022	2023	2024	2025		
E.1 Gender-based violence including sexual harassment	E.1.1 Rising awareness on gender stereotypes and gender-based violence	Rising awareness on gender stereotypes, unconscious bias and gender-based violence including sexual harassment	Head of department, scientists and researchers, technical and administrative staff		x	x	x	x	HR manager	A.1.5.1 Unconscious bias training for all staff and leaders
E.1 Gender-based violence including sexual harassment	E.1.2 Promoting to combat gender-based violence and sexual harassment in institutional culture, processes and practice	Development and implementation of standards for combat gender-based violence and sexual harassment into policy	Scientists and researchers, technical and administrative staff				x		Quality manager, HR manager, Managing director	E.1.1.1 Incorporating measures to combat gender-based violence into Ethical code

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Approved by Prokop Šmirous, Ph.D., Managing director