



## **Gender Equality Plan of the IM CAS**

The Institute of Mathematics of the Czech Academy of Sciences (IM CAS) confirms its commitment to affirmative action for women, members of visible or racial minorities, and persons with disabilities. The IM CAS strongly values diversity, including gender diversity, within its community. In its previous hiring exercises, the IM CAS has strictly adhered to the principles of affirmative action. The institute pledges to maintain this adherence throughout the current and future hiring process, nominations to professional bodies, evaluation system and remuneration.

The IM CAS declares the endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activity. The recognition of this approach is the HR Excellence in Research awarded to the IM CAS on October 5th, 2021.

The IM CAS introduced the following measures addressing gender equality.

### **Dedicated resources**

The institute has committed human resources and gender experience to monitor gender-related indicators and to implement measures according to this Gender Equality Plan. The scientific gender equality consultant helps researchers with gender-related issues, informs newcomers about work-life balance policies and measures in the institute, and proposes new measures to the management of the institute. The scientific manager monitors and statistically analyses sex-disaggregated data about the personnel of the institute. The IM CAS ombudsman is the first point of contact for employees in case of any gender-based violence and sexual harassment.

### **Data Collection and monitoring**

The Scientific Manager prepares statistical analysis of sex-disaggregated data. Collected data is included in the IM CAS annual report that is published online on the institute's webpage.

### **Work-life balance policies and measures**

Maternity leave (officially "peněžitá pomoc v mateřství" or financial help in maternity).

- This financial support replaces the parent's salary during 28 weeks (37 weeks for twins, triplets, and more).
- It begins at least six and at most eight weeks before the baby is due to be born.
- A parent may only claim this benefit if she or he has participated in the mandatory Czech health insurance system (nemocenské pojištění) for at least 270 days before the maternity leave begins, and they are employed at that time, or their employment ended within the past 180 days.
- It must be taken before the child is one year old.
- Maternity leave amounts to 70% of the parent's average gross salary, calculated based on the preceding year; for the self-employed, the amount is established based on the level of health insurance contributions paid.
- After the baby reaches 7 weeks of age, the father can take over the maternity leave instead of the mother if he is eligible (based on the same conditions on the health insurance).

Paid parental leave (officially "rodičovský příspěvek" or parental allowance)

- Paid parental leave is financial support for parents, which usually follows after the end of the maternity leave. One of the parents is eligible to take it if she or he is caring for the child at home (not using the daycare/nursery/pre-school).

- Paid parental leave consists of a maximum amount of Czech crowns to be taken during the first four years of the child's life.
- If either parent has participated in health insurance prior to taking the parental leave, they can choose the rate at which they take it. The maximum amount is 70% of 30 times the "denní vyměřovací základ" (the average daily salary used to calculate maternity leave pay) on the day the child was born with maximal and minimal limits. It is possible to change the rate once every three months.
- If neither parent paid health insurance before the child was born, they must take the parental leave at the slowest rate – meaning they will receive it monthly until the child's fourth birthday.
- If a mother is expecting another child before she has completed the period of parental leave, she can change the rate at which she takes the leave so that she receives the maximum benefit before her second child is born.
- A parent can only take this subsidy while the child it applies to is the youngest in the family; meaning, if the parent has not fully used it before the next child is born, she or he will "lose" the amount they had left to receive.
- When submitting the application for paid parental leave at the [Labour Office](#) (Úřad práce), the parent will need the child's birth certificate, the parent's ID, and a confirmation from the [Czech Social Security Administration](#) (Česká správa sociálního zabezpečení) of her or his eligibility for maternity leave.
- Paid parental leave is coordinated by the [Labour Office](#) (Úřad práce).
- More details about all these benefits, including financial sums, can be found on the institute's intranet pages.

#### Child Benefit

- Child benefit is paid as a basic benefit to families at monthly rates.
- If the family's income is greater than 2.4 times the living minimum, then the family is not eligible for this benefit.
- If a parent is eligible, she or he should apply for this benefit at the [Labour Office](#) (Úřad práce) with the evidence of income.

#### Flexible working time arrangements

- Flexibility practices include part-time work, working from home, flexible start and finish times, job sharing, and compressed working (working fewer days but longer hours on those days).

#### Childcare support

- Czech Academy of Sciences offers kindergarten for employees' children at three different locations: Lvíček a Viola (children from 18 months), Pluto a Ohm (children from 12 months), Molekula (children from 12 months).

#### Children recreation support

- The institute financially contributes through its social fund to the recreation of employees' children up to the age of 15. The total amount of contributions per employee and calendar year is given in the Rules for management of funds and its annexe – Principles of use of the social fund (Pravidla pro hospodaření s fondy a příloha Zásady pro použití sociálního fondu).

#### Individual approach

- The management of the institute is committed to the individual approach to all its employees and finding optimal solutions for all their gender-related issues.

### **Gender balance in leadership and decision making**

The IM CAS strives to be a gender-balanced institution where its members have equal access to leadership and decision-making bodies.

- Membership in the decision-making committees like the Hiring and Evaluation Committee (appointment by the director) and the Board of the Institute (elections) is completely transparent.

- The director is responsible for nominating at least one female candidate in every election to the Board of the Institute.

#### **Gender equality in recruitment and career progression**

- Targeted advertising of calls: the institute always advertises its open positions on the European Women in Mathematics webpage.
- The content of each advertisement includes encouragement for women mathematicians to apply and information about the work-life balance policy.
- Training on the open, transparent, and merit-based recruitment process of researchers is required for the members of the Hiring and Evaluation Committee.
- Evaluation and appraisal criteria account for career breaks and subtracting leave periods when assessing research output included in the IM CAS Hiring Policy and Procedures.

#### **Integration of the sex/gender dimension into research and teaching content**

- Although the research in mathematics is gender-neutral, the IM CAS is making an effort to increase awareness about the gender equality problem in the mathematical community.
- The IM CAS promotes gender equality in mathematics.

#### **IM CAS against gender-based violence, including sexual harassment**

- The IM CAS Ombudsman is the first contact to report any gender-based violence and sexual harassment.
- There is a protocol against gender-based violence on place.

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Tomáš Vejchodský  
director