



# The Institute of Information Theory and Automation of the Czech Academy of Sciences

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## GEP Annual Report 2022

### 1. Introduction

The purpose of the Annual Report on the Gender Equality Plan is to provide a summary of the results achieved in this area, as well as to outline any problems or shortcomings.

### 2. Achieved results

#### 2.1 Dedicated resources

The GEP working group (vice-director for operations and one assistant of the Institute management) started its work and invited a data specialist to address Item 2.2.

#### 2.2 Data collection and monitoring

Data collection and analysis focus on gender aspects of wages and full-time equivalent numbers. Due to the imbalance in the number of women and men employed in support activities, the scientific departments have specifically been analyzed. Even in these departments, the significantly lower numbers of women employed imply a source of difficulties in statistical processing (especially when analyzing time trends). Nevertheless, it can be noted that, in almost all research employee categories, women's wages are very comparable to men's. Moreover, in the more advanced categories ([V2b] PhD students 'with examination' and [V6] senior researchers), women's wages are, in the long-term observation, on average higher than men's. See Annex 1.

#### 2.3 Work-life balance

The Institute assists in providing a nursery/children's group, and the capacities of such services are adequate to meet employees' needs. Under the benefits scheme paid from the social fund, employees can cover the fees they pay for such services. The Institute supports employees' returns after parental/maternity leave in every way (e.g., part-time, working from home – if possible, etc.) and to the satisfaction of the employees concerned.

#### 2.4 Gender equality in leadership and decision-making

The Institute promotes equality of access to management and other decision-making positions to the greatest extent possible, and this effort is bearing fruit: the Institute has two women as heads of scientific departments (out of a total of eight) and two women as heads of operational departments (out of a total of four). In addition, the Institute's Director is a woman. We do not have any aggregate statistics of similar data from other institutes of the CAS. Still, in the working group's opinion, this is a highly above-standard representation of women.

#### 2.5 Equality in recruitment and promotion

The Institute applies objective, non-discriminatory criteria in the recruitment of new staff, irrespective of gender and other considerations. The career progression of

researchers is also assessed objectively and in a non-discriminatory manner through regular attestations.

### **3. Problems and suggestions for improvement and further work**

#### **3.1 "Traditional" gender stereotypes in the workplace**

Even in the scientific departments, there is an imbalance between the number of women and men employed (in the research areas pursued at the Institute, the representation of women is traditionally an order of magnitude lower). In the support activities, the situation is even more extreme: the accounting office and the library have no male employees, while in the computer center, the specialists are men, and women work there only in assistant positions.

The management of the Institute should make efforts to remedy this situation. However, the situation in this respect is quite difficult, and the Institute cannot be too particular about choosing among qualified candidates for the relevant jobs. The priority is, of course, to ensure that the needs of the Institute are met efficiently, and that qualified and responsible staff are employed.

#### **3.2 Corporate culture against gender-based violence**

No cases of sexual harassment or gender-based violence at the Institute have ever been encountered, and there is no indication that this issue is relevant within the Institute; therefore, no formal effort has currently been devoted to this issue. The working group recommends that the management of the Institute should consider setting up an internal committee to which female and male staff could report any incidents and establishing procedures for dealing with such cases.

### **4. Conclusions**

The Institute strives to be a socially responsible institution that successfully integrates and disseminates gender-oriented research and education. One of its main goals is to contribute to gender equality in academia through ongoing efforts.



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Director

## Annex 1 Data analysis

### Explanation:

Year	= year
M Count	= average number of persons – men
M FTE	= average FTE – men
W Count	= average number of persons – women
W FTE	= average FTE – women
W/M	= proportion of average wages – women vs. men

*Note: due to the small numbers of employees, specific amounts of average wages are not given in order to comply with the confidentiality rules.*

### Cat V2a – PhD student without state examination

Year	M Count	M FTE	W Count	W FTE	W/M
2017	7.17	3.85	3.25	2.07	1.3271
2018	12.00	6.74	1.50	1.20	1.5828
2019	10.92	6.45	0.00	0.00	0.0000
2020	9.33	6.44	0.25	0.20	1.0361
2021	9.33	7.71	1.83	1.72	0.9071
2022	7.83	6.07	2.92	2.25	0.6959

### Cat V2b – PhD student with state examination

Year	M Count	M FTE	W Count	W FTE	W/M
2017	12.00	6.05	0.00	0.00	0.0000
2018	7.50	5.08	2.00	1.92	1.3287
2019	6.00	4.09	3.00	2.93	1.4777
2020	7.75	4.13	3.92	3.37	1.4849
2021	4.67	1.97	3.00	2.25	1.3425
2022	6.00	4.00	2.83	2.02	1.3856

### Cat V3 – postdoctoral

Year	M Count	M FTE	W Count	W FTE	W/M
2017	13.58	8.20	1.50	0.75	0.9351
2018	18.42	10.89	0.25	0.25	0.9754
2019	23.75	14.84	1.00	1.00	0.9507
2020	18.17	11.30	1.58	1.58	0.9109
2021	16.83	9.13	2.83	2.70	0.8920
2022	17.33	9.30	1.50	1.50	0.8916

**Cat V4 – research assistant**

Year	M Count	M FTE	W Count	W FTE	W/M
2017	12.33	8.29	3.33	1.76	0.6866
2018	13.92	8.50	2.00	0.72	0.6303
2019	12.00	7.55	2.00	0.80	0.6177
2020	14.00	8.12	1.00	0.65	0.6559
2021	11.00	6.55	1.50	0.90	0.7585
2022	10.00	5.82	1.00	0.65	0.5726

**Cat V5 – researcher**

Year	M Count	M FTE	W Count	W FTE	W/M
2017	38.83	27.11	4.00	3.83	0.9520
2018	42.08	28.34	4.00	3.50	1.0089
2019	36.50	27.37	4.83	3.58	0.9788
2020	37.42	30.42	2.33	2.10	1.1247
2021	39.50	32.32	2.50	2.45	1.0443
2022	39.42	31.44	3.58	3.21	0.8046

**Cat V6 – senior researcher**

Year	M Count	M FTE	W Count	W FTE	W/M
2017	25.67	22.26	3.00	1.82	1.1933
2018	26.92	23.47	4.00	1.90	1.0343
2019	25.92	21.03	3.75	1.85	1.0514
2020	24.83	21.16	3.92	1.83	1.0528
2021	24.50	21.19	3.50	1.60	1.1447
2022	22.92	19.88	2.50	2.00	1.0776