ÚSTAV TEORIE INFORMACE A AUTOMATIZACE AV ČR, v. v. i.
Pod Vodárenskou věží 4, 182 00 Praha 8

GEP Annual Report 2023

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) continued its work and cooperation with a data specialist to address Item 2.2.

2.2 Data collection and monitoring regarding equality of wages

The focus of data collection is on gender analysis 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 categories in research, women's wages are very comparable to men's; no unfavorable trends are observed in any of the categories; and we can positively value the favorable developments in the categories that are important for the future (V2a, V2b, and V3); successful effort aimed at the equality of wages has thus been confirmed. Cf. Annex 1.

2.3 Work-life balance

The Institute assists in the provision of a nursery/children's group and 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, but in the opinion of the working group, 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 at assistant positions.

The management of the Institute should make efforts to remedy this situation, although 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.

However, the situation of gender disparity in basic and applied research in the field of computer science is a fact mainly due to the gender differences in the rates of interest in the study of these fields. In 2017, i.e., around the time when the current generation of PhD students, postdocs and junior scientists were studying, 258 women and 1,862 men were students at the Faculty of Information Technology, CTU (i.e., just under 14% of women); 53 women and 449 men were students at the Faculty of Mechatronics, Informatics and Interdisciplinary Studies of the Technical University of Liberec (approx. 5 % of women); 403 women and 2 719 men (almost 13 %) at the Faculty of Electrical Engineering and Communication Technologies, Brno University of Technology; and at the Faculty of Electrical Engineering and Informatics, VSB – Technical University of Ostrava, there were 234 women and 2 083 men (10 %) (*Focus on Women and Men 2018* [in Czech: *Zaostřeno na ženy a muže 2018*], Czech Statistical Office, Prague, 2019). In the case of older generations, these proportions are even more unfavorable. Thus, significantly fewer women study in these fields and despite the efforts of the Institute's management to provide suitable conditions for them, the ratio of female employees cannot be balanced.

3.2 Corporate culture against gender-based violence

No cases of sexual harassment or gender-based violence at the Institute have ever been encountered. Nonetheless, the management of the Institute has created a system providing for reporting such incidents and their resolution. With the framework of this system, shared with a similar system for whistleblowing processing, the sexual harassment or gender-based violence reporting are submitted to two authorized persons (one man and one woman).

4. Conclusions

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

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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
2023	10.50	6.58	2.75	1.85	0.7308

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
2023	5.42	4.41	1.00	0.40	1.3045

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
2023	9.67	6.05	1.08	1.01	1.2340

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
2023	14.33	9.33	1.00	0.65	0.6526

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
2023	36.67	29.68	4.00	2.82	0.7358

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
2023	23.50	20.14	3.00	2.50	0.9721