

Reference No.: ÚFE-338/2021-sekr

Gender Equality Plan

The Institute of Photonics and Electronics (ÚFE) is a public research institution, it is part of the Czech Academy of Sciences, and as such we accepted the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers; including also the rules and plans for gender equality embodied in the Charter. For example, the Institute strives to identify and hire the most qualified candidates and, at the same time, it seeks to bring people of different ages, ethnic backgrounds or cultures into the Institute, so that the institute develops as a diverse community. The Institute promotes the principles of equal treatment and gender equality. The Institute's procedures for recruitment of new employees are open, transparent and merit-based. The Institute also has measures designed to facilitate the return of female employees from maternity leaves (e.g. part-time positions). The Institute has established a working group for implementation of the Charter and the Gender Equality Plan.

ÚFE has dedicated resources and human resources for implementation of the Gender Equality Plan; annual collection of personal data of the employees (including students) that are disaggregated on their gender; as well as for organization of relevant training to raise awareness on gender equality and unconscious gender biases for staff and decision-makers, e.g., the event "Women in Optics".

We are proud that the international evaluation board appreciated our efforts in creating work-life balance conditions, organizational culture and approaches towards possible gender issues stating: "The institute endorses the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and works to ensure that the HR policies and procedures of the institute are developed and applied in accordance with these standards. In addition, a truly international work environment has been achieved with postdocs from abroad bringing stimulating ideas and extending the professional network. The institute employs a rather high percentage of females and part time employment is possible. This all is very satisfying." This evaluation is binding for us. We plan to continue and develop our efforts to support human resources and gender related issues.

In Prague, 11 October 2021



Assoc. Prof. Pavel Peterka, Ph.D.
director of the Institute