





gender & science

# **GENDER EQUALITY IN RESEARCH:**The Czech case

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#### **EUROPEAN POLICY CONTEXT**

- 2021: Gender equality is one of the priorities of the new European Research Area
  - <u>Communication from the Commission A new ERA for Research and Innovation</u> (COM/2020/628 final): Recommendation 12: Inclusive gender equality plans
  - Council Conclusions on the New European Research Area of 1 December 2020 (13567/20)
  - Council Conclusions on the future governance of the European Research Area
    - **ERA Policy Agenda** Action 5: Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration (adoption at COMPET 26 November)
  - EU Pact for Research and Innovation
  - The Ljubljana Declaration
    - Adopted by 37 countries including 25 Member States, the Commission, Associated Countries, and third countries



#### • 2019: National Policy of Research, Development and Innovation

- Priority 10 focused on increasing the quality of research institutions (including support of HR Award and Gender Equality Plans)
- Priority 12 setting tasks in the field of work-life balance in research.

#### 2021: Strategy of Equality of Women and Men for the years 2021-2030

- Most ambitious policy to date
- More than two dozen measures, indicators, and responsibilities for national authorities in the field of research and higher education
- To be implemented with the support of the new Operational Programmes

### **POLICY STRUCTURES**

- Ministry of Education, Youth and Sports
  - Working Group on Gender Equality
- Governmental Council for Research, Development and Innovation
  - 2021: Working Group on Equality of Women and Men
    - To develop methodological materials, share good practice, increase awareness and support the implementation of gender equality at the level of ministries and research funding organisations.
- New government
  - 2022: A new ministerial position for research and the government statement includes women in research and work-life balance as one of the priorities

### CENTRE FOR GENDER AND SCIENCE

- Established in 2001 at the Institute of Sociology of the Czech Academy of Sciences
- Research, advocacy, support and outreach unit dedicated to promoting gender equality in research and higher education
- Three pillars of activities
  - Cooperation with the state administration and RFOs
  - Support for higher education and research institutions related to gender equality requirements in Framework Programmes (GEPs)
  - Support for the implementation of European commitments in the European Research Area
    - Until 2021: the ERAC Standing Working Group on Gender in Research and Innovation

- Community of Practice "Community for Change"
  - Over 400 members
  - Connect people
  - Stimulate mutual learning and self-reflection
  - Diffuse existing knowledge
  - Collect promising practices
  - Create shared contexts
  - Mobilise to generate change



 Methodical support: Manual How to Achieve Change (3<sup>rd</sup> edition in 2021) publicly available online



- Capacity building, advice and consultation activities
- 2021: 11 in-house trainings and 32 individual consultations to Czech institutions



Infographic on gender in Horizon Europe and the Gender Equality Plan eligibility criterion launched in March 2022



Zveřejnění

Formální dokument

zveřejněný na internetových

stránkách instituce

a podepsaný nejvyšším

Alokované zdroje

Alokace financi a určer

osob odpovědných

za realizaci plánu

Shěr a monitorování

Údaje o zaměstnaných

osobách (a studujících

pokud je instituce má)

rozdělené podle pohlav

a vyriávání výročních zpráv

s informací o plnění

stanovených indíkátorů

Školení

Zvyšování

povědomí/školení

o genderové rovnosti

a nevědomých

genderových předsudcící

pro zaměstnané osoby

a osoby s rozhodovaci

pravomocí



#### Kontakt

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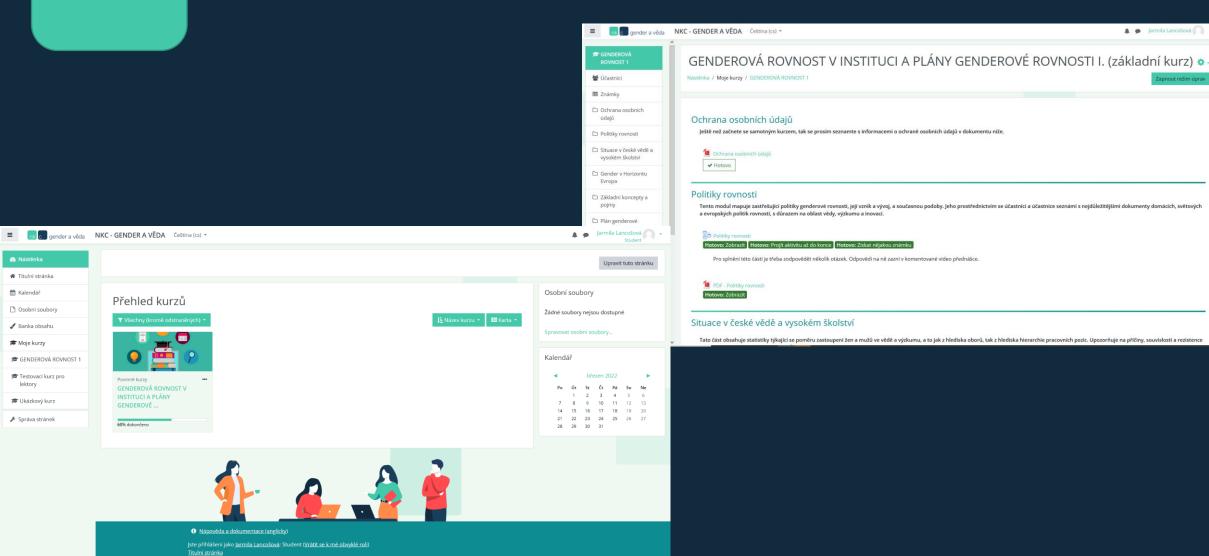
GLP

www.genderaveda.cz

Vytvořena v romai projektu, so lených din pap CZLIXA ni ar poveného Máko (dom Tkalčini mět M32403)

- Public e-learning course on GEPs
- Launched in February 2022
- 120 subscribers
- 56 started the course
- 16 passed the course





A p Jarmila Lancošová -

 8 March 2022: launch of awareness-raising and educational campaign One Size Does not Fit All on the gender dimension in research, technology and innovation



#### MAIN HINDERING FACTORS

- Logics of appropriateness governing research
  - Excellence and meritocracy, individualism and individual choice, rationality and objectivity
- Natural course of development
- Gender biases
  - Maternal wall and leadership bias, likeability / competence
- From policy of inactivity to necessary evil
- New emerging forms of resistance
  - Czech Republic has the lowest proportion of women in European research
  - In fields and sectors where the situation is better, statistics are used as an argument for inactivity

### MAIN FACILITATING FACTORS

- EU policy and Priority 4 of the European Research Area
  - Culmination with the GEP eligibility criterion
- Long-term and sustained financial support from the MEYS for the activities of the Centre
- Long-term development of expertise and presence of the Centre in the academic community
- Gatekeepers and pioneers at the helm of institutions
  - Pioneering role of the Technology Agency of the Czech Republic
- External stakeholders: VEDMA network and Czexpats

#### Institutional support

- Gabriela Langhammerová
- Markéta Brabcová
- Eva Oliva

#### Cooperation at policy level

- Hana Tenglerová
- Martina Fucimanová

#### Communication and outreach

Jana Gabrielová

#### **Cooperation at EU level**

Marcela Linková

#### **THANK YOU**

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