

# **Institute H21, z. ú. Gender Equality Plan 2024–2028**

## **(Gender Equality Plan H21 – GEP H21)**

Institute H21, z. ú. (IH21) is following the European Union's gender equality goals for 2020-2025 (Equality Union: Strategy for Gender Equality 2020-2025), European Union guidelines for the period 2023-2026, and the Ministry of Education, Youth and Sports' Gender Equality Support Plan 2021-2024.

### **Context of the Organisation**

IH21 is a small research organisation with up to 15 people. For this reason, our operations differ significantly from large research organisations, which needs to be reflected in the GEP. We already meet most of the meaningful measures to promote gender equality, and our aim is thus mainly to maintain the current situation. We already have a strong representation of women in the leadership of the organisation, offer a sophisticated system of remote work, allow part-time jobs, and successfully strive for female representation in all research teams of the organisation.

#### **1. Promote Equal Opportunities**

At IH21, we seek to recruit and retain a diverse pool of applicants. Having diverse viewpoints is the best way to avoid groupthink and stasis. IH21 is an equal-opportunity employer. Individual merit and qualifications directly related to job performance are the only factors for employment at IH21. We do not discriminate based on age, race, colour, national origin, religion, sex, gender identity, disability, ancestry, marital status, citizenship, veteran status, sexual orientation, or any other characteristic protected by laws. IH21 follows all applicable laws and policies against discrimination. IH21 will make all reasonable accommodations for disabled employees to meet and, where possible, exceed our obligations under laws protecting the rights of the disabled.

#### **2. Dedicated Financial and Human resources and Training**

IH21 dedicates financial and human resources and provides gender expertise to implement the GEP. IH21 also dedicates financial and human resources to training decision-makers and employees to be aware of gender equality issues and unconscious biases. The person in charge is the Head of the legal team.

#### **3. Collecting Data**

IH21 collects gender-segregated data and monitors and publishes this data in the annual report. The person in charge is the Director of the institute.

## **4. Other Measures to Maintain Gender Equality**

### **I. Work-life Balance and Organisational Culture**

IH21 supports flexible work and enables remote work to create conditions for providing childcare and family care, allowing employees to balance work and family responsibilities. IH21 promotes a workplace culture of openness, equality and mutual friendship. We allow employees to participate in public benefit projects on gender issues in developing countries during their working hours (e.g., a rally in Kenya for better births).

### **II. Gender Balance in Leadership and Research Teams**

IH21 supports opportunities for gender balance in management and decision-making. IH21 also supports opportunities for gender balance in all particular research teams.

### **III. Measures Against Bullying, Violence and Harassment**

IH21 has developed preventive measures against all forms of bullying, violence and harassment and has improved the anonymous complaint process.

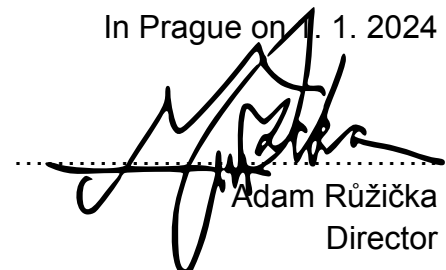
### **IV. Implementing Gender Dimension into Research**

IH21 strives to promote and integrate the gender dimension into research and innovation by supporting gender-balanced research teams and, where appropriate, choosing research topics related to gender issues.

### **V. Modern Slavery and Human Trafficking Statement**

IH21 is committed to ensuring that there is no slavery or human trafficking in our projects or in any part of our work.

In Prague on 1. 1. 2024



Adam Růžička  
Director