

TA CR Gender Policy

The TA CR gender policy is based on established approaches in EU countries, where anti-discrimination principles enhance the competitiveness of their respective countries, meaning they can develop, attract and retain the best talent regardless of age, gender, religion, sexual orientation or origin.

- TA CR perceives an equal approach, equal opportunities and non-discriminatory principles as basic human rights and the right direction of today's society going forward,
- TA CR considers diversity in research teams to be a competitive advantage and perceives its responsibility for the promotion of gender equality and diversity in research, development and innovation in the Czech Republic,
- TA CR will strive to ensure that the best knowledge and experience of men and women is applied to develop processes in research, development and innovation,
- TA CR will also support efforts to ensure that power and influence, opportunities, rights and obligations in research, development and innovation are evenly distributed between men and women.

In the framework of the Government's approved strategy for equality between men and women in the Czech Republic for 2014 – 2020, TA CR is committed to the implementation of the strategy as a basis for systematic support of the achievement of gender equality, which will serve as a specific basis for a strategic approach to the implementation of gender mainstreaming¹ in the processes of TA CR, which are an essential part of the promotion of gender equality, i.e.:

- outwardly, towards the public and processes based on the competence that TA CR provides, mostly in the framework of:
 - o preparation and implementation of programmes of applied research, development and innovation, including programmes for the needs of the public administration and public tenders in research, development and innovation,
 - o evaluation and selection of proposals of programme projects,
 - o provision of targeted support for programme projects,
 - o evaluation and control of project performance and fulfilment of the programme project targets,
 - o consultation for project teams and users of the results of applied research, development and innovation.
- inwardly, towards the agency, i.e. towards its own employees,

¹ Gender mainstreaming means the "penetration" of a gender equality perspective into all the conceptual and decision-making processes in all of their phases, including planning, implementation and evaluation. It involves the application of perspectives of equal opportunities in decision-making processes in all areas of policy and organization of work through the reorganization, formation and evaluation of these processes.

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- variations in the organization of working time (flexible working hours, part-time, a compressed working week),
- various different places of work (fully or entirely from home or another location),
- use of new technologies (this could mean a reduction in business travel due to videoconferencing),
- flexible arrangements and office use (shared employment time),
- flexible contracts (fixed-term work, work based on a business license, etc.).

TA CR as an institution providing support for research activities is aware that the culture of the working environment and the legal and labour conditions of organizations engaged in research activities have an impact on the applicability and excellence of research. TA CR considers it equally important to promote the attractiveness of jobs for highly qualified managerial or research strength and diversity of teams involved in research and development to support socially responsible excellence. For this reason, TA CR is committed to the principles of gender equality and non-discrimination in research and development, including measures for balancing work and personal life.

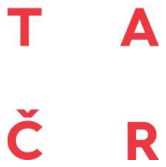
TA CR considers it important to address the issue of the gender diversity of selection or evaluation committees and research teams. TA CR also intends to raise the issue of reflecting the gender dimension in programmes in order to improve the social values of innovation and innovative products. Consultation on innovation on the basis of sex and gender is relevant wherever research and innovation touch people, i.e. people are questioned directly or the results of research, development and innovation have an impact on people or are used by people.

TA CR supports positive measures for supporting a greater participation of women in science and research and in bodies responsible for creating policy on research, development and innovation and promotes the further integration of the topic of gender equality in strategy papers relating to research, development and innovation, and the inclusion of a gender perspective in the creation of knowledge and innovation.

TA CR participates in both Czech and international programmes for the implementation of gender and non-discriminatory topics and will promote gender mainstreaming in the framework of their respective areas of control within the agency and in particular outwardly in processes of programme implementation. For this purpose, a responsible person will be appointed with the relevant job description as a guarantor of the implementation of gender mainstreaming.

Gender mainstreaming

The method of gender mainstreaming represents one of the most effective tools for eliminating gender inequality. Pursuant to Resolution 931 of 12 November 2014, the Czech Government adopted a governmental strategy for equality between men and women in the Czech Republic for the period 2014-2020, which includes as one of its specific objectives the successful creation of a framework for the implementation of gender mainstreaming in the state administration.



TA CR creates its own set of measures to provide equal opportunities to men and women in the field of public policy (measures outside the agency), for which it is responsible. Gender mainstreaming will also be implemented in personnel policy (measures within the agency).

Gender-sensitive statistics will be compiled, monitored and evaluated in order to ensure the successful implementation of this method. An analysis will be elaborated based on the relevant data, which will be linked to specifically targeted solutions.

TA CR hereby approves the inclusion of gender equality and diversity in the long-term development strategy of TA CR.