

Gender Equality Policy and Gender Equality Plan of the Research Institute for Building Materials

The Research Institute for Building Materials supports affirmative action to encourage greater representation of women in science and research. Within the framework of the approved governmental Strategy for Gender Equality in the Czech Republic for 2021-2030, the company is committed to the implementation of this strategy as a basis for systematic support for achieving gender equality.

Commitment to gender equality

1. Changing the internal culture of the organisation

We see equal access and equal opportunity and non-discrimination principles as part of human rights and the right way to go in today's society. It actively promotes a gender-balanced organisational culture and works environment.

2. Gender balance in leadership and decision-making.

We promote improved opportunities for gender balance in leadership and decision-making.

3. Balancing work and family

We facilitate and support flexible working arrangements and create conditions for childcare and family care that enable employees to balance work and family.

4. Recruitment, choice and functional progression

We recruit and select without gender bias based on the principles of OTM - R (Open - Transparent - Merit Based Recruitment).

5. Prevention of sexual harassment and other forms of gender-based violence

We develop preventive actions against the occurrence of bullying or sexual harassment and other forms of gender-based violence and have a grievance process through an elected employee representative to fairly address cases that arise.

6. Diversity in research teams

We support gender-balanced research teams because we consider team diversity a competitive advantage. We strive to ensure that the best knowledge and experience of men and women is used to develop processes in research, development and innovation.

7. Allocation of human and financial resources to address gender equality issues

We are committed to generating adequate resources within annual budgets to implement measures to promote gender equality.

Monitoring gender equality

The Research Institute for Building Materials is currently working on 11 research projects, apart from DKRVO, see table below. Six of the projects are led by women, accounting for 55%.

Provider	Project No.	Project name	Investigator	Period
GA CR	19-05762S	Hydration and performance of reactive belite-rich cements	Boháč	2019-2021
MIT	FV40038	The development of new innovative units combined with the newly developed progressive technology for the production of lightweight artificial aggregates from silicate materials	Staněk	2019-2022
TA CR	SS01020203	Sponge marl as a supplementary cementitious material for mortar and concrete	Boháč	2020-2022
MV ČR	VI3VS/737	Restraint systems designed to stop trucks	Drdlová	2019-2022
TA CR	FW01010021	Means for ballistic protection enhancement of vehicles and critical infrastructure	Holešinský	2020-2024
TA CR	FW01010031	Ultra-high performance fibre reinforced concrete elements for architectural purposes	Bibora	2020-2023
TA CR	FW01010355	Development of automated technology for production of high-tech new generation composite pressure receptacles	Drdlová	2020-2022
TA CR	TJ04000118	Composite protective panel with 3D steel reinforcement	Zezulová	2020-2022
TA CR	TJ04000137	The use of crushed recycled fibre-cement in technology and complex analysis of the effect of its addition to the production mixture on the properties of fibre-cement sheets	Khongová	2020-2022
TA CR	TJ04000383	Use of calcined natural clay raw materials in Portland blended cements	Krejčí Kotlánová	2020-2022
TA CR	FW03010359	Use of ground slag from the municipal solid waste incineration as a concrete admixture	Chromková	2021-2023
MIT	DKRVO	Institutional support	VÚSH	2018-2022

Gender Equality Plan (GEP) for the period 2022 – 2024

GEP area	Area	Objectives	Responsibility	Date of Completion
Gender policy and equal representation	Motivating women to study Doctoral programmes and ensuring equal conditions for men and women in studying, mainly in connection with completing the studies with respect to reconciling family and living conditions with work	Creating a mentoring programme for Ph.D. students	R&D Department	4Q/2022
Gender policy and equal representation	Strengthening equal opportunities	Introducing statistical monitoring and evaluation of data, interpretation of statistics with regard to gender and other variables	Personnel Department	Continuously - at least once a year
Gender equality in recruitment and career growth of employees	Strengthening equality of opportunities, creating a clear direction and aims of VUSH in the gender area	Creating a coherent policy of personnel development, considering equal opportunities	Management	4Q/2023
Gender equality in recruitment and career growth of employees	Strengthening gender equality in remuneration	Analysing the remuneration system in terms of equal opportunities	Personnel Department	4Q/2022
Reconciling work and personal life	Improving the support of parents with pre-school and younger school age children	Improving the conditions for reconciling work and personal life for parents with pre-school and younger school age children	Management	4Q/2022
Gender dimension in research	Increasing the equality of opportunities in research and development, and integrating the gender perspective in the content of research	Training interventions informing about the gender topic in research	Personnel Department	3Q/2023
Preventing gender-based violence, incl. harassment	Strengthening the prevention and solution of negative phenomena at VUSH	Preparing and implementing a training to enhance the communication skills in addressing complaints about negative phenomena	IMS	Continuously - at least once a year