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Institut biostatistiky a analýz

GENDER EQUALITY PLAN

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Signatures page

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1. Introduction

Institute of biostatistics and analyses, Ltd. (hereinafter as IBA) is a spin-off company of Masaryk University. The company specialises in the area of comprehensive management of clinical research projects and market access and data analysis services.

The activities of the IBA company are unique thanks to its experience in the field of comprehensive national and international and highly specialised clinical research projects in terms of development, professionalism and organisation.

IBA issued its policy on gender equality recognising that its successful implementation is a shared responsibility of all IBA staff. The gender equality plan has been endorsed by the IBA management. The gender equality plan should be available on the website and distributed to all employees. The gender equality plan and its proposals should be discussed annually at the “IBA All employees meeting”.

2. General Principles

IBA will seek to prevent unlawful gender discrimination and discourage tendencies towards sexual harassment. Unlawful gender discrimination refers to any person suffering a disadvantage in terms of working conditions on account of their gender.

IBA act in accordance with the legislation of the Czech Republic and the EU.

- Constitutional Act No. 2/1993 Coll., Charter of Fundamental Rights and Freedoms.
- Act No. 198/2009 Coll., on Equal Treatment and Legal Remedies for Protection against Discrimination and on the Amendment of Certain Acts (Anti-Discrimination Act), as amended.
- UN Convention on the Elimination of All Forms of Discrimination against Women
- European Convention on Human Rights
- Charter of Fundamental Rights of the European Union
- European Social Chart

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3. Gender equality plan

3.1. Employment

Employer are to implement such measures as can be required in view of their resources and other circumstances to ensure that the working conditions are suitable for all employees regardless of sex, ethnicity, religion or other belief. The employer is to attempt to see to it that the proportion of employees from the underrepresented sex gradually increases."

GOAL

The IBA works actively to create a work environment where women and men – employees at all levels – have equal rights and opportunities. One goal of the work to promote gender equality is to create an even balance between the number of women and men, in different professional categories, and on various committees. In 2020, more women than men work in IBA.

3.2. Parenthood

Employer to help enable both female and male employees to combine employment and parenthood.

GOAL

The IBA works actively to create working conditions that enable women and men – employees at all levels – to share responsibility for children and the home. Employees on parental leave have given the opportunity to stay in contact with their workplace. The IBA give attention to the working and educational conditions of parents with young children. IBA allows the part-time work and flexible form of work essential of work and family life for parents with small children, especially for women. In 2020, more women than men went on parental leave. Moreover, women went on parental leave for longer periods of time.

3.3. Salaries

In order to discover, remedy and prevent unfair gender differences in pay and other terms of employment, the employer is to survey and analysis

- provisions and practices regarding pay and other terms of employment that are used at the employer's establishment,

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GOAL

The IBA overarching goal is that there should be no unjustified differences in pay between women and men, and that the salary criteria should be applied in the same way for men as for women. The IBA is providing the analysis of pay and provisions annually on the end of fiscal year.

3.4. Work to prevent harassment on the basis of gender/gender identity/sexuality

The Discrimination Act describes how the work to promote a healthy work environment that is free from sexual harassment should be organised. In the Discrimination Act, harassment is described as “conduct that violates a person’s dignity and that is associated with one of the grounds of discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age”. Sexual harassment is defined as “conduct of a sexual nature that violates someone’s dignity.

GOAL

The goal of the IBA is promote gender equality is for no employee to be subjected to sexual harassment, and for everyone to be treated professionally in a healthy work environment. The goal is to ensure that everyone knows where to turn when they feel harassed. The head of department has a responsibility to prevent and investigate harassment, as well as to take action to end ongoing harassment. Furthermore, all employees are responsible for their own attitudes, values and actions, and are expected to act when someone in their vicinity is subjected to harassment.

Issues relating to the work environment in general, and sexual harassment in particular, should be raised during performance reviews with employee.

4. Training

Awareness raising/trainings on gender equality and gender biases for all staff is running according by internal guidelines by IBA.