

## CELSI GENDER EQUALITY PLAN 2022 - 2026

### Introduction

CELSI is a research-performing organisation independent from any political party, or government. CELSI fully commits to the values of academic integrity in all its activities. CELSI is an equal opportunity employer devoted to promoting gender equality at the level of the organisation and in research. Following these values, CELSI creates an environment in which all persons are treated equally and with respect, and the fundamental rights and freedoms of all and everyone are respected, regardless of work and functional classification, sex/gender, ethnic origin, religion, family status and nationality.

Gender equality primarily means fair treatment of all genders, which can mean equal treatment and treatment that is different but equivalent in terms of rights, benefits, obligations and opportunities. It is based on the principle that all human beings have the right to freely develop their abilities and choose from options without restrictions. All genders' different behaviour, aspirations and needs are recognised, evaluated, considered and supported to the same extent and without discrimination.

According to the European Institute for Gender Equality, the support of gender equality brings the following benefits: fairness, the attractiveness of the working environment and retention of scientific talent, better working conditions, excellence and quality of scientific work thanks to the diversity of perspectives.<sup>1</sup>

In creating the CELSI Gender Equality Plan, we rely primarily on the recommendations and procedures developed by the European Commission.<sup>2</sup> We follow the current approach to focus on the institutions in which people of all genders carry out scientific research. This is the base of the cultural and structural change in which scientific knowledge operates.

The CELSI Gender Equality Plan for 2022 – 2026 was prepared in a participative way, i.e. the draft was discussed and revised by the whole CELSI team and approved by the management. We do not consider the plan to be a static and unchanging document, but which goals and tasks can be updated according to the findings of the progress report.

### Baseline assessment

As of 2022, the gender balance of CELSI personnel is achieved at all levels (see Table 1). The internal staff includes 8 women and 7 men. Most of the personnel are in the researchers' position, out of which 6 are women (3 with PhD) and 7 men (4 with PhD). The administrative team, composed of an accountant and project manager, is built of 2 women. Apart from the women-only administrative team, which indicates women's stereotypical holding of administrative positions, no vertical or horizontal gender segregation was observed in CELSI based on the available data.

<sup>1</sup> European Institute for Gender Equality (2012). Relevance of gender in the policy area. Available at: <https://eige.europa.eu/gender-mainstreaming/policy-areas/research>

<sup>2</sup> European Commission (2021). Horizon Europe guidance on gender equality plans. Available at <https://op.europa.eu/sk/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed73a1>

Table 1. Internal CELSI team by gender (2022)

Indicator	Women	Men
Staff members	8	7
Management	1	1
Researchers	6	7
Research assistance	1	1
Researchers with PhD.	3	4
Administrative team	2	0

Source: Annual reports and CELSI web.

Regarding flexible working arrangements and work-life balance, CELSI does not follow any strict internal policy rules but uses the leaves and social security rules anchored in the Labour Code and other relevant legislation. The individual employee can agree on a flexible arrangement with the management if needed, including working remotely or shortening working time.

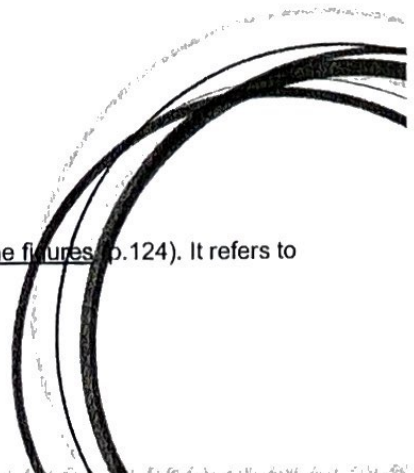
CELSI plans to suggest policies or measures promote gender equality in project teams, experts, panellists or presenters. The gender-balanced composition is unofficially discussed and taken into consideration occasionally.

CELSI also intends to design in-house rules on gender-neutral or gender-inclusive language and communication and conduct monitoring to reveal any violation of the prohibition of gender discrimination in communication.

As a research-performing organisation, CELSI can potentially strengthen the gender dimension in research and incorporate the gender perspective in its analysis.

The evidence presented in this document is based on a brief evaluation of the available personnel data. To learn about other gender imbalances, more information is planned to be explored, such as the type of contract, gender pay gap, and gender composition of the job candidates. Further focusing on performance indicators (e.g. publications rate, funding success rate<sup>3</sup>) could help to design more targeted actions to fulfil the strategic plan.

<sup>3</sup> The funding success rate is a specific indicator in the EU harmonised database She figures (p.124). It refers to the difference between women's and men's grand applicants and beneficiaries.





## Objectives and actions

### CELSI objective 1: Supporting the gender-inclusive working environment

Area of intervention	Planned actions	Timescale	Person responsible	Indicator of success
Improve monitoring indicators	Develop a set of indicators to monitor the gender equality in CELSI	End of 2023	CELSI management in collaboration of the assigned CELSI team member	Set of indicators developed and approved
	Collect the indicators and compile the progress report	End of 2024 and 2026	CELSI management in collaboration of the assigned CELSI team member	Progress report published
Support the work-life balance	Workshop on exploring the work-life balance need on the employees	End of 2023	CELSI management in collaboration of the assigned CELSI team member	10 participants at the workshop
	Set up possible solution addressing the employees needs in terms of work-life balance	End of 2024 and 2026	CELSI management in collaboration of the assigned CELSI team member	Progress report published
Gender inclusive/neutral language and communication	Training of the purpose and guidance how to use the gender inclusive and gender-neutral language	End of 2025	CELSI management in collaboration of the assigned CELSI team member	10 persons trained
	Create an internal guidance on gender-neutral and inclusive language and communication	End of 2025	CELSI management in collaboration of the assigned CELSI team member	Guidance approved and available for all employees

CELSI objective 2: Gender equality in recruitment and career progression

Area of intervention	Planned actions	Timescale	Person responsible	Indicator of success
Supporting gender equality in the recruitment process	Supporting gender equality in the recruitment process	Continuously	CELSI management in collaboration of the assigned CELSI team member	The Progress report
	Using gender-neutral/inclusive language in advertisements	Continuously	CELSI management in collaboration of the assigned CELSI team member	Progress report
Support the gender equal career progression	Internal discussion on the career prospects of the employees	Continuously	CELSI management in collaboration of the assigned CELSI team member	Progress report

CELSI objective 3: To strengthen the gender dimension in research

Area of intervention	Planned actions	Timescale	Person responsible	Indicator of success
Promotion of gender dimension in research	Gender equality training for CELSI researchers	End of 2024	CELSI management in collaboration of the assigned CELSI team member	10 persons trained
	Creation of an internal online resources with information and training materials for the integration of a gender perspective in research	End of 2024	CELSI management in collaboration of the assigned CELSI team member	Document with resources created and available for all employees
Implementation of analytical focus on gender equality into research project applications	Workshop	End of 2024	CELSI management in collaboration of the assigned	Attendance of 10 persons in the workshop



			CELSI team member	
	Manual on the integration of the gender perspective in the research	End o 2025	CELSI management in collaboration of the assigned CELSI team member	Internal manual of the gender dimension in project applications approved.

## CELSI objective 4: Support a work environment free of gender-based violence and sexual harassment

Familiarizing employees with the phenomenon of gender-based violence, including sexual harassment at the workplace	Gender equality training for CELSI staff	End of 2024	CELSI management in collaboration of the assigned CELSI team member	10 persons trained
Creating an internal regulation on preventing and solving gender-based violence and sexual harassment at the workplace	Adopting an internal rule against gender-based violence and sexual harassment	End of 2025	CELSI management in collaboration of the assigned CELSI team member	Adoption of a regulation, informing organizations and employees

## Monitoring, updating and sustainability of the Gender Equality Plan

Regular monitoring of actions	Monitoring	Biannual (2024,2026)	CELSI management in collaboration of the assigned CELSI team member	Approved and published Progress report
	Alignment of monitoring indicators with the structure of the CELSI annual reports	Annually	CELSI management in collaboration of the assigned CELSI team member	Incorporated basic indicators related to gender equality into the Annual Report
Support for participatory creation of the Gender Equality Plan revisions	Informing about the possibility of participating in revisions of the CELSI Gender Equal Plan	Biannual (2024, 2026)	CELSI management in collaboration of the assigned CELSI team member	Approved and published Progress report

Support for the sustainability of the activities of the SAS Gender Equality Plan	Assign a person person(s) responsible for coordination, monitoring and implementation of actions of the GEP	End of 2022	CELSI management	A dedicated person(s) assigned
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In Bratislava, 22. September, 2022

CELSI management

  
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(MÁRIA KAHANOVÁ) Signature

  
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(MARTIN KAHANEC)

