

Gender Equality Action Plan Czech Standardisation Agency 2024-2028

Background to the Action Plan

Equality between women and men is one of the fundamental values of the Czech Republic, as expressed in the Charter of Fundamental Rights and Freedoms. This is an area that is being increasingly emphasised at national, European and international level. Together with the emphasis on the development of a gender-sensitive HR policy, the Action Plan is an essential tool for promoting gender equality and equal opportunities.

The Action Plan of the Czech Standardisation Agency is based on Czech legislation, general policies on gender equality, as well as on commitments arising from international and European Union documents such as:

- Beijing Declaration
- United Nations Sustainable Development Goals
- Equality Union: Strategy for Gender Equality for 2020-2025
- EU Gender Action Plan III (GAP III)
- Government Strategy for Gender Equality in the Czech Republic for 2021-2030 (Strategy 21+)

Vision

The concept of gender equality is often seen as primarily aimed at women. The purpose is not to undermine the diversity of the environment, but to ensure equal opportunities and quality of life for women and men, to identify barriers in the institution resulting from gender stereotypes and prejudices, and to prevent them by taking appropriate measures, and to motivate them to make full use of their human potential.

Through systematic changes to promote gender equality at the cultural, institutional, interpersonal and individual levels, the Agency aims to:

- create fair working conditions for all employees;
- reduce the risks associated with inefficient use of human resource potential and the associated economic losses;
- seek opportunities for learning and sharing experiences in the field of gender equality;
- have an open debate and respond flexibly to trends in gender equality in line with institutional, national and transnational policies;
- create gender-responsive standards and ensure a gender-responsive standard-setting process.

Responsibility

Responsibility for the preparation, coordination of the implementation, and evaluation of the Gender Action Plan for 2024-2028 rests with the Director General of the Czech Standardisation Agency.

Sources

We envisage the involvement of the following units, in particular: HR department, marketing department, audit department, standardisation department.

The implementation of the system measures will be covered by the budget of the Czech Standardisation Agency.

Concepts

The sources of the terms were the Government Strategy for Gender Equality in the Czech Republic for the period 2021-2030 and the Plan for Promotion of Gender Equality of the Ministry of Education, Youth and Sports for 2021-2024.

The definitions of the basic terms used correspond to their established usage in relevant international and national documents. There is a philosophical difference between the terms "gender equality" and "equality between women and men". Yet, for the sake of simplicity, these terms are used synonymously.

Gender - a category that refers to the socially and culturally conditioned and constructed differences and characteristics that society ascribes to women and men, girls and boys on the basis of their gender. Gender roles are learned and vary greatly across different human societies and change over time. They are therefore historically and locally conditioned. They are not a natural and immutable characteristic of women and men, but reflect the current state of social relations between them.

Gender mainstreaming - organisation, improvement, development, and evaluation of design, decision-making and evaluation processes to ensure that gender equality is mainstreamed into all policies at all levels and stages by those players usually involved in their development.

Gender stereotypes - simplistic and biased ideas about the characteristics, views and roles of women and men in society, work and family. Generalising between masculine and feminine characteristics can lead to disadvantages for those whose behaviour deviates from the stereotype (e.g. pressure on boys and men who are interested in so-called feminine activities). They affect how we perceive and evaluate women and men, including their roles and work performance.

Equality between women and men/Gender equality - equal visibility, equal status and participation of women and men in all spheres of public and private life at all levels, including decision-making processes and leadership positions. Equality between women and men is the opposite of gender inequality, not gender differences, and aims to promote the full participation and potential of women and men in society.

Based on the data available within the organisation, a SWOT analysis has been compiled to define the opportunities, threats (external factors) and strengths and weaknesses (internal factors) in terms of the approach to gender equality in the organisation. This audit serves as a tool and a starting point for setting strategic objectives and actions in the area to be addressed.

<p>Strengths</p> <ul style="list-style-type: none"> - Existence of internal regulations promoting gender equality - Existing measures to improve work-life balance - Equal representation of women in senior positions - Available and regularly updated data in relevant categories 	<p>Weaknesses</p>
<p>Opportunities</p> <ul style="list-style-type: none"> - Strengthening cooperation with European and international organisations in this field - Existence of national frameworks for gender - Developed system of lifelong learning - possibility of coordinated offer of educational programmes - Existence and use of instruction manuals - Opportunity to consult, follow up and take advantage of seminar offers or to establish cooperation with relevant partners and organisations 	<p>Obstacles</p> <ul style="list-style-type: none"> - negative perception of gender as such - resistance to change - addressing gender issues without reference to relevant and up-to-date data - limited availability of statistical data due to GDPR requirements

General section

1. Launch activities (2024)
 - Adoption of the draft Gender Equality Action Plan of the Czech Standardisation Agency for the period 2024-2028 at the level of the Czech Standardisation Agency management (Board of Directors)
 - Publication of the Czech Standardisation Agency Gender Equality Action Plan 2024-2028 on the organisation's website.

2. Training activities (2024-2028)
 - Training aimed at all senior staff on Leadership in the context of equality and team leadership
 - Training aimed at all senior staff and on communication, which is essential to streamline internal communication and awareness
 - Implementation of training aimed at managers and rank-and-file employees on equal opportunities, equal treatment, diversity, discrimination/discriminatory elements - how to recognise them, how to fight them, gender bias and stereotypes, gender dimension in standard setting,
 - Implementation of courses/training/information sessions aimed at senior staff to increase competences in the field of human resources management, with a focus on balanced working conditions for women and men.

3. System measures (2024-2028)
 - Creating a communication platform to address gender equality for safe and open communication with employees
 - Implementing the promotion of equal treatment and gender correctness in practice - through key internal documents
 - Collection, analysis and publication of gender-segregated data at regular intervals
 - Ongoing update of the Czech Standardisation Agency Gender Equality Action Plan for the period 2024-2028 according to the results of data collection
 - Introduction of monitoring of employees' needs in the form of a questionnaire survey or the possibility of communicating their requirements and opinions with the need for feedback to these employees.

4. Evaluation of implementation
 - The evaluation will take place every year in the form of a report on the monitored indicators. In 2028, a final report will be prepared with an evaluation of the implementation of the activities as well as their impact, and an Action Plan for the next period will be prepared.

1. Launch activities

Measures	Description of activities	Output	Target group	Responsibility	Implementation date
Adoption of the Gender Equality Action Plan and publication on the website	Acceptance of the content of the Plan and commitment to the implementation of the defined activities at the level of the Czech Standardisation Agency leadership (Board of Directors) and management (DG)	Signature of the Plan by the Chairman of the Board of Directors and the Director General and publication on the website	All employees and partners	Human Resources and Senior Staff	Q1/2024df

2. Training activities (2024-2028)

Measures	Description of activities	Output	Target group	Responsibility	Implementation date
Leadership training in the context of equal treatment and team leadership	Organising Leadership training for senior staff with a focus on equality and team leadership	Training of senior staff	Senior staff	HR Department	2024-2028
Communication training in the context of equal treatment and team leadership	Organising Communication training for senior staff with a focus on equality and team leadership	Training of senior staff	Senior staff	HR Department	2024-2028
Training actions for staff and regular employees on equal opportunities, equal treatment, diversity, discrimination/discriminatory elements - how to recognise them, how to fight them, gender bias and stereotypes, gender dimension in standard setting	Organisation of training for staff and regular employees on equal opportunities, equal treatment, diversity, discrimination/discriminatory elements - how to recognise them, how to fight them, gender bias and stereotypes, gender dimension in standard setting	Training of senior staff and regular employees	Senior and regular employees	HR Department	2024-2028
Training events/information sessions for senior staff to increase competence in human resources management, with a focus on balanced working conditions for women and men	Organisation of training/information sessions for senior staff to increase competence in human resources management, with a focus on balanced working conditions for women and men	Training of senior staff	Senior staff	HR Department	2024-2028

3. Systemic measures (2025-2028)

Measures	Description of activities	Output	Target group	Responsibility	Implementation date
Creating a communication platform to address gender equality for safe and open communication with employees	Provision of secure communication software for staff for gender equality (setting up a safe environment for target groups)	Online communication platform	All employees	HR Department, IT department	Q4/2024
Implementing the promotion of equal treatment and gender correctness in practice - through key internal documents	Revision of internal documents with regard to the implementation of the promotion of equal treatment and gender correctness	Revised internal documents	All employees	HR Department, Audit department	Q4 2024
Collection, analysis and publication of gender-segregated data at regular intervals	Incorporation of data collection and publication to an agreed extent in the annual report	Extension of annual report disclosures	Public	HR Department, Audit department	Every year from 2024
Monitoring the needs of employees through a questionnaire survey	Creation of questionnaires to provide feedback from employees	Getting feedback, possibility of related reaction	All employees	HR Department	Every year from 2024
Ongoing update of the Czech Standardisation Agency Gender Equality Action Plan for the period 2024-2028 according to the results of data collection	Regular evaluation of the relevance of the Action Plan based on the development of national and international strategic documents and on the results of data collection	Updated Action Plan	Public	HR Department	2028