

Gender Equality Plan

Technological Platform Energy Security Czech Republic



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1. Introduction

Technological Platform “Energy Security of the Czech Republic” (hereafter also referred to as TPEB) is a public-private partnership organization focusing on critical infrastructure protection. In its activities, the TPEB brings together the private sector represented by leading national energy companies and energy distributors, public bodies and institutions as well as leading national universities and research institutions. In this unique setup, it is a priority for TPEB to ensure gender equality, diversity and equal opportunities at all levels of the organization. Gender equality is one of the priorities of the European Research Area (ERA). In compliance with the ERA Policy Agenda 2022-2024 as well as with the ERA Communication 2012, the TPEB is committed to ensuring equal opportunities and non-discriminatory treatment to all employees. The ERA Communication 2012 framework highlights three main objectives for gender equality in academic and research environments. Firstly, it aims for gender equality in academic and research careers. Secondly, gender equality in management and decision-making must be aimed for. Lastly, gender dimension must be incorporated into research content.

In this Gender Equality Plan the TPEB addresses all three of these objectives together with priority areas set out by Gender Equality Strategy 2020-2025 introduced by the European Commission. It is an utmost priority of the TPEB to ensure equal opportunities and gender-equal and diverse working environment for its employees. It also aims to contribute to equal opportunities in society in general.

2. Ongoing Gender Equality Measures at TPEB

TPEB is an institution that is based on democratic values and principles, and equality in all areas has always been a priority for its decision-making bodies. The leadership of TPEB has prioritized the principles of diversity, equality and inclusion since its foundation in 2011. Women and men at all levels of the institution have equal rights and opportunities at all stages of their professional lives. The TPEB cultivates an environment of open-mindedness and respect that enables a respectful and fruitful exchange of ideas, opinions and experiences. This approach has always been crucial to successful execution of public-private partnership, and it has contributed greatly to the quality of research that the TPEB has participated in. The work environment at TPEB supports diversity of all kinds. First and foremost, as mentioned above, men and women have equal rights and equal opportunities to grow. At the same time, the TPEB recognizes the importance of developing all aspects of equality further and is taking active steps to incorporate the needs of men and women workers into its policy. Secondly, the TPEB's policy has always included very strong measures against discrimination based on age. Women and men in all stages of their careers are supported at the TPEB. Based on the employees' needs, the TPEB will expand this area especially in terms of support for parents and caretakers so that this stage of their lives would not affect their careers. Furthermore, the TPEB supports diversity in all forms: gender diversity, social diversity, nationality, ethnicity, religion, disability, worldview and age. While the survey conducted internally across the institution shows general satisfaction of female and male employees with the equality of opportunities and gender-related issues, the TPEB recognizes the need to focus more on support of workers who are parents and caretakers, as well as the need to address the issues of work-life balance in its company policy. The incorporation of gender perspectives in research will also be addressed because while the TPEB has already been supporting this area, the internal survey has shown that this area also needs to be addressed further. Overall, the TPEB has been very much operating with the principles of equality, inclusion, and diversity and will now further develop an inclusive company policy through the Gender Equality plan.

3. Priority Areas of the Gender Equality Plan

In response to the needs of TPEB employees based on our internal survey and in accordance with the three main objectives introduced by ERA Communication 2012 as well as the priority areas set out by the European Commission Gender Equality Strategy 2020-2025, the TPEB established six main areas of focus in the Gender Equality action plan.

These areas are:

- a. Equal opportunities in general at TPEB
- b. Work-life balance
- c. Work environment culture including prevention of gender-based discrimination and violence
- d. Gender balance in governance and decision-making
- e. Gender equality in recruitment and career development
- f. Incorporating gender perspectives in research

4. Resources Dedicated for the GEP Implementation

The TPEB will dedicate necessary financial and human resources to successfully implement the Gender Equality Plan. A position of Gender Equality Officer will be established to oversee all necessary steps. They will cooperate closely with the TPEB leadership and will raise awareness of the gender equality agenda. They will also be responsible for educational activities as well as for monitoring and assessment of progress. All complaints related to the gender equality will also be handled by them. The TPEB management will also pay close attention to the situation and will keep the gender equality agenda as one of its highest priorities. Necessary resources will be dedicated to organization of educational activities and creation of relevant documents as well as regular monitoring and reports.

5. Action Plan

Equal Opportunities at TPEB in General			
Objective	Measures and activities	Stakeholders	Expected Impact
Establishing Gender Equality Officer to oversee the implementation of the Gender Equality agenda	Communication with management on advisory capacity, promoting equal opportunities and diversity	All staff	Increased diversity across all levels of TPEB and prevention of negative phenomena as well as increased awareness of the Gender Equality agenda.
	Inquiring into individual complaints, raising awareness of the agenda as well as preventing negative phenomena and providing recommendations to management	All staff	
Regular monitoring and assessment of progress and informing management	Annual report on the implementation of the Gender Equality Plan	All staff	Comprehensive information about the progress of the GEP that will be acted upon to advance the GEP agenda further
	Monitoring of individual cases, inquiry into inputs from staff and qualitative survey focusing on topics that are viewed as problematic by the employees		
Equal pay	Systematic observation and evaluation of the current state of equal pay conditions at TPEB	All staff	Ensuring equal pay and opportunities at all levels of the institution and removing the gender pay gap

Work-Life Balance			
Objective	Measures and activities	Stakeholders	Expected Impact
Offering opportunities to better balance work and family life	Support of employees that are parents and caregivers	All staff	Creating good working conditions for staff caring for small children.
	Offering the possibility of part-time work		Increasing the number of women in different positions
	Flexible working hours and the possibility of working from home		Allowing employees to balance work with their family life more comfortably
Raising awareness about work-life balance issues	Creating a guide available to all staff, focusing on balancing work and family life, also focusing on related mental health issues	All staff	Increased awareness among employees about work-life balance issues as well as mental health issues

Work Environment Culture			
Objective	Measures and activities	Stakeholders	Expected Impact
Support of equal opportunities	Communication of support for female workers and reconciliation of work and family life	All staff	Promoting gender equality in work environment and career progression
	Office politics of flexible work life and family support		
Balanced language and communication	Creating a guide for gender-sensitive language and raising awareness of the issue	All staff	Increased awareness of gender-sensitive language and more gender-sensitive environment
Prevention of gender-based violence, sexual harassment, and bullying	Creation of measures to address gender-based violence and sexual harassment	All staff	Making relevant guides and documents available to all staff
	Creation of guides and documents providing education on gender-based violence		Establishing procedures for addressing life situations and negative phenomena
	Analysis of employees' experience with negative phenomena and focusing on their needs and input		Increased awareness about relevant procedures and submitting complaints among employees
Overcoming unconscious biases	Education about unconscious biases and how to overcome it via guides and seminars overseen by the Gender Equality Officer	All staff	Increased awareness of unconscious biases and creation of bias-free work environment
Effective resolution of complaints	Gender Equality Officer will handle all complaints in accordance with the ethical principles of TPEB	All staff	Fair and ethical handling of complaints

Gender Balance in Governance and Decision-making			
Objective	Measures and activities	Stakeholders	Expected Impact
More balanced representation of men and women in leadership and decision-making positions as well as advisory bodies	Surveying the percentage of women represented in managerial positions. Good practice implies that no gender should be represented by more than 60%.	Management All staff	Increased diversity in the decision-making and advisory bodies of TPEB
Analysis of flexible working conditions, bonuses and services for employed women	Analyzing working conditions as well as bonuses and services in order to enable better work environment for employed women and, thus, allow them to be represented in leadership positions.	Management All staff	Comprehensive analysis on the state of working conditions for employed women. Subsequent improvements on the basis of the analysis.

Gender Equality in Recruitment and Career Advancement			
Objective	Measures and activities	Stakeholders	Expected Impact
Supporting employees' career advancement and decrease vertical segregation	Ensuring equal opportunities and equal pay for women and men	All staff	Equal opportunities for women and men
	Promote new positions in gender-equal manner		
Analysis of flexible working conditions, bonuses and services for employed women	Analyzing working conditions as well as bonuses and services in order to enable better work environment for employed women and thus allow them to be represented in leadership positions.	All staff	Comprehensive analysis on the state of working conditions for employed women. Subsequent improvements on the basis of the analysis.

Incorporating Gender Perspectives in Research			
Objective	Measures and activities	Stakeholders	Expected Impact
Integrating gender perspectives in research and academic activities	Increase gender perspective in research	Research staff	More inclusive research activities with more attractive work environment for women
	Encouragement for increased participation of women in research		
Sharing of good practice	Sharing and promoting good practice of equal opportunities in research	Research staff	Participation in sharing of good practice in the research community
	Incorporating publicly available annual report focusing on promoting good practice at TPEB		

Signed by JUDr. Richard Hlavatý, Chairman of the Executive Board, August 1st 2023 :

JUDr. Richard Hlavatý