**F:\KUBA 1-10-práce\žena a muž - plat.tifAnalysis of the Action Plan on gender equality**

Equal job opportunities, regardless of gender, is an important priority for us and one of the basic pillars of the IBP as an aspirant for the HR AWARD. In the long run, we try to improve the "work/life" balance for women in science; we allow part-time jobs for women (parents) with children under the age of 6. We support women to become department heads or deputy department heads (in 2019-2020, one woman was newly appointed deputy head of department, but several women were established as group leaders). The management of the institute also uses tools to support the activities of young scientists and women (parents) in science. In 2019, we organized a seminar on the topic of women in science. In this seminar, scientific talks of prominent scientists from Spain and the USA were organized; among others, scientists from our institute had the opportunity to discuss their work with them.

Scientists returning after parental leave have a long-term problem with placing their children in pre-school facilities, especially in nursery schools (for children aged 1 to 3). The management of the institute, therefore, initiated the establishment and supported the functioning of a children's group directly in the institute. This is a high level of care for younger pre-school children, meeting the preconditions for the recruitment of highly qualified researchers. According to a preliminary survey (GAP analysis for the HR Award), 8-10 employees are continuously interested in placing their children in such a pre-school facility, and most employees support this activity.

In terms of grant success, 22.5% (25%) of women are principal investigators of research projects of external providers, compared to 77.5% (75%) of men.

The number of women/men in individual categories of professional classification of researchers is shown in Graph 1. The comparison of women's/men's salaries is clearly demonstrated in Graph 2. It can be stated that the trend of recent years is a significant convergence of women's and men's salaries in all monitored categories. There is a statistical deviation in category V1 (R1) because it is represented by 9 women but only 1 man.

The IBP structure is divided into ten departments, of which only one woman is the head of the department. Similarly, the current composition of the Council of the Constitution is robust to the detriment of women; not a single woman was elected into the Institute Council. Representatives to the Council of the Institute are elected by the Assembly of Scientists; thus, it is not possible to categorize this authority. However, efforts should be made to improve the position of women on the Council of the Institute. It will probably be necessary to adjust the new principle in the electuioin rules of the Czech Academy. However, in the leadership of the institute (IBP) is a woman director.

**Graph 1** pink-women/blue-men

**Graph 2** pink-women/blue-men