

## **Gender Equality and Strategy Commitment**

October 2021

The Oriental Institute of the Czech Academy of Sciences (OI CAS) is committed to pursuing and maintaining gender equality in all facets of its operations from recruitment of new staff and composition of job selection committees to retaining female staff and helping them advance to management and leadership positions. The Oriental Institute endorses the principles of the [European Charter for Researchers and the Code of Conduct for Their Recruitment](#) and the values of [OTM-R](#) (Open, Transparent and Merit-based Recruitment). The Oriental Institute currently has 38 employees with 45% female representation and 38% female representation in its leadership and management structure.

As part of an ongoing commitment to gender equity, the Oriental Institute will seek to implement an OI CAS Gender Equality Strategy based on the following principles:

1. Create a healthy, safe, and supportive working environment that is inclusive and fair to all genders and maintained through leadership accountability.
2. Achieve and maintain a 40% threshold (or higher) for women in leadership and managements positions.
3. Promote and maintain an organizational culture that enables a flexible workplace for staff of all genders to successfully balance work and life responsibilities.
4. Continue to collect and monitor data and devote human and financial resources to implementing the OI CAS Gender Equality Strategy.

In Prague, October 1, 2021

Mgr. Táňa Dluhošová, Ph.D.