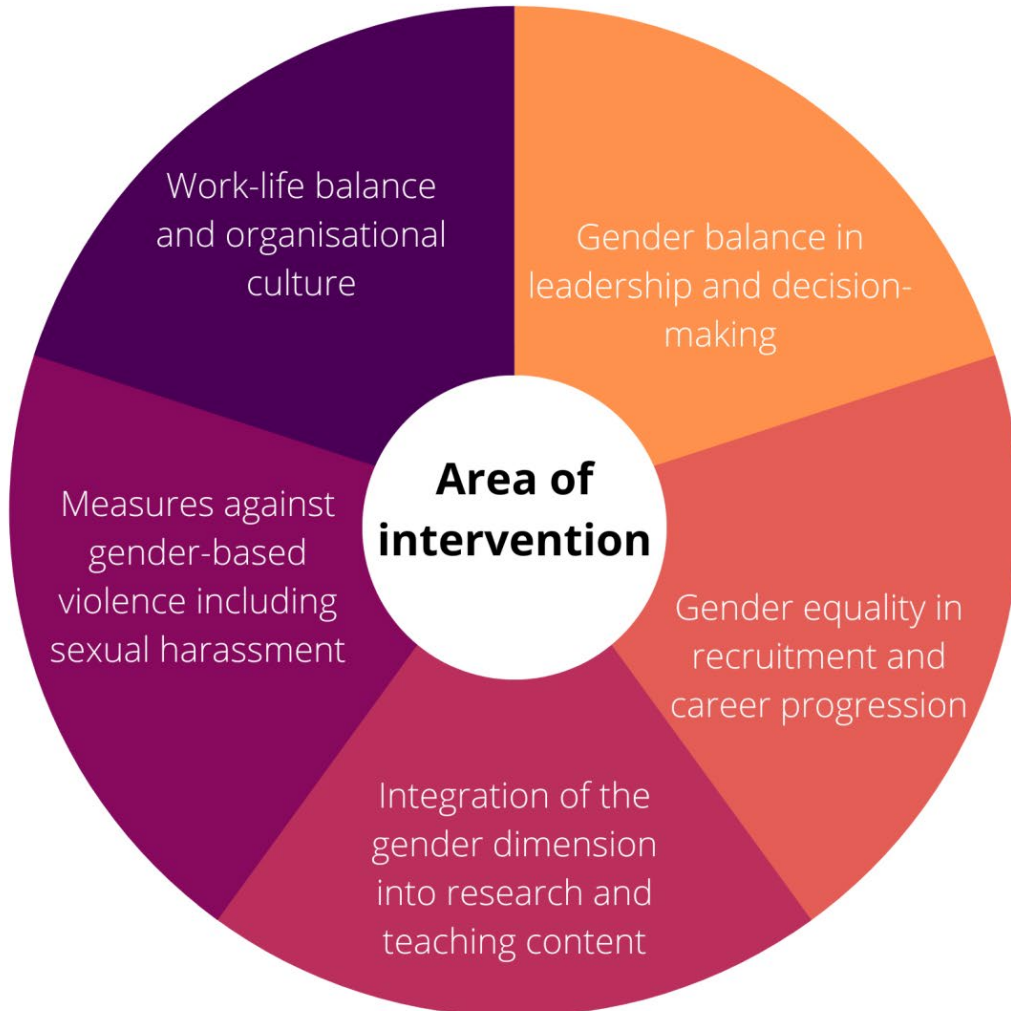


SAS Gender Equality Plan Implementation Schedule



Objective 1: The Slovak Academy of Sciences actively supports work-life balance for its employees

Area of intervention: Work-life balance and organizational culture

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget/ Financing
Support for employees with young children (on, during, and after maternity/parental leave)	Development of a maternity/parenting plan with recommendations and examples of good practice	30. 6. 2022	SAS Committee for Equal Opportunities, SAS Office	Elaborated document	SAS
Familiarizing employees with the concept of work-life balance	Gender equality training for SAS employees within the ATHENA project	1. 1. 2022 - 31. 12. 2023	ATHENA project team	25 trained employees	ATHENA project budget allocation
Supporting the involvement of fathers in childcare through taking of maternity or parental leave	Presentation of "role models" in the <i>Akadémia</i> journal	Annually	SAS Press Department	Published interviews	SAS
Kindergarten facility for the children of SAS employees	To explore the possibilities of establishing a kindergarten on the SAS campus in the Patrónka district	2022	Presidium of SAS	Implementation strategy	SAS

Objective 2: The Slovak Academy of Sciences supports equal representation of women and men in leadership and decision-making positions in SAS organizations and bodies

Area of intervention: Gender balance in leadership and decision-making

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget
Familiarizing employees with the issue of gender equality in management	Gender equality training for SAS employees within the ATHENA project	1. 1. 2022 - 31.12. 2023	ATHENA project team	Training for 25 people	ATHENA project budget allocation
Increasing the proportion of women in the Presidium of SAS, in the Board of the SAS Assembly and the management of organizations in Scientific sections 1 and 3 (in accordance with HRS4R)	Survey of barriers to the candidacy of women. Communication with organizations on the preparation of candidates for corresponding positions	2022, 2023, 2024	SAS Committee for Equal Opportunities, Presidium of SAS	Barrier analysis, proportion increase	SAS
Support for career development with an emphasis on young women researchers	Exploring the possibility of introducing mentoring programs with an emphasis on young women researchers, pilot training of mentors	2023	SAS Committee for Equal Opportunities, Presidium of SAS, Institute for Research in Social Communication SAS, Young scientists of SAS	Knowledge capital, existing training adapted for mentoring purposes, creation of networking (intra- and extra-institutional)	SAS
Gender-equality training for managers	Integration of the gender equality module into the existing training platform	2022	Presidium of SAS	Implementation of training	SAS

Objective 3: The Slovak Academy of Sciences actively supports equality between men and women in recruitment and career progression

Area of intervention: Gender equality in recruitment and career progression

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget
Supporting gender equality in the recruitment process	Supporting gender equality in the recruitment process (in accordance with HRS4R activity), including recommendations to prevent gender-related conflicts of interest in selection procedures	30. 6. 2022	SAS Ethics Committee, SAS Committee for Equal Opportunities, Presidium of SAS, SAS Office	A published document	HRS4R
	Using gender-sensitive language in advertisements and welcome packs in accordance with HRS4R activities	30. 6. 2022	SAS Office, Press department, Presidium of SAS	An SAS directive	SAS
Familiarizing employees with gender equality in recruitment and career progression	Gender equality training for SAS employees within the ATHENA project	1. 1. 2022 - 31.12. 2023	ATHENA project team	25 people will be retrained	ATHENA project budget allocation
Strengthening the equality between men and women among senior scientists and postdoctoral researchers	Barrier survey, communication between the Presidium of SAS and SAS organizations on the preparation of conditions for receiving higher degrees	continuously	SAS Commission for Equal Opportunities, Presidium of SAS	Barrier analysis, counts and proportions	SAS
Identifying income inequalities from a gender perspective	Design of analysis and data acquisition methodology	2022	Presidium of SAS, ATHENA project team	Academy-wide statistics	SAS, ATHENA project

Objective 4: The research carried out at the Slovak Academy of Sciences integrates a gender perspective

Area of intervention: Integration of the gender dimension into research and teaching content

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget
Promotion of gender issues in research and teaching	Gender equality training for SAS employees within the ATHENA project	1. 1. 2022 - 31. 12. 2023	ATHENA project team	25 people will be retrained	ATHENA project budget allocation
Implementation of analytical focus on gender equality into research project applications (VEGA and international projects)	Workshop	2022 - 2023	SAS Committee for Equal Opportunities, Presidium of SAS, Institute for Research in Social Communication SAS	Implementation proposal, analysis of submitted applications based on self-reporting by the applicants	SAS
Regular monitoring of the gender perspective in SAS research	Adding a section on gender perspective in research and teaching into the Annual report	31.10. 2022 annually	SAS Committee for Equal Opportunities, Presidium of SAS	Modified Annual report structure	SAS
Creating an expert platform of employees who integrate a gender perspective into their research	Survey of personnel potential to create an expert platform, which will subsequently guarantee some gender-equality activities from other objectives	2022	SAS Committee for Equal Opportunities, ATHENA project team	Creating a basis for the expert platform, submission of a multidisciplinary VEGA project	SAS

Objective 5: The Slovak Academy of Sciences supports a work environment free of gender-based violence and sexual harassment

Area of intervention: Measures against gender-based violence, including sexual harassment

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget
Familiarizing employees with the phenomenon of gender-based violence, including sexual harassment	Gender equality training for SAS staff within the ATHENA project (including training of trainers)	1. 1. 2022 - 31.12. 2023	ATHENA project team	25 people will be retrained	ATHENA project budget allocation + SAS participation
	Training in the area of gender-based violence for directors of SAS organizations and labour union representatives (or for other target groups)	2022, beginning of 2023	SAS Commission for Equal Opportunities	Training of potential contact points from all organizations	National project on the Prevention and Elimination of Gender Discrimination
Creating a directive on preventing and solving gender-based violence and sexual harassment	Adopting an internal regulation against gender-based violence and sexual harassment (in accordance with HRS4R)	31. 12. 2022	SAS Committee for Equal Opportunities, Presidium of SAS, HRS4R Team	Adoption of a regulation, informing organizations and employees	SAS

Monitoring, updating and sustainability of the Gender Equality Plan

Partial objectives	Activities and tools	Deadline	Responsibility	Indicators	Budget
Support for regular monitoring of activities	Monitoring	Once a year	SAS Committee for Equal Opportunities ATHENA project team (until 2024)	Submitted and approved monitoring report	SAS, ATHENA project budget allocation
	Alignment of monitoring indicators with the structure of the annual reports SAS organizations	Once a year	SAS Committee for Equal Opportunities Presidium of SAS	Annual reports provide data for the selection of monitored indicators	SAS
Support for participatory creation of the Gender Equality Plan revisions	Informing about the possibility of participating in revisions of the SAS Gender Equality Plan	Once a year	SAS Committee for Equal Opportunities	Announcement in the news section of the SAS website, communication with SAS organizations	SAS
Support for the sustainability of the activities of the SAS Gender Equality Plan	Creating an annual report on achieving the objectives set up by the Gender Equality Plan.	Once a year	SAS Committee for Equal Opportunities	Report on the fulfilment of the action plan	SAS
	Creation of the position of a "person responsible for coordination, monitoring and implementation of selected activities in the area of gender equality"	January 2022	Presidium of SAS	Established and filled position with adequate time and financial allocation	SAS