



Gender in the Operational Programmes of the Ministry of Education, Youth and Sports Czech Republic

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Evropské strukturální a investiční fondy
Operační program Výzkum, vývoj a vzdělávání



Operational Programme Research, Development and Education (2014 – 2020)

- Priority axis 1: Strengthening capacity for high-quality research
 - **Priority axis 2: Development of universities and human resources for research and development**
 - Priority axis 3: Equal access to high-quality pre-school, primary and secondary education
 - Specific objective 5: **Improving the conditions for education related to research and for the development of human resources in research and development**
 - To support female researchers and raise the interest of pupils, students and the public in research and its findings
 - The implementation will lead to an overall improvement of human resources in R&D, which will also reflect in enhanced excellence of research in the Czech Republic and its benefits for society, i.e., in areas supported under PA 1
- **Development of R&D capacities I, II**



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Development of R&D capacities I, II

- Starting date for the acceptance of grant applications: November 2016; February 2019
- Projects' duration: approx. 19 - 60 months
- Allocation of supported projects: **25 mil. + 23 mil. EUR**
- Number of projects in the implementation phase: **15 + 31**
- https://euraxess.ec.europa.eu/jobs/charter/declaration-endorsement#show_CzechRepublic



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Development of R&D capacities I, II

Aim of the calls

- Capacity development, knowledge and skills development of executives, researchers and other staff in the field of strategic management of R&D
- Implementation of the „HR Strategy for Researchers“ („The European Charter for Researchers“ & „The Code of Conduct for the Recruitment of Researchers“) principles by research institutions
- Call provides support to research organizations (entities meeting the definition of an organization for research and dissemination of knowledge under the Framework for State Aid for Research, Development and Innovation (2014 / C 198/01))

Supported activities

- **Setting up of the strategic management of research organizations in accordance with the „HR Strategy for Researchers“**
 - ✓ implementation of the Charter & Code principles
 - ✓ obtaining „HR excellence in research“ Award
- Strategic setup and development of internal evaluation of research organizations
- Strategic setup and development of international cooperation in R&D and internationalization of research organizations
- Strategic setup and development of inter-sectoral collaboration and knowledge and technology transfer
- Strategic setup and development of Open Access to scientific information
- Strategic setup and development of popularisation of R&D



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Closer focus on supported activities – promoting gender equality

- Measures to strengthen the representation of women in R&D and measures to support the reintegration of researchers into R&D activities after a time lag, not only for maternity / parental leave, including measures to support dual careers;
- Training and dissemination of knowledge and skills in the field of gender equality

Examples:

- Revision of internal regulations and strategic documents
- Workshops and enlightenment



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Operational Programme JOHANNES AMOS COMENIUS (2021–2027)

Priority 1 - Research and Development

- The key areas are support for the development and setting up of the institutional environment of RO so that modern principles of human resources management are implemented, **including measures to achieve equality between women and men**, creating an attractive environment for addressing and retaining foreign workers and effective cooperation with the application sphere

Examples of typical supported activities:

- HR Award, measures to support gender equality, including the creation and implementation of gender equality plans RO
- Development of competences in the field of gender and gender mainstreaming in the content of research, development and innovation
- Support for reconciling private and professional life and support for the return of parents from maternity and parental leave



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Lessons learned

- Importance of setting gender topics as specific interventions
- Importance of including topics in the process of project evaluation and selection itself
(Selection and tutoring of project evaluators, selecting evaluation criteria, including topics into R&D oriented calls)
- Proceed in small but persistent steps

Changing the environment (especially in R&D) is difficult, but not impossible!



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Thank you for your attention!

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