

STATE RESEARCH INSTITUTE CENTER FOR PHYSICAL SCIENCES AND TECHNOLOGY
GENDER EQUALITY PLAN 2025-2028

No.	Objective	Measures	Target audience	Implementation period	Goals/Results	Responsible department (person)
Activity 1. Fostering Organizational Culture and Development Conducive to Equal Opportunities and Gender Equality						
1.1	Strengthen the policy on equal opportunities and gender equality by integrating these aspects into strategic documents and conducting data monitoring	Integrate gender equality and equal opportunities into FTMC's strategic documents	All employees	Annually	Prepared, updated, and implemented documents	Leadership, Administration
		Internal and external communication promoting gender equality and equal opportunities within the FTMC community	All employees	2025	Dedicated FTMC website/intranet section established, providing accessible and regularly updated information on gender equality and equal opportunities	Personnel Department, Communication and Marketing Department, Leadership
		Continuous training for FTMC employees and students on how to recognize and report gender-related issues, ensure equal treatment of colleagues and students, and promote greater tolerance in areas that are less familiar or recognizable to them	All employees	Annually	Competency-building seminars, awareness-raising events, and training for FTMC managers, employees, and students on gender equality and equal opportunities	Personnel Department, Communication and Marketing Department, Leadership
		Collect sex-disaggregated data on FTMC employees, prepare regular reports, and disseminate the findings (e.g., salaries, projects, career progression, staff structure, etc.)	Employees	Every 2 years	Regular collection and analysis of data based on relevant indicators	Personnel Department
1.2	Policies	Promote innovative workplace	Employees	Ongoing	Reviewing FTMC's principles for	Leadership,

	supporting work-life balance	solutions to support work-life balance and family well-being			organizing and recording working time to provide fair opportunities for flexibly combining on-site and remote work	Personnel Department
		Ensuring a smooth return to work after a career break	Employees	Ongoing	Ensuring opportunities for employees returning from a career break (e.g., parental leave or leave to care for a family member) to enhance their qualifications and participate in training, internships, and team meetings, supported by career counselling before and after the career break	Personnel Department, heads of research departments
1.3	Zero tolerance for harassment and violence	Establishing a safe psychosocial work environment for people of all genders	Employees	Ongoing	FTMC employee survey on experiences of discrimination; Familiarising FTMC employees with internal regulations and other internal documents on ethics, discrimination, harassment, and equal opportunities; Updated system for reporting cases of discrimination and gender-based harassment; Regular training for employees on recognising harassment, sexual harassment, stalking, and violence	Personnel Department, Organisational Psychologist, Leadership
Activity 2. Gender Equality in Research and Experimental Development Activities						
2.1.	Equal Opportunities for Doctoral Studies	Ensuring equal opportunities for admission to and completion of doctoral studies	Doctoral students	Annually	Analysis of the reasons for discontinuation of doctoral studies; Increasing participation of underrepresented genders in doctoral fields and research areas that are traditionally associated with the other gender	Doctoral School, Leadership
2.3.	Ensuring gender equality in research and project activities	Ensuring gender balance among researchers	Employees	Ongoing	Training for researchers on gender balance in research; Gender-balanced research teams (where feasible); Dissemination of information on equal opportunities in project	Project Management Department, heads of research departments, Leadership, Communication and

					activities	Marketing Department
		Enhancing the attractiveness of a research career and encouraging individuals to pursue fields traditionally associated with the other gender	Employees	Ongoing	Newsletters, events, discussions, and other initiatives aimed at challenging established stereotypes linking specific genders with research fields	Heads of research departments, Leadership, Communication and Marketing Department
		Promoting women researchers' leadership	Employees	Ongoing	Increasing the visibility of women researchers by showcasing them as role models	Project Management Department, heads of research departments, Leadership, Communication and Marketing Department
Activity 3. Promoting equal career opportunities, improving gender balance in FTMC leadership positions and decision-making bodies, and ensuring equal pay						
3.1	Gender balance in the staff structure	Encouraging qualified women to take on leadership positions and apply for positions in decision-making bodies	Employees	Ongoing	Increasing the number of women in leadership positions and representing FTMC in decision-making bodies	Director, Personnel Department
		Reducing gender imbalance among research and administrative staff	Employees	Ongoing	Increasing the attractiveness of the workplace to members of the underrepresented gender	Director, Communication and Marketing Department, heads of research departments, heads of administrative departments
3.2	Equal pay	Reducing the gender pay gap among research and administrative staff in equivalent positions	Employees	Ongoing	No pay differences between employees of different genders with the same qualifications performing equivalent work	Director, Personnel Department
3.3	Equal career opportunities	Ensuring equal career opportunities	Employees	Ongoing	Career development consultations for members of the less represented gender on professional development opportunities at FTMC; Similar levels of engagement	Personnel Department

					among employees of both genders in taking advantage of career opportunities	
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