

## Gender Equality Plan

The aim of the Gender Equality Plan (GEP) is to ensure equal opportunities for all employees regardless of their gender (but also sexual orientation, nationality, age and other personal characteristics) in Estonian Crop Research Institute (ECRI).

This document describes current situation in ECRI and sets up main objectives and actions for promoting gender equality for the time period 2022-2027.

The process of GEP of ECRI is monitored and evaluated at management meetings involving human resources manager at least once a year.

### 1. Current (Feb. 2022) employment structure and gender situation at ECRI.

There exists a gender imbalance across academic positions, in department management positions and also including technical staff, but it is not in favor of men (as the current state of gender equality in Estonia is), the proportion of women is greater.

The gender distribution in the governing body of the institution is equal.

	Employees	Women	Women %	Men	Men %
<b>Academical staff</b>	41	31	75,6	10	24,4
<b>Technical staff</b>	94	64	68,1	30	31,9
<b>Management</b>	11	6	54,5	5	45,5
<b>TOTAL</b>	<b>146</b>	<b>101</b>		<b>45</b>	
<b>Departments:</b>					
Department managers	9	7	77,8	2	22,2
Jõgeva Seed Center	18	7	38,9	11	61,1
Gene Bank	2	1	50,0	1	50,0
Plant Protection	14	11	78,6	3	21,4
Plant Biotechnology	12	12	100,0	0	0,0
Jõgeva Plant Breeding	57	49	86,0	8	14,0
Agrotechnology	15	8	53,3	7	46,7
General Department	19	6	31,6	13	68,4
<b>TOTAL</b>	<b>146</b>	<b>101</b>		<b>45</b>	

2. An ongoing evaluation of progress is going to be held by the human resources manager. Gender disaggregated data on personnel is collected. The gender gap should also be considered in the employee satisfaction survey. There will be held awareness-raising actions on gender equality among the employees, heads of departments and among management, to prevent problems and decisions making with unconscious bias.

3. Objectives and actions, that should be taken into account and be followed at ECRI

<b>Work-life balance and organizational culture</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Responsibility</b>
Balanced work and privacy life	Enabling flexible working according to the nature of the work	Heads of units
	Continued work contact with absent employees (information sharing, invitations to events, involvement in research or trainings)	Heads of units, human resources manager
Minimal gender wage gap	Finding the causes and reduction of the gender wage gap, also we exclude the determination of the amount of salary on the basis of gender	Management, human resources manager, heads of units
<b>Gender balance in leadership and decision-making</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Responsibility</b>
Promoting gender balance to leading positions	Where possible, offering leadership management trainings for potential leaders; it should be preferred under-represented gender	Department managers, human resources manager
<b>Gender equality in recruitment and career progression</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Responsibility</b>
Gender balance to academic positions	When recruiting, in the case of equal qualifications it should be preferred under-represented gender	Department managers, human resources manager
	During recruitment gender equality should be taken into account	
<b>Integration of the gender dimension into research content</b>		
<b>Objectives</b>	<b>Actions</b>	<b>Responsibility</b>
Academic employees have equal career opportunities regardless of gender	Qualified academic employees will be informed about career opportunities and perspectives, considering gender underrepresentation	Management, department managers, human resources manager
Gender-awareness in all our channels of communication	Trying to ensure gender balance among the speakers at public events, if at all possible. Also sharing gender diversity when writing, news, profile articles, etc.	Communication specialists, department managers, heads of units