

Equality Plan of RANIDO, s.r.o.

With this document the management of RANIDO states that the principle of equal opportunities applies to all positions in the company through the implementation of gender equality, the recruitment process, nominations to professional bodies, the evaluation system and remuneration.

RANIDO fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activity including research freedom, ethical principles, professional responsibility and attitude, accountability, good practice in research, dissemination, public engagement, non-discrimination, gender balance, co-authorship, working conditions, stability of employment, career development, mobility, evaluation and recruitment.

Consequently, RANIDO continues to support the development of measures that enhance gender equality and social equity within scientific community.

We have developed the indicated measures to address gender equality at RANIDO: training opportunities, raising awareness on gender equality and policy measures to ensure equal opportunities in recruitment and career progression.

Dedicated Resources

RANIDO has committed human resources and gender expertise to implement this Gender Equality Plan.

Data collection and monitoring

RANIDO analyses gender disaggregated data on personnel, evaluates the data and benchmarks the results with international standards.

Work-life balance and organizational culture

RANIDO is aware that organizational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and have equal opportunities in building a fulfilling career.

Gender balance in leadership and decision-making

RANIDO strives to be a gender-balanced place, where its members have equal access to and a balanced participation in leadership and other decision-making roles.

Gender equality in recruitment and career progression

We find important that our scientific environment is free of gender bias. Our recruitment processes have a solid structure, they are transparent, the promotional processes are set up in a form that motivate and increase the number of successful female applications.

We ensure that women's talents and achievements are recognized and that they are supported to access challenging work and development opportunities.

Integration of the gender dimension into research

RANIDO strives to be a socially responsible company that successfully integrates and proliferates gender conscious research and education.

Company culture against gender-based violence including sexual harassment.

At RANIDO we strive to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, any kind of gender-based violence such as sexual harassment are not tolerated within the company.

The principles stated above are embedded in various internal rules and regulations of the company.



Pavel Kukula

Managing Director