



## CSFK Gender Equality Plan (2022 - 2026)

The Research Centre for Astronomy and Earth Sciences (Csillagászati és Földtudományi Kutatóközpont, CSFK) is part of the Eötvös Loránd Research Network (Eötvös Loránd Kutatási Hálózat, ELKH) established in 2019 as the largest publicly funded independent research network in Hungary. The CSFK itself is composed of three different institutes: the Astronomical Institute (Csillagászati Intézet, CSI; traditionally known as Konkoly Observatory in English), the Geographical Institute (Földrajztudományi Intézet, FTI) and the Institute for Geological and Geochemical Research (Földtani és Geokémiai Intézet, FGI). Major funding is provided by the ELKH, with further funding obtained via competitive schemes at both national (e.g., the National Office for Research, Development and Innovation Office; Nemzeti Kutatási, Fejlesztési és Innovációs Hivatal, NKFIH) and European and international level (e.g., the European Research Council, Horizon Europe). The CSFK is based in Budapest and has roughly 200 employees. Its basic management structure is composed of the Director General (DG), the Financial Director, and the three institute directors.

### Introduction

The three institutes (CSI, FTI, and FGI) were joined together into the CSFK in 2012, while still part of the Hungarian Academy of Sciences (Magyar Tudományos Akadémia, MTA). Because of their research focus and different history prior to 2012, some differences are present among them in relation to gender incorporation in research, gender representation, and workplace culture. For example, on the one hand, the gender dimension has been previously integrated into the research of the FTI but has never been considered within the CSI and the FGI. On the other hand, an ethics and anti-harassment committee (EC) does exist already, established in 2021, only within the CSI. Formal procedures are in place to deal with potential occurrences of harassment in the workplace, as well as a specific code of conduct for conferences and events hosted by the CSI. **One of the main aims of the present GEP is therefore to homogenize resources and experiences in the three different institutes** and create common procedures and a general training program. To prepare the present GEP, a special Task Force was established (the GEP-TF) starting from the current CSI EC and by an open call to join it addressed to all the CSFK employees. The current GEP TF comprises 10 people of roughly equal gender distribution. One of the first activities in the timeline of the GEP is to formally establish the GEP-TF as a permanent resource within the CSFK.

### Aims and tasks

The current early 2022 gender situation in the CSFK shows a general balance when considering all the employees (see attached statistics document). However, it is important to consider that the whole workforce is broadly separated into two categories: research staff (A) and administration and support staff (B). The female fraction in Category B is roughly 70%, and in Category A roughly 30%. The imbalance in Category A is mostly driven by the three top higher-level positions of staff in Category A (which also typically correspond to permanent positions, rather than fixed term). In these three top levels the female percent is roughly 25%, while in the lower positions the female staff is roughly 50% or higher, with minor differences between the three





institutes. This clearly indicates that stronger formal support is needed for female researchers to progress in their career, as well as a workplace culture that would facilitate such retainment of female colleagues. The latter can be built via training and discussion, for example, on the topics of unconscious biases, discrimination, and anti-harassment policies. **Our 10-year goal is to strive for increasing the percent of women in the top three higher research positions.** The statistics also show that female researchers are less successful in acquiring research funds. More mentoring in general and especially in the topic of grant application would support both female researchers and the whole research center in general, as also concluded from analysis of the preliminary survey described below.

An initial survey sent to all the CSFK staff (with roughly 50% of the total staff answering, of which approximately half male and half female, and therefore representative in this respect) showed that around 65% of all the staff have heard about the GEP and 80% think it is an important or very important document. Roughly 80% think that gender equality is respected, and according to 75% it is fostered at the CSFK. Approximately 80% of respondents believe that colleagues of different gender have equal opportunities to advance their career in the workplace, and most (again 80%) have not experienced gender discrimination. However, about 25% and 17% of the staff experienced unequal treatment or harassment, respectively. Most of them could not or decided not to report it. The majority (~85%) of the respondents think that a family friendly workplace environment is important, as well as career mentoring. However, more than half of them do not know about any activities and/or policies within the CSFK on these topics. Therefore, we need to strive for **more communication about existing and future policies** (e.g., the CSFK EC). The survey revealed that there is a **high demand for mentoring**, which is currently imbalanced, unorganized, and unsatisfactory according to 50% of the respondents. Thus, mentoring needs to be addressed in a dedicated strategy, with a set of achievable short- and long-term goals, including the clear and efficient communication of responsibilities and opportunities.

The table below lists the GEP activities, with their specific aims and actions. Since we are starting the process from scratch, we plan to introduce activities in a staggered way during a period of 3-4 years, during which we plan to also permanently monitor the workload of the GEP-TF. Therefore, while activities are to be started in different years, their indicators will be monitored and reported annually. The setting up of resources is the most urgent Activity (Point 1. in the table below) and much of it will need to be accomplished within the first 6 months of the implementation of the GEP.

Following the overall aim of the GEP requirement, here we start to address concretely and specifically the significant gender inequality that still persists, here and in Europe overall, between men and women. We expect that in the long term, activities aimed at addressing this inequality will also benefit other potentially disadvantaged people with minority background, disabilities, low socio-economic status, as well as members of the LGBTIQ community. For example, addressing organizational culture via the training on recognizing unconscious biases will also help to ensure that all staff feel valued and welcomed at work.

### **Benefits and legal requirements**

The establishment and implementation of Gender Equality Plans led to tangible and significant improvements in academia and higher education throughout the world. Lower barriers for underrepresented groups and more equal representation fosters more talents and leads to a more successful institution and more successful