

NEW ACTION PLAN (2023 - 2026)

	Proposed action (short)	Proposed ACTIONS (detail)	Deadline /Timing	Responsible Unit	GAP principles	Indicators
ETHICS	Open Science and Publishing Ethics	1.1 Creating an internal document governing rules for good publishing practices and Open Access.	Q3/2023	RCO	3, 8, 32	a created document
	Research evaluation	2.1 Creating/revising a methodology for internal evaluation of research teams.	Q2/2023	RCO	4, 7, 8, 11	a created methodology
WORKING CONDITIONS	A strategy for the involvement of young researchers in the development of ICRC Strategy	3.1 Creating a Junior Strategy Board that represents R1 and R2 researchers and their voice in the development and implementation of new strategies and processes at the ICRC.	Q4/2024	RCO, HR, Management	4, 22, 35	the establishment of a Junior Strategy Board
	Redesign of the onboarding process	4.1 Carrying out a comprehensive revision of the Handbook for new employees.	Q4/2023	HR	23	a revised handbook
		4.2 Revising the onboarding process at the ICRC	Q4/2023	HR	23	a revised process
	Dealing with unwanted behaviour in the workplace (bullying, sexual harassment), whistleblowing	5.1 Acquiring an electronic tool for reporting complaints/compliments.	Q4/2023	HR	34	an implemented electronic tool
		5.2 Creating a document that defines decent and preferred conduct and governs the principles of appropriate conduct and the procedure for submitting and resolving reports.	Q4/2023	HR	34	a created document
		5.3 Training the persons who are involved in the process of resolving reports.	Q4/2023 (continuously)	HR	34	number of persons trained
		5.4 Information campaign and e-learning.	Q4/2023 (continuously)	HR, PR	34	created e-learning
	Maternity/Parental Leave management (Promoting work-life balance)	6.1 Analysing the initial situation. Setting up a strategy for cooperation with persons on Maternity/Parental Leave.	Q4/2024	HR	10, 24	a set-up strategy
		6.2 Training HR and decision makers on these issues.	Q2/2026	HR	10, 24	number of persons trained
		6.3 Implementing support activities (e.g. an information campaign), adapting the environment.	Q2/2026	HR, PR	10, 24	implemented activities
	Promoting balanced representation of women and men at all levels	7.1 Developing and implementing a mentoring programme for the advancement of women to decision-making positions.	Q4/2024	HR	10, 24	a created mentoring programme
		7.2 Organising thematic activities for participants in the mentoring programme.	Q4/2025	HR, PR	10, 24	implemented activities
	Promoting equal pay	8.1 Analyse the remuneration system using a suitable analytical tool.	Q4/2023	HR	10, 22, 26	a created analysis
8.2 Collect gender-segregated data on remuneration, and evaluate the date regularly.		Q2/2026	HR	10, 22, 26	a created and continuously updated document	
Promoting the integration of foreign workers	9.1 Cooperation with institutions that support foreign workers during their stay in Brno.	2023–2026		10, 29	established cooperation	
DEVELOPMENT	Personal & Career development plans	10.1 Defining competency models for each position level/group.	Q4/2025	HR	5, 22, 28, 36, 37, 38, 39	created competence models
		10.2 Preparing a training system for managerial and non-managerial positions, distinguishing between necessary/mandatory training, specialised developmental training, recommended soft skills training.	Q4/2025	HR	5, 22, 28, 36, 37, 38, 39	a created training system
		10.3 Creating and implementing Career and Personal Development Plans.	Q4/2025	HR, Management	5, 22, 28, 36, 37, 38, 39	created plans
	Leadership Role	11.1 Defining the duties, powers and responsibilities of a leader.	Q4/2025	HR, Management	5, 22, 28, 36, 37, 40	a created document
	Changing and sharing the culture of the organisation	12.1 Gender re-audit.	Q2/2024	HR	10, 27	an implemented audit
		12.2 Preparing and implementing the revised Gender Equality Plan, carrying out on-going monitoring and evaluation.	Q4/2024	HR	10, 27	a revised GEP
		12.3 Raising awareness of gender equality and unconscious gender biases for employees and decision makers.	Q4/2024 (on-going)		10, 27	implemented activities
		12.4 Monitoring gender-segregated data.	Q4/2024 (on-going)	HR	10, 27	a created and continuously updated document
	Employees' Survey	13.1 Repeating the employee survey at 2-year intervals in order to obtain feedback and ensure corrective action in areas where deficiencies have been identified.	Q4/2023 Q4/2025	HR	24	implemented surveys