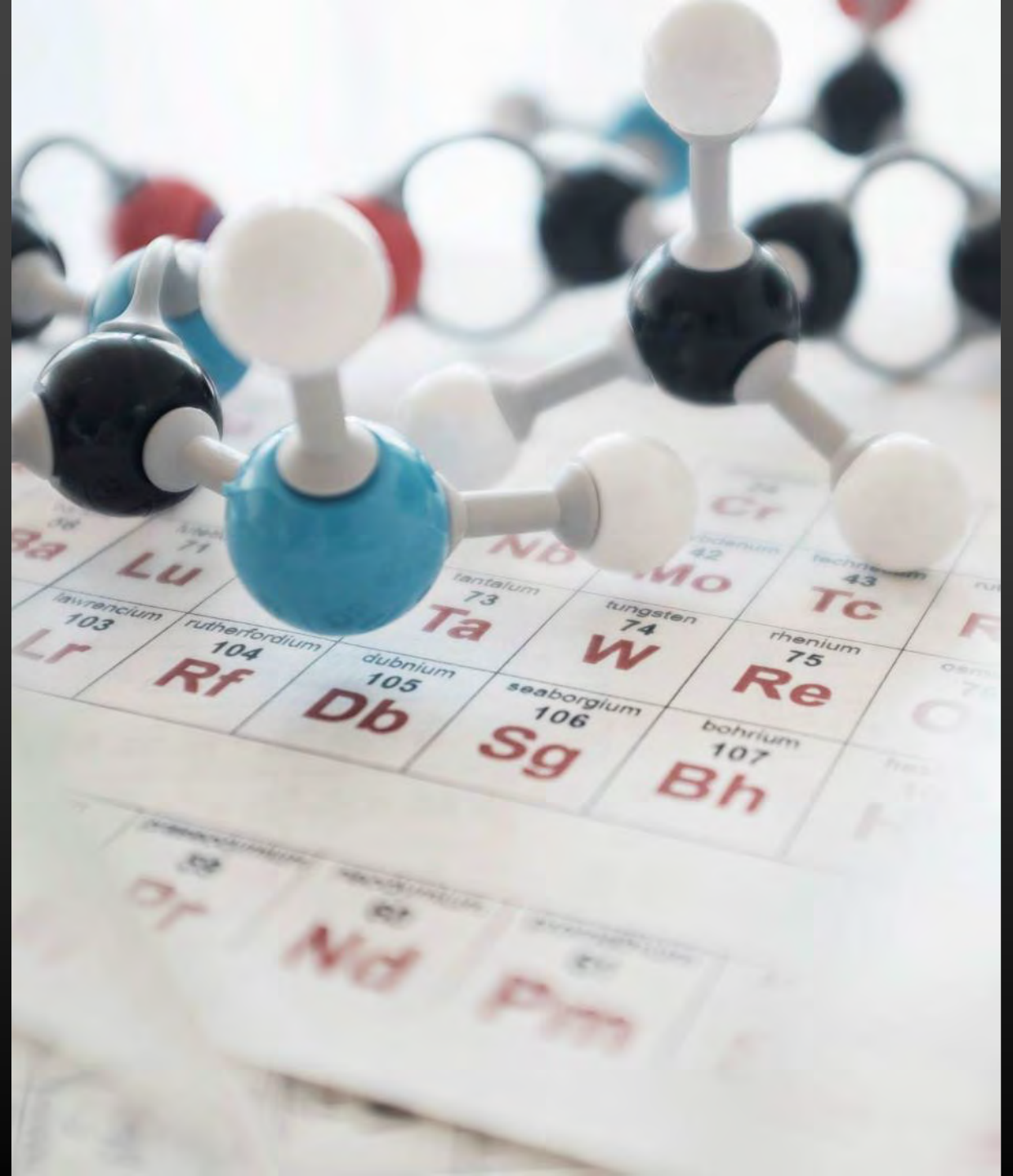


Gender Equality Plan in the NPI for the period 2022 - 2025

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Introduction

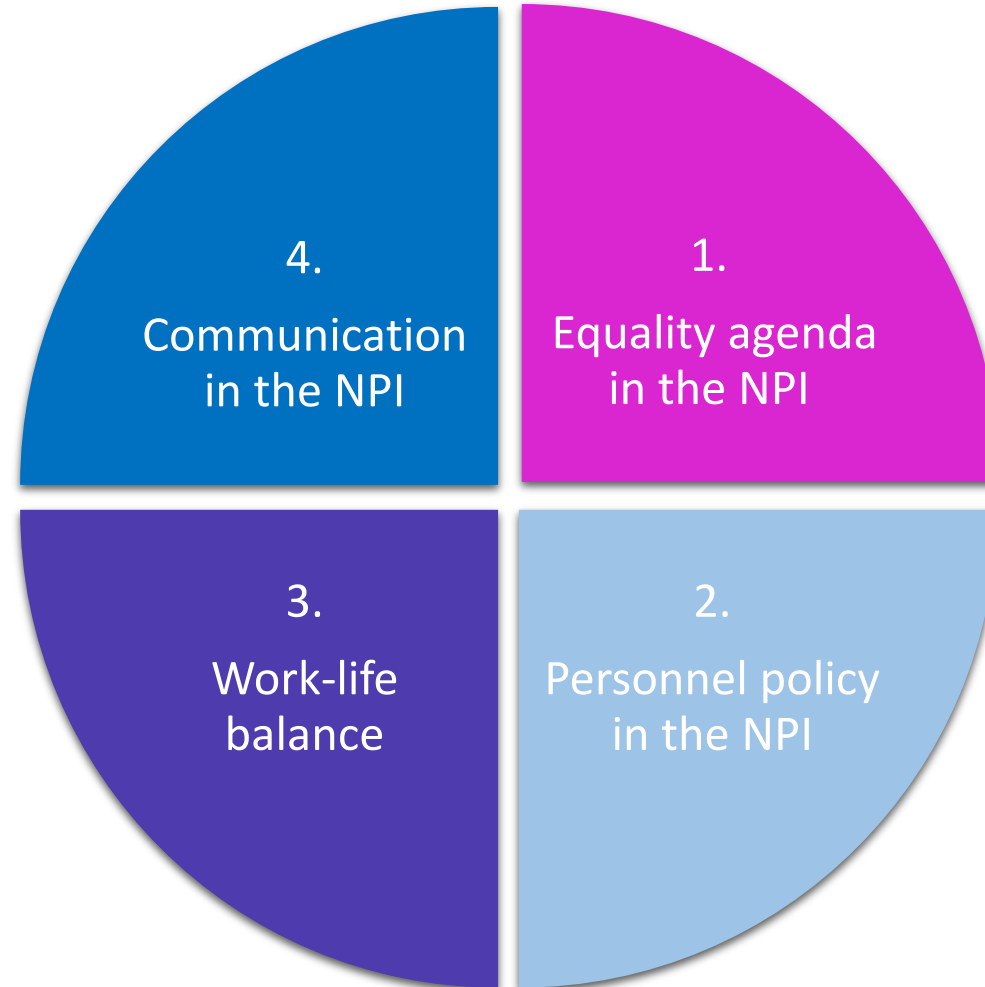
The basic ideas on which NPI's opinion in GEP area is based, are already a fundamental value within the European community and are enshrined in national legislation and at the international level. In the near future, NPI will primarily focus on expanding the issue of gender issues in the institution, improving the care of the institute's staff and removing barriers that could cause obstacles to achieving equal opportunities for applicants, staff, students and researchers.

The team for the implementation of the gender equality plan at the Nuclear Physics Institute of the CAS is composed of representatives of the institute's management, the NPI Board, and NPI scientific and administrative staff. According to the Gender Equality Plan, the principle of equal opportunities applies to all positions in NPI and is reflected, i. a., in the recruitment process, nomination to professional bodies or in the system of evaluation of employees and their activities.

The result of the summary of objectives in the field of gender issues is the **plan for the promotion of gender equality in the NPI for the period 2022-2025.**



Key areas of the NPI Gender Equality Plan



1. Gender equality agenda in the NPI

Gender equality agenda in the NPI					
Target	Description of the measures	Activity	Term	Output	Responsibility
NPI culture and its principles of gender equality	Establish common values that take into account the support and promotion of the diversity of the working environment, intolerance against discriminatory phenomena such as sexual harassment, mobbing, bossing and other negative behaviors in the workplace.	Anchor all the principles of gender equality in the NPI to the document, strengthen the human resources department, set up a team to implement gender equality plan.	12/2023	Internal Code of ethics	NPI management/ Heads of departments/HR
Optimal age structure in the NPI	Obtain funding for the career development of the young and middle generation of researchers (V1-V5) and create beneficial conditions for the recruitment of new researchers.	Obtainig grants to support the employment of students and graduates, reducing the working hours of senior workers in the retirement.	continuously	Opinions of the NPI board	NPI management/ Heads of departments/HR



2. Personnel policy in the NPI

Personnel policy in the NPI					
Target	Description of the measures	Activity	Term	Output	Responsibility
New employees recruitment in NPI with gender equality policy	The obligation to use gender-sensitive language in job advertising; to take into account and support gender diversity in teams when selecting new NPI employees.	Job titles, age diversity of job descriptions must meet equal conditions.	3/2022	Standart in advertising on job websites, NPI website, Labour office including foreing language if its needed.	NPI management/ Heads of departments/HR
HR management in the NPI	Setting the competencies, processes, responsibilities and roles of individual participants in HR process.	Recruitment and hiring process, output-employment process, setting of administrative days, employee evaluation, onboarding (especially with an emphasis on temporary employees).	until 12/2025	Individual processes in HR management, employee evaluation form, Handbook for new employees	NPI management/ Heads of departments/HR



3. Work-life balance

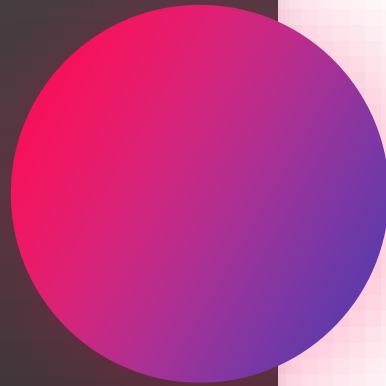
Work-life balance					
Target	Description of the measures	Activity	Term	Output	Responsibility
Systematic monitoring of support in work-life balance area	Identify opportunities for work-life balance area and create the conditions.	Part-time jobs, supports of doctoral and postdoctoral student during their study time, home-office supporting, flexible working hours, overview of benefits, sick days.	6-12/2022	Regular questionnaire survey, reporting and data progression monitoring, anchoring in NPI personnel policy, updated lists of benefits	NPI management/ Heads of departments/HR
Work-life balance possibilities on maternity/parental leave, long-term rest leave	Create a new management system for ML/RL and long-term rest leave and anchoring the issue in NPI internal documentation.	Ensure accessibility for all employees. Program "Stay in touch" with parents on maternity leave, personal return plans after maternity leave.	from 1/2023	Setting transparent rules and measures in internal documentation	NPI management/ Heads of departments/HR



4. Communication in the NPI

Internal and external communication area					
Target	Description of the measures	Activity	Term	Output	Responsibility
Education on gender-based violence and sexual harassment	Workshops and discussions , sharing a practical experiences and procedures, defence forms.	Share informations about gender-based violence and sexual harassment, what are the manifestations, defence options, measures	Until 12/2022	Workshops and discussions on sexual harassment/mobbing/bossing/stalking/discrimination topics, ombudsman for discrimination and bullying.	NPI management/ Heads of departments/HR
Gender sensitive communication	Form setting of gender sensitive language in all internal and external documents.	Editing of internal and external documents, websites and all boards on workplaces.	3-6/2022 and continuously	Updated internal and external documents, websites	NPI management/ Heads of departments/HR
Regular meetings of head of departments	Active communication and meetings with heads of departments, issue solving in work-life balance and seek a common solution.	Sharing experinces, collective solution search, passing information to subordinates	6-12/2022	Seting up regular meeting, creating a newsletter about work-life balance topic	NPI management/ Heads of departments/HR





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Hlavní 130

250 62 Husinec – Řež

☎ 266 17 3637

✉ ujf@ujf.cas.cz

Gender Equality Plan in the NPI for the period 2022 -
2025 was updated on July 1st, 2022.

director