



ÚSTAV JADERNÉ FYZIKY
Akademie věd České republiky

GEP Implementation Report as of 30 June 2025

Introduction

GEP or Gender Equality Plan:

On 1 July 2022, the Nuclear Physics Institute of the Czech Academy of Sciences (NPI, CAS) adopted Gender Equality Support Plans for the period 2022–2025 (hereinafter the “Support Plans”).

The objective is to achieve equal conditions across the institution using the tools specified in the Support Plans for individual key areas.

An evaluation report on the implementation of objectives since the adoption of the Support Plans is issued every six months for the previous period.

All information and published evaluation reports are available on the intranet (here) and are also publicly accessible at www.ujf.cz.

Gender Equality & Foreigners Agenda

1/2

Goal	Culture of NPI and Its Principles of Gender Equality	
Description of Measures	Establish common values that will take into account the support and promotion of diversity in the work environment, intolerance of discriminatory phenomena such as sexual harassment, mobbing, bossing and other negative manifestations of workplace behavior. <i>Incorporation of the new Equal Pay Directive TBD.</i>	
Activity	Embed all principles of equality between women and men in the NPI in a document, strengthen the human resources department, and establish a team that will implement the equality plan.	
Deadline	12/2023	<i>partially fulfilled, extended until 12/2024 – equal pay 2026</i>
Current Status (Outcome)	In the period from 1.10. to 30.10.2023, the NPI participated in a nationwide anonymous questionnaire survey <i>Prevalence study of gender-based violence at public universities and institutes</i>. Intended for employees in employment, focused on determining the occurrence of gender-based violence at these workplaces. 29 employees participated in the study on behalf of the institute. The results of the study were published in June 2024. A short presentation of the results <u>for internal purposes only</u> was published in Newsletter 06/2024, direct link here. The position of Personalist/ HR has been filled, she also serves as a member of the Ethics Committee, the agenda has been submitted, including attendance, intensive recruitment is underway across the structure of the institute for various positions, including scientific positions, the functioning and cooperation with departments are still being adjusted, and education in administration is supported. The conceptual solution of basic HR processes, GEP and settings will be addressed by the newly created position of HR Business Partner - HR Specialist within the framework of the successful acquisition of the OP JAK STAR project for the research environment. <i>The aim of the STAR project is advanced strategic changes in human resource management and other aspects of the quality of the research environment at the NPI with the primary goal of obtaining and implementing the HR Award. Another goal is the strategic strengthening of the scientific and managerial management of the organization, the institutional resilience of the organization and the communication and marketing of the NPI. Important project activities are training, mentoring and sharing of examples of good practice on a national and international scale.</i>	
Responsibility	Management of NPI / Heads of Individual Departments / HR dept., person responsible for GEP	

Gender Equality & Foreigners Agenda

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Goal	Optimal age structure in NPI																																
Description of Measures	To ensure financial resources for the career growth of the young and middle generation of researchers (V1-V5) and to create favorable conditions for recruiting new scientists.																																
Activity	Obtaining grants to support the employment of students and graduates, reducing the working hours of senior workers close to retirement, supporting the employment of foreigners in the event of difficult-to-fill positions - cooperation has been established with the financially feasible portal ResearchJobs.cz exporting to foreign portals with good results.																																
Deadline	continuously																																
Current Status (Outcome)	Education achieved by men and women: Education: 3 – Basic 5 – Vocational 6 – Secondary common 8 – Full secondary vocational 9 – Full secondary 10 – High school 12 – Bachelors 13 – University 14 – PhD ■ 1 - Muž / Male ■ 2 - Žena / Female Balanced conditions at all levels, single strong discrepancy in doctoral education due to starting families, permanent increased integration support after maternity/ parental leave, especially for female employees + support qualifications improving. <table><tr><th colspan="3">Numbers of employed foreigners & diversity</th></tr><tr><th>non EU total</th><th>22 EU without CZ</th><th>20</th></tr><tr><td>158 - Tchaj-wan</td><td>1 250 - Franci</td><td>1</td></tr><tr><td>356 - India</td><td>3 276 - Germany</td><td>1</td></tr><tr><td>376 - Izrael</td><td>1 380 - Italy</td><td>4</td></tr><tr><td>498 - Moldavia</td><td>1 703 - Slovakia</td><td>14</td></tr><tr><td>50 - Bangladéš</td><td>1</td><td></td></tr><tr><td>643 - Russia</td><td>5</td><td></td></tr><tr><td>804 - Ukraine</td><td>9</td><td></td></tr><tr><td>860 - Uzbekistán</td><td>1</td><td></td></tr></table> The ratio of employed workers from the EU and third countries remains similar, intercultural sharing supported by the institute. Work under agreements not included.			Numbers of employed foreigners & diversity			non EU total	22 EU without CZ	20	158 - Tchaj-wan	1 250 - Franci	1	356 - India	3 276 - Germany	1	376 - Izrael	1 380 - Italy	4	498 - Moldavia	1 703 - Slovakia	14	50 - Bangladéš	1		643 - Russia	5		804 - Ukraine	9		860 - Uzbekistán	1	
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Responsibility	Management of NPI / Heads of Individual Departments / HR dept., person responsible for GEP																																

Optimal Age Structure Agenda at NPI

Goal	Optimal age structure in NPI
Description of Measures	Secure funding for the career growth of young and mid-career researchers (V1-V5) and create favorable conditions for recruiting new researchers.
Activity	Obtaining grants to support the employment of students and graduates, reducing the workload of senior employees who are eligible for retirement. Support for obtaining grants + strengthening the project department = increased financial competitiveness.
Deadline	continuously
Current Status (Outcome) Data as per 30.6.2025	NPI employs 259 people, of whom 1 has 2 contracts, 11 are employed on a temporary basis under a Agreement contract. We employ a total of 151 men and 96 women. There are 17 men and 6 women in management positions. <u>The percentage representation of age categories is almost constant:</u> 21–40 years = 30.7%, with a balanced ratio of women to men (46% ♀, 54% ♂) 41–55 years = 34%, the same less balanced ratio (41% ♀, 58.6% ♂) 56 years and older = 34%, a strongly unbalanced ratio of women and men (29.7% ♀, 70% ♂) The average age is consistently 49. There are 49 employees of retirement age, with men significantly outnumbering women (20.4% ♀, 79.5% ♂). The youngest male employee is 23 years old, and the youngest female employee is 20 years old. The oldest male employee is 80 years old, and the oldest female employee is 74 years old. The FTE of senior employees are set to ensure that there are enough employees to run the department and train new arrivals. More than half of the employees (57.2%) have permanent employment contracts. The average length of service at the institute is 14 years, with the most loyal employees having been with us for 53.5 years (2 ♀, 7 ♂). During the first half of 2025, 13 new employees joined the company on various part-time contracts, including 6 women. During the same period, 5 employees left, including 3 women: 3 by mutual agreement, 1 at the end of their contract, and 1 due to retirement. There are 3 women in the position of department head, while the other departments (6) are headed by men.
Responsibility	Management of NPI / Heads of Individual Departments / HR dept., person responsible for GEP

HR Policy of NPI

Goal	Recruitment of new employees at NPI with regard to gender equality	Human Resources Management at NPI
Description of the measure	Obligation to use gender-sensitive language when advertising job vacancies, to take into account and promote gender diversity in teams during the recruitment of new employees at NPI	Setting competencies, processes, responsibilities, and roles of individual participants in the human resources management process.
Activity	Job titles, age diversity, and job descriptions must comply with equal conditions	The process of hiring new employees, the process of terminating employment, the process of reporting absences, the setting of administrative days, employee evaluation, onboarding (with emphasis on fixed-term employees to eliminate job insecurity)
Deadline	3/2022 – established / completed	until 12/2025 – extended for the duration of the HR AWARD
Current status (output)	Standard in posting job advertisements on job portals, the NPI website, or the Employment Office, including in foreign languages. Emphasis on gender balance in language is also placed when issuing new guidelines and regulations.	An exit questionnaire has been sent to departing employees since 1.1.2023. It is completely voluntary and anonymous. The aim is to evaluate the reasons for employee departures. <i>At present, it is sent by the HR officer, but it should become part of the department's exit process.</i> Presentations for new employees in both English and Czech have been sent to new hires since 1.3.2023. Work on the employment-law minimum is ongoing, managers are informed of updates and responsibilities during meetings. Annual appraisal interviews in connection with awarding bonuses will be addressed within STAR. The overall area of systematic and high-quality HR within the institution is being developed, and a project application for the HR Award has been submitted, after which an evaluation system could potentially be implemented within the new HR Specialist position.
Responsibility	Management of NPI / Heads of Departments / HR	Management of NPI / Individual Department Heads / HR

Work–life balance

Goal	Systematic monitoring of support in the area of work–life balance	Possibilities for balancing work during maternity and parental leave, and long-term leave from work for the purpose of rest
Description of the measure	Determine the possibilities for balancing personal and professional life and create the conditions	Establish a management system for maternity/parental leave and long-term unpaid leave, and incorporate it into the institution's internal documents
Activity	Part-time positions, support for doctoral and postdoctoral studies, enabling home office, more flexible working hours, a comprehensive overview of benefits, sick days	Ensure availability for all employees, a “Stay in Touch” program with parents on maternity/parental leave, personal return-to-work plans after maternity/parental leave
Deadline	12/2022 – extended until 1.1.2024 (legislative changes) completed, sick days on hold	from 1/2023
Current status (output)	Regular questionnaire surveys, reporting, monitoring of collected data trends, incorporation into the institution's personnel policy, updated list of benefits: addressing the possibility of more transparent and accessible benefit usage through a cafeteria system – to be addressed within the HR AWARD framework. The 2024 employee satisfaction survey was published on the intranet HERE, the 2025 survey has been postponed in connection with obtaining STAR and a comprehensive questionnaire solution in autumn 2025. Out of a total of 259 employees, 163 work full-time. Ninety-nine employees work part-time, of whom 46 are women and 53 are men. Clear rules for working from home (HO) have been established, home office agreements adjusted according to applicable legislation, directive published on 25.3.2025	Setting transparent rules and measures into internal documentation. An internal regulation was issued on 25.3.2025 to enable HO for all employees who meet the requirements and who, by law, have the right to request it, with individual situation assessment. At the same time, the option of part-time work is available for new parents after maternity/parental leave, parents with young children, or other complex personal situations.
Responsibility	Management of NPI / Heads of Individual Departments / HR, person responsible for GEP	

Communication at NPI

1/2

Goal	Awareness on the topic of gender-based (motivated) violence and sexual harassment
Description of the measure	Seminars and discussions on the topic, sharing practical experiences and procedures, forms of defense
Activity	Inform about gender-based violence including sexual harassment – manifestations, defense possibilities, measures
Deadline	By 12/2022 – extended until 12/2024
Current status (output))	From 1.9.2024, the position of Ombudsperson was established and Veronika Brychová was appointed – communicated by email and in the Newsletter, including the job description. The Ethics Committee holds regular meetings, the Code of Ethics has been updated in accordance with the Code of Ethics of the Czech Academy of Sciences, and preparation for training on the Code of Ethics within the EDUNIO online training system is underway (regular repetition every 2 years). On 3.12.2024, an online lecture with discussion on the topic of GBV: “Safe Working Environment” took place, this time intended for non-managerial staff – representatives and non-scientific employees. Trainers: Ms. Oliva and Ms. Langhamerová from NKC. Contribution evaluation was conducted via questionnaire and sent to management (2 out of 5 respondents had encountered some form of GBV personally or indirectly). There was a request for an English version of the training and institution-wide awareness (all employees). In response to the request, a further training in this area was scheduled for 11/2025 – a full-institution lecture on the topic “Safe Environment” or “Unconscious Bias in Science and Research” is being considered. This trend of training will continue
Responsibility	Management of NPI / Heads of Individual Departments / HR, person responsible for GEP

Communication at NPI

2/2

Goal	Gender-sensitive communication	Regular meetings of scientific and non-scientific managers across all departments.
Description of the measure	Establish the use of gender-sensitive language in all internal and external documents.	Actively communicate and meet with heads of individual units to address operational matters, shared values and goals, seek common solutions for work-life balance, support interpersonal relationships and interdepartmental cooperation, and improve collaboration.
Activity	Adjustment of internal and external documents, websites, and workplace notice boards.	Sharing experiences, jointly finding solutions, and communicating with subordinates.
Deadline	3–6/2022 and ongoing	6–12/2022 and ongoing
Current status (output)	Updated internal and external documents, website – since May 2024, an audit of website and intranet pages is underway (gender-neutral terms such as “Employees” are replacing others, with efforts toward bilingualism).	Regular meetings of scientific staff and informational newsletters are ongoing. Starting 01/2025, monthly meetings of ÚŘ and THS managers will be introduced, along with labor-law, soft skills, and HR training within STAR for managers, and an unwritten open-door policy. ÚŘ, THS – there is currently no space for informal employee meetings: a kitchenette is planned for winter 2025/26. Active support for interpersonal and institutional ties is desired – an institution-wide joint event/party. Celebrations for the 70th anniversary of NPI received great feedback.
Responsibility	Management of NPI / Heads of Individual Departments / HR, person responsible for GEP	

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