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Extension of the Implementation Period of the Gender Equality Plan of the Nuclear Physics Institute of the CAS

The Nuclear Physics Institute of the Czech Academy of Sciences (ÚJF AV ČR), a public research institution, adopted its first Gender Equality Plan (GEP) for the period 2022–2025 in 2022. This document provides the fundamental framework for promoting gender equality, a fair working environment, and transparent HR processes within the Institute.

During the past period, a number of measures have been implemented, focusing for example on the development of HR processes, support for transparent recruitment, improvements to the working environment, strengthening internal communication, and preventing inappropriate behaviour in the workplace. The implementation process also included ongoing monitoring and evaluation of the fulfilment of individual measures.

Based on the current evaluation and in view of ongoing institutional initiatives, the Institute's management has decided to extend the implementation of the existing Gender Equality Plan until **31 December 2026**.

The main reasons for this decision includes the need to ensure continuity of activities already underway and to align the further development of equality and diversity policies with other strategic processes currently taking place within the Institute. These include in particular the implementation of the **STAR** project and preparations for the implementation of the **Human Resources Strategy for Researchers (HR Award)**.

The extended period will be used to complete selected measures and to prepare the next strategic framework for supporting gender equality, which will be based on current analyses, experience gained from implementing the existing plan, and outputs from the above-mentioned project activities.

The Nuclear Physics Institute of the CAS hereby reaffirms its long-term commitment to creating an open, respectful, and fair working environment that supports the development of all employees, regardless of gender or other personal characteristics.



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