



Czech Academy
of Sciences

**Gender Equality Plan
Czech Academy of Sciences
2025–2027**

Gender Equality Plan of the Czech Academy of Sciences 2025–2027

The Preamble

The Gender Equality Plan (GEP) of the Czech Academy of Sciences is a practical instrument for promoting and supporting goals, mechanisms, and measures aimed at improving equal opportunities for women and men within the CAS Head Office. It reflects the priorities of European strategies in this area and meets the requirements of both national and international levels. Equal opportunities in working conditions, career development, evaluation, and remuneration are fundamental priorities of a modern scientific institution. By adopting the GEP, the institution declares its commitment to development and its ambition to be a modern organization that supports and values diversity at all levels. The plan aims to enhance the working environment, institutional culture, and conditions to achieve the optimal standards inclusively.

Introduction

The Czech Academy of Sciences (CAS) is an organizational body of the Czech Republic established by Act No. 283/1992 Coll. and its activities are funded by the national budget of the Czech Republic. For budgetary purposes, the CAS shall be regarded as a central administrative body of the Czech Republic and shall establish its institutes as public research institutions primarily focused on basic research across a wide range of scientific disciplines. These institutes are independent legal entities with their own competencies and responsibilities, and they have their own GEPs that have been implemented in connection with their participation in EU Framework Programs. As a result, this GEP applies mainly to the CAS Head Office, its structure and all staff. The CAS Head Office operates as the executive body of the CAS, providing administrative, organizational, economic, and control support to the President, the Academic Council, and other authorized bodies. Its activities are defined by Act No. 283/1992 Coll., on the Czech Academy of Sciences. This GEP has been developed because the CAS, respectively the CAS Head Office, shall be actively participating in EU Framework Programs – the European Partnerships. The GEP is considered, by its nature, to be a dynamic document that is subject to continuous monitoring of its implementation and subsequent revision.

Framework

The CAS has recently established a comprehensive framework of bodies and support structures dedicated to the systematic promotion of equality, integrity, and ethics in science at the academic level in the past years. It includes the Office of the Ombudsperson that protects the rights of employees and other individuals working within the CAS, its institutes and the CAS Head Office and promotes the principles of equal treatment and respect at all levels. The Office promotes adherence to the principles of equal treatment, ethics, professionalism, and respect across the whole CAS and helps prevent inappropriate conduct. The CAS adopted a Code of Conduct, which applies to all individuals within its community, regardless of employment status or contractual relationship. The Code establishes fundamental principles of respect, non-discrimination, prevention of violence, harassment, and bullying, including gender-based violence. It emphasizes honesty, responsibility, fairness, transparency, and avoidance of conflicts of interest, with special responsibilities for those in leadership positions. The Code aims to prevent undesirable behaviour, safeguard the integrity and safety of the CAS environment, and promote equal opportunities for all employees, students, and external collaborators. The next

authorized body operates on the Academy level, and it is the Commission for Equal Opportunities of the CAS, the advisory body of the Academy Council, that is responsible for monitoring trends, concepts, and thematic focus in the field of equal opportunities. It ensures coordination of related activities, discusses proposals, conducts evaluations, recommends the allocation of financial resources, and prepares an annual report for the Government of the Czech Republic on activities in the area of gender equality. The Commission also monitors annually and prepares an analysis of the success rates of women and men in the internal programs of the Czech Academy of Sciences, including a comparison with previous years. Regarding the internal programs supporting excellence or international collaboration, the CAS ensures fairness in them by applying conditions that do not penalize career breaks. Periods of maternity or parental leave, long-term illness, or caring responsibilities for relatives are excluded from the calculation of active research time. This approach is essential to promote equal opportunities and recognize diverse career paths in research.

GEP areas and goals:

GEP focuses on ensuring gender equality with the aim of covering [five main thematic areas in line with the requirements of EU Framework Programme](#). The CAS recognizes that organizational culture and work-life balance are key components in creating an environment where employees of all genders can enjoy equal opportunities to build fulfilling careers. The GEP encompasses specific areas that the organization aims to address in its efforts to achieve an optimal level of gender equality.

1. Gender Balance Implementation Policy

To ensure effective implementation of gender balance within the CAS Head Office of Sciences, a governance structure will be established. The main person responsible for the GEP will be appointed and supported by a dedicated GEP Working Group formed in the same period.

Regular evaluation of the GEP will be conducted to monitor progress and identify areas for improvement.

The established team will actively follow the activities and recommendations of the [National Contact Centre for Gender & Science](#) (NKC) to align with best practices and national standards and will inform about the status of implementation.

2. Work-life balance and organizational culture

Balancing professional and personal life is essential for employee well-being and organizational sustainability. At the level of the CAS Head Office, the needs of employees returning from maternity or parental leave are considered to ensure smooth reintegration, and the CAS Head Office will continue to strengthen and deepen its approach for all employees by reflecting intersectionality, including health status and other individual circumstances. Currently, employees can benefit from school groups established within the Czech Academy of Sciences to facilitate childcare and support work-life balance. In addition, they may take advantage of adjusting working hours, part-time positions tailored to their family situation, sick days (including half-day sick days), and half-day vacation.

At the Academy level, a return policy internal program will be implemented, including the allocation of financial resources to support researchers and employees of the CAS institutes coming back from maternity and parental leave.

This is important because it helps retain talents, promotes equal opportunities, and strengthens the overall resilience and inclusivity of the institution.

3. Gender equality in HR process

The CAS Head Office is committed to guaranteeing fairness and transparency in all recruitment and career progression processes. Selection procedures will be based on clear, objective criteria and conducted by diverse committees to minimize bias.

Job advertisements and promotion opportunities will be widely accessible and formulated in gender-neutral language.

Monitoring mechanisms will be introduced to track gender representation in applications, shortlists, and appointments.

Training on unconscious bias and inclusive recruitment will be provided to all staff involved in hiring and promotion.

These measures are essential to ensure equal opportunities, foster diversity, and strengthen the credibility and excellence of the institution.

4. Leadership and decision-making

Although women are represented in most positions at the CAS Head Office, promoting balanced gender representation in leadership and decision-making remains a priority. Efforts will focus on ensuring that management and governance structures reflect diversity and inclusivity, with transparent criteria for appointments and opportunities for professional development. This is important because balanced leadership fosters broader perspectives, strengthens institutional credibility, and supports equality as a core value of the CAS.

Regular monitoring on gender composition in management and governance positions will be conducted.

Training on inclusive leadership and decision-making will be delivered for all members of management.

Implement mentoring and training initiatives to support employees' career progression into leadership roles.

5. Measures against gender-based violence, including sexual harassment

The CAS Head Office is committed to creating a safe and respectful work environment. Preventive measures will include awareness-raising activities, training on recognizing and preventing gender-based violence and sexual harassment and promoting a culture of zero tolerance.

Clear procedures for reporting and addressing incidents will be implemented, ensuring confidentiality and protection for all parties involved.

These actions are essential to safeguard dignity, foster trust, and maintain an inclusive and secure workplace.

In all cases, the Heads of the Divisions of the CAS Head Office are responsible for ensuring that the above measures are followed within their zone of influence, and for providing assistance, if necessary.

Dedicated resources

The CAS Head Office commits to providing adequate human and financial resources for the implementation of the GEP. Allocating these resources is essential to guarantee the effective realization of all GEP measures and to foster a safe, inclusive, and equitable workplace.

Data collection and monitoring

The CAS Head Office will establish a system for collecting and regularly evaluating data on employees disaggregated by gender. This will include comprehensive statistical information on the representation of men and women across positions and within organizational bodies. The CAS Head Office will systematically implement, monitor, and assess the GEP through the preparation of ongoing, periodic evaluation reports on its progress. These measures are essential to ensure transparency, track improvements, and support evidence-based decision-making in advancing gender equality.

Training

The CAS Head Office will ensure the implementation of training programs focused on gender equality and unconscious gender bias for all employees. The training aims to raise awareness, promote inclusive practices, and prevent discriminatory behaviour. Increasing knowledge in these areas is essential for fostering a fair and respectful work environment and for embedding gender-sensitive approaches into organizational culture.

The GEP was officially approved by the Academy Council Presidium and the Academy Council of the CAS and published on the organization's website to ensure transparency and accessibility.

Conclusion

The CAS, respectively the CAS Head Office are committed to fostering a gender-balanced and inclusive institutional environment. They ensure that all employees regardless of gender have equal access to opportunities, leadership roles, and participation in decision-making processes. As a central administrative body in Czech research, the CAS Head Office recognizes the importance of a workplace free from gender bias, where respect, professionalism, and equal treatment are fundamental values. The CAS Head Office actively supports the integration of the gender dimension into all aspects of its activities, including financing research, administration, and public engagement. The organization is dedicated to cultivating a community built on mutual respect and to providing a supportive environment for career development, work-life balance, and personal growth for all staff members. Any issues or conflicts between employees are addressed in accordance with Czech legal provisions, including the Labour Code and in consultation with relevant bodies such as the trade union, the Office of the Ombudsperson. Employees always have direct access to the Director of the CAS Head Office for support and resolution of concerns. Through the ongoing implementation and monitoring of the GEP, the CAS Head Office reaffirms its commitment to continuous improvement, transparency, and the highest standards of excellence and inclusivity.

This document is valid from 25th November 2025.

Prof. Radomír Pánek
President of the Czech Academy of Sciences

1. Gender Balance Implementation Policy

Goal	Measure / Activity	Deadline	Responsibility
Implementation of measures to promote GEP within the CAS Head Office through the appointment of a responsible person and the establishment of a working team.	Appointment of a responsible person	4Q 2025	Director, CAS Head Office
	Appointment of a working group for GEP	4Q 2025	Director, CAS Head Office
	Update the respective internal documents and regulations, if needed	2026/2027	Responsible person and a working group, Human Resources and Payroll Section, CAS Head Office
	Actively follow the activities and recommendation of the National Contact Centre of Gender & Science (NKC)	continuously	Responsible person and a working group
	Regular evaluation of the GEP (monitor progress and identify areas for improvement)	annually	Responsible person and a working group
	Evaluation/audit of the GEP	4Q 2027	Director, CAS Head Office

2. Work-life balance and organizational culture

Goal	Measure / Activity	Deadline	Responsibility
Continue creating a work environment that supports a balance between work and family/personal life for all staff and strengthening and deepening approach for all staff by reflecting intersectionality.	Check and possibly update Work Regulation and other related internal documents on the recently adapted new measures (half-day sick day, half-day vacation etc.)	2026-2027	Human Resources and Payroll Section, CAS Head Office
	Facilitate the incorporation or reintegration of staff on career breaks into ongoing institutional activities	2026	Human Resources and Payroll Section, CAS Head Office
	Implement a return policy internal program for researcher returning from maternity/paternal leave	1Q 2026	Science Support Division, CAS Head Office

3. Gender equality in HR process

Goal	Measure / Activity	Deadline	Responsibility
Guarantee equal access to job opportunities and promotions for all genders and implementing clear, unbiased criteria for hiring and advancement.	Formulate job advertisements and promotion opportunities in gender-neutral language and make them widely accessible	2026	Human Resources and Payroll Section, CAS Head Office
	Set up a monitoring mechanism to track gender representation in a hiring process	2026-2027	Human Resources and Payroll Section, CAS Head Office
	Provide a training on unconscious bias and inclusive recruitment to all staff involved in hiring	2026-2027	Human Resources and Payroll Section, CAS Head Office
	Publication of the Government Regulation that determines our salary scale	2026	Human Resources and Payroll Section, CAS Head Office

4. Leadership and decision-making

Goal	Measure / Activity	Deadline	Responsibility
Achieve possible balanced gender representation in leadership and decision-making at the CAS Head Office by ensuring diversity and inclusivity in management structures and supporting professional development and advancement for all employees.	Set up a regular monitoring on gender composition in leading positions and all staff	2026	Human Resources and Payroll Section, CAS Head Office
	Deliver a training on inclusive leadership and decision-making for management	2026-2027	Human Resources and Payroll Section, CAS Head Office
	Provide a mentoring and training activities to support employees' career progression into leadership roles	2026-2027	Human Resources and Payroll Section, CAS Head Office

5. Measures against gender-based violence incl. sexual harassment

Goal	Measure / Activity	Deadline	Responsibility
Create a safe and respectful work environment.	Deliver a training on recognizing and preventing gender-base violence and sexual harassment and promoting a culture of zero tolerance to all staff	2026-2027	Human Resources and Payroll Section, CAS Head Office
	Implement a clear mechanism/procedure for reporting and addressing incidents	2026	Director, CAS Head Office
	Publish information about the recently appointed the ombudsperson (3Q 2025) and them activities/services on the website	4Q 2025	Director, CAS Head Office
	Introduce activities/services of the ombudsperson to all staff	4Q 2025 – 1Q 2026	Director, CAS Head Office