

Equal Opportunities Plan - Monitoring Report for 2023

This document aims to evaluate the objectives set out in the IMG Equal Opportunities Plan [the Plan] issued in December 2021. The individual objectives are listed in the table below, including their current state. In 2023, the assessment focused primarily on the short-term objectives [to be implemented by the end of 2023]. The long-term objectives will be assessed in the evaluation report at the end of the five-year period ending in 2025.

In 2023, three baby-changing counters were installed, the Institute engaged in research on social safety and the prevalence of inappropriate forms of behaviour in the Czech academic environment, and the number of women in the position of group leader was increased.

Progress in short-term targets [by the end of 2023]

Target	Status
Publication of the 2022 Plan and Monitoring Report	Completed
Analysis of senior management positions	Completed
Promoting a gender-balanced environment	In process
Data monitoring	In process
Increased care for employees with children	Completed
Trust box	Completed
Participation in research on social security and the prevalence of inappropriate forms of behaviour in the Czech academic environment	In process
Raising awareness of gender equality issues	In process

- **Publication of the 2022 Plan and Monitoring Report (Completed)**

The Plan and the Monitoring Report for 2022 were published both on the intranet [accessible only to IMG staff] and on the website in both Czech and English versions: the [Equal Opportunities Plan - Institute of Molecular Genetics of the Czech Academy of Sciences](#). This link will also tell you what benefits you can take advantage of and who you can contact if you have questions about gender. It also lists training opportunities in gender equality and publishes activities and training on unconscious biases and stereotypes.

- **Analysis of senior management positions (Completed)**

The IMG Economy Department keeps records of all staff, including statistics on male/female occupancy of senior positions. For the year 2023, there was an increase in the number of women in top management and decision-making positions, as a woman was selected to fill the position following a call for applications for a new scientific group leader with a closing date of 31 May 2023. The newly recruited leader will start her work in the Laboratory of Tissue Morphogenesis and Cancer from 1 January 2024. However, despite this success, IMG will continue to actively seek to increase the number of women in managing positions.

- **Promoting a gender-balanced environment (In process)**

Gender-neutral language is generally encouraged at IMG, both in communication within and outside the organization. This process has been gradual, starting with the modification of language to gender neutral in mass email correspondence, and is now being actively applied in new documents produced within the Institute.

IMG staff can continue to raise gender-related queries or suggestions on gender and equal opportunities issues with IMG by emailing gender@img.cas.cz.

- **Data monitoring (In process)**

IMG aims to adapt the recruitment, motivation and career development process to the actual needs of employees and job applicants. A sub-objective in this area is to monitor the percentage of men and women who apply for jobs at IMG.

- **Increased care for employees with children (Completed)**

One of the fulfilled short-term goals is the installation of three changing counters in the IMG premises in Krč and Vestec. Two are located in the main IMG building in the disabled toilets - one on the ground floor and one on the second floor. In Biocev, one baby-changing counter is located on the first floor



of the CCP building in the disabled toilet. We believe that these new facilities will contribute to greater comfort and meet the needs of parents in our institution.

Heads of departments are continually reminded of the importance of time management for parents with children. Gradual efforts are being made to establish an end time for appointments no later than 16:00. Flexible working hours are introduced at IMG [to better coordinate time and balance work life with personal life].

Employees can use [this link](#) to find out about their options under the work-life balance and what IMG has committed to under the Plan.

- **Trust box (Completed)**

In the basement area of IMG, which meets the requirements for a discreet zone, a physical trust box [see photos] was installed in January 2022 and is regularly collected once a week. This frequency has proven sufficient from experience. The Equal Opportunities Plan Working Group dealt with two incentives in 2023.



- **Ensuring relevant quantitative data [In process]**

The Economy Department continuously collects relevant data on the basis of gender-segregated data. This information is used to better understand the situation regarding the percentage of men and women at IMG based on various indicators. The updated quantitative and qualitative data containing the characteristics of all male and female IMG employees are attached as Annex 1 to this Monitoring Report. The figures and graphs for each category of workforce are in the same breakdown as they were in the December 2021 Plan.

- **Participation in research on social security and the prevalence of inappropriate forms of behaviour in the Czech academic environment [In process]**

Beyond the objectives set out in the Plan, in 2023, the Institute participated in a national study of research on social security and gender-based violence in the academic environment, which was implemented within the framework of the STRATIN+ project funded by the Ministry of Education. The research was conducted using an online questionnaire to collect data on the prevalence and impact of different forms of violence in universities and institutes of the Academy of Sciences. IMG staff had over three weeks to develop the questionnaire. The evaluation will be carried out by members of the project research team from the Institute of Sociology of the CAS in the spring of 2024. A research report with overall

results on the prevalence and impact of violence among different groups working in the academic sector will be provided to the participating institutions.

- **Raising awareness of gender equality issues (In process)**

On the intranet (accessible only to IMG staff), a tab called Educational Materials has been set up in the Equal Opportunities section, where educational materials are continuously placed to raise awareness of gender equality issues focused on unconscious prejudices and stereotypes.



Institute of Molecular Genetics of the Czech Academy of Sciences

Annex 1

Annex 1 contains the characteristics of male and female employees of IMG for the period 2020 - 2023

Current gender situation

In the period 2020-2023, 60 % women and 40 % men were employed at IMG. On average, 155 men and 163 women worked in a scientific position and 64 men and 159 women worked in other professions in one year. Women are therefore much more abundant in other professions.

Most men work in the V2 [PhD student] and V5 [scientist] groups. Most women work in group V2 [PhD student] and V1 [research assistant]. Women held group leader positions at an average rate of two per year [in the period 2020-2023], while for men the number averaged around 25. In general, therefore, far fewer women are working in senior positions, although it is noticeable that the number of female PhD students who could hold senior positions in the future exceeds the number of male PhD students.

IMG male and female employees most often choose full-time employment. Women are more likely to work part-time than men, with the most common part-time option being between 0.5 and 0.9.

Differences are also evident in wages. The average salary of male staff exceeds the average salary of female staff in all categories except the category of PhD student.

Given the generally higher number of female employees, there is also a higher turnover rate than for men.

In terms of grants, men scientists are much more active than women scientists. Of the 97 grants currently under investigation in 2023, 76 men held the role of principal investigator or co-investigator, and 21 projects had female investigators and co-investigators in these roles. In 2023, 31 male and nine female scientists submitted grant applications. This disproportion is mainly due to group leaders being in the role of project investigator or co-investigator.

Male and female employees

As of 31 December 2023, IMG had a total of 514 male and female employees working in Krč and Vestec within the BIOCEV Centre. A small part of them work at the detached site on the farm in Koleč. The Institute employs 308 male and female researchers and 206 persons in other professions.

Employees are divided into two main groups: researchers and other staff. Within the group of researchers, IMG distinguishes six grades according to the Internal Wage Regulations of the Institute of Molecular Genetics of the CAS, which correspond to the qualification grades [hereinafter referred to as QG] specified in the Career Regulations for University-educated Workers of the CAS:

- V1 [Research Assistant] = QG 1 – completed university studies, professional practice,
- V2 [PhD Student] = QG 2 – completed university studies, participant of doctoral study,
- V3 [Postdoctoral Fellow] = QG 3 – completed PhD study; up to five years after PhD defence; working under supervision of experienced scientists,
- V4 [Associate Scientist] = QG 4 – more than five years after obtaining the PhD degree and not investigator of own grants,
- V5 [Scientist] = QG 5 – more than five years after obtaining the PhD degree, independent investigator of research projects,
- V6 [Senior Scientist] = QG 6 – head of a research team and leading scientific personality.

The category of other employees according to the Internal Wage Regulations also includes six grades:

- 01 – simple working tasks and primary education,
- 02 – simple professional tasks with general instructions and primary or secondary specialized education,
- 03 – various, generally defined professional tasks with increased mental load and secondary education,
- 04 – professional tasks requiring a complex creative approach and secondary education,
- 05 – systemically specialized tasks with a high degree of responsibility and secondary school or college,
- 06 – definition of strategies for focusing the assigned agenda and responsibility for its results, university and long-term professional experience.

Distribution by gender

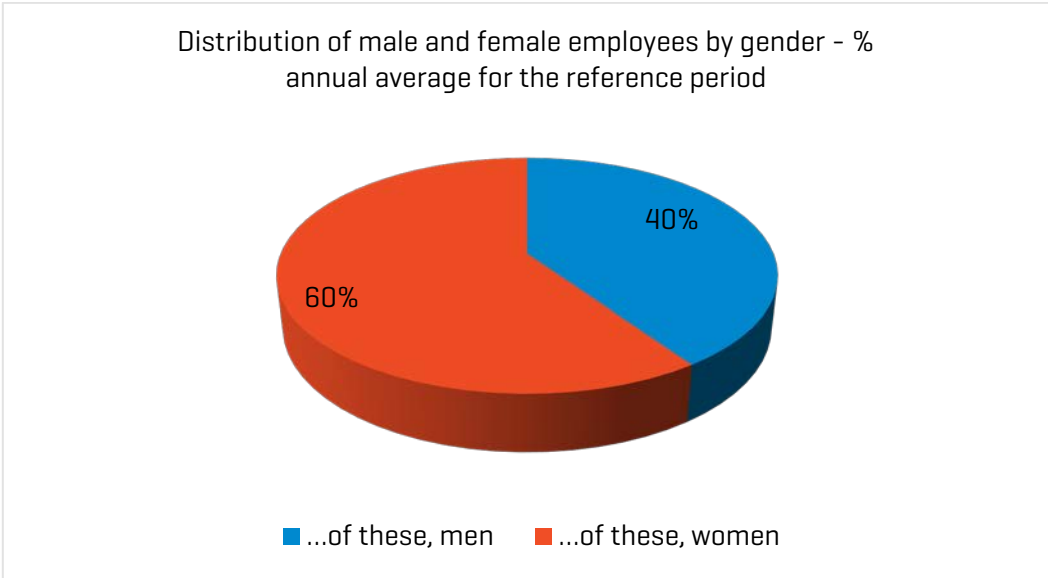
There were generally more women than men working at IMG between 2020 and 2023. On average over the period, women accounted for 60 % and men for 40 % of the 541 total employees. Changes between female and male employees were roughly equal [in the order of units]. The total number of employees then tended to decrease over the period under review.

The data in Table and Chart 1.1 describe the data on employed active persons [not including persons on maternity or parental leave, taking unpaid leave, study leave, etc.].

Table 1.1 - Distribution of male and female employees by gender

	2020	2021	2022	2023	Average
Total number of employees	579	534	535	514	541
...of whom men	223	232	210	209	219
...of whom women	356	302	325	305	322

Chart 1.1 - Distribution of male and female employees by gender in %



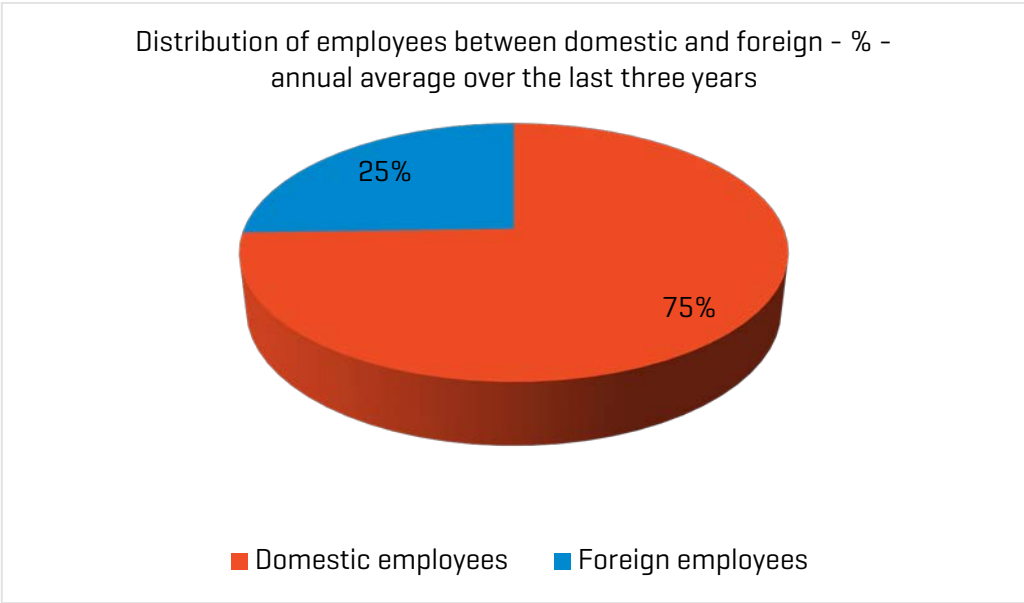
Distribution by nationality

Between 2020 and 2023, 75 % of all IMG employees were Czechs. The remaining 25 % were foreign male and female employees [from Albania, Australia, Belgium, Brazil, Bulgaria, Canada, China, Croatia, Egypt, Germany, Greece, India, Islamic Republic of Iran, Italy, Japan, Republic of Kosovo, Lebanon, Mexico, Nepal, Pakistan, Peru, Poland, Portugal, Romania, Russian Federation, Slovakia, Serbia, Spain, Sweden, Thailand, Turkey, Ukraine, United Kingdom, United States].

Table 1.2 - Division of employees into domestic and foreign

	2020	2021	2022	2023	Average
Domestic male and female employees	442	404	393	372	403
Foreign employees	137	130	142	142	138

Chart 1.2 - Proportion of domestic and foreign employees



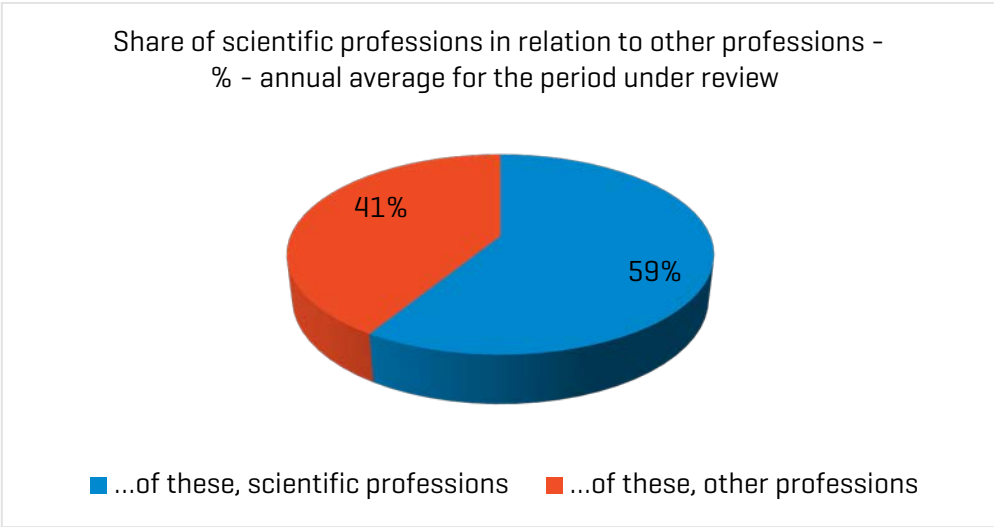
Distribution by profession

IMG employs more male and female employees in the scientific profession [59 % percent] than in the other profession category [41 %]. The largest number of male and female scientists were employed in 2020, 335, which dropped to 308 in 2023. As for other occupations, here IMG saw a decline to 206 in 2023, compared to 244 working in this category in 2020.

Table 1.3 - Distribution of employees between scientific and other professions

	2020	2021	2022	2023	Average
Total number of male and female employees	579	534	535	514	541
...of whom in scientific professions	335	314	314	308	318
...of whom in other professions	244	220	221	206	223

Chart 1.3 - Distribution of employees by occupation in %

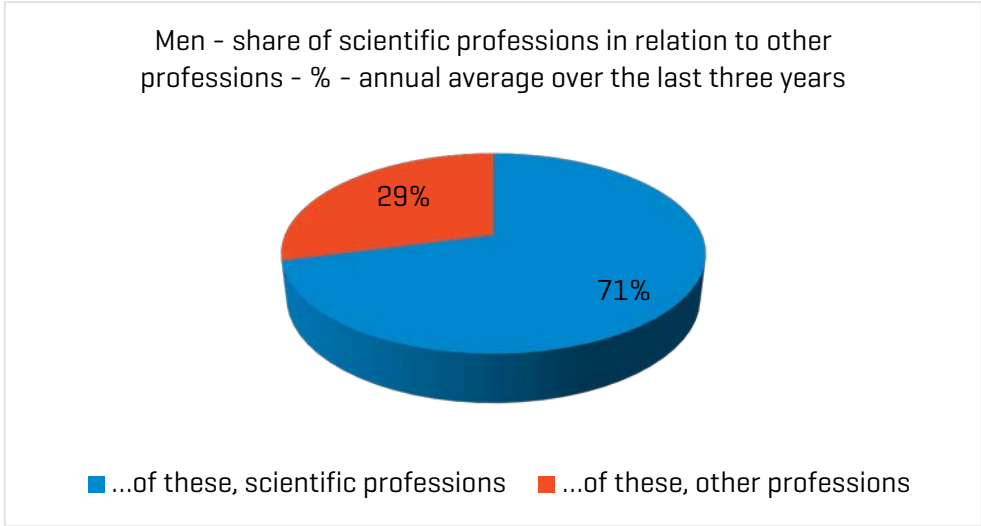


The employees at IMG include 71 % in scientific professions and 29 % in other professions. The number of scientists employed between 2020 and 2023 decreased from 155 in 2020 to 151 in 2023. The number of other employees decreased from 68 in 2020 to 58 in 2023.

Table 1.4 - Distribution of male employees between scientific and other professions

	2020	2021	2022	2023	Average
Total number of employees	223	232	210	209	219
...of whom in scientific professions	155	164	150	151	155
...of whom in other professions	68	68	60	58	64

Chart 1.4 - Distribution of male employees between scientific and other professions



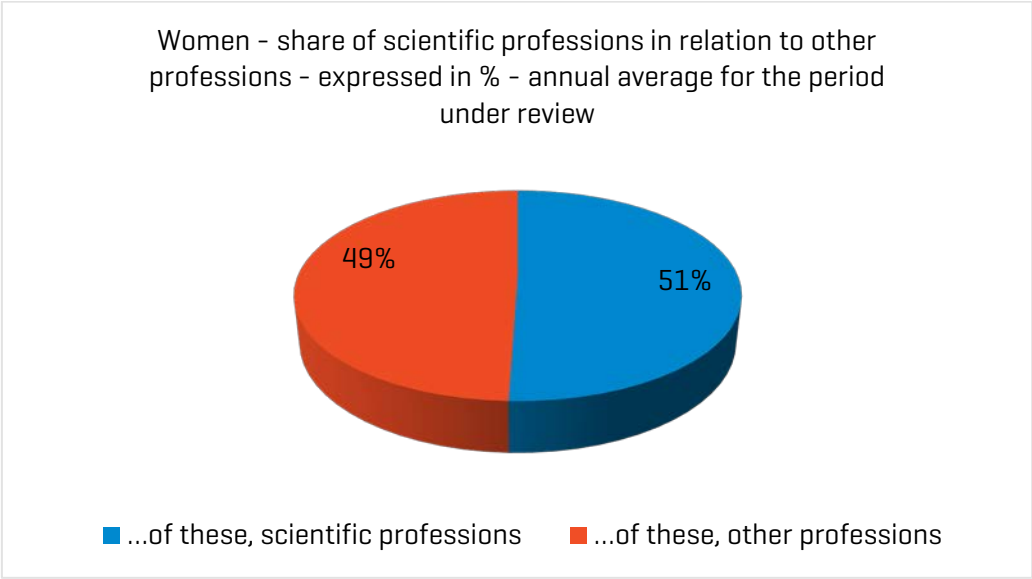
The proportion of female employees in scientific and other professions is 51 % to 49 %. The number of women in scientific positions has fallen from 180 in 2020 to 157 in 2023, and the number of women in other professions has fallen from 176 in 2020 to 148 in 2023.

Table 1.5 - Distribution of female employees between scientific and other professions

	2020	2021	2022	2023	Average
Total number of female employees	356	302	325	305	322
...of whom in scientific professions	180	150	164	157	163
...of whom in other professions	176	152	161	148	159

However, the difference between female employees in scientific professions compared to those in other professions is not as marked as for men.

Chart 1.5 - Distribution of female employees between scientific and other professions



Distribution of employees by category of scientific professions

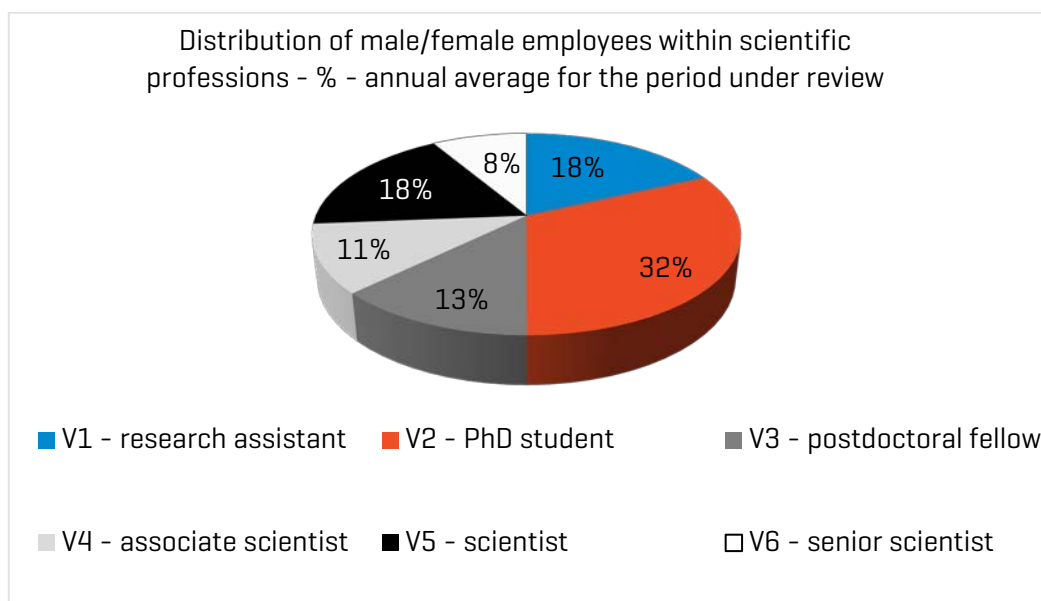
The largest group of scientific professions are female PhD students [V2]. On average over the period 2020-2023, they accounted for 101 out of 318 female researchers. Larger changes in occupancy are evident within the category V4, where the number dropped from

38 in 2020 to 31 in 2023, and within the category of scientists (V5), where the number dropped from 59 in 2020 to 54 in 2023. The least numerous group is the senior scientist (8 %) and the category of associate scientists (11 %).

Table 1.6 - Distribution of employees within scientific professions

	2020	2021	2022	2023	Average
V1 - research assistant	63	54	60	53	58
V2 - PhD student	107	101	94	103	101
V3 - postdoctoral fellow	39	39	44	41	41
V4 - associate scientists	38	35	35	31	35
V5 - scientist	59	58	54	54	56
V6 - senior scientist	29	27	27	26	27

Chart 1.6 - Distribution of employees within scientific professions

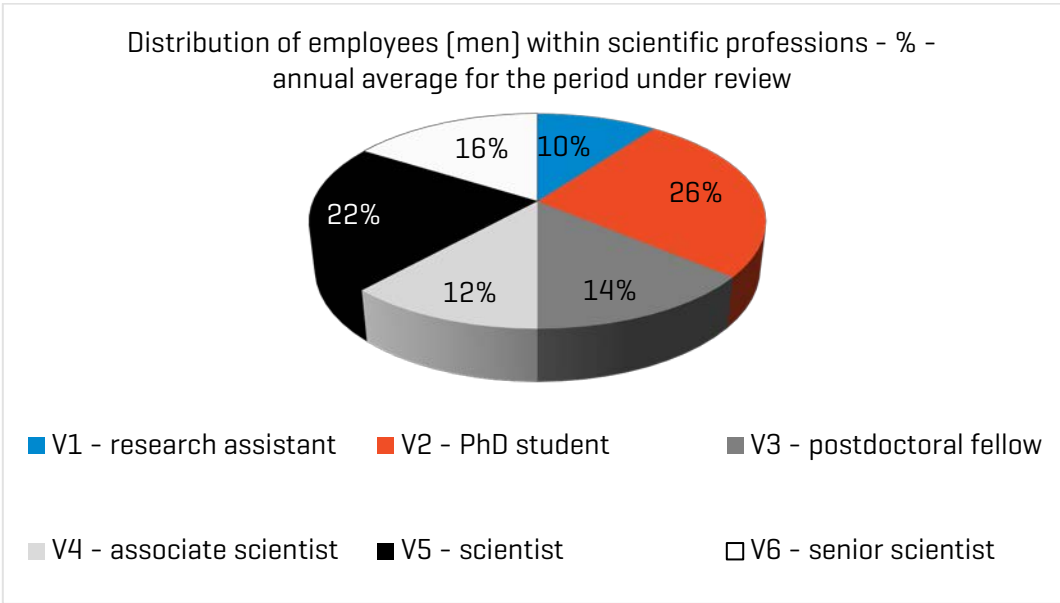


In terms of researchers, the largest groups are PhD students (V2) and scientists (V5). On the other hand, the least numerous group are research assistants (V1). However, the proportion of men in each category remained virtually constant over the period under review.

Table 1.7 - Representation of men in individual scientific professions

	2020	2021	2022	2023	Average
V1 - research assistant	17	14	15	17	16
V2 - PhD student	34	51	37	39	40
V3 - postdoctoral fellow	22	22	21	21	22
V4 - associate scientist	20	17	18	18	18
V5 - scientist	36	36	34	31	34
V6 - senior scientist	26	24	25	25	25

Chart 1.7 - Representation of men in individual scientific professions



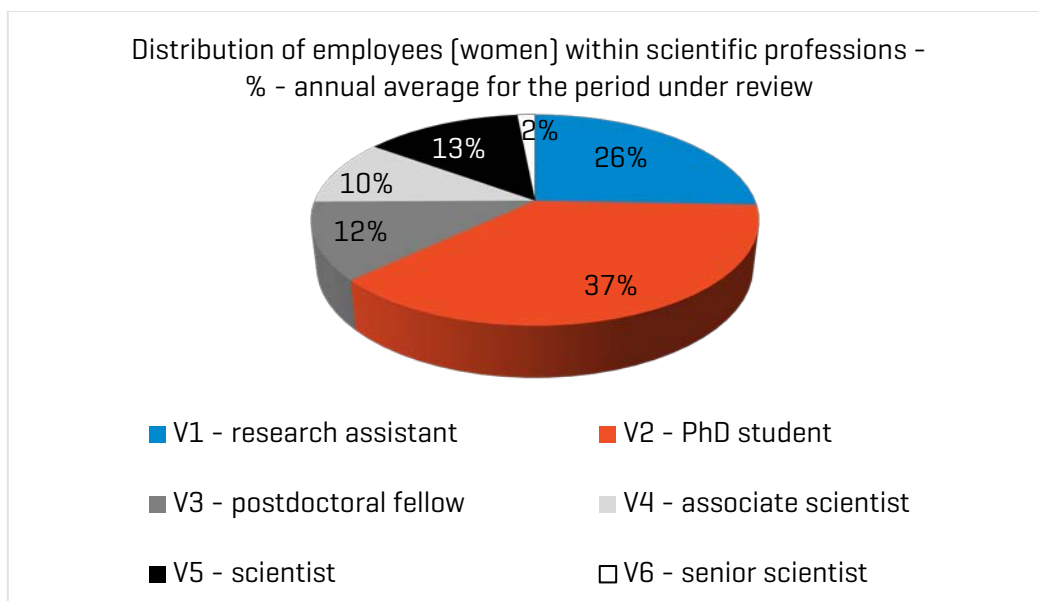
The distribution of female employees is not as even as for men. There are noticeably more women in V1 and V2 positions, but very few women in senior scientist positions - two in 2023, compared to 25 men. There is great potential in the number of female PhD students, which averages 61 women/year for 2020-2023, and the number has been increasing over the last three years. On the other hand, the number of female associate scientists has decreased to 13 in 2023 compared to 2022, when there were 17 of them at IMG.

Table 1.8 - Representation of women in individual scientific groups

	2020	2021	2022	2023	Average
V1 - research assistant	46	40	45	36	42
V2 - PhD student	73	50	57	64	61
V3 - postdoctoral fellow	17	17	23	20	19
V4 - associate scientist	18	18	17	13	17
V5 - scientist	23	22	20	23	22
V6 - senior scientist	3	3	2	2	2,5

The most represented groups are female PhD students (37 %) and research assistants (26 %). Only 2 % of employed women are senior researchers.

Chart 1.8 - Representation of women in individual scientific groups



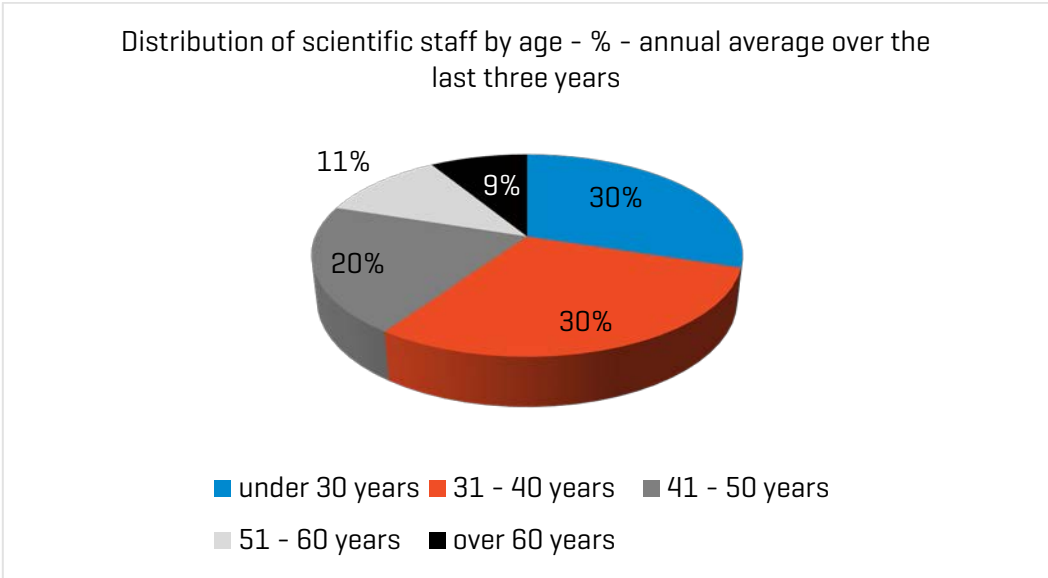
Distribution by age

The largest group is made up of employees under 30 or 40 years of age. On the other hand, the smallest number of IMG employees are over 60 years of age.

Table 1.9 - Distribution of people working in scientific professions by age

	2020	2021	2022	2023	Average
up to 30 years	110	106	83	81	95
31 - 40 years old	93	86	101	98	95
41 - 50 years old	68	62	64	65	65
51 - 60 years old	36	33	37	37	36
over 60 years old	28	27	29	27	28

Chart 1.9 - Distribution of people working in scientific professions by age



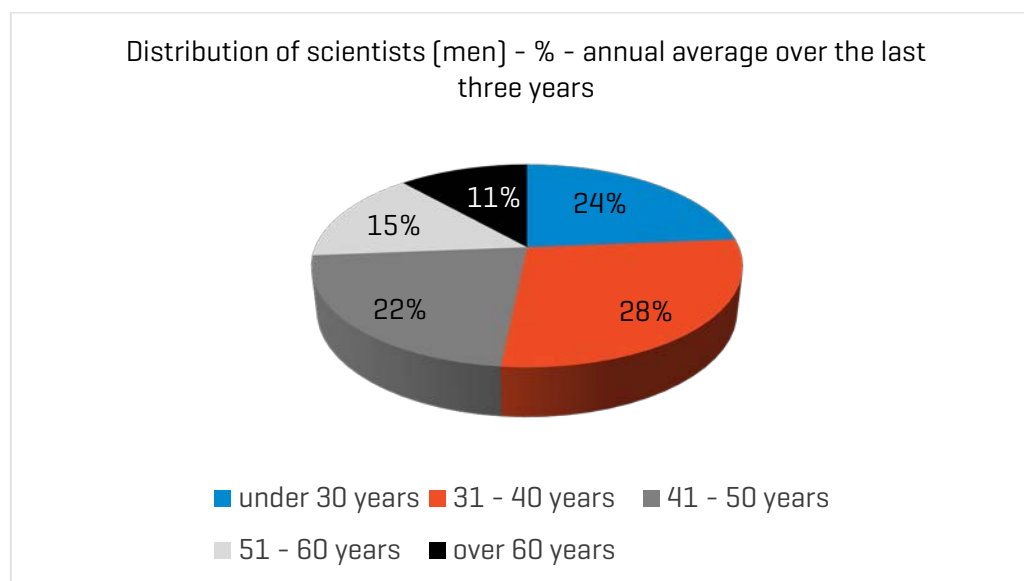
Employees were represented differently at IMG in all age categories. On average, the largest group between 2020 and 2023 was represented by men aged 31-40, making up 28 % of the workforce. The second largest group, employees under the age of 30, accounted for 24 % of employees. The least represented age group of employees at IMG was made up of males over 60 years of age, who represented 11 % of employees.

Table 1.10 - Distribution of scientific staff by age

	2020	2021	2022	2023	Average
up to 30 years	37	48	30	32	37
31 - 40 years old	41	42	47	43	43

	2020	2021	2022	2023	Average
41 - 50 years old	37	34	32	34	34
51 - 60 years old	23	24	22	22	23
over 60 years old	17	16	19	20	18

Chart 1.10 - Distribution of male scientists by age

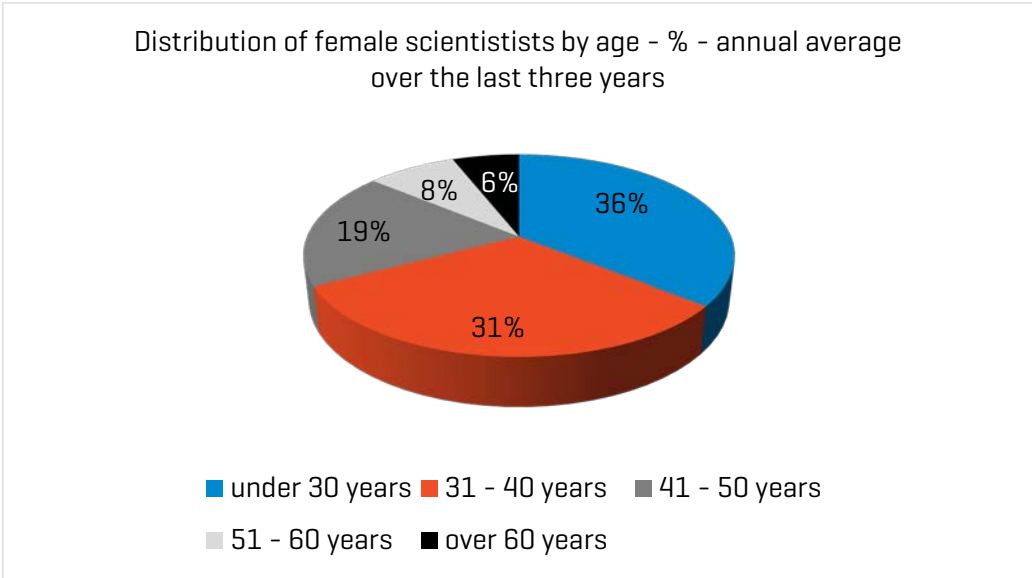


On average, the largest number of female scientists at IMG during the period under review was in the under-30 category, where they accounted for an average of 36 % of all female employees. Significantly fewer women aged 51-60 and over 60 worked at IMG, accounting for 8 % and 6 %, respectively, in each category.

Table 1.11 - Distribution of female scientists by age

	2020	2021	2022	2023	Average
up to 30 years	73	58	53	49	58
31 - 40 years old	52	44	54	55	51
41 - 50 years old	31	28	32	31	31
51 - 60 years old	13	9	15	15	13
over 60 years old	11	11	10	7	10

Chart 1.11 - Distribution of female scientists by age



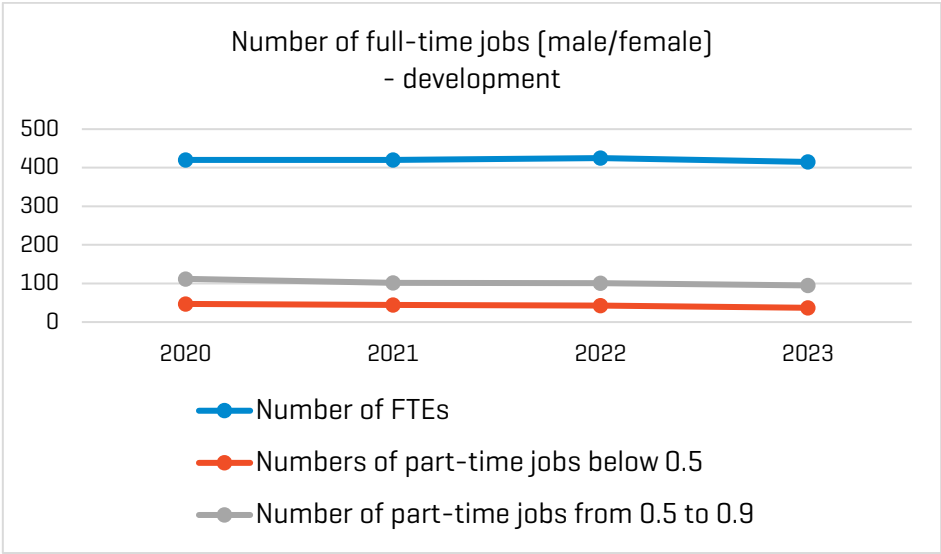
Distribution by workload

IMG is aware of the importance of work-life balance and therefore allows employees to work part-time. Parents of young children, caregivers and students take advantage of this opportunity. Over the period under review, the average number of female employees with part-time jobs between 0.5 and 0.9, and 0.5 and below, in relation to the total number of employees has remained approximately the same. The number of full-time employees still significantly outnumber part-time employees.

Table 1.12 - Distribution of male and female employees by workload

	2020	2021	2022	2023
Number of FTEs	420	420	425	415
Numbers of part-time jobs below 0.5	47	44	43	37
Number of part-time jobs from 0.5 to 0.9	112	102	101	95

Chart 1.12 - Evolution of the representation of male and female employees by workload

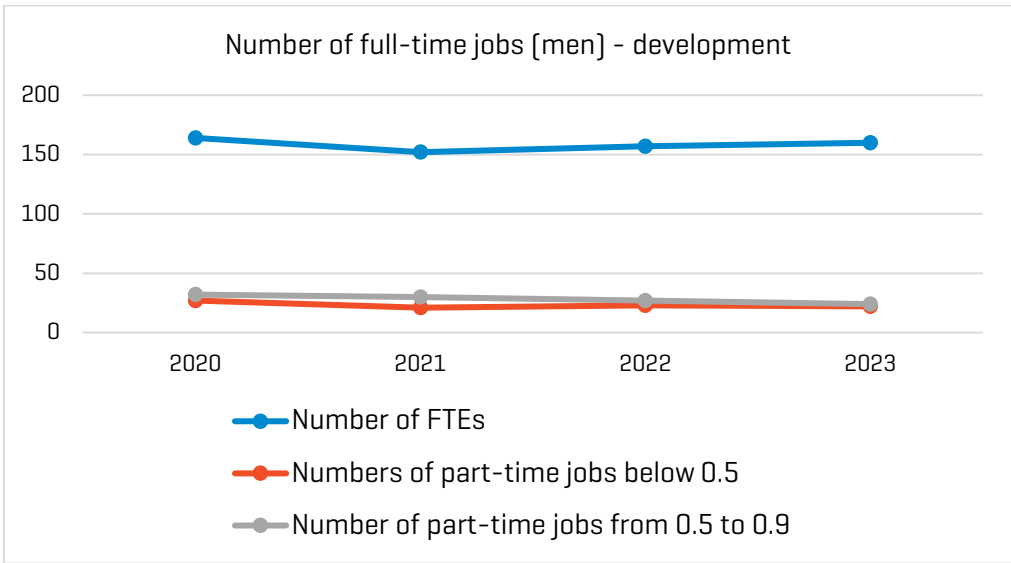


For men, full-time jobs clearly predominate. The number of part-time jobs has declined slightly over the period 2020-2023.

Table 1.13 - Development of the representation of employees by workload

	2020	2021	2022	2023
Number of FTEs	164	152	157	160
Numbers of part-time jobs below 0.5	27	21	23	22
Number of part-time jobs from 0.5 to 0.9	32	30	27	24

Chart 1.13 - Development of the representation of employees by workload

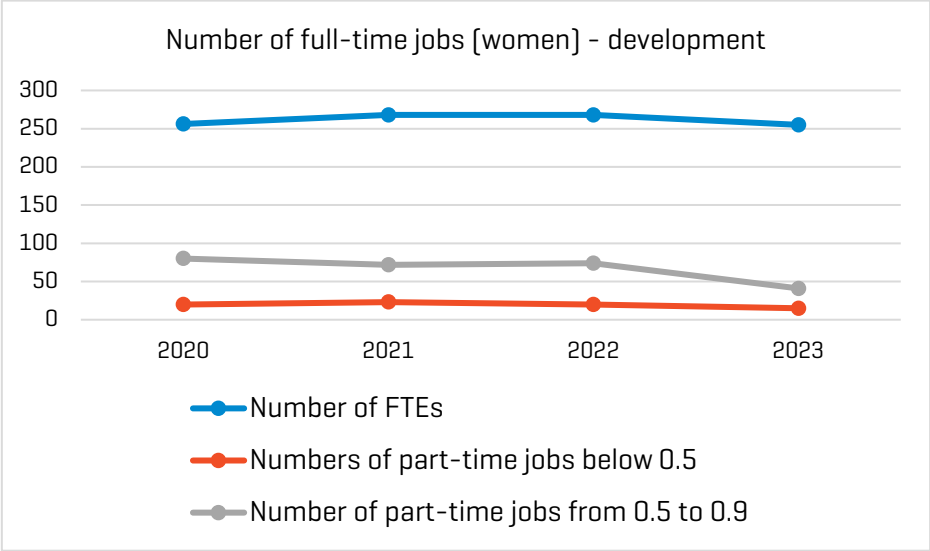


Female employees used part-time work more than male employees, although the number of part-time jobs decreased during the period under review. For example, in 2020, 31.25 % of female employees worked between 0.5 and 0.9 hours. In 2023, however, this figure was only 16.08 %. The number of part-time workers up to 0.5 was stable between 2020 and 2022, but fell by a quarter in 2023. The most common type of employment is still full-time.

Table 1.14 - Evolution of the representation of female employees by workload

	2020	2021	2022	2023
Number of FTEs	256	268	268	255
Numbers of part-time jobs below 0.5	20	23	20	15
Number of part-time jobs from 0.5 to 0.9	80	72	74	41

Chart 1.14 - Development of the representation of female employees by employment level



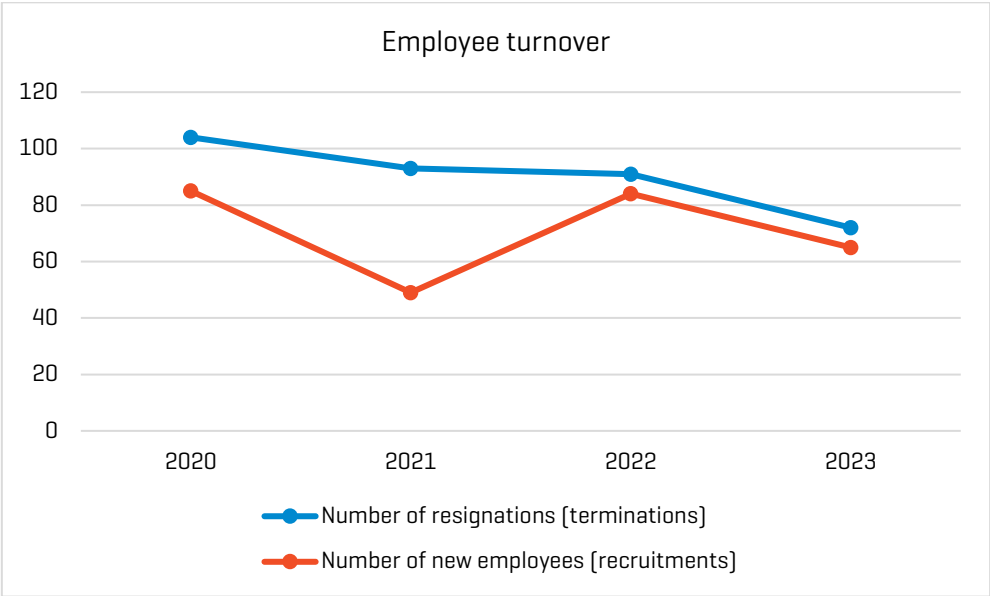
Turnover of IMG employees

The number of terminations has been decreasing over the years (from 104 in 2020 to 72 in 2023). The number of new recruits has experienced a large fluctuation in the middle of the reporting period, possibly influenced by the COVID 19 pandemic.

Table 1.15 - Turnover of male and female employees

	2020	2021	2022	2023
Number of resignations [terminations]	104	93	91	72
Number of new employees [recruitments]	85	49	84	65

Chart 1.15 - Turnover of male and female employees

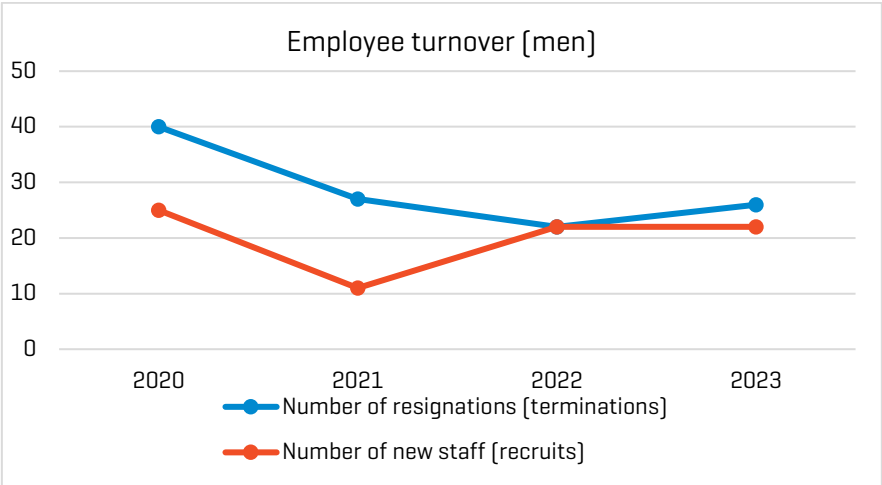


A similar trend was observed for the category of employees monitored. The number of departures was highest in 2020 [40 employees], while the lowest number of employees recruited during the period under review was in 2021 [11 employees], which was specifically due to the COVID 19 pandemic. In 2023, more staff left employment than were recruited.

Table 1.16 - Employee turnover

	2020	2021	2022	2023
Number of resignations [terminations]	40	27	22	26
Number of new employees [recruitments]	25	11	22	22

Chart 1.16 - Employee turnover

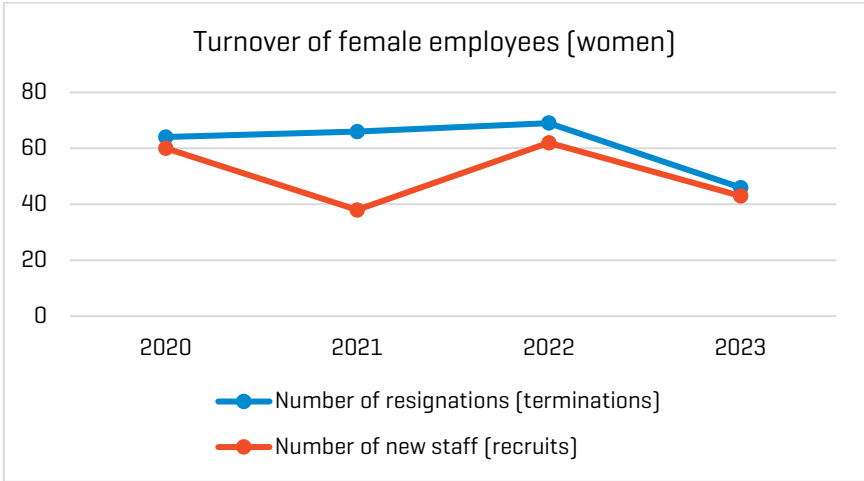


For female employees, the number of departures exceeded the number of new recruitments in 2020 and 2022. The lowest number of entrants was again recorded in 2021, when the number of entrants was only 38 compared to the number of exits in the same year [66]. In 2023, both the number of entrants [43] and the number of exits [46] decreased compared to the previous year.

Table 1.17 - Turnover of female employees

	2020	2021	2022	2023
Number of resignations [terminations]	64	66	69	46
Number of new female employees [recruitments]	60	38	62	43

Chart 1.17 - Turnover of female employees



Grant agenda

In 2023, a total of 137 grants were implemented at IMG, 101 of them as principal investigators and 36 of them as co-investigators. Currently, 21 grants involve women as principal investigators or co-investigators, two more than in 2022, and 76 involve men, 28 fewer than in the previous year. For the next calls, nine female researchers and 31 male researchers have applied.

Table 1.18 - Gender representation in grants in 2023

Gender	Project status	IMG main invest.	IMG co-invest.	Total	Sum of categories	% of total
Women	currently investigated	14	7	21	97	21.65
	applications	7	2	9	40	22.50
Men	currently investigated	58	18	76		78.35
	applications	22	9	31		77.50
Total		101	36	137		

Benefits

The last very important area that the Plan presents is benefits and their use. Among the most important ones, which facilitate the reconciliation of family and working life, are institutional kindergarten, housing support, language courses, child recreation allowance, interest-free social loan, non-repayable social assistance and housing loan (provision of housing and equipment).

The total number of male and female employees using the services of the Institute kindergarten was the same in 2023 as in 2020 and 2021. Only in 2022 was there a slight decrease. In 2023, the interest of men in placing a child in a kindergarten has increased

compared to the previous two years, while stability in the use of the service by women is visible.

Table 1.19 - Number of male and female employees using institutional kindergarten

	2020	2021	2022	2023
Total number of male and female employees	12	12	9	12
... of whom number of scientific professions	8	8	4	5
... of whom the number of other professions	4	4	5	7
... of whom the number of men	5	3	1	5
... of whom the number of women	7	9	8	7

In 2023, 39 persons used supported housing, of whom 37 were from scientific professions and two from other professions. There is a significant increase in the number of women using supported housing in 2023 compared to previous years.

Table 1.20 - Number of male and female employees using supported housing

	2020	2021	2022	2023
Total number of male and female employees	34	30	35	39
... of whom number of scientific professions	34	30	35	37
... of whom the number of other professions	0	0	0	2
... of whom the total number of men	20	16	19	18
... of whom the total number of women	14	14	16	21

Of the language courses, English is the most widely used, although interest in this benefit has declined rapidly in 2023. While 70 people signed up for it in 2020, only 29 persons did so in 2023. The Czech language course was used by five female employees in 2020, while in 2023 there were seven more, i.e. 12. Compared to previous years, one female employee from other [non-scientific] professions also showed interest.

Table 1.21 - Number of male and female employees taking language courses

	2020	2021	2022	2023
Total number of employees attending courses of Czech for foreigners	5	13	15	12
... of whom the number of scientific employees	5	13	15	11
... of whom the number of other employees.	0	0	0	1
... of whom the number of men	3	9	12	4
... of whom the number of women	2	4	3	8
Total number of employees attending English courses	70	59	53	29
... of whom the number of scientific employees	32	45	38	16
... of whom the number of other employees	38	14	15	13
... of whom the number of men	16	15	12	7
... of whom the number of women	54	44	41	22

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