



Institute of Molecular Genetics of the Czech Academy of Sciences

Equal Opportunities Plan 2026–2030

December 2025

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Introduction

The Institute of Molecular Genetics of the Czech Academy of Sciences (IMG) is a public research institution, part of the Czech Academy of Sciences, conducting basic research in the fields of molecular, structural and cellular biology, immunology, functional genomics and bioinformatics. At the end of 2025, the Institute had 27 research groups and 2 service-research groups [23 in Krč and 6 in Vestec as part of the BIOCEV Centre], and hosted 3 large national infrastructures – two in Krč [Czech-Biolmaging, CZ-OPENSCREEN] and one in Vestec [Czech Centre for Phenogenomics], as well as one of the nodes of the pan-European bioinformatics structure ELIXIR.

At IMG, we have long promoted a personnel policy based on the principles of transparency, equal opportunities and support for the professional growth of employees, regardless of sex, age, gender identity, religion, nationality or ethnic origin. In the previous period [2020–2024], we focused on the strategic development of conditions for researchers and professional staff, strengthening support for PhD students, promoting gender equality in recruitment, career advancement and decision-making positions, and creating an environment that supports work-life balance.

At IMG, we place great emphasis on facilitating the return to work after maternity leave and supporting the balance between family and work, children and career. The main employee benefits continue to include flexible working hours, the option of part-time work, occasional remote work ["home office"] and six weeks of holiday. In addition, we enable our employees to enrol their children in a kindergarten located in IMG in Krč, which is run by a professional operator with whom IMG has a contractual relationship.

In 2025, the position of ombudswoman was established at IMG. Employees can contact her in cases of inappropriate behaviour at the workplace [violence, unequal treatment, coercion, slander, etc.]. This function is completely independent and cannot be directly or indirectly influenced by anyone from the Institute's management. The ombudswoman and the working group of the Equal Opportunities Plan operate independently.

1 Procedure of preparation and evaluation of the Equal Opportunities Plan

This document follows on the Equal Opportunities Plan 2021–2025, reflecting the results of evaluations from 2022–2025 and a questionnaire survey among employees. Its aim is to consolidate equal opportunities and integrate gender and cultural diversity into all areas of the Institute's operations. The Equal Opportunities Plan 2026–2030 [hereinafter referred to as the Plan] is based on annual monitoring reports, analyses of gender trends and proven European approaches [e.g., GEAR tool, Gender Equality in Academia and Research].

The methodology for creating the updated Plan included:

- analysis of internal quantitative data
- feedback from employees from a questionnaire survey [conducted in connection with the preparation of documentation for the HR Excellence in Research Award]
- consultations within the Equal Opportunities Plan Working Group
- benchmarking of international standards [Horizon Europe, EU Gender Equality Strategy]
- regular education on trends [wage transparency, AI in HR, work-life balance, gender-based violence, access and inclusion of persons with disabilities, LGBTIQ+ strategy, etc.]

The data obtained from the Economy Department providing statistical information was further processed into tables and charts to enable a clearer comparison of individual indicators. All supporting documents are available in **Annex 1** of this document.

In 2023, beyond the objectives set out in the Plan, IMG participated in a national study on social safety and gender-based violence in the academic environment, which was carried out as part of the STRATIN+ project funded by the Ministry of Education, Youth and Sports. The research was conducted in the form of an online survey, and the evaluation was carried out by members of the project team from the Institute of Sociology of the Czech Academy of Sciences in the spring of 2024. The Institute was provided with a research report, which

also served as one of the supporting documents for the methodology of creating an updated Plan for the period 2026-2030.

Every year, the IMG publishes a written Monitoring Report analysing the parameters for the past period. This report primarily evaluates the short-term goals that have been achieved.

The long-term goals of the Plan are evaluated every five years, with their specification, assessment and possible adjustment or transfer to new short-term or long-term goals. Each section includes a brief evaluation of the goals set out in the previous version of the Plan [Equal Opportunities Plan 2021-2025] with the aim of highlighting the continuity of the given topic into the next period.

1.1 HR Excellence in Research Award (hereinafter referred to as the HR Award)

At the beginning of 2025, IMG committed to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Following approval of the commitment by the European Commission, there is now a one-year deadline for processing the GAP analysis and subsequently preparing the Action Plan and OTM-R [Open, Transparent, Merit-based Recruitment] policy, which will be implemented in the future.

The following steps were taken between March and December 2025:

- Information campaign on the nature, importance and benefits of the HR Award and the necessary steps for its implementation at IMG;
- Preparation of questionnaire survey topics;
- Questionnaire survey among researchers;
- Survey through structured group interviews with selected groups of researchers;
- Survey through individual interviews with selected researchers;
- Preparation of an action plan for publication and subsequent implementation.

Between September and October 2025, a questionnaire survey was conducted in preparation for the HR Award. This survey included a section "Equal Opportunities and

Diversity Support," which was dedicated to gender policy. The questionnaire survey addressed 341 researchers, and IMG received feedback from 172 people. The results of this questionnaire survey are part of the methodology for creating the Plan.

Due to the overlap of issues addressed in the Plan, some objectives will be transferred to the HR Award Action Plan. The Plan Working Group will provide information about this step for each specific objective.

Implementation of the Returns grants

IMG has received financial support from the OP JAK for the Returns grants. The aim of the project is to support researchers with high potential for qualified employment who have been forced to interrupt their careers due to maternity leave, parental leave, long-term illness or long-term care of a child or a close relative. The project should help reduce the number of people who terminate or significantly slow down their further professional careers.

The project will involve announcement of a grant scheme and subsequent collection of grants, including evaluation, followed by the implementation of individual supported scientific grants, including the process of creating and evaluating interim and final reports.

The aim of another project activity is to support researchers who are on a career break so that they do not completely lose touch with research. The target group defined the time frame and layout of the "keep-in-touch activity", which would create a regular programme for people on career breaks due to maternity/paternity leave, called Lab Stop – informal meetings of people on career breaks with their colleagues, managers and other people who are also currently on career breaks.

2 Gender perspective

The representation of women and men in various professions based on the principles of equal opportunities and elimination of gender stereotypes remains a fundamental pillar of institutional development. This chapter presents key objectives and activities in the following thematic areas: management and decision-making positions, gender in

recruitment, motivation and career development, work-life balance, gender in science and research, gender bias and stereotypes, sexual harassment, and collection, access and processing of gender-sensitive data. The area of sexual harassment will be further addressed in the area of gender bias and stereotypes. Each objective will be assigned several key activities, which will have their own indicators, and the Plan will also identify the entities [departments, specific individuals or groups] that will be responsible for their implementation.

In 2021, a separate tab "Equal Opportunities" was created on the internal network [intranet], where IMG employees can find up-to-date information about gender equality and equal opportunities. Here they have access to presentations, webinars and other important documents that serve education in gender issues. In addition to the above-mentioned materials, they will also find contacts of professional crisis assistance. In the same year, a tab entitled "[Equal Opportunities Plan](#)" was created on the website img.cas.cz, where monitoring reports of the Plan are regularly published.

2.1 Employees in management and decision-making positions

Women hold a very low percentage of top management and decision-making positions. At the end of 2025, there were two women [one internal and one external] who were members of the IMG Council. The IMG Supervisory Board has five members, all of them men, compared to one woman included in the previous period. One woman is a member of the International Advisory Board, and two women are members of the Institute Management Board.

In the autumn of 2021, regular elections to the IMG Council were held. For the first time in history, eligible persons also voted online for the election of 10 members. The IMG thus accommodated employees who are currently on maternity or parental leave, who must be at home during the elections to care for children or a close person, who are on a business trip, etc.

If the situation allows, given the nature of the specific elections, this procedure will also be applied to future elections.

SHORT-TERM
OBJECTIVE

I. Support for a gender-balanced environment

Managers were contacted by email and via information on the IMG intranet to ensure that they proceed with respect for equal opportunities in terms of gender in their workplace processes. They were also advised to use gender-neutral language not only within IMG, but also externally in official institutional documents. The process towards this goal is gradual. Gender-neutral language has been introduced in mass email correspondence and is also actively used in new documents published by IMG.

A general email address gender@img.cas.cz has been set up for questions from IMG employees, which is accessible to the Equal Opportunities Plan Working Group. The email is monitored regularly and any requests are dealt with as quickly as possible.

LONG-TERM
OBJECTIVE

I. Analysis of the number of male and female managers

An internal economic system is used to record the number of women and men in management positions. The figures were evaluated annually in the Monitoring Report [[2022](#), [2023](#) and [2024](#)]. Monitoring of developments will continue for the next period of the Plan [2026-2030], including annual evaluation in the Monitoring Report.

LONG-TERM
OBJECTIVE

II. Maximise the impact of the information gathered

The members of the Plan Working Group and the IMG management are in close contact on the issue of equal opportunities. Meetings were held regularly once a year to evaluate the previous period and set goals for the following year.

This goal also includes regular training of the Plan Working Group in accordance with the requirements of the Czech Republic and the European Commission to promote equal opportunities and institutional development.

This procedure will also be applied to the next period of the Plan [2026-2030].

2.1 - Gender in management positions - Indicators and responsible entities

Indicator	Responsible entity
Gender-neutral language in communication	All employees
Educational activities in the field of gender and equal opportunities	Plan Working Group
Statistics on the occupancy of management positions by men/women	Economy Department
Quantitative and qualitative data	Economy Department
Regular checking of email gender@img.cas.cz	Plan Working Group

2.2 Gender in recruitment, motivation and career development of employees

IMG adapts the recruitment, motivation and career development process to the actual needs of employees and applicants. Job advertisements are formulated in gender-neutral language and specifically inform the relevant group of applicants about the suitability of the position for them.

In connection with Directive [EU] 2023/970, which must be transposed in the Czech Republic by 7 June 2026, IMG will take steps in the coming years to comply with the practical obligations of employers arising from this document. In particular, this will concern the issue of gender equality in remuneration for work performed [gender pay gap].

In addition to the above points, IMG also addresses the issue of the use of artificial intelligence in the workplace. The use of AI tools in recruitment and HR is considered a high-risk factor in the EU. In the coming years, without being included among the explicit objectives of this version of the Plan, consultations will be held on the use of AI tools in HR.

One component of the planned Action Plan for the HR Award is the standardisation of selection procedures. As part of the Equal Opportunities Plan, we have decided not to continue addressing issues related to the recruitment process and human resources development. The reason for this is that our institution has acceded to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and is actively

taking steps to create and subsequently implement an Action Plan within the framework of the HR Award. This process involves comprehensive measures aimed at transparent and fair human resources practices, including recruitment and career development.

LONG-TERM
OBJECTIVE

III. Monitoring data obtained from selection procedures

This objective was addressed within the Plan by transferring it to the competence of the HR Award Action Plan, which will be created in 2026.

LONG-TERM
OBJECTIVE

IV. Gender-neutral job advertisements

Job advertisements are published in gender-neutral language. As part of the selection process, applicants for a job position are informed about the benefits for establishing work-life balance [e.g., the possibility of using the institutional kindergarten, flexible working hours and six weeks of holiday].

This objective will be partially included in the HR Award Action Plan, as it will also address the form of job advertisements.

LONG-TERM
OBJECTIVE

V. Monitoring developments in the area of the gender pay gap

The Plan Working Group monitors developments surrounding Directive [EU] 2023/970, which should be transposed into Czech implementing legislation in June 2026. The Plan Working Group attaches great importance to this area and regularly checks for progress and updates.

Once the transposition has been published, the Plan Working Group will update any targets relating to equal opportunities [e.g., in areas associated with pay differences between men and women].

Table 2.2 - Gender in recruitment and development - Indicators and responsible entities

Indicator	Responsible entity
Monitoring the development of the number of male/female applicants for various positions at IMG	HR Award Action Plan
List of seminars, courses, lectures and other training opportunities	Plan Working Group
Qualitative and quantitative data on applicants	HR Department, Plan Working Group
Monitoring developments in the area of gender pay gap	Economy Department, Plan Working Group

2.3 Work-life balance

One of the existing important benefits for balancing personal and professional life is the possibility of enrolling children in the Atomik Kindergarten. The kindergarten is located directly in the area of the Academy of Sciences in Krč and accepts children from 2 to 7 years of age. It is open every weekday from 7:30 a.m. to 5:30 p.m. The kindergarten has a capacity of 24 children and, in addition to its indoor programme, also offers a playground, outdoor play area and garden. IMG employees also enjoy discounted monthly kindergarten fees.

The main employee benefits continue to include flexible working hours, the option of part-time work and occasional remote working ["home office"], which was officially incorporated in the IMG Working Rules with effect from 1 January 2025. An agreement on remote working can be arranged for certain days of the week, or remote working can be allowed on an ad hoc basis based on individual requests from employees submitted via an internal application, subject to prior approval by their immediate supervisor.

At the same time, with effect from 1 January 2025, all employees have had their holiday entitlement increased by an additional week, so that, taking into account the previous increase already in force under the Collective Agreement, all employees are now entitled to the basic statutory holiday entitlement plus two weeks.

SHORT-TERM OBJECTIVE

II. Installation of changing mats for changing tables

In 2023, three changing tables were installed at IMG's premises in Krč and Vestec, funded by IMG. This fulfilled the target set out in the Equal Opportunities Plan 2021–2025 using the allocated funds.

The plan sets, as a long-term goal for the next period [2026–2030], the purchase of three mats with a washable surface for changing tables, each costing approximately CZK 500. These mats will become a permanent part of the changing tables and will be checked regularly for cleanliness.

At the same time, IMG will purchase disposable hygienic changing mats for each changing table. Their availability will be checked on a monthly basis, including replenishment. The monthly investment is estimated at CZK 300 [30 mats].

LONG-TERM OBJECTIVE

VI. Parental leave

IMG will continue to work to eliminate prejudices and stereotypes associated with parental leave. The aim is to also motivate male employees to take parental leave.

As mentioned above, IMG has received financial support from the OP JAK for the Returns Grants. The aim of these projects is to support researchers with high potential for qualified employment who have been forced to interrupt their careers due to maternity/parental leave, long-term illness or long-term care for a child or close relative. The project should help reduce the number of people who terminate or significantly slow down their further professional development.

LONG-TERM OBJECTIVE

VII. Information on work-life balance support

The Plan Working Group, in cooperation with the IMG Office of the Director and the IT Department, regularly supplements and updates the [Equal Opportunities Plan](#) website.

In the coming period, the Working Group will continue to regularly inform employees about the recent developments in the area of improving work-life balance. This will be included in an email sent out by the Plan Working Group.

The content will include:

- news published on the Equal Opportunities Plan website
- news and trends in the field of gender and science
- lectures, training courses and seminars available to employees
- materials for further studying
- important contacts

The final content will depend on the current situation.

Table 2.3 - Work-life balance – Indicators and responsible entities

Indicator	Responsible entity
Established end of meetings by 4 p.m.	group leaders [recommendations]
Addition of pads to changing tables	Plan Working Group, Building Maintenance
Eliminating prejudices about parental leave	Plan Working Group
Email newsletter	Plan Working Group

2.4 Gender in science and research

The planned objectives include raising awareness of gender and its application in the everyday work of scientists. First and foremost, it is necessary to define the relationship and awareness of employees to gender issues in science and then engage them in the topic according to their interests.

In 2025, a seminar on "The Gender Dimension in Research Content" was held at IMG. Employees had the opportunity to expand their knowledge in the area of gender mainstreaming in scientific research. After the training, they were given access to all relevant materials and contacts for further studying.

Use of special seminars, workshops, and promotional materials will raise awareness of gender in science. These events should take place at least once a year. Lecture recordings and supporting materials will be posted on the intranet.

In November 2025, a lecture on transgenerational differences was held at IMG. Materials from the lecture were distributed to IMG employees.

The Working Group will provide more detailed information on the topic as requested and communicate regularly with the National Contact Centre – Gender and Science regarding opportunities for lectures and training not only in the field of gender but also intersectionality, inclusivity and ways of incorporating these concepts into the research content.

Table 2.4 – Gender in science – Indicators and responsible entities

Indicator	Responsible entity
Records of lectures, seminars and workshops posted on the intranet	Plan Working Group, IT Department
Dissemination of ideas about gender in science	Plan Working Group

2.5 Gender biases and stereotypes

In academia, there is a noticeable gender imbalance among speakers at conferences, seminars and similar events, among grant applicants, and among research group leaders. The long-term vision of the Plan is to strive for gender equality and to overcome the prejudice that science is predominantly a male domain.

It is also important to provide a functional mechanism for addressing issues related to sexual harassment and to build a sense of safety among employees so that they do not have to fear confiding their problems. One of the steps taken to achieve this was the installation of a physical trust box and the creation of an email address where employees can send their suggestions for solutions. IMG will continue to pursue this approach.

LONG-TERM OBJECTIVE

IX. Trust box

A physical trust box was installed in January 2022. The Plan Working Group decided that the box would be emptied once a week. Information about the messages received are recorded and only accessible to members of the Plan Working Group. At the same time, contact persons have been appointed within IMG, Meritxell Alberich Jordà and Petr Svoboda, whom employees can contact in case of problems related to sexual harassment.

Each complaint is assessed individually by the Working Group and, where relevant, is dealt with at the IMG management level. Any legal consequences arising from labour relations are to be discussed with a labour law lawyer and a psychologist. If the complaint requires it, other experts on the issue [e.g., an expert in discrimination, a specialist in gender issues, etc.] are also to be consulted.

Employees can also submit their suggestions by email to gender@img.cas.cz.

LONG-TERM OBJECTIVE

X. Awareness

The information on gender bias and stereotypes will be published on the IMG website and intranet, also to raise awareness of the problem of sexual harassment and its manifestations.

Table 2.5 - Gender bias – Indicators and responsible entities

Indicator	Responsible entity
Physical trust box	Plan Working Group
Confidential recording of information obtained through the trust box and email	Plan Working Group
Placing thematic information on the intranet	IT Department, Plan Working Group
Raising awareness of sexual harassment issues	Plan Working Group

Department heads should be able to identify signs of sexual harassment in their workplace and report this to the Working Group or via the trust box/email.

2.6 Collection, access and processing of gender-sensitive data

The Economy Department collects relevant data on employees, which it obtains on the basis of gender-segregated data. This information serves as a basis for better interpretation of the percentage representation of men and women at IMG based on the indicators monitored. The updated data is an integral part of the Plan's Annual Monitoring Reports.

For the next period of the Plan [2026-2030], the following data will continue to be monitored:

- distribution of employees by gender,
- distribution of employees by nationality,
- distribution of employees by scientific and other professions,
- distribution of employees within individual scientific professions,
- distribution of employees in scientific professions by age,
- distribution of employees by full-time equivalent,
- distribution of employees by their turnover,
- representation of men and women in grants [currently being processed, applications, not awarded],
- number of employees in scientific and other professions using selected benefits provided by IMG.

SHORT-TERM OBJECTIVE

III. Questionnaire survey at IMG

A questionnaire survey among IMG employees was conducted online using the LimeSurvey system in November 2022. The questionnaire focused on five areas: socio-demographics, working conditions, stereotypes, organisational culture and climate, and interpersonal behaviour. Its aim was to obtain a comprehensive view of not only gender equality issues but also nationality issues and organisational culture. IMG employees had three weeks to complete the questionnaire, and a total of 215 employees took part. The evaluation was carried out at the beginning of 2023. The Plan Working Group then prepared a document

with the results of the questionnaire survey, which was made available on IMG intranet in accordance with the Plan. Only information not subject to GDPR protection was published.

The data obtained for this research is stored in accordance with the requirements recommended by the GDPR Representative. The information obtained from this in-depth questionnaire survey was used by the Plan Working Group as a basis for the creation of the Equal Opportunities Plan.

LONG-TERM OBJECTIVE

XI. Monitoring of relevant quantitative data

The internal economic application is set up to monitor data on employees so that the reports provide high-quality and comprehensive information on all scientific and non-scientific staff. The group of “Other professions” is therefore also monitored.

This data is used as a basis for preparing the Plan and objectives.

Table 2.6 - Gender-sensitive data - Indicators and responsible entities

Indicator	Responsible entity
Quantitative data	Economy Department

3 Nationality

The IMG international working environment requires a systematic approach to promoting integration and intercultural communication. The main objective is to create conditions for the rapid adaptation of foreign employees. A multicultural environment is developing not only within IMG but also at the Atomik Kindergarten.

3.1 Support for foreign employees

Support during job commencement

IMG provides comprehensive assistance in the job commencement process, from sending the necessary documents for obtaining an entry visa to arrival in the Czech Republic. In case

of any uncertainties or difficulties with the embassy in their home country, they are provided with professional support.

Upon arrival, employees are taken under the wing of a representative of the research group to which they will belong, who helps them familiarise themselves with the running and functioning of the relevant laboratory. Another important aspect is adaptation to the work team.

New research group leaders from abroad receive support from senior group leaders upon their arrival at IMG, who help them adapt to their new environment, with the necessary administration, orientation in grant opportunities, laboratory equipment, etc.

Accommodation

IMG has its own accommodation facility with a capacity of 11 flats and, in addition, rents a total of 16 flats in two other accommodation facilities on the premises. The flats are primarily used by foreign employees and PhD students. Preference is given to those arriving from third countries. The flats are fully equipped, and there is a washing machine and dryer in the common areas.

Adaptation and networking

Employees have access to a fitness centre, squash court, outdoor multi-purpose sports field and two relaxation areas by the ponds, where they can organise barbecues and informal meetings. Refreshments are available in the canteen or café directly at IMG or in the building of the Institute of Microbiology of the Czech Academy of Sciences. Every Wednesday, IMG holds regular seminars in English, which serve to familiarise scientists with the progress and research of their colleagues.

Special attention is paid to new PhD students. Building and strengthening this community at IMG promotes a sense of belonging and makes life easier during doctoral studies. A dedicated person from the Office of the Director, the PhD coordinator, is responsible for looking after new PhD students. They help with adaptation, organise leisure activities and are in direct contact with universities, study departments and other institutions. They help

students from abroad with their daily agenda. In addition, they are part of the PhD committee, which also consists of three to four group leaders and two to three representatives of PhD students. Their task is to inform the Institute management about the progress of doctoral studies at IMG.

IMG offers its students a range of highly specialised seminars and lectures. Traditional events include a two-week lecture series for PhD students in biomedical study programmes, Advances in Molecular Biology and Genetics, and Elements of Science, a week-long career development course for biomedical PhD students. The Institute places great emphasis on high-quality mentoring and counselling for PhD students, in which experienced scientists help PhD students not only with their professional growth but also with their career development.

Students also organise an annual PhD conference, which includes lectures by PhD students and foreign guests. They can also participate in a programme of popularisation events for the public organised by IMG.

At the beginning of the academic year, IMG organises an event called Bootcamp, where new PhD students are introduced to the organisation of working life at the Institute. During the year, students also organise a number of informal activities [PubQuizzes or cuisine tastings].

Language

Czech and English language courses are held regularly at IMG. Due to the international community, all guidelines at IMG are published in two languages: Czech and English.

Employees can continue their education by attending language courses organised by the Language Study Department [link to the website [here](#)]. Courses are subject to a fee.

3.2 Multicultural Project Atomik Kindergarten

IMG employees have the opportunity to enrol their children in the Atomik Kindergarten on the premises of the Academy of Sciences in Krč and receive a contribution towards kindergarten fees. From 2020 to 2022, this contribution amounted to CZK 5,000 per child

per month. From 2022, the contribution has been increased to CZK 5,250 per child per month. The kindergarten has its own garden and is involved in many multicultural projects. Children are introduced to the English language, and morning teaching activities are based on the *Cookie and Friends* [Oxford] textbook. The kindergarten also supports intergenerational meetings: the "*Povídej*" [Tell Us] and "*Přečti*" [Read Out] projects by the organisation *Mezi námi o. p. s.* The kindergarten is involved in the "*Celé Česko čte dětem*" [The Whole Czechia Reads to Children] project.

In addition to the above programme, the kindergarten also offers other activities: dance and movement games, cooking, swimming. Parents must register their children for these activities, and some of them are subject to a fee [e.g. swimming]. The Atomik Kindergarten also participates in some competitions, including the Company Kindergarten Olympics and The World Through the Eyes of Children. Preventive programmes are included in the curriculum: *Medvídek Brumla* [Czech Police], preventive screening for eye defects, the Healthy Teeth educational programme, and *Kostík na BOSo* for physical fitness.

From 1 October 2024 to 30 September 2026, Atomik Kindergarten is implementing a project co-funded by the European Union, which aims to improve the quality, inclusiveness and effectiveness of the education system.

The kindergarten has a total capacity of 24 children and accepts children from the age of two.

LONG-TERM OBJECTIVE

XII. Cooperation with EURAXESS

The Building Maintenance department is in close contact with the National EURAXESS Organisation, which organises adaptation and integration courses for foreign employees several times a year.

Table 3.2 - Nationality perspective - Indicators and responsible entities

Indicator	Responsible entity
Cooperation with EURAXESS	Building Maintenance

4 Intersectionality

The Plan has also incorporated an intersectional approach. This is a new way of looking at inequality, which takes into account that people may experience multiple types of disadvantage at the same time and that these inequalities interact and combine (e.g., gender + age + education + nationality). This integration provides a more comprehensive analysis of mutually influencing forms of inequality in an institutional context. The application of an intersectional perspective aims to grasp the multi-layered and concurrent nature of different forms of inequality in an institutional environment.

For the first version of the Plan (2021-2025), we chose to cover not only the topic of gender as such but also nationality issues and the need to support and develop a multicultural environment at IMG. We intend to continue with this system. The aim is to educate ourselves on new topics and trends. These inevitably include intersectionality.

LONG-TERM OBJECTIVE

XIII. Spreading awareness of intersectionality

The Plan Working Group has set itself the goal of monitoring the topic of intersectionality and disseminating the information it obtains (presentations, workshops, training) at IMG. To achieve this goal, the Working Group is closely collaborating with the National Contact Centre [NKC] – Gender and Science.

This information will be presented on the intranet and news will be distributed as part of a newsletter at least once a year.

Table 4 – Intersectionality – Indicators and responsible entity

Indicator	Responsible entity
Placing materials on the intranet	Plan Working Group, IT department
Raising awareness of the concept of intersectionality	Plan Working Group

5 Resources

The success of the Plan implementation depends on the active involvement of staff and adequate financial resources.

Human resources:

- Equal Opportunities Plan Working Group
- Ombudswoman
- Voluntary involvement of employees

Other financial resources:

- Covered by the IMG budget

Table 5 – Other financial resources spent in 2020–2024

	2020–2024
Institute contribution to kindergarten fees for IMG employees	CZK 3,866,576
Installation of three hanging and tilting changing tables in Vestec and Krč	CZK 15,498
Seminar: “Harnessing the Power of a Multi-Generational Workplace”	CZK 10,500
Total	CZK 3,892,574

5.1 Personnel allocation

Members of the Equal Opportunities Plan Working Group:

Věra Chvojková, MBA

- consultation on the form and evaluation of the Plan, presentation of the Plan to IMG management
- allocation: work on the Plan is part of the job description of the IMG Secretary

Lenka Fryčová

- consultation on the form and evaluation of the Plan, provision of quantitative data and graphs from the Economy Department
- allocation: 0.2 FTE

Šárka Sikorová, MSc

- consultation on the form and evaluation of the Plan, creation of the form of the Plan and the annual Monitoring Report
- allocation: 80 hours of part-time work

Meritxell Alberich Jordà, PhD

- contact person for resolving issues related to sexual harassment

Prof Petr Svoboda, PhD

- contact person for resolving issues related to sexual harassment

Markéta Nováková, JD

- Ombudswoman of the IMG
- contact person for resolving issues related to inappropriate behaviour at the workplace [violence, coercion, harassment, slander, etc.]
- is fully autonomous in her role and cannot be directly or indirectly influenced by anyone from the IMG management, workplace authorities or founding authorities.
- operates independently of the Plan Working Group

5.2 Financial allocation – objectives

Contribution to kindergarten fees for IMG employees

The Institute undertakes to continue providing a contribution to IMG employees for kindergarten fees at the Atomik Kindergarten. This contribution currently amounts to CZK 5,250 per child per month.

Hanging and tilting changing tables

Wall-mounted and tilting changing tables have been successfully installed at the Vestec and Krč workplaces. These areas are inspected by regular cleaning staff.

Changing table equipment – purchase of three permanent, washable changing table mats [two for IMG in Krč, one for BIOCEV], each at approximately CZK 500. In addition, regular cleaning staff will carry out monthly checks and replenish the supply of disposable changing mats. The approximate monthly allocation will be around CZK 300 in total for all installed changing tables.

Seminars, lectures and available sources of information

In 2025, IMG held a professional seminar entitled "Harnessing the Power of a Multi-Generational Workplace" on the topic of transgenerational differences.

To raise awareness among all IMG employees, videos, presentations and documents on gender, sexual harassment and gender in science and research will be available on the intranet.

Specifically, materials will be published on the following topics:

- Sexual harassment,
- Gender in research, development and innovation,
- Gender bias,
- Intersectionality.

The Plan Working Group will organise an annual lecture on fundamental gender issues.

Conclusion

This Plan is a living document that will be continuously evaluated during the period 2026–2030. The Institute sets measurable indicators of progress and will publish the results regularly. During this period, it will strive to deepen the culture of equal access and strengthen transparent mechanisms in human resource management.

The aim is to create a long-term sustainable environment where equality among employees is a matter of course and diversity is considered the key to excellence in science.

As part of the implementation of the Plan, a Monitoring Report will be produced in the first half of each year, assessing the past year in terms of both basic quantitative data and the fulfilment of short-term goals. The Plan itself will be evaluated at the end of each five-year period, and the results of the evaluation will serve as a basis for creating the next version of the Plan, which will be valid for another five years. This evaluation will focus primarily on assessing long-term goals and identifying new challenges.

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Annex No. 1 – Initial State

In Prague, on 31 December 2025

A handwritten signature in blue ink, appearing to read 'P. Dráber', with a horizontal line extending from the end of the signature.

Petr Dráber, DSc
Director of IMG



Institute of Molecular Genetics of the Czech Academy of Sciences

Equal Opportunities Plan 2026–2030

December 2025

Annex No. 1 – Initial State

Annex No. 1 contains the characteristics of IMG employees.

Current gender situation

In the period 2020-2024, 59.5% of IMG employees were women and 40.5% were men. In 2024, 164 men and 170 women worked in scientific positions, while 60 men and 157 women worked in other professions. Women continue to be more strongly represented in other positions.

Within scientific groups, most men worked in positions V2 [PhD student] and V5 [scientist] in 2024. Most women worked in scientific groups V2 [PhD student] and V1 [research assistant]. The situation has not changed compared to the previous period.

In 2020-2021, three women held the position of group leader, and at the end of 2025, four women held this position. As for men, a total of 25 employees held the position of group leader in 2024.

IMG employees, both male and female, still most often choose full-time employment. In general, women are more likely to choose part-time employment; for example, 54 women worked between 0.5 and 0.9 FTE, but only 27 men.

Due to the generally higher number of female employees, there is also a higher turnover rate among them than among male employees. Every year, 20 men and between 50 and 60 women terminate their employment with IMG. In 2024, 101 new hires were recorded [67 women, 34 men].

Grants are also more frequently applied for and processed by scientists. Of the total 184 grants for 2024, 92 are currently being processed by men and 24 by women.

Employees

In 2024, a total of 551 employees worked at IMG. Of these, 220 were men and 323 were women.

Employees are divided into two main groups: researchers and other employees. Within the group of researchers IMG distinguishes between six tariff classes according to the Internal Wage Regulations of the Institute of Molecular Genetics of the Czech Academy of Sciences:

- V1 [research assistant] – completed university studies and professional experience,
- V2 [PhD student] – completed university studies and participation in doctoral studies,
- V3 [postdoctoral fellow] – up to 5 years after defending a PhD and working under professional scientific supervision,
- V4 [associate scientist] – more than 5 years after defending a PhD and not a researcher on their own grants,
- V5 [scientist] – more than 5 years after defending their PhD and independently conducting research projects,
- V6 [senior scientist] – head of a research group and a leading scientific figure.

The category of other employees according to the Internal Salary Regulations also includes six tariff classes:

- O1 – simple work tasks and basic education,
- O2 – simple professional tasks with a general assignment and basic or secondary education,
- O3 – diverse, broadly defined tasks with higher mental stress and secondary education,
- O4 – professional work with an emphasis on a creative approach and secondary education,
- O5 – systematic specialised work with a high degree of responsibility and secondary or higher vocational education,
- O6 – defining the strategy for the agenda and responsibility for its results, university education and long-term professional experience.

Distribution by gender

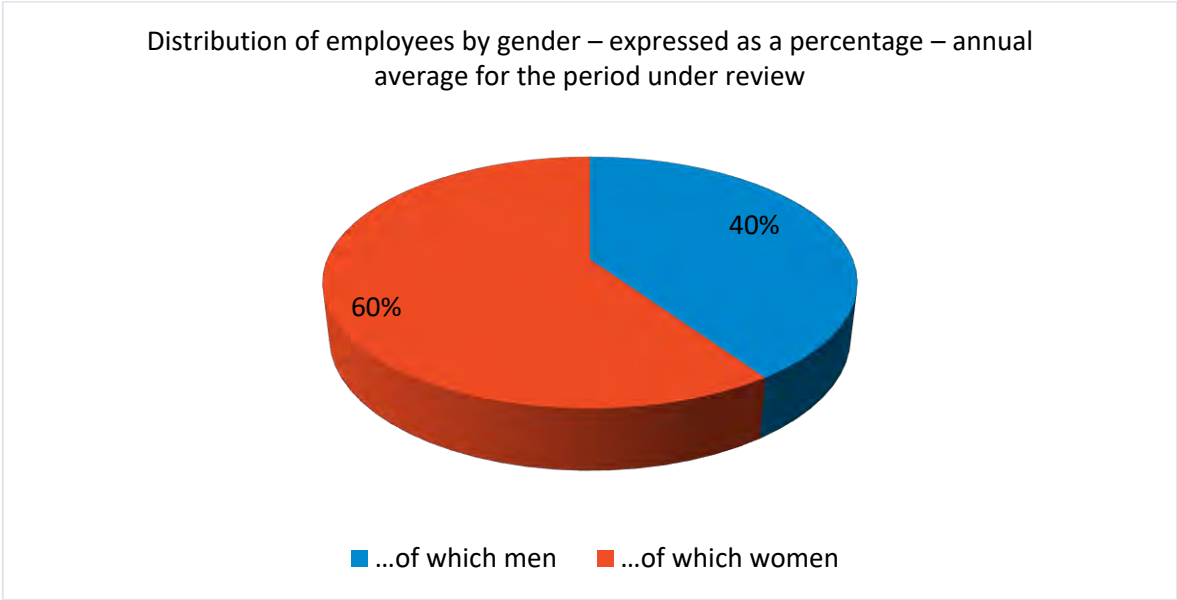
More women than men worked at IMG in 2020-2024. On average for the period, women accounted for 60% and men for 40% of the total average for the period [543 employees]. Compared to the average for the period 2018-2020, there was a decrease in the number of employees [from 578 in the previous period]. During the period under review, the largest decline occurred in 2023, when the institute had 514 employees.

The data in Table and Chart 1.1 describe data on active employees [this does not include persons on maternity or parental leave, unpaid leave, study leave, and the like].

Table 1.1 - Distribution of employees by gender

	2020	2021	2022	2023	2024	Average
Total number of employees	576	534	535	514	551	543
...of which men	223	232	210	209	224	220
...of which women	359	302	325	305	327	323

Chart 1.1 - Distribution of employees by gender in % for 2020-2024

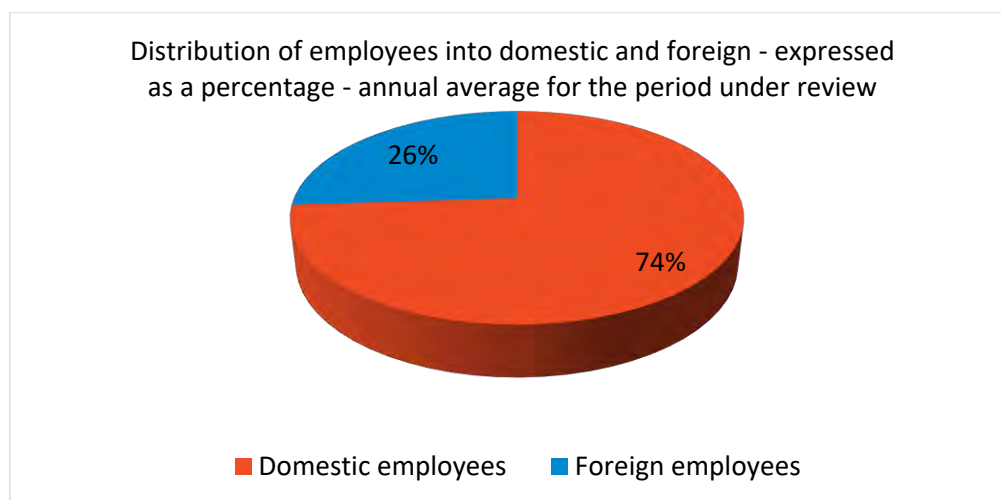


Distribution by nationality

In 2020-2024, Czechs accounted for 74% of all employees. The remaining 26% were foreign employees [from Bulgaria, Belarus, Egypt, France, India, Italy, Japan, Canada, Kazakhstan, Lebanon, Latvia, the Netherlands, Germany, Peru, Poland, Portugal, Pakistan, the Russian Federation, Slovakia, the United Kingdom, Serbia, Sudan, Uganda, Ukraine, Iran and Spain].

Table 1.2 - Distribution of employees into domestic and foreign 2020-2024

	2020	2021	2022	2023	2024	Average
Domestic employees	442	404	393	372	396	401
Foreign employees	137	130	142	142	155	141

Chart 1.2 - Ratio of domestic and foreign employees

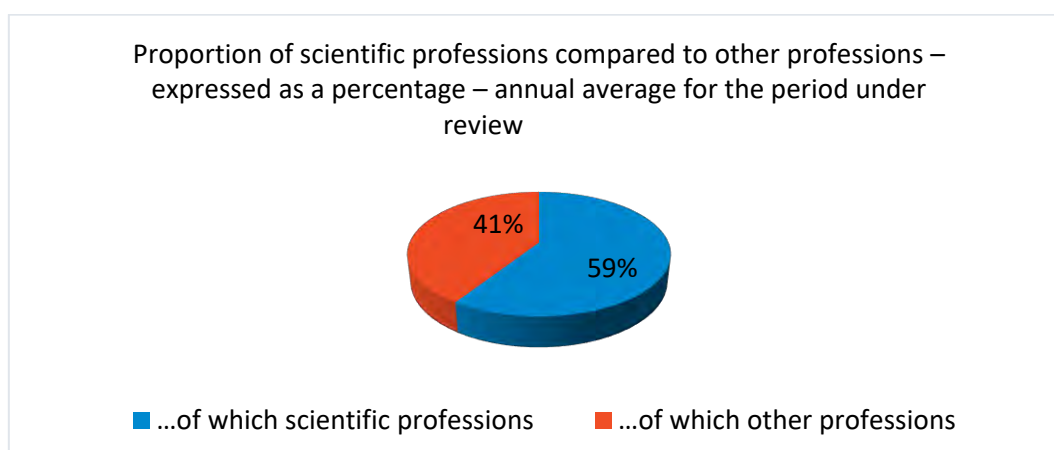
Distribution by profession

IMG employs more employees in scientific positions [59%] than in other professions [41%]. In percentage terms, the distribution remains almost the same; in the previous period, other professions accounted for 42%. The largest decline in the number of employees occurred in 2023. The number of employees in other professions has changed the most since the previous period: in the previous period, an average of 242 worked at IMG, while in the period 2020-2024, the number fell to 222.

Table 1.3 - Distribution of employees by scientific and other professions

	2020	2021	2022	2023	2024	Average
Total number of employees	579	534	535	514	551	543
...of which scientific professions	335	314	314	308	334	321
...of which other professions	244	220	221	206	217	222

Chart 1.3 – Distribution of employees by scientific and other profession 2020–2024

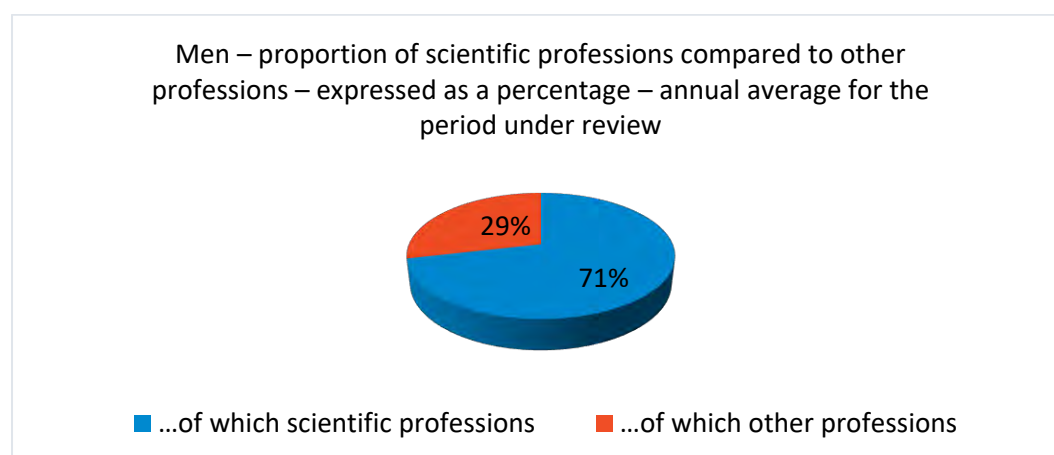


Scientific professions represent 71% of IMG employees and 29% are in other professions. The number of employed scientists was highest in 2021 and 2024. In other professions, there was a decline in the number of employees in 2022 (from 68 to 60), and this decline continued until the end of the period under review.

Table 1.4 – Distribution of male employees by scientific and other professions

	2020	2021	2022	2023	2024	Average
Total number of employees	223	232	210	209	224	220
...of which scientific professions	155	164	150	151	164	157
...of which other professions	68	68	60	58	60	63

Chart 1.4 – Distribution of male employees by scientific and other professions 2020–2024



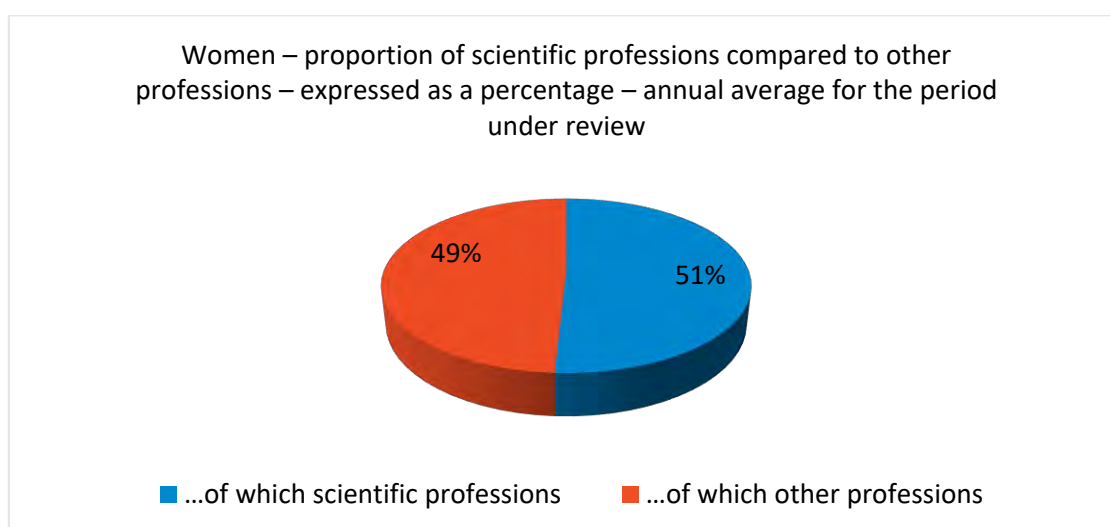
Female employees at IMG are more likely to be employed in scientific [51%] than other professions [49%]. Compared to the previous period, there was an average decrease in the number of women employed in scientific positions [by 1 %] for the period 2020-2024.

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

	2020	2021	2022	2023	2024	Average
Total number of female employees	356	302	325	305	327	323
...of which scientific professions	180	150	164	157	170	164
...of which other professions	176	152	161	148	157	159

The difference between female employees in scientific and other professions is around 2 percentage points. Among male employees, however, the difference is much more pronounced, at around 40 percentage points.

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



Distribution of employees by scientific profession category

PhD students are the most numerous scientific profession at IMG. On average, they accounted for 102 of the total 321 scientific workers in the period 2020-2024. The smallest group is senior scientific staff [8%] – this percentage is the same as in the previous period [2018-2020].

Table 1.6 - Distribution of employees in scientific professions

	2020	2021	2022	2023	2024	Average
V1 – Research assistant	63	54	60	53	67	59
V2 – PhD student	107	101	94	103	107	102
V3 – Postdoctoral fellow	39	39	44	41	48	42
V4 – Associate scientist	38	35	35	31	34	35
V5 – Scientist	59	58	54	54	51	55
V6 – Senior scientist	29	27	27	26	27	27

Chart 1.6 - Distribution of employees in scientific professions

In terms of employees, the largest groups in this period are again scientists [V5] and PhD students [V2].

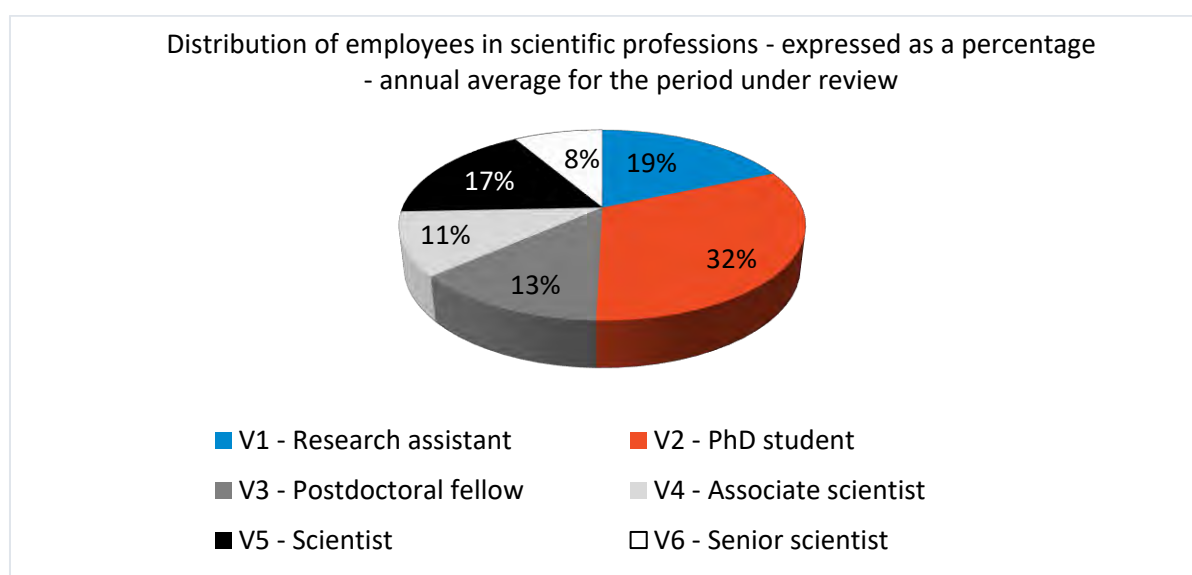
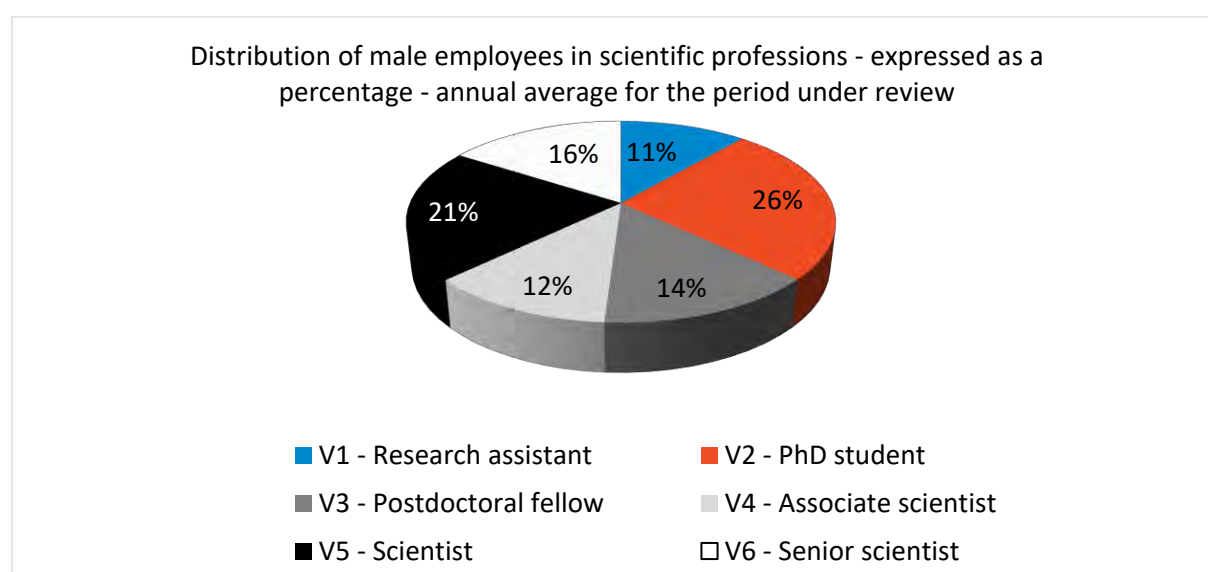


Table 1.7 - Distribution of male employees in individual scientific professions

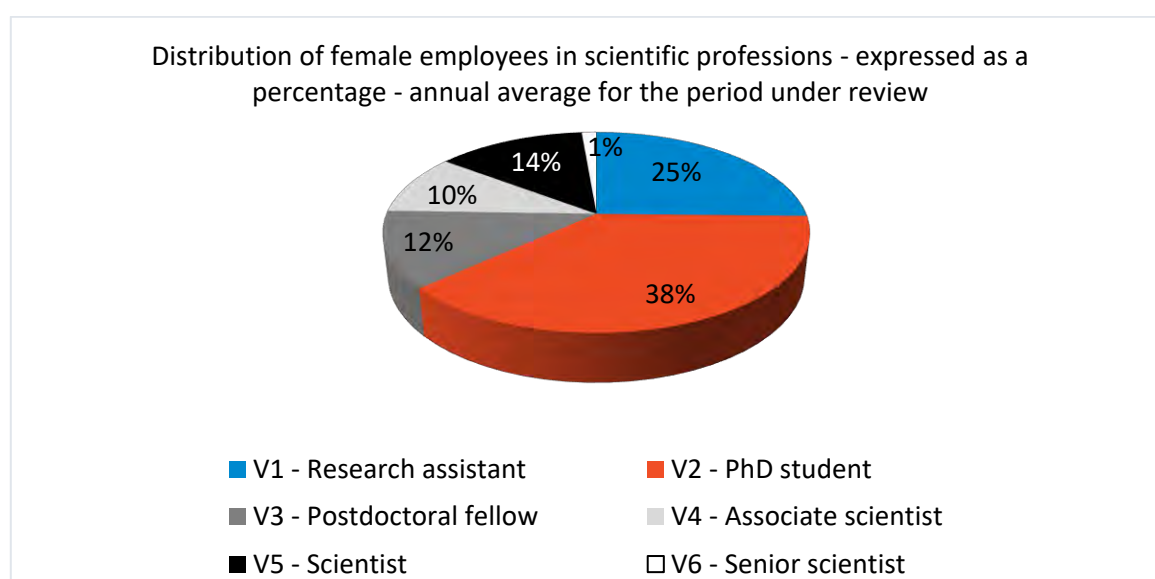
	2020	2021	2022	2023	2024	Average
V1 – Research assistant	17	14	15	17	26	18
V2 – PhD student	34	51	37	39	40	40
V3 – Postdoctoral fellow	22	22	21	21	24	22
V4 – Associate scientist	20	17	18	18	20	19
V5 – Scientist	36	36	34	31	29	33
V6 – Senior scientist	26	24	25	25	25	25

Chart 1.7 – Distribution of male employees in individual scientific professions

A large percentage of female employees hold positions in categories V1 and V2, while very few women reach the position of senior scientist – on average, there were two in 2020–2024, compared to 25 male employees. There was a decline in the number of female PhD students between the periods, with an average of 76 per year between 2018 and 2020, compared to only 60 between 2020 and 2024.

Table 1.8 – Distribution of female employees in individual scientific professions

	2020	2021	2022	2023	2024	Average
V1 – Research assistant	46	40	45	36	41	42
V2 – PhD student	73	50	57	64	67	62
V3 – Postdoctoral fellow	17	17	23	20	24	20
V4 – Associate scientist	18	18	17	13	14	16
V5 – Scientist	23	22	20	23	22	22
V6 – Senior scientist	3	3	2	1	2	2

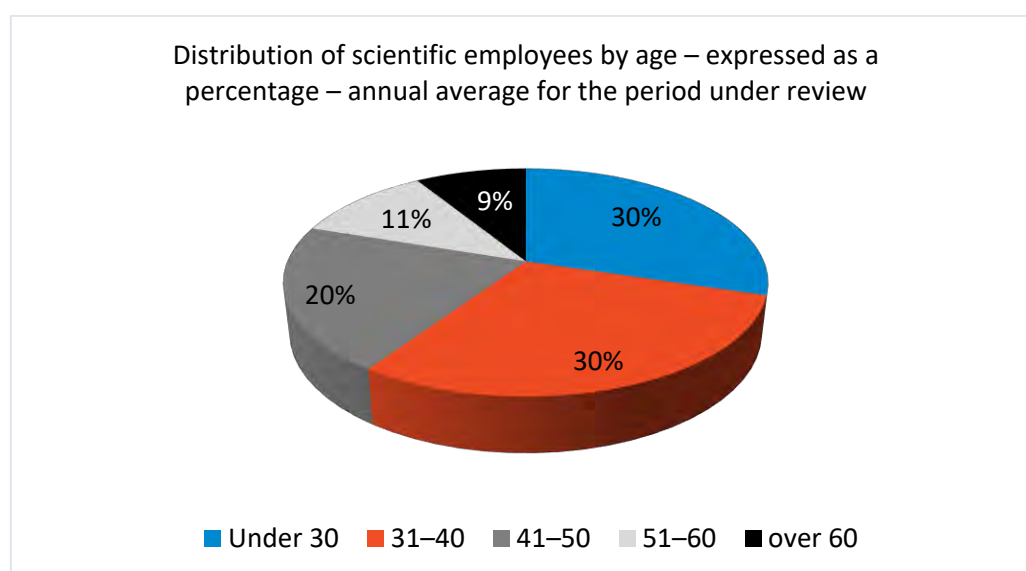
Chart 1.8 – Distribution of female employees in individual scientific positions

Distribution by age

In the previous period [2018–2020], the largest age group was represented by employees under 30 years of age. For the period 2020–2024, most employees fell into the under-40 age category.

Table 1.9 - Distribution of employees in scientific professions by age

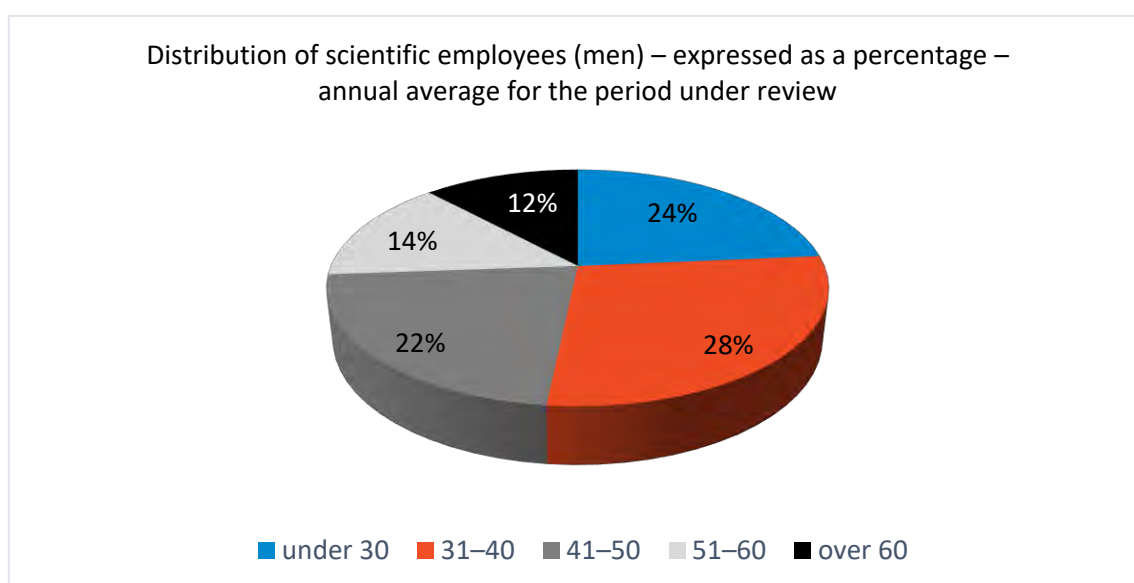
	2020	2021	2022	2023	2024	Average
Up to 30 years	110	106	83	81	97	95
31-40	93	86	101	98	99	95
41-50	68	62	64	65	73	66
51-60 years	36	33	37	37	34	35
Over 60	28	27	29	27	31	28

Chart 1.9 – Distribution of employees in scientific professions by age

During the period under review, the largest group of employees at IMG was in the 31-40 age category [this category accounted for 28% of all employees]. This represents an increase of 1 percentage point from the average for the period 2018-2020. The least represented age category of employees at IMG was men over 60 years of age [12% in total].

Table 1.10 – Distribution of male scientific professionals by age

	2020	2021	2022	2023	2024	Average
Up to 30 years	37	48	30	32	38	46
31–40 years	41	42	47	43	47	55
41–50 years	37	34	32	34	37	44
51–60	23	24	22	22	20	28
over 60	17	16	19	20	22	24

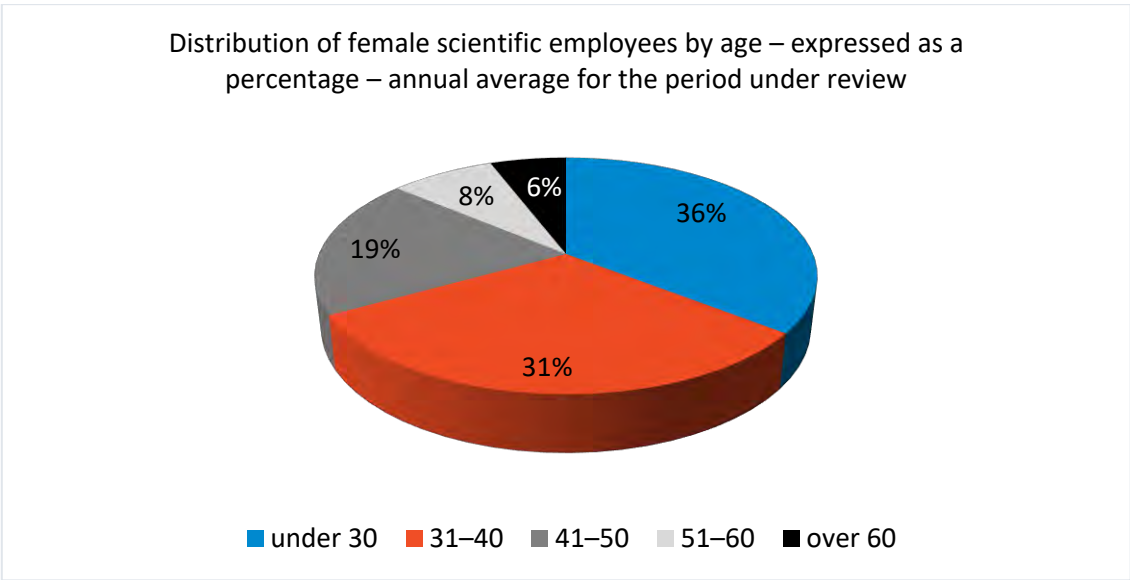
Chart 1.10 – Distribution of male scientific professionals by age

Women in the under-30 age category were the most represented in the period under review. Conversely, female scientific workers over the age of 60 were the least represented at IMG: on average, they accounted for 10% of the workforce during the period under review. Overall, there was a change in the distribution of age groups; in 2018-2020, female employees in scientific positions under the age of 30 accounted for 41% of the total.

Table 1.11 - Distribution of female scientific professionals by age

	2020	2021	2022	2023	2024	Average
Up to 30 years	73	58	53	49	59	58
31-40	52	44	54	55	52	51
41-50 years	31	28	32	31	36	32
51-60 years	13	9	15	15	14	13
Over 60	11	11	10	7	9	10

Chart 1.11 - Distribution of female scientific professionals by age

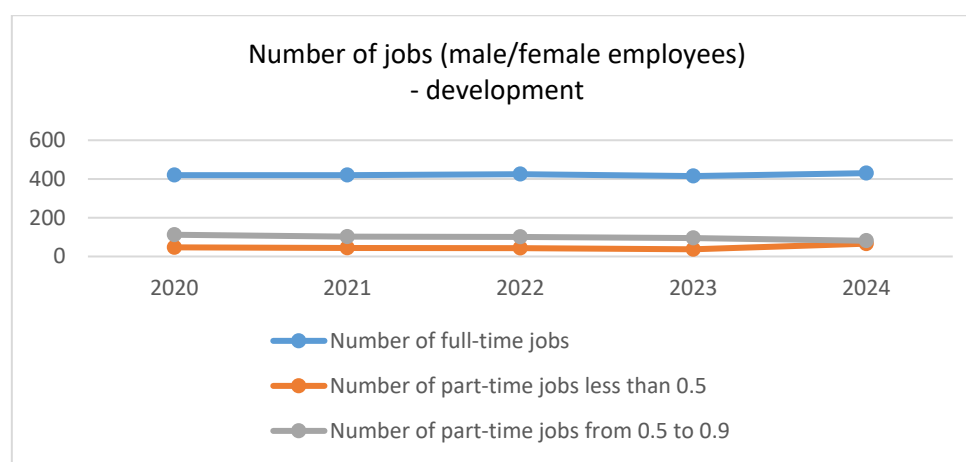


Distribution by working capacity

IMG allows its employees to work part-time. This option is mainly used by parents of young children, people caring for relatives, and students. During the period 2020-2024, this benefit was used most in 2024 [430 persons] and least in 2023 [415 persons].

Table 1.12 - Distribution of employees by working capacity

	2020	2021	2022	2023	2024
Number of full-time jobs	420	420	425	415	430
Number of part-time jobs less than 0.5	47	44	43	37	66
Number of part-time jobs from 0.5 to 0.9 FTE	112	102	101	95	81

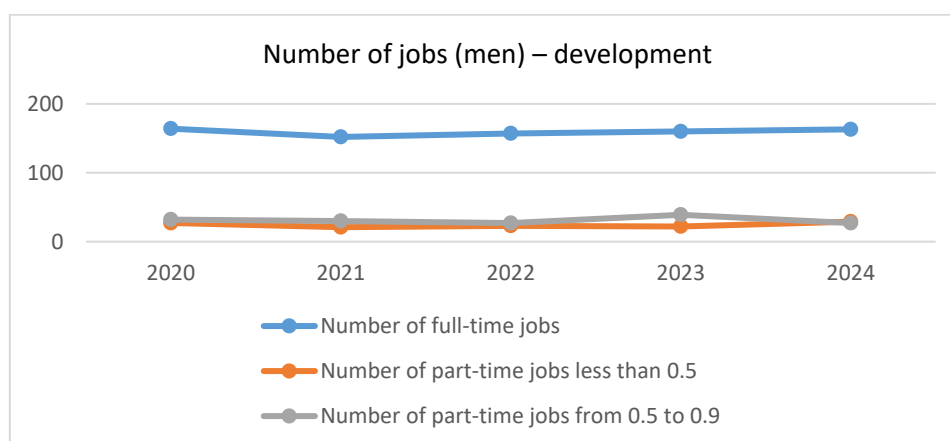
Chart 1.12 - Development of employee representation by working capacity

Full-time employment clearly predominates among male employees. In 2024, the number of part-time jobs used varied between less than 0.5 and between 0.5 and 0.9 by only a few units.

Table 1.13 - Development of male employee representation by working capacity

	2020	2021	2022	2023	2024
Number of full-time jobs	164	152	157	160	163
Number of part-time jobs less than 0.5	27	21	23	22	29
Number of part-time jobs from 0.5 to 0.9 FTE	32	30	27	39	27

Chart 1.13 - Development of male employee representation by working capacity

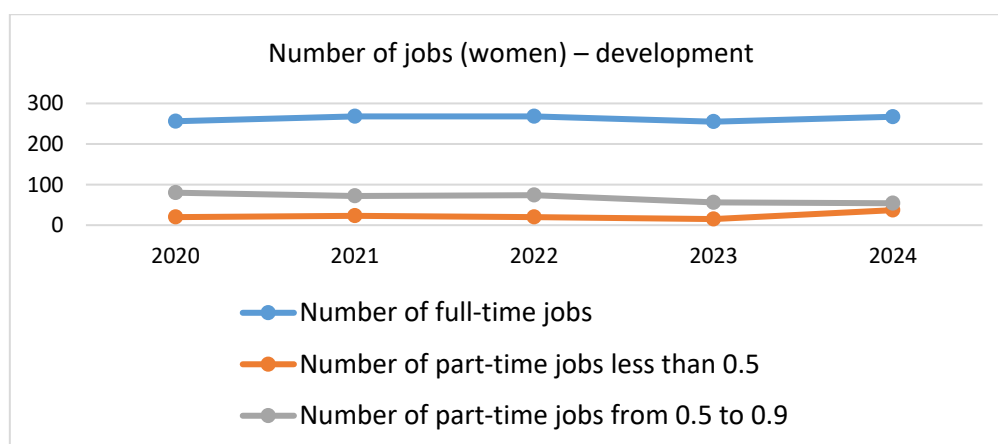


Female employees take advantage of part-time work much more often than male employees. In 2024, we see a change in the extent of part-time work: women chose workloads of less than 0.5 more often than in 2020 [37 vs 20]. They made far less use of the option of reduced working hours between 0.5 and 0.9 [54 vs 80 in 2020].

Table 1.14 - Development of female employee representation by working capacity

	2020	2021	2022	2023	2024
Number of full-time jobs	256	268	268	255	267
Number of part-time jobs less than 0.5	20	23	20	15	37
Number of part-time jobs from 0.5 to 0.9 FTE	80	72	74	56	54

Chart 1.14 - Development of female employee representation by working capacity



Employee turnover at IMG

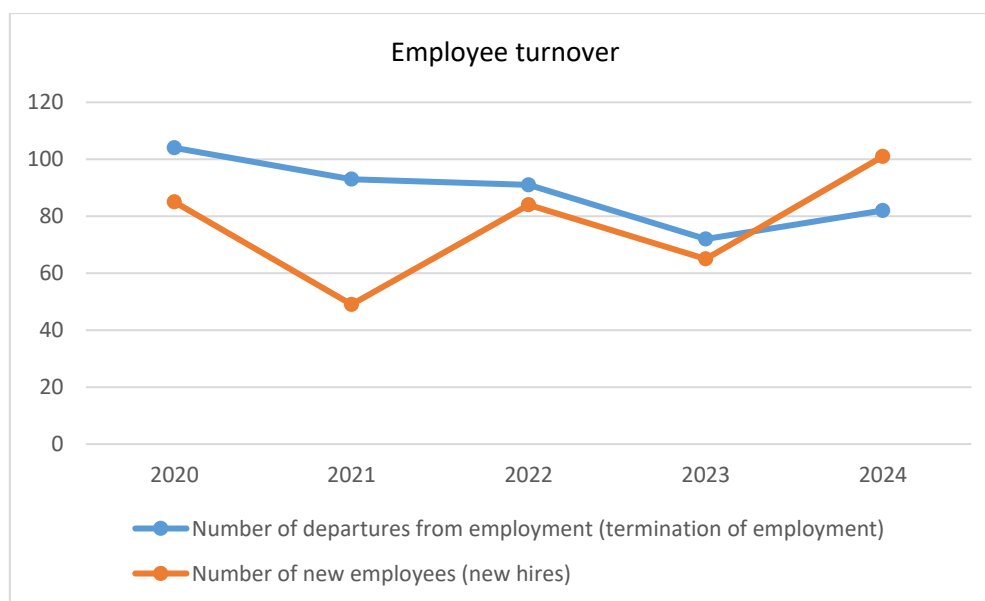
The number of terminated employment relationships has been declining over the years (with the exception of 2024, when there was an increase). The number of new employees was lowest in 2021 and then again in 2023.

In 2024, the number of new hires exceeded the number of departures.

Table 1.15 - Employee turnover for the years 2020-2024

	2020	2021	2022	2023	2024
Number of departures from employment [termination of employment]	104	93	91	72	82
Number of new employees [new hires]	85	49	84	65	101

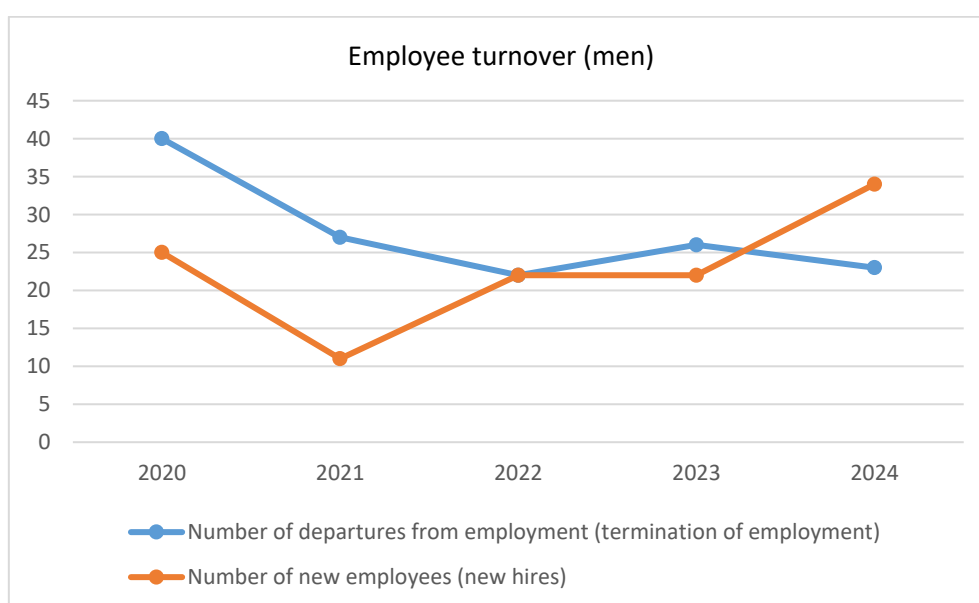
Chart 1.15 - Employee turnover for the years 2020-2024



The category of male employees recorded the highest number of arrivals in 2024 and the highest number of departures in 2020.

Table 1.16 – Male employee turnover for the years 2020-2024

	2020	2021	2022	2023	2024
Number of departures from employment [termination of employment]	40	27	22	26	23
Number of new employees [job starts]	25	11	22	22	34

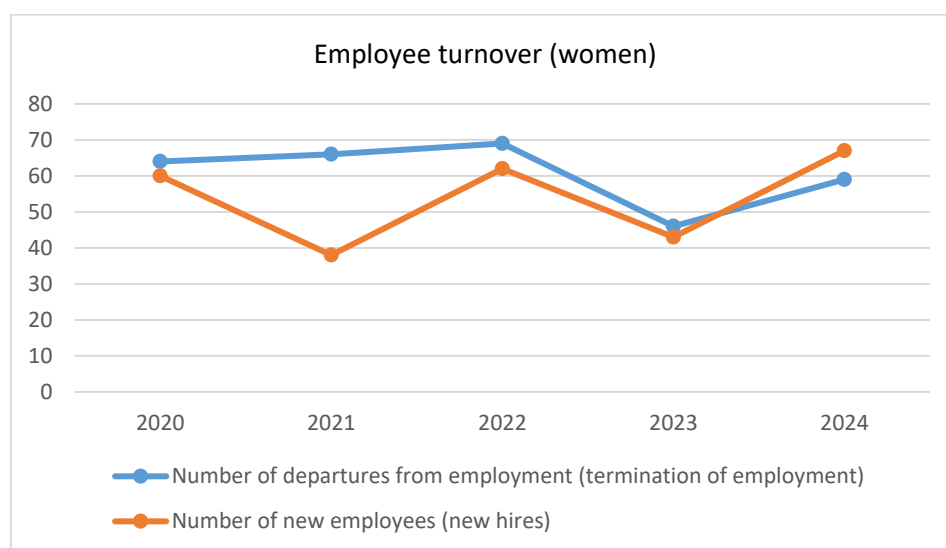
Chart 1.16 – Male employee turnover for the years 2020-2024

The highest number of female employees terminated their employment in 2022. The highest number of new hires took place in 2024. In 2024, the number of new hires exceeded the number of departures among female employees.

Table 1.17 – Female employee turnover for the years 2020-2024

	2020	2021	2022	2023	2024
Number of departures from employment [termination of employment]	64	66	69	46	59
Number of new female employees [new hires]	60	38	62	43	67

Chart 1.17 - Female employee turnover for the years 20 2020-2024



Grant agenda

In 2024, a total of 184 grants were implemented at IMG, of which 127 involved employees as principal investigators and 57 involved employees as co-investigators. During the period 2020-2024, the highest number of grants was implemented in 2020 [a total of 213].

Table 1.18 - Representation of men and women involved in grants in the years 2020-2024

Gender	Project status	2020	2021	2022	2023	2024
Women	currently being addressed	9	18	19	21	24
	applications	15	16	12	9	5
	not awarded	13	0	0	0	5
Men	currently being addressed	51	96	104	76	92
	applications	70	55	29	31	21
	not awarded	55	3	0	0	37
Total		213	188	164	137	184

Benefits

The total number of employees using the services of the Atomik Kindergarten remained at a similar level in the period 2020-2024 as in the previous period [2018-2020], hovering around 12. The exception was 2022, when the total number of employees using the kindergarten fell to 9. The largest difference was in the number of male employees using this benefit, which fell to just one in 2022.

Table 1.19 – Number of employees using institutional kindergarten

	2020	2021	2022	2023	2024
Total number of employees	12	12	9	12	11
... of which number of scientific professions	8	8	4	5	10
... of which number of other professions	4	4	5	7	1
... of which number of men	5	3	1	5	3
... of which number of women	7	9	8	7	8

The number of employees taking advantage of the supported housing benefit has increased in recent years. The highest increase was seen in 2024, when a total of 46 employees took advantage of it [up from 39 in 2023]. In terms of gender, men use this benefit more than women, with the only difference being in 2024, as mentioned above.

Table 1.20 – Number of employees using supported housing

	2020	2021	2022	2023	2024
Total number of employees	34	30	35	39	46
... of which number of scientific professions	34	30	35	37	46
... of which number of other professions	0	0	0	2	0
... of which total number of men	20	16	19	18	21
... of which total number of women	14	14	16	21	25

Of the language courses, English is the most popular. However, between 2020 and 2024, there was a significant decline in the number of employees taking advantage of this benefit [from 70 in 2020 to 23 in 2024]. Czech language courses for foreigners were most popular in 2022, when 15 men and women enrolled.

Table 1.21 - Number of employees using language courses

	2020	2021	2022	2023	2024
Total number of employees attending Czech language courses for foreigners	5	13	15	12	9
... of which number of scientific employees	5	13	15	11	6
... of which number of other employees	0	0	0	1	3
... of which number of men	3	9	12	4	5
... of which number of women	2	4	3	8	4
Total number of employees attending English courses	70	59	53	29	23
... of which number of scientific employees	32	45	38	16	8
... of which number of other employees	38	14	15	13	15
... of which number of men	16	15	12	7	7
... of which number of women	54	44	41	22	16

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