

Equal Opportunities Plan Monitoring Report for 2025

This monitoring report [hereinafter referred to as MR] evaluates the fulfilment of the objectives of the IMG Equal Opportunities Plan [hereinafter referred to as the Plan] during 2025. It focuses on short-term goals and specific activities implemented during the year. The assessment of long-term goals and the setting of new goals took place at the end of 2025 and is part of the new [Equal Opportunities Plan for the period 2026–2030](#).

The year 2025 was a transitional period between two planning cycles. The key topics were preparation for the implementation of the HR Excellence in Research Award [hereinafter referred to as the HR Award], strengthening institutional mechanisms for employee support and protection, and systematising access to equal opportunities.

In addition to these completed activities, ongoing monitoring of gender-segregated data and support for a gender-balanced environment are also taking place. The Institute also has a long-term focus on raising awareness of gender equality, supporting employees with children, and training gender change agents, which contributes to the creation of an inclusive and safe working environment.

Overview of the fulfilment of objectives for 2025 [as of 31 December 2025]

Objective/measure	Status	Brief comment
Publication of the MR for 2024	Completed	The 2024 MR was published on the intranet and on the IMG website
Administration and use of the trust box and contact point	Completed	Mechanism functional, supplemented by an independent ombudswoman

Monitoring of gender-segregated data	Completed	The Economy Department provides regular and structured data
Analysis of leadership positions	Ongoing	Data systematically monitored, women represented in key bodies
Application for HR Award	Completed	IMG has officially signed up to the principles of the Charter and Code; one-year deadline for submission of relevant documents has begun
Questionnaire survey among researchers	Completed	Completed, including the section on equal opportunities and gender
Preparation of a GAP analysis and Action Plan for the HR Award	In progress	Documents prepared, implementation to continue in 2026
Monitoring of recruitment processes	Postponed	Agenda moved to the HR Award Action Plan
Support for a gender-balanced environment	Ongoing	Introduction of gender-neutral language in documentation, communication and recruitment advertisements
Support for employees with children [Atomík kindergarten]	Ongoing	Stable operation, discounted fees maintained
Remote work in the Working Rules	Completed	Remote working formally established from 1 January 2025
Increase in holiday entitlement	Completed	Holiday extended to 6 weeks for all employees
Raising awareness of gender equality	Ongoing	Publication of materials and activities aimed at eliminating unconscious biases and stereotypes
Specialised seminars and lectures	Completed	Seminars on the gender dimension in research and transgenerational cooperation at the workplace
Submission of a project application to the OP JAK "Returns" call	Completed	Project prepared, grant scheme and activities set up
Establishment of the position of ombudswoman	Completed	Position established in 2025, fully independent of management

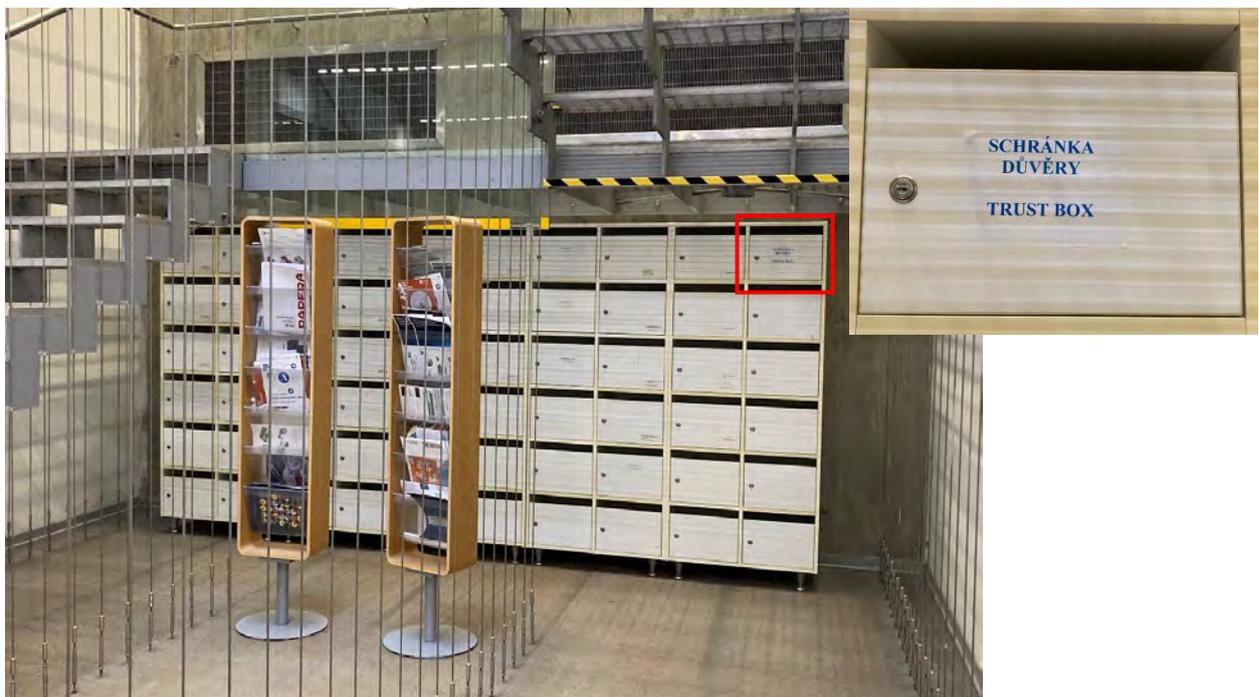
- **Publication of the Monitoring Report for 2024**

The Monitoring Report for 2024 was published both on the intranet [accessible only to employees of the Institute of Molecular Genetics] and on the official website of the Institute

in Czech and English: [Equal Opportunities Plan – Institute of Molecular Genetics of the Czech Academy of Sciences.](#)

- **Management and use of the trust box**

In January 2022, a physical trust box [see photo] was installed in the basement of the Institute of Molecular Genetics, which meets the requirements for a discreet zone. It is emptied once a week. Experience has shown this frequency to be sufficient. Employees also have the option of addressing their concerns in person or via email with the contact persons listed in the Plan. The Equal Opportunities Plan Working Group addressed two concerns in 2025.



- **Monitoring of gender-segregated data**

The Economy Department continuously collects relevant data based on gender-segregated data. This information is used to better understand the percentage representation of men and women at IMG based on various indicators. Updated quantitative and qualitative data containing the characteristics of all IMG employees are included in Annex No. 1 to this MR.

The structure of the numerical and graphical outputs corresponds to the distribution given in the Plan of December 2021.

- **Analysis of management positions**

The IMG Economy Department keeps records of all employees, including statistics on the occupancy of management positions by men and women. In 2025, there was an increase in the representation of both women and men in management and decision-making positions. Following a competition to fill the position of head of a new research group, a woman was selected for the position of head of the new Junior Group No. 32, "Laboratory of Genetics and Pathology of Cilia," while a man was selected for the position of head of the new Junior Group No. 35, "Laboratory of Immunophysiology." The newly appointed heads began their work on 1 January 2025. Although this is a positive development, the IMG will continue to actively strive for greater representation of women in leadership positions.

- **HR Award**

Beyond the objectives set out in the Plan, in 2025, the Institute officially committed itself to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Following this step, an information campaign on the HR Award was carried out during the year through internal communication channels. At the same time, a questionnaire survey was prepared and conducted among researchers, supplemented by group and individual structured interviews. The results were incorporated into the methodology of the new Equal Opportunities Plan for 2026-2030 and used as a basis for the preparation of a GAP analysis and the HR Award Action Plan. Based on a decision by the Working Group, the agenda concerning recruitment, career development and OTM-R (Open, Transparent and Merit-based Recruitment) principles was transferred to the competence of the HR Award Action Plan with effect from 2026.

- **Promoting a gender-balanced environment**

The IMG systematically promotes the use of gender-neutral language in the institution's internal and external communications, including in the area of employee recruitment. The implementation of this approach is gradual and began with the modification of mass e-mail

communications. Gender-neutral language is also actively used in new documents issued within the Institute.

IMG employees can continue to submit questions related to gender or suggestions for addressing gender issues and equal opportunities at IMG via the email address gender@img.cas.cz.

- **Support for employees with children**

One of the important benefits for balancing personal and professional life remains the possibility of enrolling children in the Atomík institutional kindergarten. It is located directly on the premises 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 nursery has a capacity of 24 children and, in addition to its indoor programme, also offers a playground, outdoor play area and garden. It also offers discounted monthly fees for IMG employees.

The head of the department is constantly reminded of the importance of time flexibility for parents with children. As part of this approach, a rule is gradually being established that work meetings should end no later than 4:00 p.m. Flexible working hours have been introduced at the IMG, allowing for better time management and a better work-life balance.

Occasional remote working [known as “home office”] was officially enshrined in the Working Rules with effect from 1 January 2025. An agreement on remote work can be negotiated for certain days of the week, or remote work can be allowed on an ad hoc basis based on individual requests from employees submitted through an internal application, subject to prior approval by their immediate supervisor. This option represents a significant step towards improving the work-life balance of employees. Flexibility allows parents and other employees to combine their professional and personal commitments more effectively and contributes to overall satisfaction in the work environment.

Another significant measure effective from 1 January 2025 is the addition of one extra week of holiday. Taking into account the previous increase already in force under the Collective Agreement, all IMG employees are now entitled to the basic statutory holiday entitlement plus two weeks, i.e., a total of six weeks' holiday. This extension not only promotes the work-

life balance, but also partially compensates for the absence of a formal "sick days" system, allowing for greater flexibility in addressing short-term health or family needs.

Employees can find out more about the available work-life balance options and IMG's commitments under the Plan at [this link](#).

- **Raising awareness of gender equality**

On the intranet [accessible only to IMG employees], a tab entitled "Education" has been created in the Equal Opportunities section, where educational materials are posted to raise awareness of gender equality issues, and activities and training courses aimed at eliminating unconscious biases and stereotypes are continuously published. In addition to the above-mentioned materials, a new tab called "Emergency contacts" has been added, with links to crisis helplines. Under the Equal Opportunities link, employees can also find out what benefits they are entitled to and who they can turn to if they have any questions about gender issues.

In February 2025, a seminar on "Gender in the Content of Research and Innovation" was held at the IMG. During the seminar, the requirements of European and domestic grant agencies were presented, and the meaning of the gender dimension and why it is crucial to take it into account and incorporate it into scientific research was explained.

In 2025, the IMG held a professional seminar entitled "Harnessing the Power of a Multi-Generational Workplace" focused on the topic of transgenerational cooperation at the workplace. The aim of the event was to promote understanding between employees of different age groups, strengthen effective communication, and highlight the importance of meaningful work as a key factor in job satisfaction across generations. The workshop addressed issues of age bias and differences in work expectations and offered practical recommendations and best practices for promoting cooperation in a diverse work environment.

After each training session, all relevant materials and contacts were made available on the intranet for further study.

- **Training of gender change agents**

In line with the requirements of the Czech Republic and the European Commission to promote equal opportunities and institutional change, systematic training of gender change agents continues at the IMG. This initiative aims to strengthen the professional capacities of those actively involved in promoting gender equality in the academic environment and to ensure the sustainable implementation of the Plan's measures. The training takes the form of expert consultations, regular workshops, professional seminars and the exchange of good practices with other research institutions. The Institute thus not only fulfils legislative and strategic requirements but also strengthens its internal capacity for long-term and effective support for gender equality within the institution.

- **Submission of a project application to the OP JAK “Returns” call**

In 2025, the Institute received support from the Jan Amos Komenský Operational Programme for the implementation of the “Returns” project. The aim of the project is to support researchers after a career break caused by maternity or parental leave, long-term care for a close relative or long-term illness, and to reduce departures from scientific careers or significant slowdowns in career progression. The project also includes creation of tools to maintain contact with the research environment during the career breaks. During 2025, a grant scheme was prepared, keep-in-touch activities were defined, and administrative and evaluation processes were set up.

- **Ombudswoman**

In 2025, the position of ombudswoman was established at the Institute of Molecular Genetics. Employees can turn to her in cases of inappropriate behaviour in 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 management. The ombudswoman and the Plan Working Group operate independently.



Institute of Molecular Genetics of the Czech Academy of Sciences

Annex No. 1

Annex No. 1 contains the characteristics of employees of the Institute of Molecular Genetics for the period 2020–2025.

Current gender situation

In the period 2020–2025, 60% of employees at the Institute of Molecular Genetics were women and 40% were men. On average, 157 men and 164 women worked in scientific positions each year, and 63 men and 159 women worked in other professions. Women were thus significantly more represented in the category of other professions.

In terms of scientific positions in the period 2020–2025, most men worked in positions in groups V2 [PhD student] and V5 [scientist]. Most women work in groups V2 [PhD student] and V1 [research assistant]. In the period 2020–2025, women held management positions at an average rate of two per year, while for men this number was around 25. In general, significantly fewer women work in higher positions, although it is clear that the number of female PhD students who could hold higher positions in the future exceeds the number of male PhD students.

IMG employees most often choose full-time employment. However, women work part-time more often than men, with most taking advantage of the option of working between 0.5 and 0.9 FTE.

In the area of grants, there is a noticeable difference in the representation of women and men in the roles of project principal investigators and co-investigators. Of the total of 102 grants currently being implemented in 2025, 81 men held the role of project investigator or co-investigator, while women held these roles in 21 projects. This is also reflected in the

structure of applications submitted in 2025, when 61 male scientists and 12 female scientists submitted grant applications. This imbalance is mainly due to the fact that project investigators or co-investigators are predominantly group leaders, among whom women have long been underrepresented.

Employees

As of 31 December 2025, the Institute of Molecular Genetics had a total of 554 employees working in Krč and in Vestec within the BIOCEV Centre. A small number of employees work at a detached site on a farm in Koleč. In total, 328 researchers and 226 employees in other professions work at the Institute.

Employees are divided into two main groups: researchers and other employees. Within the group of researchers, the Institute of Molecular Genetics distinguishes six tariff classes according to the Internal Wage Rules of the Institute of Molecular Genetics of the Czech Academy of Sciences, which correspond to the qualification grades [hereinafter referred to as QG] specified in the Career Regulations for University-Educated Employees of the Czech Academy of Sciences:

- V1 [research assistant] = QG 1 – completed university studies and professional experience,
- V2 [PhD student] = QG 2 – completed university studies and participation in doctoral studies,
- V3 [postdoctoral fellow] = QG 3a – up to 5 years after defending PhD and working under professional scientific supervision,
- V4 [research associate] = QG 3b – more than 5 years after defending PhD and not a researcher on their own grants,
- V5 [scientist] = QG 4 – more than 5 years after defending PhD and independently conducting research projects,
- V6 [senior scientist] = QG 5 – head of a research group and leading scientific figure.

The category of other employees according to the Internal Wage Rules also includes six tariff classes:

- 01 – simple work tasks and basic education,

- 02 – simple professional tasks with a general assignment and basic or secondary education,
- 03 – diverse, broadly defined tasks with higher mental stress and secondary education,
- 04 – professional work with an emphasis on a creative approach and secondary education,
- 05 – systematic specialised work with a high degree of responsibility and secondary or higher vocational education,
- 06 – defining the strategy for the agenda and responsibility for its results, university education and several years of professional experience.

Distribution by gender

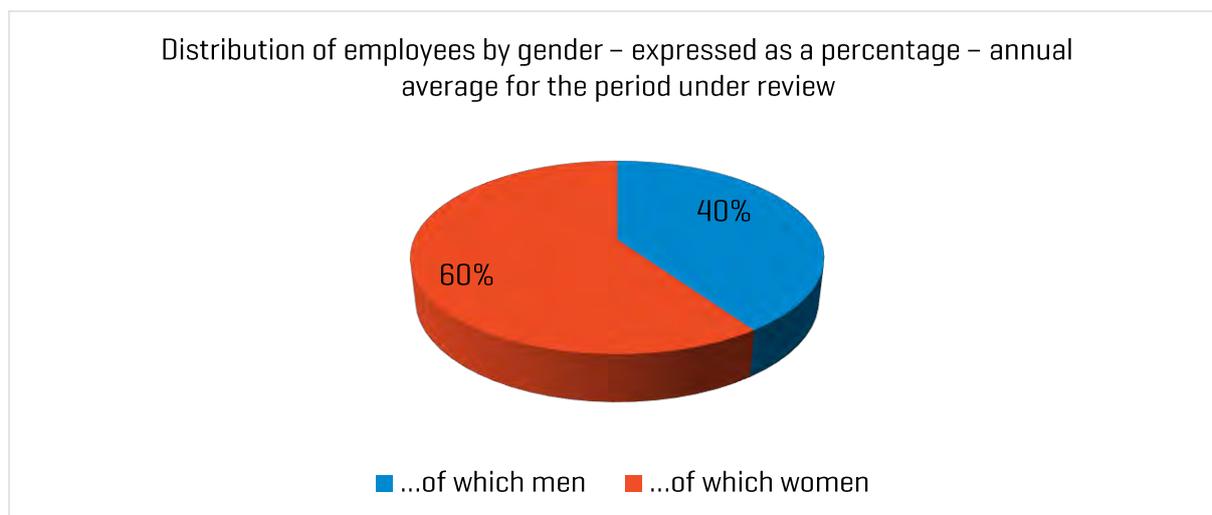
In general, more women than men worked at the IMG in 2020–2025. On average, women accounted for 60% of employees during this period, while men accounted for 40% of the total number of 554 employees. The changes between employed women and men were approximately the same.

The data in Table and Chart 1.1 describe data on actively employed persons [excluding persons on maternity or parental leave, those taking unpaid leave, study leave, etc.].

Table 1.1 - Distribution of male and female employees by gender

	2020	2021	2022	2023	2024	2025	Average
Total number of employees	579	534	535	514	551	554	545
...of which men	223	232	210	209	224	221	220
...of which women	356	302	325	305	327	333	325

Chart 1.1 – Distribution of employees by gender in %



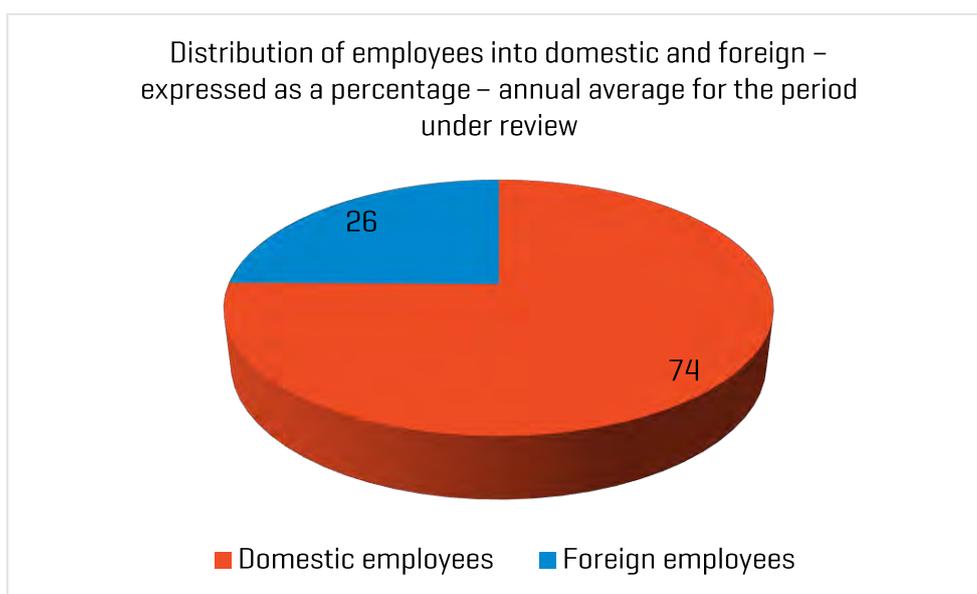
Distribution by nationality

Between 2020 and 2025, Czech nationals accounted for 74% of all employees at the IMG. The remaining 26% were foreign employees as of 31 December 2025, coming from Belarus, Bulgaria, France, India, Italy, Iran, Japan, Canada, Kazakhstan, Lebanon, Latvia, the Netherlands, Germany, Pakistan, Peru, Poland, Portugal, the Russian Federation, Slovakia, the United Kingdom, the United States, Serbia, Spain, Sudan, Uganda and Ukraine. Women predominate among foreign employees at the Institute [a total of 100 female employees], while the number of foreign male employees is almost half that [53 employees].

Table 1.2 - Distribution of domestic and foreign employees

	2020	2021	2022	2023	2024	2025	Average
Domestic employees	442	404	393	372	397	401	401
Foreign employees	137	130	142	142	155	153	143

Chart 1.2 - Ratio of domestic and foreign employees



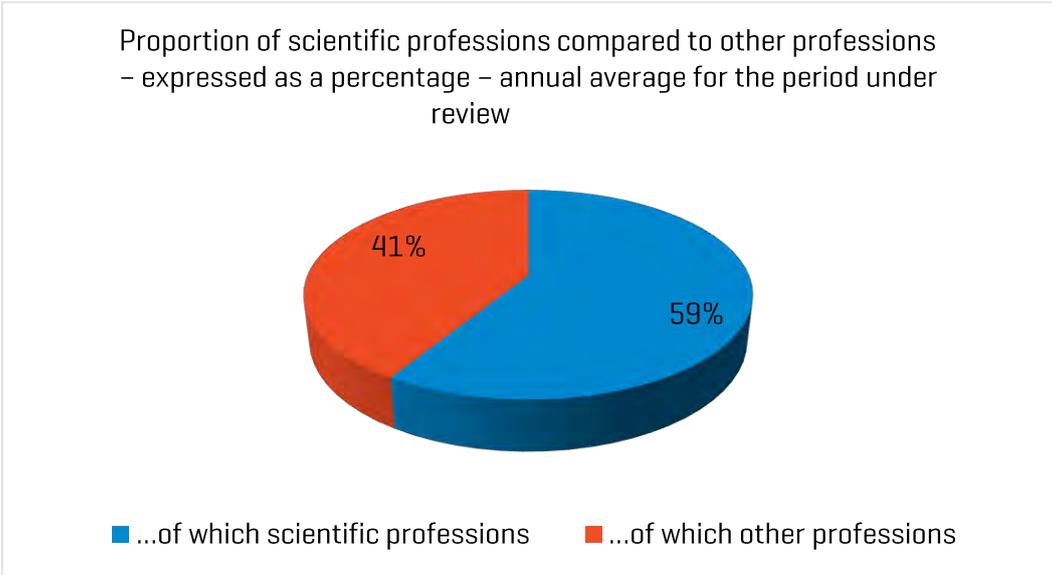
Distribution by profession

More employees at the IMG work in scientific professions [59%] than in other professions [41%]. The highest number of scientists was employed in 2020, when there were 335 of them, while in 2025 their number fell to 328. In the other professions category, the IMG recorded a decline from 244 employees in 2020 to 226 in 2025.

Table 1.3 - Distribution of employees by scientific and other professions

	2020	2021	2022	2023	2024	2025	Average
Total number of employees	579	534	535	514	551	554	545
...of which scientific professions	335	314	314	308	334	328	322
...of which other professions	244	220	221	206	217	226	222

Chart 1.3 – Distribution of employees by scientific and other profession

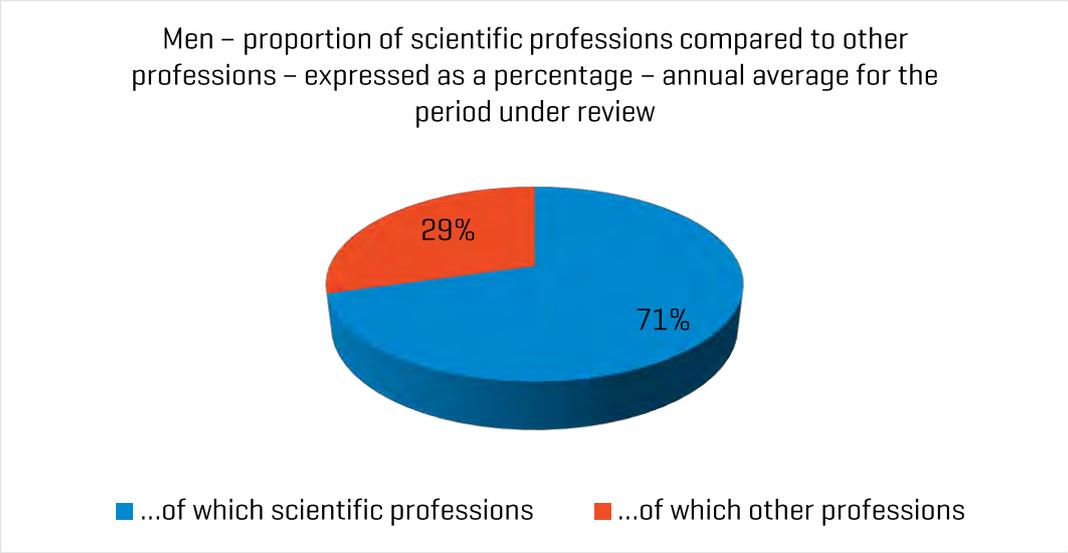


71% of employees at the Institute of Molecular Genetics are engaged in scientific professions and 29% in other professions. The number of scientists in 2020–2025 increased from 155 in 2020 to 157 in 2025. The number of other employees decreased from 68 in 2020 to 64 in 2025.

Table 1.4 - Distribution of employees by scientific and other professions

	2020	2021	2022	2023	2024	2025	Average
Total number of employees	223	232	210	209	224	221	220
...of which scientific professions	155	164	150	151	164	157	157
...of which other professions	68	68	60	58	60	64	63

Chart 1.4 - Distribution of employees by scientific and other professions



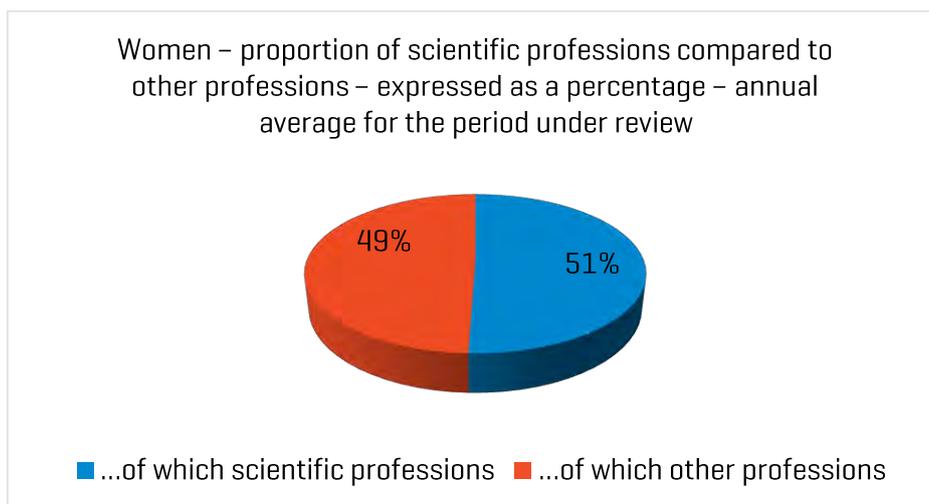
Female employees perform scientific and other professions in a ratio of 51% to 49%. The number of women in scientific positions fell from 180 in 2020 to 171 in 2025, while the number of women in other professions fell from 176 in 2020 to 162 in 2025.

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

	2020	2021	2022	2023	2024	2025	Average
Total number of female employees	356	302	325	305	327	333	325
...of which scientific professions	180	150	164	157	170	171	165
...of which other professions	176	152	161	148	157	162	159

However, the difference between female employees in scientific professions and those in other professions is not as marked as it is among men.

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



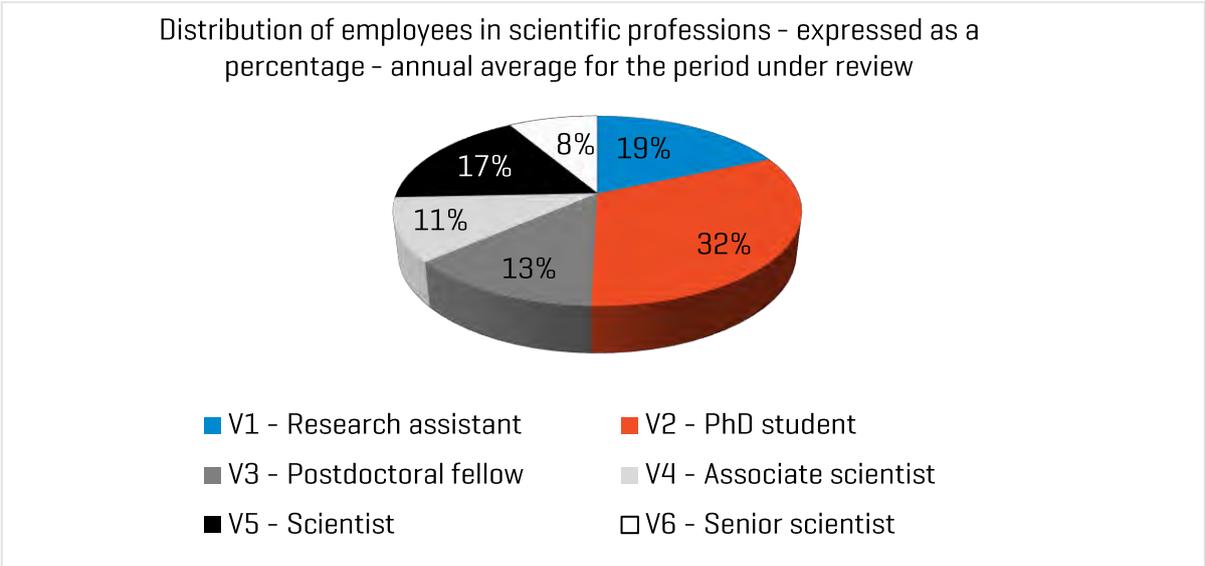
Distribution of employees by scientific profession category

The largest group of scientific professions is represented by PhD students [V2]. On average, for the period 2020-2025, they accounted for 102 of the total average number of 322 scientific employees. Greater changes in staffing are evident in the postdoctoral category [V3], where the number of employees increased from 39 in 2020 to 55 in 2025, and in the category of scientists [V5], where the number fell from 59 in 2020 to 52 in 2025. The smallest groups are senior scientists [8%] and research assistants [11%].

Table 1.6 - Distribution of employees in scientific professions

	2020	2021	2022	2023	2024	2025	Average
V1 – Research assistant	63	54	60	53	67	64	60
V2 – PhD student	107	101	94	103	107	98	102
V3 – Postdoctoral fellow	39	39	44	41	48	55	44
V4 – Associate scientist	38	35	35	31	34	32	34
V5 – Scientist	59	58	54	54	51	52	55
V6 – Senior scientist	29	27	27	26	27	27	27

Chart 1.6 - Distribution of employees in scientific professions

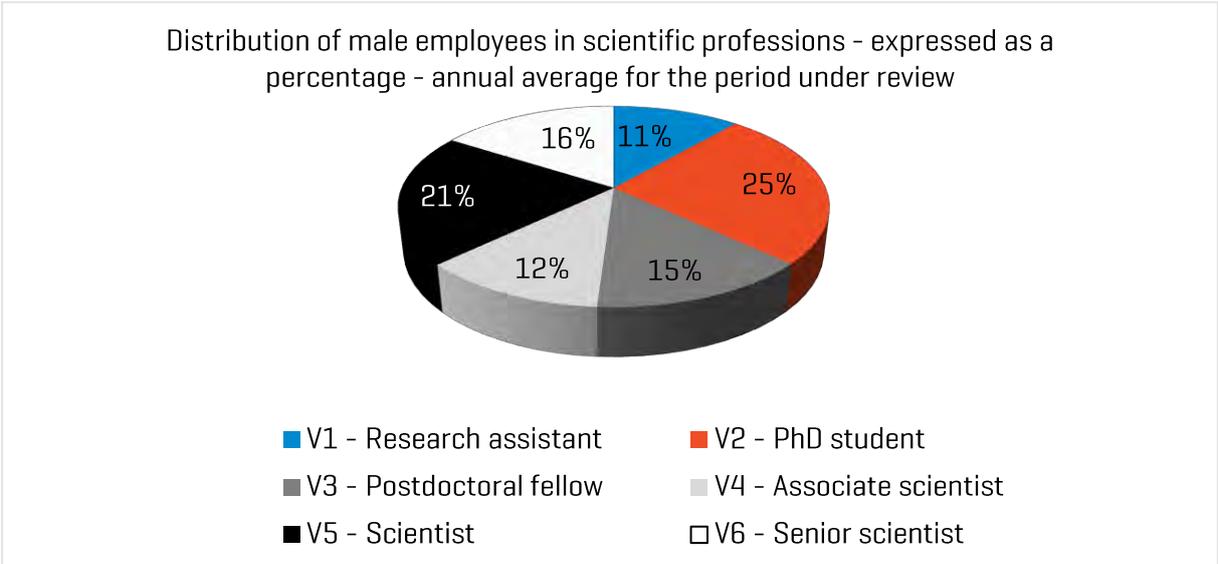


As far as researchers are concerned, the largest groups are PhD students [V2] and scientists [V5]. Conversely, the smallest group is research associates [V4].

Table 1.7 - Distribution of male employees in individual scientific professions

	2020	2021	2022	2023	2024	2025	Average
V1 - Research assistant	17	14	15	17	26	19	18
V2 - PhD student	34	51	37	39	40	39	40
V3 - Postdoctoral fellow	22	22	21	21	24	27	23
V4 - Research associate	20	17	18	18	20	16	18
V5 - Scientist	36	36	34	31	29	31	33
V6 - Senior scientist	26	24	25	25	25	25	25

Chart 1.7 – Distribution of male employees in individual scientific professions



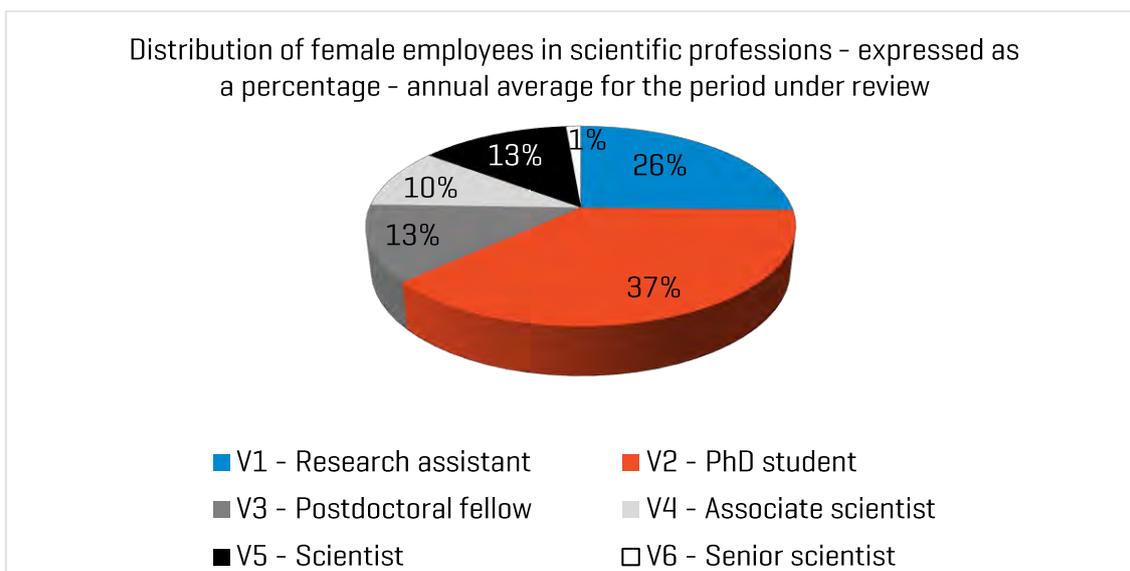
The distribution of female employees is not as even as that of men. Women are significantly more likely to hold positions in categories V1 and V2, while very few women hold the position of senior scientist – in 2025, there were only two, compared to 25 men. After an increase in the number of female PhD students in recent years, a decline to 59 was recorded in 2025, which is below the average for the period under review. On the contrary, the number of female research associates has begun to increase again since the decline in 2023, reaching 16 in 2025.

Table 1.8 – Distribution of female employees in individual scientific professions

	2020	2021	2022	2023	2024	2025	Average
V1 – Research assistant	46	40	45	36	41	45	42
V2 – PhD student	73	50	57	64	67	59	62
V3 – Postdoctoral fellow	17	17	23	20	24	28	22
V4 – Research associate	18	18	17	13	14	16	16
V5 – Scientist	23	22	20	23	22	21	22
V6 – Senior scientist	3	3	2	2	2	2	2

The most numerous groups of women in scientific positions are PhD students [37%] and research assistants [26%]. Only 1% of employed women hold the position of senior scientist.

Chart 1.8 – Distribution of female employees in individual scientific professions



Distribution by age

The age structure of male and female employees in scientific professions at IMG in 2020–2025 shows certain fluctuations in individual categories. The most numerous age group in this period was employees under 30 and between 31 and 40 years of age, with an average number of 95 employees. While there was a noticeable decline in the first group between 2020 and 2023, there was a renewed increase in 2024 and 2025. The proportion of researchers in the 41–50 and 51–60 age groups ranged on average between 35 and 68 persons, with less significant changes. The least represented group were employees over 60 years of age, whose number ranged between 27 and 34 persons.

Table 1.9 - Distribution of employees in scientific professions by age

	2020	2021	2022	2023	2024	2025	Average
Up to 30 years	110	106	83	81	97	95	95
31–40	93	86	101	98	99	89	94
41–50 years	68	62	64	65	73	78	68
51–60 years	36	33	37	37	34	32	35
Over 60	28	27	29	27	31	34	29

Chart 1.9 - Distribution of employees in scientific professions by age

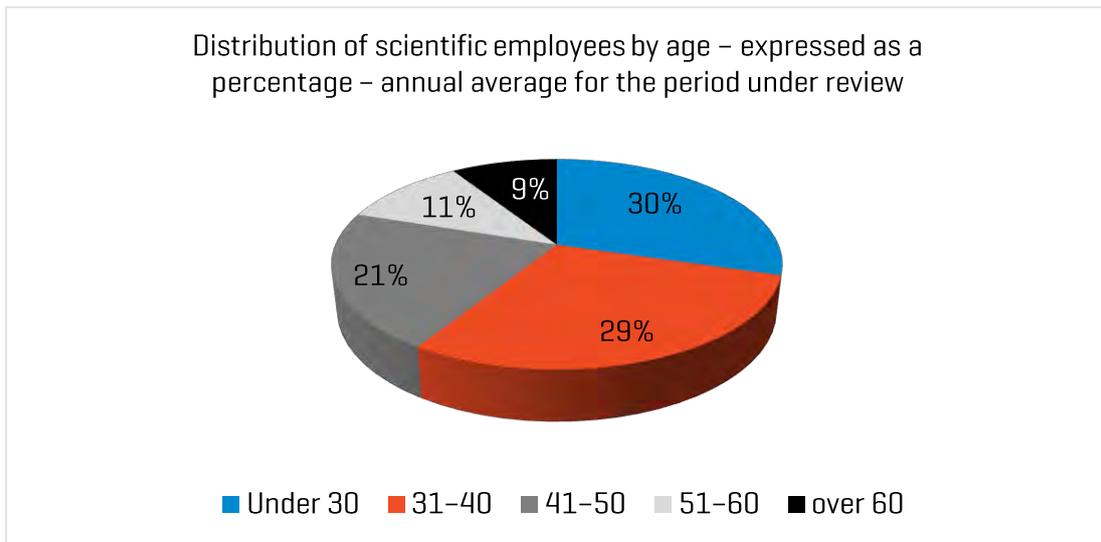
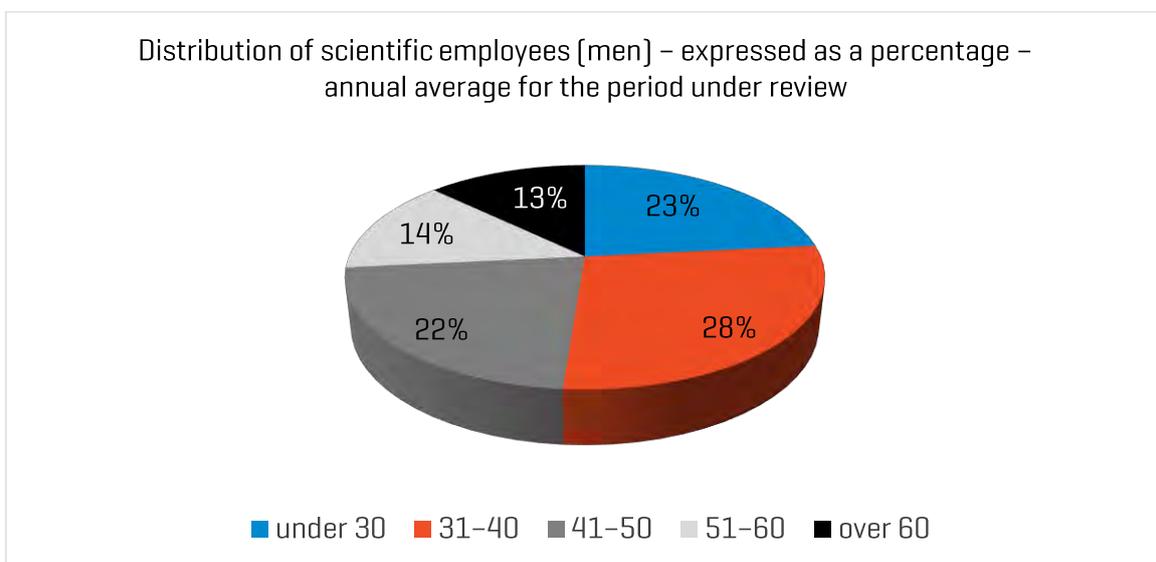


Table 1.10 - Distribution of male scientific professionals by age

	2020	2021	2022	2023	2024	2025	Average
Up to 30 years	37	48	30	32	38	35	37
31-40 years	41	42	47	43	47	42	44
41-50 years	37	34	32	34	37	35	35
51-60 years	23	24	22	22	20	18	22
Over 60	17	16	19	20	22	27	20

Chart 1.10 - Distribution of male scientific professionals by age



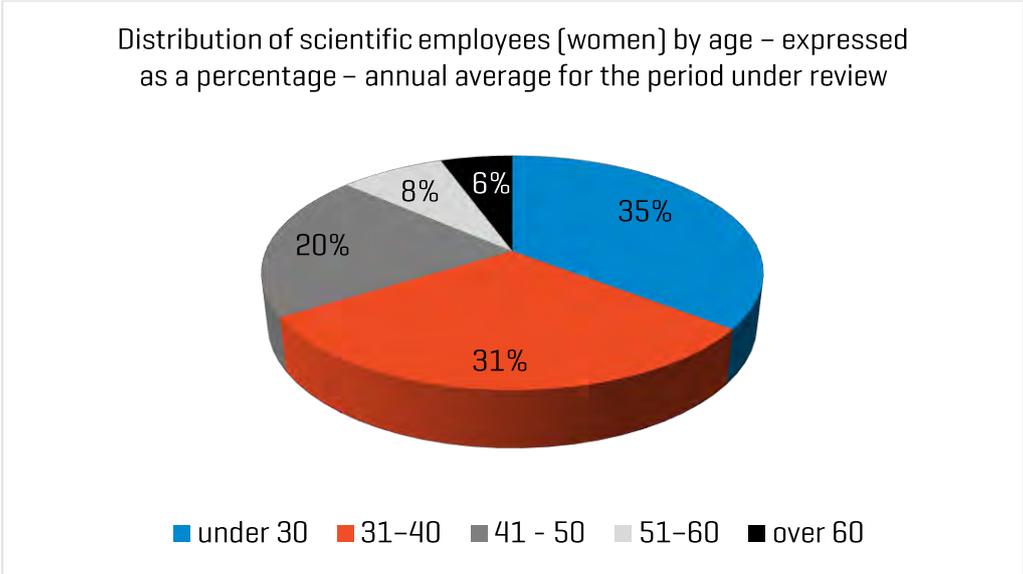
On average, the largest age group between 2020 and 2025 was men aged 31–40, who accounted for 28% of employees. The second largest group was employees under 30, who accounted for 23%, followed by employees aged 41–50 [22%]. The least represented age group was men over 60, who accounted for 13% of employees.

As for women, on average, the largest number of female scientists at IMG in the period under review were in the under-30 category, accounting for an average of 35% of all female employees. Significantly fewer women worked at IMG in the 51–60 and over 60 age groups, representing 8% and 6% in each of these categories, respectively.

Table 1.11 - Distribution of female scientific professionals by age

	2020	2021	2022	2023	2024	2025	Average
Up to 30 years	73	58	53	49	59	60	59
31–40 years	52	44	54	55	52	47	51
41–50 years	31	28	32	31	36	43	34
51–60	13	9	15	15	14	14	13
Over 60	11	11	10	7	9	7	9

Chart 1.11 - Distribution of female scientific professionals by age



Distribution by full-time equivalent

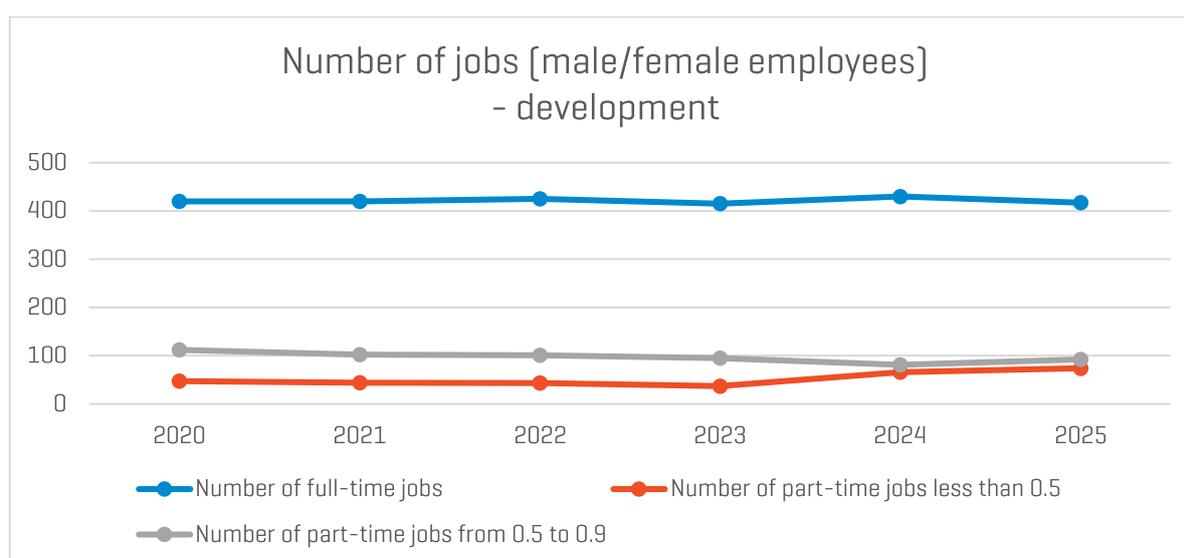
The Institute of Molecular Genetics has long strived to create a flexible working environment that allows employees to better balance their professional and private lives. As the data in the table shows, the number of full-time positions remained relatively stable between 2020 and 2025.

A different trend can be seen in the part-time category. While the number of positions ranging from 0.5 to 0.9 decreased slightly over the years, the number of positions below 0.5 has been on the rise. However, the number of full-time positions still significantly exceeds the number of part-time positions.

Table 1.12 - Distribution of employees by working capacity

	2020	2021	2022	2023	2024	2025
Number of full-time jobs	420	420	425	415	430	417
Number of part-time jobs less than 0.5	47	44	43	37	66	74
Number of part-time jobs from 0.5 to 0.9 FTE	112	102	101	95	81	92

Chart 1.12 - Development of employee representation by full-time equivalent



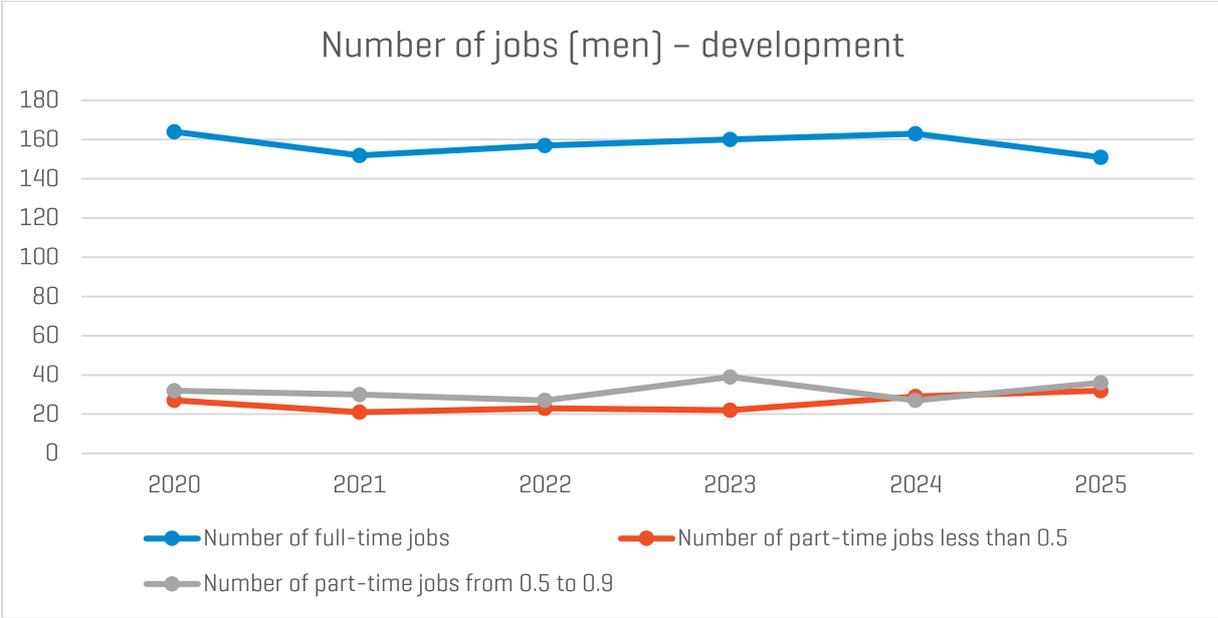
The representation of men at IMG by full-time employment shows slight fluctuations in 2020–2025. The number of full-time employees fluctuated, reaching its lowest level during the monitoring period in 2025.

A different trend is evident for part-time positions. After a slight decline between 2020 and 2023, the number of men working less than 0.5 FTE is growing and reached its highest level during the monitoring period in 2025. For part-time jobs in the range of 0.5–0.9, there was a gradual decline, with the lowest number in 2023, followed by another increase, reaching the highest level in the period under review in 2025.

Table 1.13 - Development of male employee representation by full-time equivalent

	2020	2021	2022	2023	2024	2025
Number of full-time jobs	164	152	157	160	163	151
Number of part-time jobs less than 0.5	27	21	23	22	29	32
Number of part-time jobs from 0.5 to 0.9	32	30	27	24	27	36

Chart 1.13 - Development of male employee representation by full-time equivalent



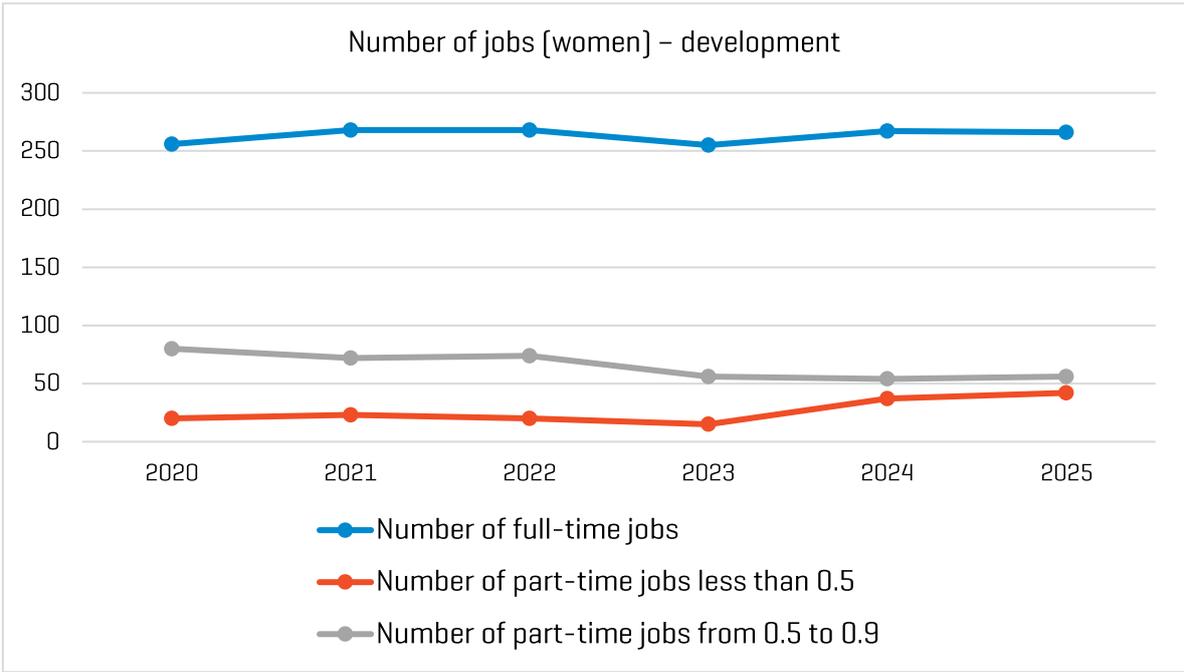
A different trend can be seen in the area of part-time work. The number of women working less than 0.5 FTE in 2025 increased significantly compared to previous years. In the category

of FTE between 0.5 and 0.9, a decline can be observed from the beginning of the monitoring period, with the curve stabilising in the last three years.

Table 1.14 - Development of female employee representation by full-time equivalent

	2020	2021	2022	2023	2024	2025
Number of full-time jobs	256	268	268	255	267	266
Number of part-time jobs less than 0.5	20	23	20	15	37	42
Number of part-time jobs from 0.5 to 0.9 FTE	80	72	74	56	54	56

Chart 1.14 – Development of female employee representation by full-time equivalent



Employee turnover at IMG

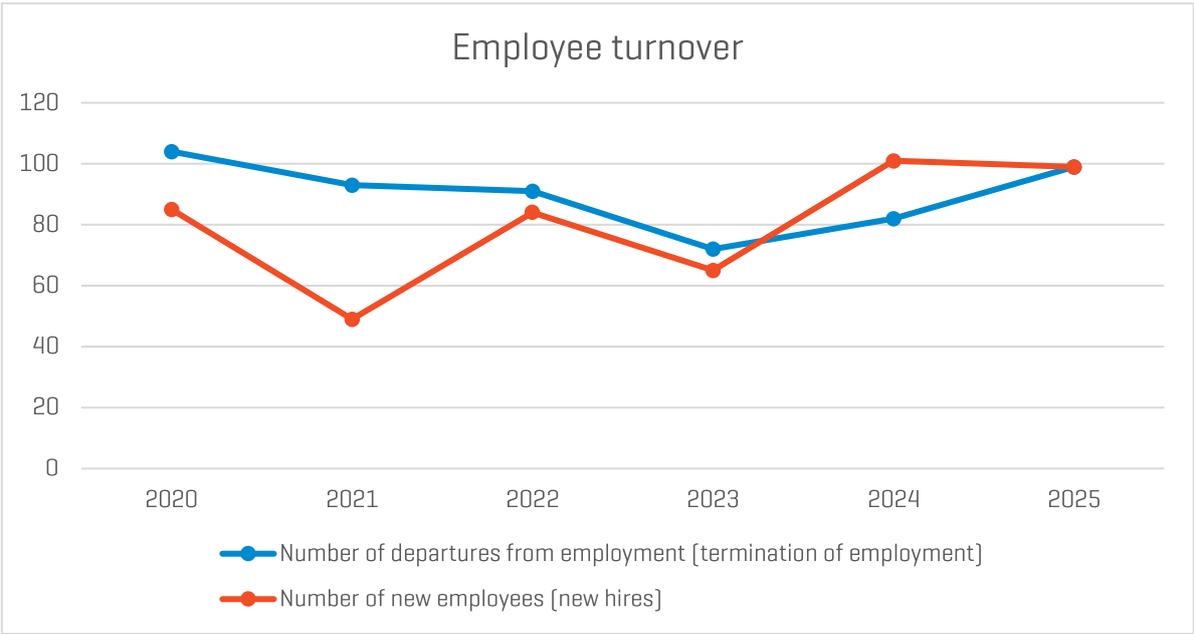
The employee turnover at IMG in 2020–2025 showed a variable trend. The number of departures, i.e., terminations of employment, was highest in 2020 and gradually declined in the following years, reaching its lowest level in 2023. Since then, there has been an increase in the number of departures. The number of new hires fluctuated more significantly. While

2021 saw the lowest number of new hires, apparently influenced by the COVID-19 pandemic, 2024 saw a sharp increase, with the number of new employees exceeding the number of departures for the first time. In 2025, the number of new hires was equal to the number of departures.

Table 1.15 - Employee turnover

	2020	2021	2022	2023	2024	2025
Number of departures from employment	104	93	91	72	82	99
Number of new employees	85	49	84	65	101	99

Chart 1.15 - Employee turnover



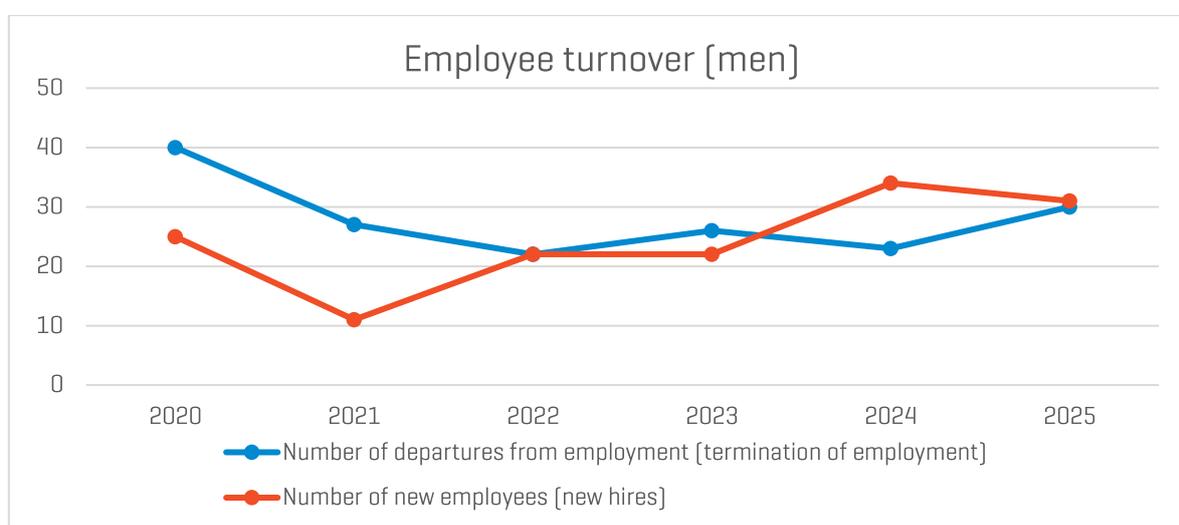
A similar trend was observed in the category of male employees. The employee turnover among men at IMG in 2020–2025 shows a gradual downward trend in the number of departures, with the highest number of men leaving in 2020 and the lowest in 2022. The number of newly employed men changed more significantly over the years. The lowest recruitment of new employees took place in 2021, when only 11 men joined the Institute. In contrast, 2024 saw a significant increase to 34 new hires, which exceeded the number of

departures for the first time in the period under review. In 2025, the number of new hires fell slightly but still remains higher than the number of departures.

Table 1.16 – Male employee turnover

	2020	2021	2022	2023	2024	2025
Number of departures from employment	40	27	22	26	23	30
Number of new male employees	25	11	22	22	34	31

Chart 1.16 – Male employee turnover

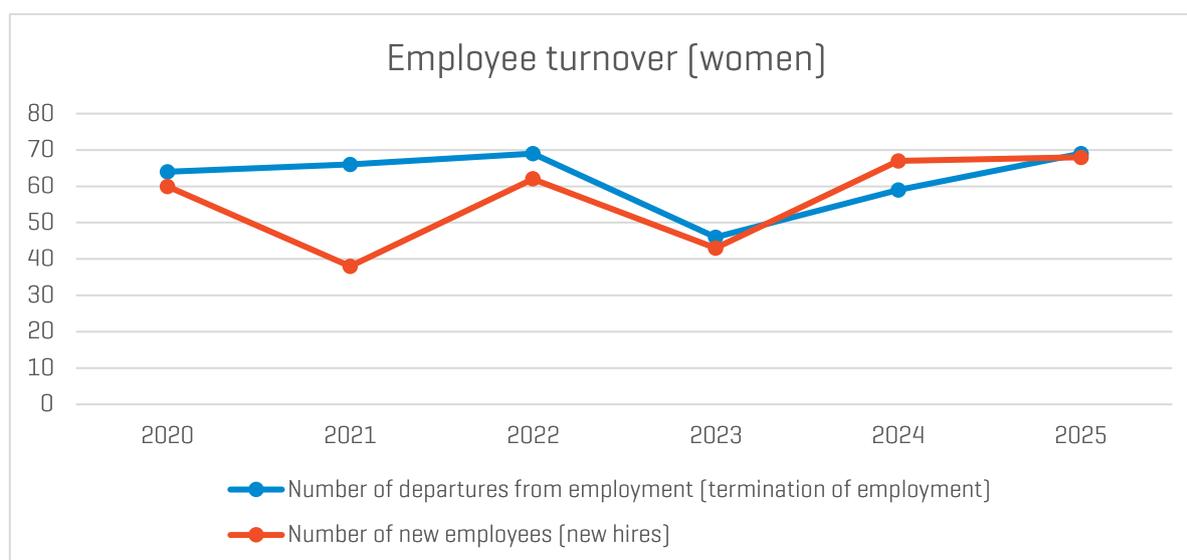


Since 2022, the number of departures and arrivals among female employees has remained at a comparable level. The lowest number of arrivals was recorded in 2021, when it stood at 38, while the number of departures reached 66. In 2025, the situation was practically balanced, with 69 departures and 68 arrivals.

Table 1.17 – Female employee turnover

	2020	2021	2022	2023	2024	2025
Number of departures from employment	64	66	69	46	59	69
Number of new female employees	60	38	62	43	67	68

Chart 1.17 - Female employee turnover



Grant agenda

In 2025, a total of 102 grants were implemented at the Institute of Molecular Genetics, 60 of which involved employees as principal investigators and 42 as co-investigators. Currently, women are involved in 21 grants as principal investigators or co-investigators, which roughly mirrors previous years. Men are involved in 81 grants, which represents a decrease compared to the previous year. Twelve female researchers and 61 male researchers have submitted applications for further calls.

Table 1.18 - Representation of men and women involved in grants in 2025

Gender	Project status	IMG principal investigator	IMG co-investigator	Total	% of total
Women	Currently being addressed	12	9	21	20.6
	applications	8	4	12	16.4
Men	Currently being addressed	48	33	81	79.4%
	applications	26	35	61	83.6%
Total		94	81		

Benefits

The last very important area presented in the Plan is benefits and their use. Among the most important are the institutional kindergarten, accommodation support and language courses.

The Institute supports the work-life balance of its employees, among other things by offering the use of the Institute kindergarten. As the data in the table shows, the number of employees using this service has remained relatively stable over the years. Scientific professions predominate in this group, with a significant increase in the number of scientific employees using the nursery school in 2025 compared to previous years. In contrast, a decline was recorded in the category of other professions. In terms of gender distribution, women use institutional kindergarten more often than men, although there are some changes between individual years. This development suggests that the possibility of institutional childcare continues to be an important support, especially for scientific employees.

Table 1.19 - Number of employees using institutional kindergarten

	2020	2021	2022	2023	2024	2025
Total number of employees	12	12	9	12	11	16
... of which number of scientific professions	8	8	4	5	10	13
... of which number of other professions	4	4	5	7	1	3
... of which number of men	5	3	1	5	3	7
... of which number of women	7	9	8	7	8	9

The number of employees using supported housing grew to 46 between 2020 and 2024, with a slight decline to 43 in 2025. Supported housing is primarily used by scientific employees, while the involvement of employees from other professions has remained zero in recent years. A more significant increase has been evident in the last two years in particular. In terms of gender distribution, women have predominated among users of supported housing

in recent years, which is a change from the past. In 2025, the number of women using this option rose to 26, which is the highest figure for the period under review and confirms the growing interest in this form of support among female employees.

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

	2020	2021	2022	2023	2024	2025
Total number of employees	34	30	35	39	46	43
... of which scientific professions	34	30	35	37	46	43
... of which number of other professions	0	0	0	2	0	0
... of which total number of men	20	16	19	18	21	17
... of which total number of women	14	14	16	21	25	26

Of the language courses, English is the most popular, although interest in this benefit has declined over the years. While 70 people participated in 2020, only 20 did so in 2025. Five employees took the Czech language course for foreigners in 2020, and in 2025 their number [9] is the same as in 2024. Since 2023, interest in Czech language lessons has been increasing among other [non-scientific] employees, while interest in Czech among scientific employees has been declining.

Table 1.21 - Number of employees taking language courses

	2020	2021	2022	2023	2024	2025
Total number of employees taking Czech language courses for foreigners	5	13	15	12	9	9
... of which number of scientific employees	5	13	15	11	6	5
... of which number of other employees	0	0	0	1	3	4
... of which number of men	3	9	12	4	5	5
... of which women	2	4	3	8	4	4
Total number of employees using English courses	70	59	53	29	23	20

	2020	2021	2022	2023	2024	2025
... of which number of scientific employees	32	45	38	16	8	8
... of which number of other employees	38	14	15	13	15	12
... of which men	16	15	12	7	7	7
... of which number of women	54	44	41	22	16	13

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