



NRPI Gender Equality Plan 2022-2026

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Introduction

Gender equality in research, development and innovation is a priority for the European Research Area. In 2012, the European Commission (EC) set three objectives for cooperation between EU countries and support for institutional changes within the European Research Area: gender equality in scientific career, gender balance in decision-making and integration of the gender dimension into the content of research and innovation.

The EC's Gender Equality Strategy 2020-2025 (https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en) set out a vision, policy objectives and actions to make concrete progress on gender equality in Europe to achieve the Sustainable Development Goals. This strategy fulfils the Sustainable Development Goal of gender equality, which is also a priority in the United Nations 2030 Agenda for Sustainable Development (<https://sdgs.un.org/2030agenda>).

The EC affirms its commitment to gender equality in research and innovation in Horizon Europe. The Gender Equality Plan (GEP) is becoming an eligibility criterion for all public authorities, higher education institutions and research organisations in EU and associated countries wishing to participate in Horizon Europe for calls with deadlines in 2022 and later. The integration of a gender perspective in upcoming research and innovation projects becomes a standard requirement and criterion for the award of grants or other financial support evaluated under the excellence criterion, unless explicitly stated otherwise in the call descriptions.

Equality between women and men is one of the fundamental values of the Czech Republic, enshrined in the Charter of Fundamental Rights and Freedoms, together with international human rights conventions and European Union legislation. The starting points in these documents are specified in the Anti-Discrimination Act, which is a general legal regulation governing equal treatment and legal means of protection against discrimination. Other laws include the Civil Code, the Labour Code and other special legislation (e.g. https://www.czso.cz/csu/gender/gender_odkazy-links_with_legislative).

The promotion of gender equality is the responsibility of the Prime Minister. The Department of Gender Equality of the Government of the Czech Republic evaluates the fulfilment of the goals and objectives set out in the Strategy for Gender Equality 2021-2030 (https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Strategie_equality_zen_a_muzu.pdf).

The Director of the National Radiation Protection Institute (NRPI), considers the principles of gender equality as fundamental human values and supports gender equality awareness in research and development through specific activities. The NRPI creates favourable working conditions and provides



social security, professional development opportunities and transparent recruitment procedures, as described in the following sections of this document. A roadmap of measures, activities and policies for the years 2022 to 2026 that will support the achievement of NRPI's gender equality objectives is presented.

Description of the NRPI

The NRPI is an independent public research organisation established by the State Office for Nuclear Safety. It is the only one that comprehensively covers research in radiation protection and nuclear safety, while applying the knowledge gained in practice in the Czech Republic.

The NRPI is organised into five sections, ten departments, three branches and six independent divisions. The Heads of Sections are directly managed by NRPI's Director. The organisational structure of the NRPI is described, together with a description of the activities of the individual sections, in the annual reports on the activities of the NRPI.

The NRPI adopts democratic principles, independence from political power, moral and ethical principles and strives to observe the principles of equality and cooperation.

Statistics

Gender equality indicators and the availability of data disaggregated by sex and other categories play an important part in monitoring and evaluating the success of the gender equality plan and the implementation of gender equality. Baseline data are regularly reported in the annual report on the activities of the NRPI.

In 2021, women accounted for 46% of the total number of employees, 76 in total. There are 17 women in senior positions (Director, Deputy Director, Head of Department, Head of Unit or Head of Branch), representing 41%.

Chart 1: Age structure of the workforce (as of 31 December 2021).

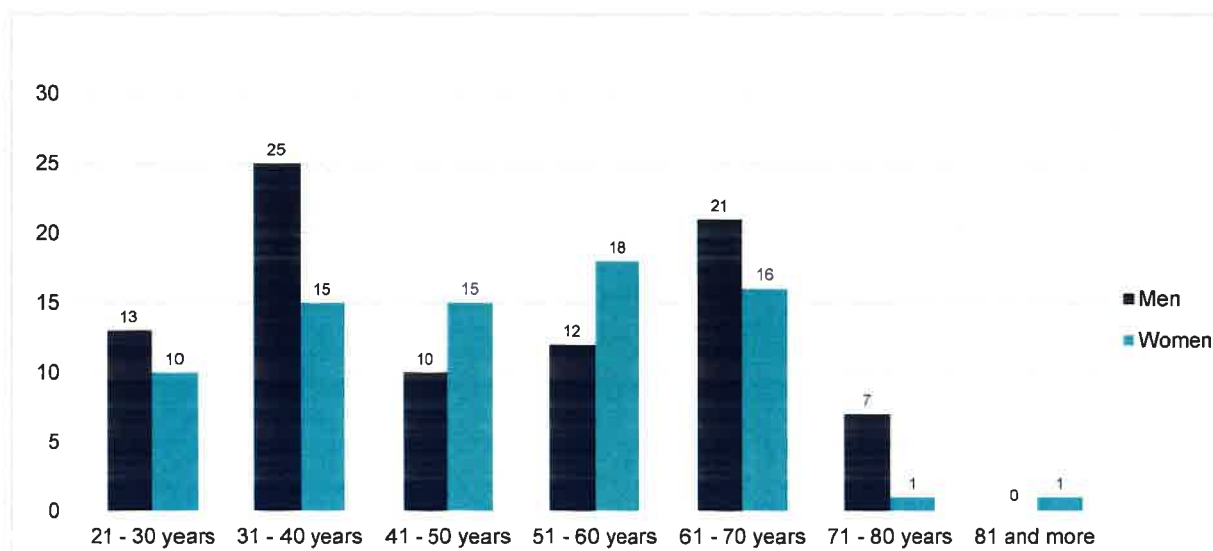




Chart 2: Structure of the staff by education (as of 31 December 2021).

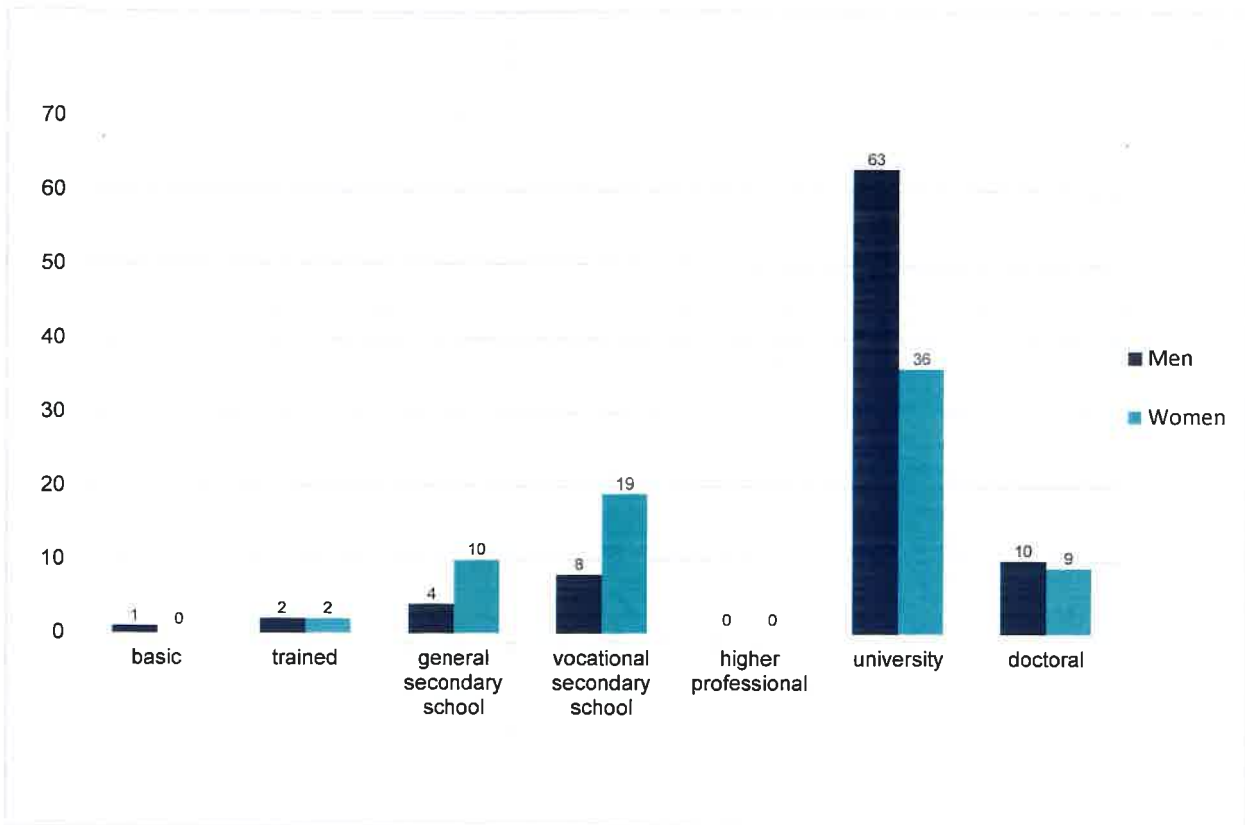
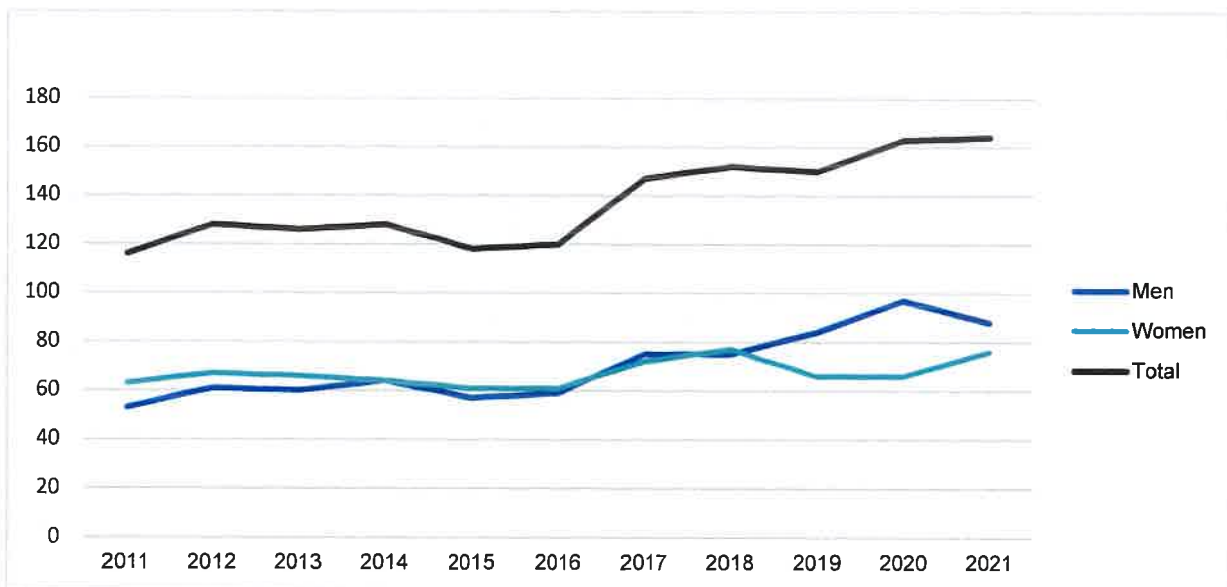


Chart 3: Employee structure - development since 2011





Ongoing gender equality measures

The NRPI strictly complies with the provisions of the Labour Code (Act No. 262/2006 Coll.) concerning equal treatment and the prohibition of discrimination on the basis of gender, in particular as regards staff salaries, allowances for meals, training and career development opportunities.

Professional and career development is ensured through the provision of facilities for research and development and possibilities of adjusting working hours (for example part-time jobs, home office, and so on) of employees after they return from parental leave, in the case of care for pre-school children or other close relatives, or for other personal reasons. The aim is to harmonise family and working life for all employees whose career development might be stagnating due to objective external obstacles (health, care for close family members).

The NRPI has an Internal Development Programme, which monitors the areas of human resources, organisational management processes, new technologies and partnerships. This programme is internally evaluated annually.

The Human Resources Development Programme at the NRPI takes place in a competitive environment in the Czech Republic and the EU, where there is continued interest in top personnel from the nuclear and general physics and engineering fields. Therefore, the institution is focusing on its salary policy and motivating high quality junior staff with good salaries, including financial reward for high quality publications, to ensure the long-term quality research capacity of the institution. The institution offers employment to students, especially from the [Faculty of Nuclear Sciences and Physical Engineering at the Czech Technical University in Prague](#) (FJFI ČVUT), [Faculty of Mathematics and Physics at Charles University](#) (MFF UK), and [Faculty of Science](#) at Charles University (PřF UK), usually initially in the form of a work performance agreement, with the aim of recruiting promising students to the permanent status of the NRPI after graduation, and also offers full-time positions and the possibility of research work to PhD students in cooperation with universities. Junior staff has the opportunity to set up their own one-year pilot project under institutional support. The aim is to motivate the development of new research topics, in which university students are gradually involved, who can then produce bachelor's, master's and doctoral theses in these projects.

In order to actively seek out potential future junior employees, the institution has also deepened its cooperation with educational institutions (lectures at FJFI ČVUT, [Faculty of Biomedical Engineering CTU in Prague](#) (FBMI), Institute of Experimental and Applied Physics at the Czech Technical University in Prague (ÚTEF ČVUT), supervision of diploma and doctoral theses). There is mobility of junior staff, especially between the institution and Czech Technical University in Prague (FJFI, ÚTEF), but the total number of researchers, including junior staff, is growing. The NRPI also tries to take advantage of international mobility of researchers to attract new staff and to deepen contacts with partner institutions.

The training system - the Credit System for Lifelong Learning in Radiation Protection at the NRPI - also plays an important role in the human resources development system. The institution considers it extremely important to balance the mix of senior and junior staff for the transfer of experience, as well as the gender balance of the institution, including maximum support for female staff on return from maternity leave. These trends have been successfully maintained over long term, as can be seen from the statistics above.



Planned activities in the field of gender equality

The activities of the Gender Equality Roadmap reflect the EC Strategy for Gender Equality 2020-2025 and the five areas identified for Horizon Europe:

- work-life balance and organisational culture,
- gender balance in leadership and decision-making,
- gender equality in recruitment and promotion,
- integrating the gender dimension into research and teaching,
- measures against gender-based violence, including sexual harassment.

A questionnaire survey will be carried out in an initial phase to focus on these thematic areas. The results of the survey will be used in the implementation of the different GEP activities listed below. A link will be set up on the NRPI intranet to provide information on the NRPI Gender Equality Plan. The information will include contact details for the Gender Equality Team, relevant internal regulations and news on gender equality issues.

The gender equality team will participate in seminars and workshops on the subject and will monitor the implementation of the gender equality objectives. The measures in each area are designed to be realistic, measurable and necessary to promote gender equality. The planned activities are summarised in the table below. The specific actions will be continuously adjusted according to current human resource needs.

Action	Measure	Expected impact
Work-life balance and organisational culture	Balancing work, study and family life: interviews, life stories and inspiration. Creating guidelines for using gender-sensitive language. Creation of a gender equality team and corresponding discussion platform.	Institutional support for work-life balance (conditions for teleworking, part-time work, etc.). The use of gender-sensitive language and communication (verbal, non-verbal and visual) will contribute to the elimination of stereotypes and inequalities. Promoting gender equality in work and study programmes.
Gender balance in leadership and decision-making	Presentations by successful women researchers.	Maintaining or increasing the number of women in leadership positions.
Gender equality in recruitment and promotion	Raising awareness of human resources policy and gender equality in recruitment.	Gender balance in all positions.



	<p>Presentation of services, bonuses and opportunities for flexible working conditions.</p> <p>Gender neutral texts for job vacancies, ensuring gender neutrality in job descriptions.</p> <p>Training of HR staff and management.</p>	<p>Increase awareness of good practice in recruitment processes.</p> <p>Long-term career prospects.</p>
Gender in research and development	<p>Presentation of examples of good practice.</p> <p>Motivating and promoting women's participation in research and development.</p>	<p>Increasing the attractiveness of technical disciplines.</p>
Measures against gender-based violence, including sexual harassment	<p>Offering courses on the prevention of sexual and gender-based harassment. Information on relevant manuals and documents.</p> <p>Analysis of staff-needs in the context of gender-based violence and negative behaviour in the workplace.</p> <p>Establishment of internal regulations and procedures on protection against negative phenomena and non-discriminatory environment.</p> <p>Establishment of measures and definition of mechanisms to address cases of sexual harassment and gender discrimination.</p>	<p>Making relevant documents available on the NRPI intranet, establishing procedures and a mechanism for reporting complaints.</p> <p>Raise awareness among target groups of the contact persons, mechanism and procedures for reporting complaints.</p>

Monitoring and Evaluation

Systematic monitoring of the process of implementing the GEP (gender mainstreaming) strengthens the organisation's accountability and ensures that the initial process does not get lost in the day-to-day work. Ongoing monitoring of implementation forms the basis for systematic management of the process and will be carried out by the gender equality team and monitored by the management of the



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institution. The monitoring system provides evidence of what progress has been made in the process, in which direction efforts need to be more focused and strengthened, and in which areas need to be adjusted or new priorities set as a result of unexpected changes in conditions.

The gender equality theme will be continuously monitored in Horizon Europe, in the European Structural and Investment Funds and probably also in the national programmes providing financial support for research and development carried out at the NRPI.

Key actions will be regularly updated and completed, and their implementation will be monitored and evaluated. The GEP is prepared for a period of 4 years from June 2022 to the end of May 2026. In the first half of 2026, the results of the implementation of the plan will be evaluated and a plan for the next four-year period will be prepared.

Dedicated resources and gender expertise for the implementation of the activities of the GEP will be provided mainly from the institutional support of the NRPI, which will ensure a long-term and stable integration into the management system of the research organisation.

Date: 30 March 2022

Signature:

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