

# Equal Opportunities at IOCB Prague in Numbers – Annual report (October 2024)

## Equal Opportunities Statement

The mission of the Institute of Organic Chemistry and Biochemistry of the CAS (IOCB Prague) is the pursuit of scientific knowledge through innovative research and the education of new generations of scientists. We understand that the success and productivity of our researchers requires a stable and supportive social environment. We take into account the personal circumstances that might affect our employees and their partners and/or families and make every effort to support them in achieving a healthy work-life balance. As an institute, we are committed to providing a positive working environment for all employees regardless of their nationality, gender, ethnicity, or disability status.

The IOCB Prague management fully supports the measures to ensure equal opportunities, and reconfirms that a budget is allocated to the agenda, and that an Equal Opportunity Officer is nominated to administer and progress the agenda.

## 1 Distribution of staff

### 1.1 Number of employees as of 1 October 2024

As of 1 October 2024, the institute employs a total of 1020 employees (an increase of 70 compared to the November 2023 total of 950), of which 497 are women and 523 are men, and include academic staff, PhD students, and technical and administrative staff. Of this number, 251 staff members (24.6%) are foreign nationals (remaining similar since 2021: 23.8% foreigners in 2021, 25.6% foreigners in 2022, and 24.4% foreigners in 2023, see Figure 1). Among scientific staff, 29.7% are not Czech, among technical-administrative staff, only 3.9% are foreigners. This figure mirrors similar numbers from the previous year, and is unsurprising as it is primarily researchers moving abroad to gain experience whilst among admin staff, stability and knowledge of Czech language and the local environment is an advantage (for instance knowledge of the Czech legal or funding landscape), in addition to being able to communicate in English.

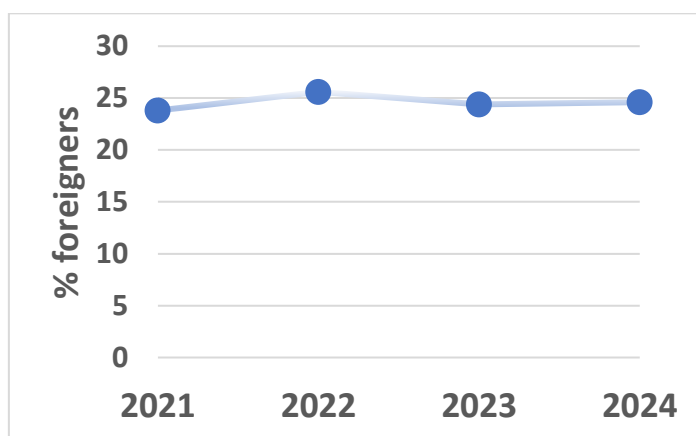
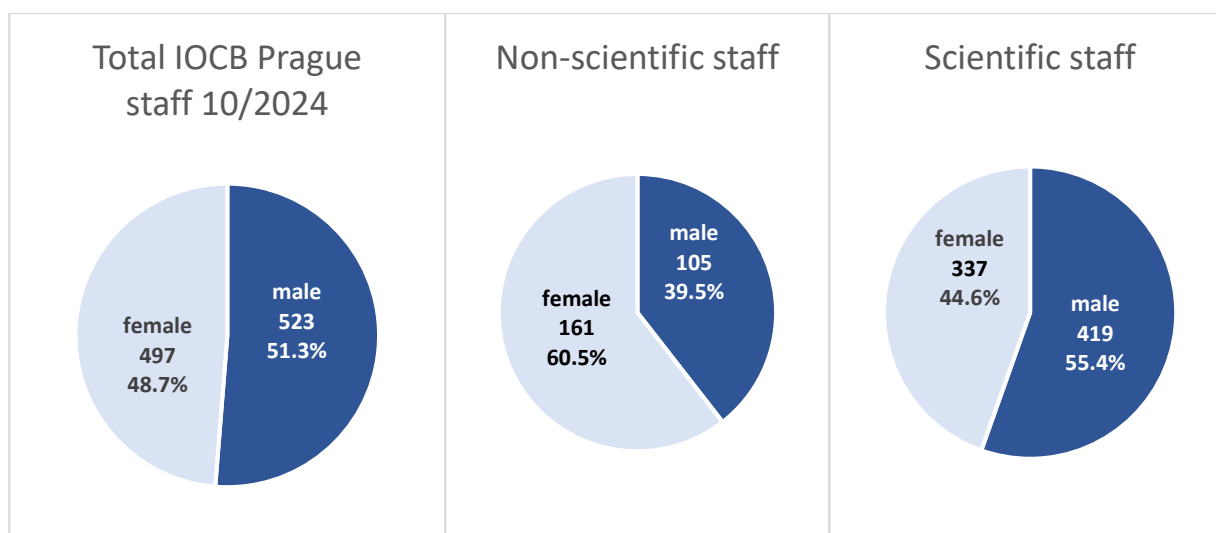


Figure 1: Graphical representation of the proportion of foreigners at IOCB Prague since the beginning implementation of the current Equal Opportunities Plan (2021).

## 1.2 Composition of the workforce at IOCB Prague

Gender / Area	Female	Male	Total	Percentage Female
Scientific	337 (+28)	419 (+23)	756 (+51)	44.6% (+0.8%)
Technical and Administrative	161 (+18)	105 (+1)	266 (+19)	60.5% (+2.6%)
<b>Total</b>	<b>497 (+46)</b>	<b>523 (+24)</b>	<b>1020* (+70)</b>	<b>48.7% (+1.2%)</b>
%	48.7% (+1.2%)	51.3% (-1.2%)		

Table 1: Composition of IOCB Prague workforce disaggregated by gender and type of work as of 1 Oct 2024 (increases/decreases since November 2023 indicated).



Since November 2023, the number of employees at IOCB Prague has increased by 70, which accounts to 51 scientific staff and 19 non-scientific staff.

The proportion of women has remained almost the same (marginal increase of about 1%), and the overall distribution remains relatively balanced (48.7% of staff are female). Likewise, amongst scientific staff, the proportion of women has remained almost the same (0.8% increase, 44.6% of scientific staff are female) while amongst technical and administrative workforce, there was a 2.6% increase (60.5% of technical and administrative staff are female).

\* Since the director (male) and vice director for research (female) are also group leaders, they are included in both scientific and administrative categories (applies also to the total male and total female values).

### 1.3 Composition of scientific staff

Qualification Level / Gender	Female	Male	Total	Percentage Female
Group leaders	5 (0)	37 (0)	42 (0)	11.9% (0%)
Junior group leaders	3 (0)	5 (-1)	8 (-1)	37.5% (+4.2%)
Senior researchers	2 (0)	12 (+3)	14 (+3)	14.3% (-3.9%)
Junior researchers	25 (-1)	60 (-1)	85 (-2)	29.4% (-0.5%)
Postdoctoral researchers	96 (+14)	114 (+15)	210 (+29)	45.7% (+0.4%)
PhD students	103 (-2)	110 (-5)	213 (-7)	48.4% (+0.7%)
Undergraduate students (BSc, MSc, or equiv.)	41 (+7)	43 (+3)	84 (+10)	48.8% (+2.8%)
Lab managers	61 (+10)	29 (+11)	90 (+21)	67.8% (-6.1%)
Emeritus researchers and Adjunct professors	1 (0)	9 (-2)	10 (-2)	10.0% (+1.7%)
<b>Total</b>	<b>337 (+28)</b>	<b>419 (+23)</b>	<b>756 (+51)</b>	<b>44.6% (+0.8%)</b>

Table 2: Composition of scientific employees disaggregated by gender and level of seniority as of 1 October 2024 (increases/decreases since November 2023 indicated).

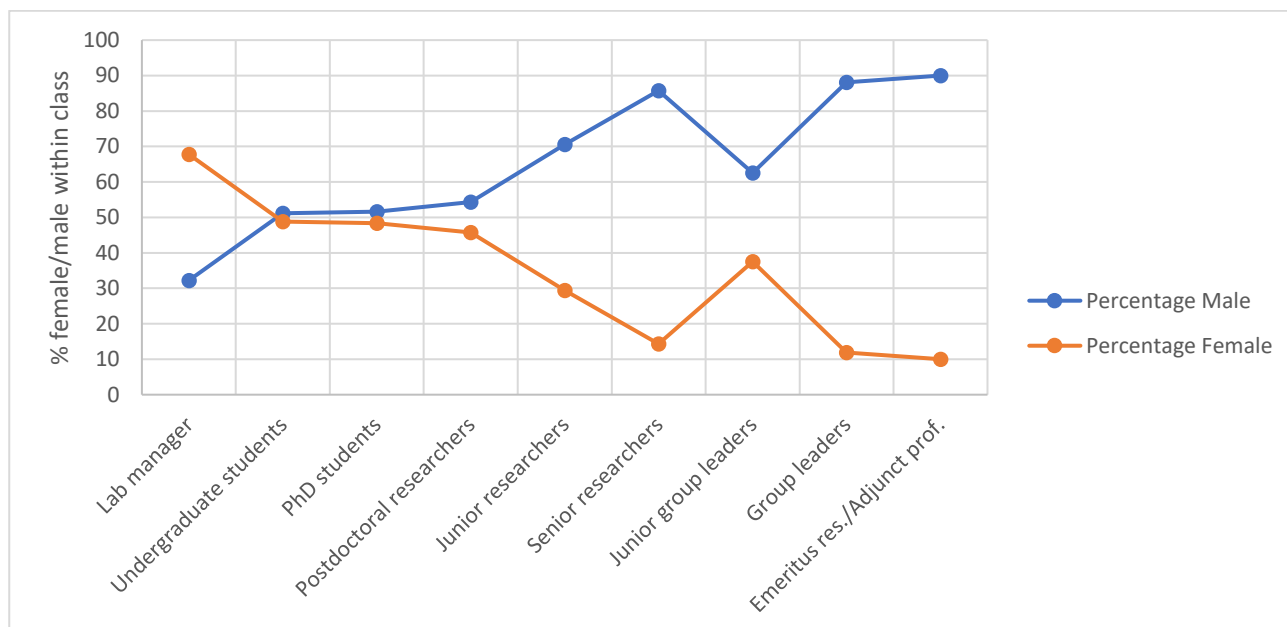


Figure 2: Graphical representation of the data indicated in Table 2, composition of scientific employees disaggregated by gender and level of seniority as of 1 October 2024.

Among scientific staff, the percentage of women generally decreases with increasing seniority. There is a larger proportion of men in all but the lab manager (67.8% female) class. Unusually, the percentage of women undergraduate students remains below 50% (48.8%, up by 2.8% since 2023), even though there are more women master's students and master's graduates in all fields but the technical sciences<sup>†</sup>. It is worth noting that many master's and bachelor's students undertake their research at their registered university and only part of the cohort do so at IOCB Prague, so the total number of undergraduate students in a particular yeargroup is not necessarily captured within the IOCB Prague cohort.

The proportion of female PhD students (48.4%) and postdocs (45.7%) has remained very similar to 2023, with PhD student distribution approximately equal, and the proportion of female postdocs remaining slightly below half.

<sup>†</sup> The Position of Women in Czech Science (Monitoring Report 2022)  
[https://stratin.tc.cas.cz/vystupy/2024/M4/Postaveni\\_zen\\_v\\_ceske\\_vede\\_2022\\_EN.pdf](https://stratin.tc.cas.cz/vystupy/2024/M4/Postaveni_zen_v_ceske_vede_2022_EN.pdf)

Among junior and senior researchers, many of whom act as deputies for group leaders and thus have a relatively high degree of autonomy within the groups, the percentage of women is 29.4% (down by 0.5%) and 14.3% (down by 3.9%), respectively. The reduction in the proportion of female senior researchers reflects the fact that 3 men have joined this category and there was no change in the number of women.

Amongst (senior) group leaders, there was no overall change (one male group leader passed away and one core facility group, headed by a male group leader, was formed). Amongst junior group leaders (37.5% female, 4.3% increase since 2023) the percentage change reflects the fact that a male junior group leader left IOCB Prague. The percentage change is large due to the small total number (8 in total). It is worth noting that the proportion of female junior group leaders reflects favorably on IOCB Prague, with 3 of 8 being female. The proportion of female junior group leaders at 37.5% compares favourably with the overall proportion of female researchers in Czechia (26.2% in 2022) and to the proportion of female researchers in the life sciences in Czechia (24.8% in 2020), as quoted by the [STRATIN+ project monitoring report \(2022\) on women in Czech science](#).

As in 2023, women make up a minority (10.0%) of the emeriti and adjunct professors at the institute, with only one woman amongst them. As in the past, this must be considered in the context that most emeriti have only a small FTE allocation reflecting their desire to stay in touch with research beyond their active career.

#### 1.4 Composition of non-scientific staff

Qualification Level / Gender	Female	Male	Total	Percentage Female
Section heads	8 (-1)	9 (0)	17 (-1)	47.1% (-2.9%)
Administrative and technical support staff (without university degree)	48 (-40)	46 (-14)	94 (-54)	51.1% (-8.4%)
Technicians	48 (new <sup>‡</sup> )	12 (new)	60 (new)	80.0% (new)
Administrative and technical specialist (with university degree)	57 (+11)	38 (+3)	95 (+14)	60.0% (+3.2%)
<b>Total</b>	<b>161 (+18)</b>	<b>105 (+1)</b>	<b>266 (+19)</b>	<b>60.5% (+2.6%)</b>

Table 3: Composition of non-scientific staff at IOCB Prague disaggregated by gender and level of seniority as of 1 October 2024 (increases/decreases since November 2023 indicated).

As of 2024 (current report) chemical technicians, chemical technicians in service groups and biochemical technicians have been moved to a new category within the non-scientific staff. They were previously categorized together with administrative and technical support staff, but due to their predominant role being in the laboratory, this was not entirely accurate and moving them to the new category “technician”, still within the non-scientific staff section, is more appropriate. This group included 53 people in 2023 and 60 in 2024.

Among non-scientific staff, some of the changes to the distribution reflect the recategorization of technicians from “administrative and technical staff (without university degree)” to “technician”. This newly created category is dominated by women (80.0% are women). Elsewhere, changes have been minor. Across both administrative and technical staff categories, there are more women than men. In contrast to 2023, this is now less pronounced for administrative and technical support staff without university degrees (e.g. clerical, premises management, etc.; 51.1% female), and more pronounced for university-educated specialist staff (e.g. project managers, accountants, ITS specialists, lawyers, etc.; 60.0% female). The former is likely due to the recategorization of laboratory technicians, who are overwhelmingly female (80.0%).

<sup>‡</sup> Previously part of the “administrative and technical support staff (without university degree)”, now technicians have been separated

Apart from monitoring the changes in scientific group leader positions, the relative proportion of males and females in decision making positions are monitored by looking at the gender distribution of management and section heads. Among the heads of administrative and technical sections, the gender distribution is close to being balanced, with 47.1% females being represented. The one female removed from this category since 2023 was more correctly classified as “administrative and technical specialist (with university degree)”, as she reports to one of the other “heads of administrative sections”. In a category with small overall numbers (a total of 17), a small absolute change (1 person) makes a relatively large percentage change (2.9%).

## 2 Support measures

### 2.1 Data on parent support measures

IOCB Prague provides parents with **children up to the age of 4 years** with a **supplement** to cover child care costs. In April 2023, this was extended from covering only mothers **to also cover fathers**.

To be eligible, parents must be employees of IOCB Prague and returning directly from taking maternity or parental leave; in the case of fathers, parental leave must have been at least 6 months long. This is because the main aim of this measure is to make it easier for parents to return to work after taking time out to look after their child. The value of this supplement is 17,000 CZK (gross) a month. With the positive move towards including fathers in the parental childcare supplement, IOCB Prague is showing that it is socially acceptable for fathers to take parental leave and subsequently return to work.

In October 2024, the number of parents using this support is 51 (compared to 50 in November 2023) and currently 1 father receives the supplement (compared to 0 in November 2023).

Fathers and mothers alike can take advantage of places in a local day care center (Zkumavka) allocated to employees of IOCB (children aged two years and older). Currently, as of 1 October 2024, 2 children of IOCB Prague parents are enrolled.

Fathers and mothers of children up to the age of 15 can apply for financial support to help cover the cost of a children’s camp (one in summer and one in winter per child). Subsidies were awarded for a total of camp stays as follows:

Year	Number of supported camp stays
2019	119
2020	111
2021	105
2022	150 (130 summer, 20 winter)
2023	142 (134 summer, 8 winter)
2024	143 (130 summer, 13 winter)

Following on from new national legislation, in autumn 2023 IOCB Prague has issued a directive to make it possible for pregnant employees, and those caring for children up to the age of 9 or for other dependent persons, to work from home where this is possible.

### 2.2 Promoting successes of underrepresented groups (women, early career, international researchers)

Following on from the establishment, in 2023, of the [Dana Hocková lecture series](#) to commemorate Dr. Dana Hocková (1970–2021) and to invite role models to inspire the new generation of scientists at IOCB Prague, 4 events were organized in 2024 (lectures by Dr. Hana Lísalová, Dr. Darlene Solomon, and Prof. Marissa Kozłowski, and a film screening of “Picture a Scientist”).

Junior researchers at IOCB have received several awards for their work, which were publicized both externally, and via the in-house publicity screens. The prizes received this year were as listed in the following table.

Award received by IOCB junior researchers	Female	Male	Total
Siemens awards	1	4	3 <sup>§</sup>
French Embassy prizes	0	2	2
Otto Wichterle Award	1	2	3

Prizes and awards of junior colleges (usually PhD students and postdoc) from conferences, successful PhD defenses were also publicized via the internal screen system.

### 2.3 Support of postdoctoral researchers

In order to encourage mobility and attract highly qualified researchers with PhDs from leading institutions to IOCB Prague, a postdoctoral fellowship exists that provides the holder with one to two years of salary funding, amounting to 60,000 CZK (gross) per month plus a 50,000 CZK annual travel allowance to enable attendance at workshops or conferences.

Candidates are selected twice per year by a selection committee. From 2016 to 2023, a total of 20 women and 37 men have received this funding, reflecting the number of applications submitted. In **2024, 7 fellowships were awarded to men and 2 to women** (out of 7 applied for by men and 2 applied for by women).

Postdoctoral researchers are also eligible to apply for the PPLZ support scheme provided by the Czech Academy of Sciences (one or two fellowships available to IOCB per round, typically no more than three per year). From 2016 to 2023, seven women and seven men have received this funding. In **2024, one man applied for and received** this fellowship.

Throughout 2024, the IOCB's postdoc initiative has hosted a series of vibrant workshops on topics such as fellowships opportunities, being involved in the HR Award process at IOCB Prague, presenting your research or scientific storytelling, as well as building an in-house peer support network for sharing technical and transferable skills. This initiative is organized in a bottom-up manner by the postdocs themselves, with financial support provided by IOCB Prague management, and aims to open up a discussion space for postdoctoral researchers, research associates and technical staff.

### 2.4 Support of student (PhD and master/bachelor) researchers

In October 2024, an introductory "bootcamp" for first year PhD students starting at the IOCB Prague was organized, introducing them to processes and policies at IOCB Prague as well as to important contact points within IOCB Prague. In 2024 this was attended by 23 new students, of which there were 3 foreigners from 3 countries (a total of 30 new PhD students started their first year in autumn 2024).

In summer 2024, under the [Summer Student Program](#), a total of 25 master's students from 21 different EU universities, were hosted across 20 different IOCB groups.

The [Prague-Weizmann Summer School](#) on drug discovery was held in Prague, Czechia in September 2024, enabling a number of IOCB PhD students and postdocs to attend and benefit from the attendance of high profile speakers.

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<sup>§</sup> Siemens: i) prize for the best result in basic research – team of two men and one woman; ii) third best PhD thesis; iii) eighth best PhD thesis

As part of the [IOCB's invited lecture series](#), attended by high profile scientist from across the world, PhD students (and postdocs, if space is available) are given the opportunity to meet the speaker informally over lunch, followed by a discussion of their own research.

Personal development courses organized within the campus or by the Czech Academy of Sciences (e.g. on language skills, scientific writing, presentations, grant writing, etc.) are advertised to PhD students, who are encouraged to attend these.

Research visits abroad by PhD students are encouraged by supervisors and supported by the Project Office who help students find and apply for appropriate studentships/fellowships. In 2024, the IOCB has introduced the IOCB Doctoral Fellowships, which allow PhD students from collaborating laboratories to spend 2-6 months in IOCB labs to initiate or enhance collaborations and potentially lead to future postdoctoral stays. In its first year, there were 2 female applicants, and both were granted the fellowship.

A PhD student satisfaction survey was undertaken in March-April 2024, which more than half of all PhD students took part in.

## 2.5 Support of IOCB employees generally

All newly produced material (directives, director's decrees, forms, emails from administrative departments, etc.) continues to be produced in both Czech and English language to make all communications accessible. Older documents are being translated and added in the English version upon updating.

In terms of well-being and mental health, IOCB employees continue to be able to consult (online, and at regular periods, in-person) the IOCB's **wellbeing consultant** (Hoffit Abramson) at no cost to themselves, in addition to being able to use the IOCB subsidized services of the **psychologist** (Magdalena Frouzová). In September 2024, a **psychological counselor** (Eva Kočovská) was hired and can also be consulted. The **equal opportunities officer** (Blanka Collis) continues to be available for discussions and to direct colleagues to the right contact if they are unsure who they should speak to.

In autumn 2023, IOCB Prague participated in the Institute of Sociology of the CAS administered "[Prevalence study](#) of gender/based violence in public higher education institutions and institutes of the Czech Academy of Sciences". At IOCB Prague 90 questionnaires were returned from amongst 986 employees, and of these 7 had reported experiencing some form of inappropriate behaviour. Plans are under way to create a methodology for addressing the prevention of gender-based violence at IOCB Prague.

Thorough mapping of the needs of staff disadvantaged for health reasons (physical or mental disabilities) has been postponed to the next reporting period. However, an accessibility audit has been undertaken of the IOCB Prague website, and its recommendation will be implemented.

Range of special diets (vegan, vegetarian, gluten-free, lactose-free, etc.) is well catered for in the in-house canteen.

Externally produced material and learning opportunities related to the equal opportunity agenda (e.g. the first [Czech guide on addressing the gender dimension of research](#), seminars on the gender and sex dimension of research in various field, external lectures, etc.) are regularly circulated amongst employees.

## 2.6 Visibility of IOCB Prague Equal Opportunities support beyond the institute

The support provided at IOCB to employees was presented at the [annual conference](#) of the National Contact Centre Gender and Science in September 2024, where Equal Opportunities Officer Blanka Collis was invited to be part of a panel on Social Safety at Universities and Institutes of the CAS.



### 3 Planned actions, challenges, and measures

The actions to be implemented as part of the [Equal Opportunities Plan](#), are broken down into short-, medium- and long-term goals. The ongoing short-term goals are shown and rendered in yellow, with medium- and long-term goals rendered yellow (ongoing) or left unrendered (to be completed).

#### 3.1 Short-term goals (by 31 December 2022) – ongoing actions and actions being monitored

Challenges	Measures	Responsibility	Progress
Gender-neutral language in job advertisements	<ul style="list-style-type: none"> <li>- Ensure that advertisements are phrased to encourage applicants from all backgrounds</li> <li>- Update job advertisement template to include gender neutrality</li> </ul>	<ul style="list-style-type: none"> <li>- Communications office</li> <li>- Equal opportunities officer</li> <li>- Group leaders</li> <li>- HR department</li> </ul>	<b>Being monitored</b>
Visibility of female researchers	<ul style="list-style-type: none"> <li>- Increase awareness of gender equality at the institute through formal (invited lectures) and informal (personal career path workshops) events</li> </ul>	<ul style="list-style-type: none"> <li>- Women in Science group</li> <li>- Executive management</li> </ul>	<b>Ongoing</b>
Need to collect sex/gender disaggregated data on staff and students	<ul style="list-style-type: none"> <li>- Update process to collect monthly report on employee numbers to include sex/gender with names</li> <li>- Annually collect data as categorized in tables 1–3 of this document</li> </ul>	<ul style="list-style-type: none"> <li>- HR department</li> </ul>	<b>Ongoing (see this report)</b>
More women to apply for awards and IOCB Prague fellowships	<ul style="list-style-type: none"> <li>- Encourage group leaders to nominate women (especially early career) for awards</li> <li>- Increase promotion of IOCB Prague fellowships among group leaders</li> </ul>	<ul style="list-style-type: none"> <li>- Project office</li> <li>- IOCB Prague Board</li> <li>- Group leaders</li> </ul>	<b>Being monitored and ongoing</b>

#### 3.2 Medium-term goals (by 31 December 2024)

Challenges	Measures	Responsibility	Progress
Awareness of possible bias in hiring decisions	<ul style="list-style-type: none"> <li>- Arrange an (online) course on unconscious bias in hiring decisions and encourage those in positions to hire staff to attend</li> </ul>	<ul style="list-style-type: none"> <li>- Equal opportunities officer</li> <li>- HR award coordinator</li> </ul>	<b>To follow (eLearning course to be produced)</b>
Training/mentoring available for underrepresented groups	<ul style="list-style-type: none"> <li>- Leadership skills courses for female researchers</li> <li>- Help underrepresented groups find informal mentoring opportunities</li> </ul>	<ul style="list-style-type: none"> <li>- HR award coordinator</li> <li>- PhD coordinator</li> <li>- IOCB Prague Board</li> </ul>	<b>To follow (being prepared for PhD students)</b>



	- Investigate possibilities of offering formal mentoring to (not only) female group leaders		
Ensuring that English and gender-neutral language is used in internal communication	- Upon revision of documents, ensure that they are available in English and that they are written in inclusive/gender-neutral language	- Executive management - Communications office	Ongoing
Transparency in internal issues relevant to equal opportunities	- Invite the equal opportunities officer to relevant meetings where appropriate - Support the open exchange of information	- Equal opportunities officer - IOCB Prague administration (IOCB Prague Board, executive management)	Ongoing
Ensuring that anti-sexual harassment and bullying policy exists	- Make this an integral part of the ethical code of IOCB Prague	- IOCB management - HR award coordinator	To follow as part of HR Award action plan point to create "methodology for preventing gender based violence"
Raising awareness of the gender dimension in research and science	- Give examples of where these issues might be relevant (e.g. effect of medical interventions on men/women, sex cohorts of laboratory animals) in project proposals/implementation - Invite an external speaker to give a brief course on this	- Project office - Equal Opportunities Officer	Ongoing

### 3.3 Long-term goals (by 31 December 2026)

Challenges	Measures	Responsibility	Progress
Review of previously achieved goals and formulation of a new Equal Opportunities Plan	- Undertake an equal opportunities re-audit - Conduct a staff survey to identify needs and requirements relating to the equal-opportunity agenda - Prepare a plan for the next period	- Equal opportunities officer - IOCB Prague management - IOCB Prague Board	To follow (an equal opportunity re-audit in early 2026)
Group leaders (GL) must be able to provide information on equal opportunities to candidates	- Equal opportunities officer available to attend hiring interviews - Information sheet prepared for GLs including	- Group leaders - Equal opportunities officer	To follow

	all equal opportunity information that candidates might require		
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*Report compiled on 18 October 2024 (final version 13 November 2024, minor corrections 19 December 2024)*

*Blanka Collis (Equal Opportunities Officer)*

*Provided for information to the IOCB Board and IOCB Director*