

# Equal Opportunities at IOCB Prague in Numbers – Annual report (October 2025)

## Equal Opportunities Statement

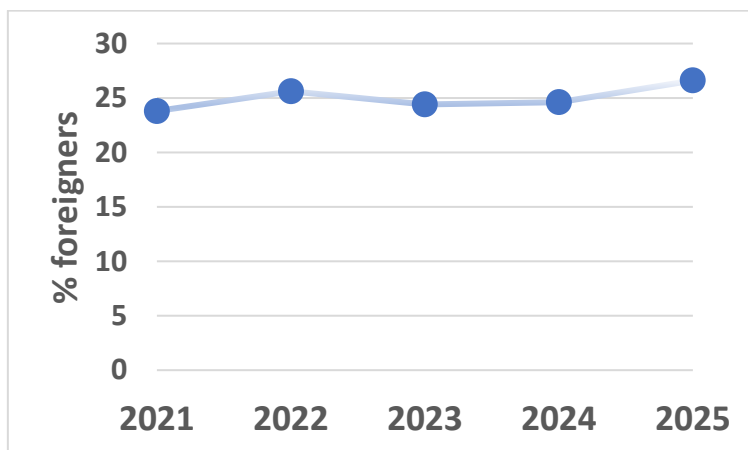
The mission of the Institute of Organic Chemistry and Biochemistry of the Czech Academy of Sciences (IOCB Prague) is the pursuit of scientific knowledge through innovative research and the education of new generations of scientists. We understand that the success and productivity of our researchers requires 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 2025

As of 1 October 2025, the institute employs a total of 1004 employees (remaining very similar to the October 2024 total of 1020), of which 464 (46.2%) are women and 540 are men, and include academic staff, PhD students, and technical and administrative staff. Of this number, 267 staff (26.6%) are foreign nationals (remaining similar since 2021: 23.8% foreigners in 2021, 25.6% foreigners in 2022, 24.4% foreigners in 2023, and 24.6% foreigners in 2024, see Figure 1). Among scientific staff, 33.3% are not Czech, among technical-administrative staff, only 6.6% are foreigners. This figure mirrors 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), though of course being able to communicate in English with the academic staff is also crucial.

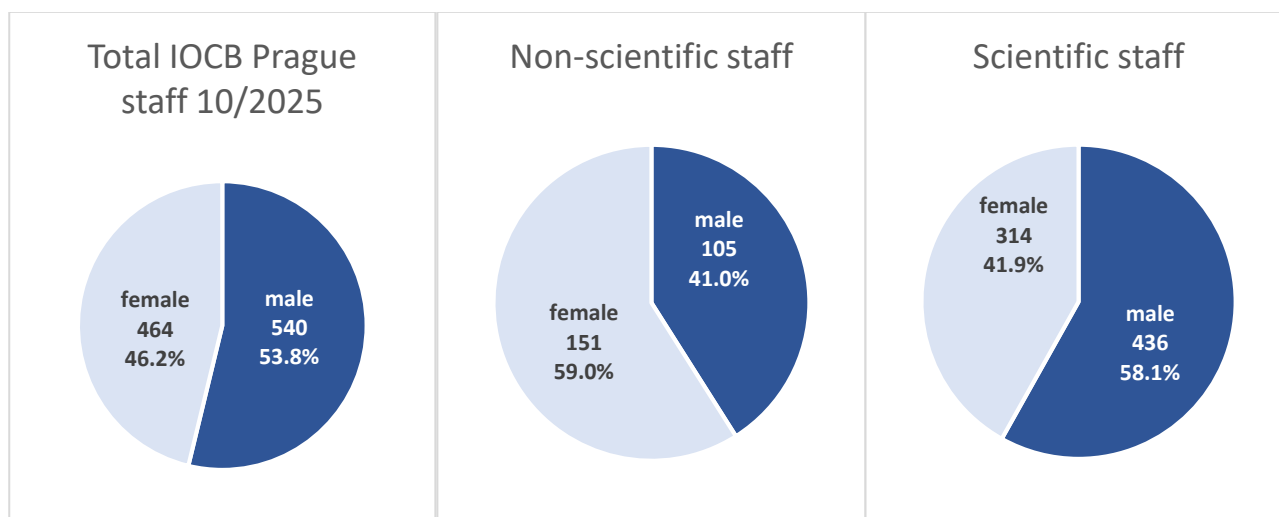


**Figure 1: Proportion of foreigners at IOCB Prague since the start of the implementation of the current Equal Opportunities Plan (2021).**

## 1.2 Composition of the workforce at IOCB Prague

**Table 1: Composition of IOCB Prague workforce disaggregated by gender and type of work as of 1 Oct 2025 (increases/decreases since October 2024 indicated).**

Gender / Area	Female	Male	Total	Percentage Female
Scientific	314 (-23)	436 (+17)	750 (-6)	41.9% (-2.7%)
Technical and Administrative	151 (-10)	105 (0)	256 (-10)	59.0% (-1.5%)
<b>Total</b>	<b>464 (-33)</b>	<b>540 (+17)</b>	<b>1004* (-16)</b>	<b>46.2% (-2.5%)</b>
%	46.2% (-2.5%)	53.8% (+2.5%)		



**Figure 2: Graphical representation of the data in Table 1, composition of scientific employees disaggregated by gender and type of work as of 1 October 2025.**

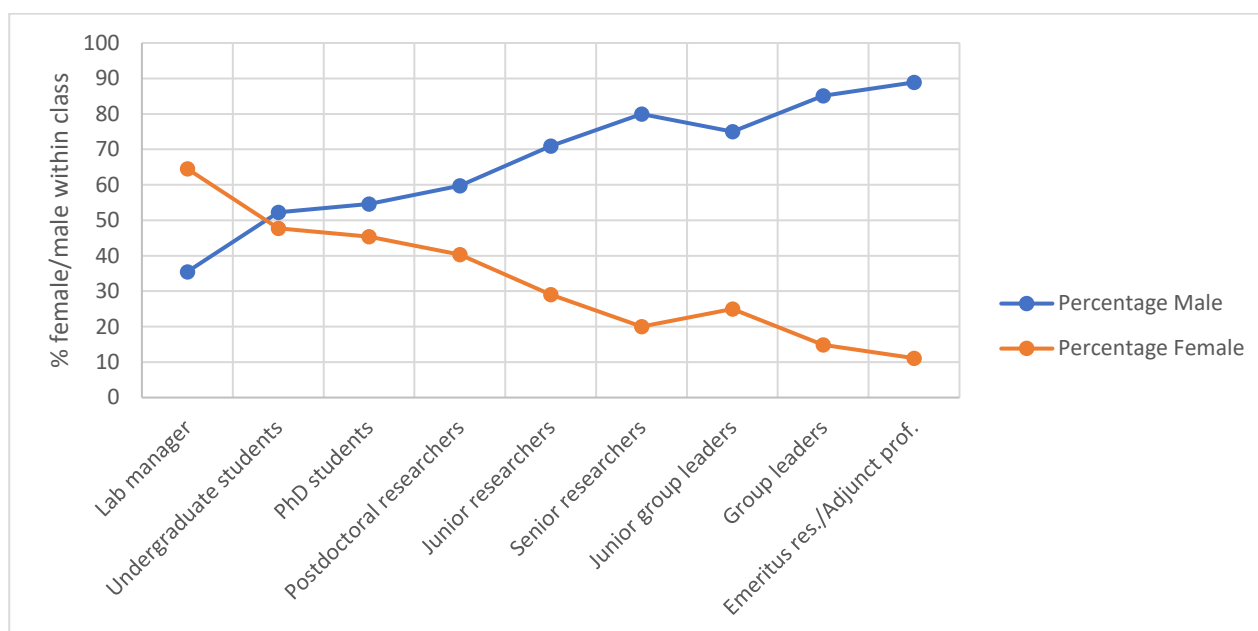
Since October 2024, the number of employees at IOCB Prague has reduced by 16, which corresponds to 6 scientific and 10 non-scientific staff. The proportion of women has reduced marginally (decrease of 2.5%), and the overall distribution remains relatively balanced (46.2% of staff are female). Likewise, amongst scientific staff, the proportion of women has reduced slightly (2.7% decrease, 41.9% of scientific staff are female), which is also the case amongst technical and administrative workforce, where there was a 1.5% decrease (59.0% 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

**Table 2: Composition of scientific employees disaggregated by gender and level of seniority as of 1 October 2025 (increases/decreases since October 2024 indicated).**

Qualification Level / Gender	Female	Male	Total	Percentage Female
Group leaders	7 (+2)	40 (+3)	47 (+5)	14.9% (+3.0%)
Junior group leaders	1 (-2)	3 (-2)	4 (-4)	25.0% (-12.5%)
Senior researchers	3 (+1)	12 (0)	15 (+1)	20.0% (+5.7%)
Junior researchers	25 (0)	61 (+1)	86 (+1)	29.1% (-0.3%)
Postdoctoral researchers	81 (-15)	120 (+6)	201 (-9)	40.3% (-5.4%)
PhD students	94 (-9)	113 (+3)	207 (-6)	45.4% (-3.0%)
Undergraduate students (BSc, MSc, or equiv.)	42 (+1)	46 (+3)	88 (+4)	47.7% (-1.1%)
Lab managers	60 (-1)	33 (+4)	93 (+3)	64.5% (-3.5%)
Emeritus researchers and Adjunct professors	1 (0)	8 (-1)	9 (-1)	11.1% (+1.1%)
<b>Total</b>	<b>314 (-23)</b>	<b>436 (+17)</b>	<b>750 (-6)</b>	<b>41.9% (-2.7%)</b>



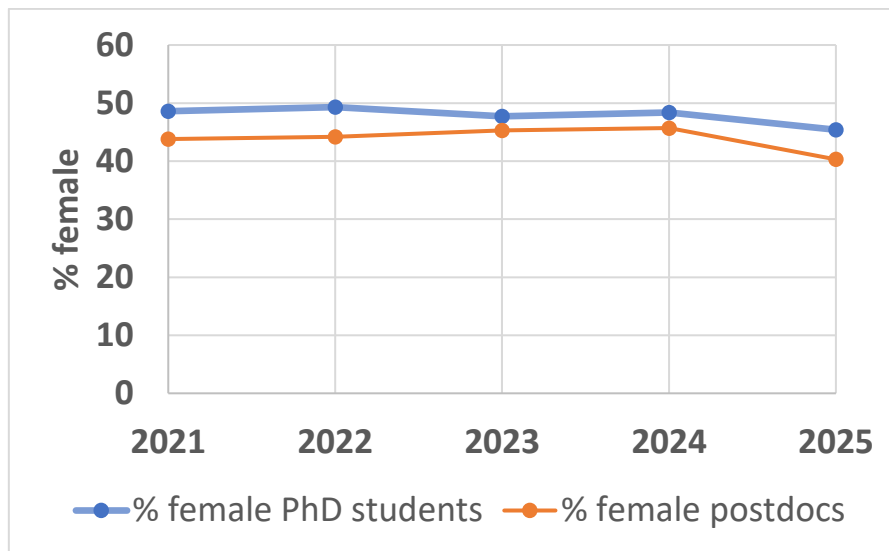
**Figure 3: Graphical representation of the data represented in Table 2, composition of scientific employees disaggregated by gender and level of seniority as of 1 October 2025.**

Among scientific staff, the percentage of women decreases with increasing seniority, reflecting the trend observed across Czechia and the European research area. There is a larger proportion of men in all but the lab manager (64.5% female) class. Surprisingly, the percentage of women undergraduate students remains below 50%, and has even reduced marginally (47.7%, down by 1.1% since 2024), 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. This is something that we can focus on at IOCB Prague: making it clear, through social media and other publicity campaigns, that the

<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)

institution actively encourages female master's and bachelor's students to also apply here, and that they are valued here.

The proportion of female PhD students (45.4%) and postdocs (40.3%) has dropped more than usually compared to the last 5 years, by 3.0% and 5.4%, respectively (see Figure 4 for a comparison since 2021). This is something that we will continue to monitor, to establish if this is a one-off occurrence or part of a longer-term trend, which it would be helpful to work on reverting.



**Figure 4: Proportion of female PhD students and postdocs since the start of the implementation of the current Equal Opportunities Plan (2021).**

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 29.1% (down by 0.3%) and 20.0% (up by 5.7%), respectively. The increase in the proportion of female senior researchers reflects the fact that one woman has joined this category and there was no change in the number of men, which results in a large percentual change in a small absolute number of people (15).

Amongst junior group leaders (GLs) (25.0% female, 12.5% decrease since 2024) the percentage change is large due to the small absolute number in total (4 junior GLs at 1 October 2024). The changes reflect the fact that a male and two female junior GLs were promoted to senior GLs, and one male GL of a service group, categorized as junior GL in 2024, was recategorized as service group leader (senior GL). The proportion of female junior group leaders of 25.0% is at a very similar level to 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](#).

Amongst (senior) group leaders, there was an increase of 5 in absolute numbers, with 2 new senior female GLs (promoted from the junior GL category) and three new senior male GLs (one male GL promoted from junior GL, one new targeted group formed and one senior research group formed by diverging from an existing one). The proportion of female senior GLs is now 14.9% (small increase of 3.0% since 2024).

As in 2024, women make up a minority (11.1%) 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

**Table 3: Composition of non-scientific staff at IOCB Prague disaggregated by gender and level of seniority as of 1 October 2025 (increases/decreases since October 2024 indicated).**

Qualification Level / Gender	Female	Male	Total	Percentage Female
Section heads	9 (+1)	8 (-1)	17 (0)	52.9% (+5.8%)
Administrative and technical support staff (without university degree)	46 (-2)	45 (-1)	91 (-3)	50.5% (-0.6%)
Technicians	37 (-11)	10 (-2)	47 (-13)	78.7% (-1.3%)
Administrative and technical specialist (with university degree)	59 (+2)	42 (+4)	101 (+6)	58.4% (-1.6%)
<b>Total</b>	<b>151 (-10)</b>	<b>105 (0)</b>	<b>256 (-10)</b>	<b>59.0% (-1.5%)</b>

Amongst technicians, a new subgroup introduced as of the 2024 report instead of being grouped within the non-scientific staff generally, about a quarter of the people left, still leaving the group with a predominance of females (78.7%).

Among the other non-scientific staff, changes have been minor. Across both administrative and technical staff categories, there are still more women than men. In contrast to 2023 and 2024, this gap has now been almost closed for administrative and technical support staff without university degrees (e.g. clerical, premises management, etc.; 50.5% female). Amongst university-educated specialist staff (e.g. project managers, accountants, ITS specialists, lawyers, etc.), the higher proportion of females is still clear (58.4% female). In many cases, these are PhD-educated women, who have chosen to redirect their career from the academic track to an administrative role supporting research and researchers in order to make their work more manageable alongside care reasons (family and older relatives). This is reflected in surveys of the research manager and administrator (RMA) community worldwide, where in the most recent large scale RAAAP survey from 2022 33.2% of respondents have stated to have a PhD degree and almost half (42.0%) have a master's degree<sup>‡</sup>.

Apart from looking at the changes in scientific group leader positions, the relative proportion of males and females in decision making positions are monitored by observing 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 52.9% being females. The one female added and one male removed from this category, with small overall numbers (a total of 17), has a relatively large percentage change (5.8%). A relatively balanced number of men and women in management is a very positive observation.

<sup>‡</sup> <https://www.emerald.com/books/oa-edited-volume/12493/chapter/82696178/The-Research-Administration-as-a-Profession-RAAAP>

## 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. Since April 2023, this covers both mothers (supported previously, since 2016) and fathers returning from parental leave. The support is available to scientific and administrative staff alike.

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 2025, the number of parents using this support was 32 (compared to 51 in October 2024) and currently 1 father receives the supplement (as in October 2024). The relatively large change in absolute numbers is explained by the fact that a larger number of children of those using the support last year have reached the age of 4, where eligibility ceases. The number of parents using the support fluctuates as shown in Table 4.

**Table 4: Number of IOCB Prague employees making use of the childcare supplement for parents of children under the age of 4.**

Year	Number of parents receiving financial support for working parents
2021	33
2022	44
2023	50
2024	51 (incl. 1 father)
2025	32 (incl. 1 father)

As of 1 October 2025, amongst the employees of IOCB Prague, there are **currently 15 people on maternity leave, 19 people on parental leave** and 8 people on unpaid leave (sometimes used when people go on research stays abroad and intend to come back to IOCB Prague after their return).

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), with a total of 4 spaces available. Currently, as of 1 October 2025, one child of IOCB Prague parents is enrolled, but this number fluctuates a lot as employees with small children arrive, leave and children grow out of the nursery age (as of 1 November 2025, there are two children, and throughout the monitored period October 2024-October 2025, the four places were mostly filled).

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 shown in Table 5.

**Table 5: Number of IOCB Prague employees making use of the children's camp support for parents of children up to the age of 15.**

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)
2025	154 (131 summer, 23 winter)

Reacting to national legislation, since autumn 2023 IOCB Prague has a directive allowing pregnant employees, and those caring for children up to the age of 9 or other dependent persons, to work from home where this is possible. In 2025, a directive was issued clarifying the rules governing the presence of children and persons under 18 on the IOCB Prague premises.

During 2025, the IOCB Prague applied for and received funding from the Ministry of Education, Youth and Sports to devise and run an internal grant competition for employees returning from long term career breaks due to maternity, parental or care leave, or long-term sickness. These [return grants](#) will be implemented in the period 2026-2029.

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

In 2023 the [Dana Hocková lecture series](#) was introduced to commemorate Dr. Dana Hocková (1970–2021) and to invite role models to inspire the new generation of scientists at IOCB Prague. Four events in the series were organized in 2025 (lectures and workshops by Dr. Cecília Arraiano, Dr. Hana Hanzlíková, and career workshops by Prof. Jana Roithová, who also gave an invited lecture, and by Dr. Ivana Mejdrová).

Junior researchers at IOCB have received numerous awards or prizes for their work, which were publicized both externally (social media), and via the in-house publicity screens. The prizes received this year were as listed in Table 6.

**Table 6: Number of IOCB Prague early career researchers awarded with high-level prizes and awards, disaggregated by gender.**

Award received by IOCB junior researchers	Female	Male	Total
Josef Hlávka award November 2024	3	0	3
Alfred Bader Prize November 2024	1	0	1
Siemens awards Mar 2025	1	0	1 <sup>§</sup>
Otto Wichterle Award May 2025	1	1	2
French Embassy prizes June 2025	0	2	2
Doctorandus (Česká hlava) 2025	0	1	1

Other achievements of junior colleagues (usually PhD students and postdoc) from conferences (poster and talk awards) and successful PhD defenses were also publicized via the internal screen system and via IOCB Prague social media channels.

<sup>§</sup> Siemens: commendation for diploma thesis placed 11<sup>th</sup>-15<sup>th</sup>

### 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 2024, a total of 22 women and 44 men have received this funding, reflecting the number of applications submitted. In **2025, 10 fellowships were awarded to men and 2 to women** (out of 11 applied for by men and 4 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 2024, seven women and eight men have received this funding. In **2025, one woman applied for and received** this fellowship.

Throughout 2025, the IOCB's postdoc initiative hosted a series of events including **practical workshops** on body language and voice intonation, on AI for researchers, and on efficient communication and proactive career approach, as well as **informal discussions with invited speakers** on moving from academia to industry, on setting up your own startup company, on data curation, on social media for scientists, on career transitions, on design of experiments, and about the prague.bio life science incubator. For the first time this year, IOCB Prague postdocs took part in the international Postdoc Appreciation Week event, and marked it with the production of a [short video](#) highlighting IOCB Prague postdocs.

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

In October 2025, 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 2025 this was attended by 25 new students, of which there 10 were foreigners (a total of 41 new PhD students, including 19 foreigners, started their first year in spring 2025 or autumn 2025).

In summer 2025, under the [Summer Student Program](#), a total of 15 master's students from 10 different EU universities, were hosted across 12 different IOCB groups.

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. The same opportunity is also available as part of the [Dana Hocková lecture series](#) which hosts high profile female scientists for a scientific lecture and career journey seminar.

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. This year, this also included the [Elements of Science](#) course, organized jointly by IOCB Prague and the Institute of Molecular Genetics and modelled on the EMBO young investigator program PhD course.

A new student-led initiative, PhD peers, was established, where PhD student representatives invite and host a series of speakers on topics such as science communication, CV writing for academia, doing a postdoc, working in industry or learning about stress reduction techniques. This is complemented by a regular PhD breakfast event, where students meet their peers and share the ups and downs of doing a PhD.



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, in 2024, there were 2 female applicants, and both were granted the fellowship. **In 2025, six students (5 male and 1 female) applied for and received the fellowship.**

A PhD student satisfaction survey was undertaken in March-April 2024, which more than half of all PhD students took part in. Based on this, a **new form of support introduced is the Mentoring Program**, which helps students with goal setting, timely completion of their studies, overcoming challenges, and developing time management skills. Applications to the program are accepted year-round, and mentors may be selected from among experienced researchers at the Institute.

## 2.5 Support of employees with a disability

Employees with a disability are supported based on their specific needs. They are involved in the discussions with the HR department, their immediate supervisor and the Equal Opportunities Officer from the beginning in order to establish what sort of support or adjustment they require. We have thus, for example, supported colleagues with a visual or hearing impairment by funding an accompanying person to help them navigate a new environment on a research visit abroad, or adjusted the workspace (type of chair, size, etc.) of colleagues who require this due to health reasons.

Thorough mapping of the needs of staff disadvantaged for health reasons (physical or mental disabilities) is planned within the survey of employees which will create part of the new Equal Opportunities Plan.

## 2.6 Support of IOCB employees generally

All newly produced material (directives, director's decrees, forms, emails from administrative departments, etc.) continues to be written 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, and the institutes's ethical proxies (Radek Pohl and Lenka Žáková) can be consulted in case of ethical and conflict issues.

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.

## **2.7 Support of IOCB Boston employees**

IOCB Prague officially [opened its new overseas branch](#) in Boston, USA in October 2024. Employees based at IOCB Boston have a separate set of employee benefits, which are in alignment with the local (legal, financial, institutional, etc.) conditions in the USA.

## **2.8 Visibility of IOCB Prague Equal Opportunities support beyond the institute**

The support provided at IOCB Prague to employees was discussed with colleagues from the [Center for Environmental and Technology Ethics Horizon Europe project](#) at the Institute of Philosophy of the CAS during an informal good practice sharing discussion with Blanka Collis (IOCB Prague Equal Opportunities Officer) in April 2025 and with Petra Ben-Ari (IOCB Prague HR Award Coordinator) in September 2025.

In 2024, IOCB commissioned a web accessibility audit, which showed that its website is partially compliant with the relevant technical standards and regulations and identified the areas in which it is not. The non-compliant issues are being addressed systematically to improve the website's accessibility. See the [accessibility statement](#).

On an individually arranged basis, IOCB Prague has facilitated laboratory visits and activities to students and other persons aided by organizations involved in supporting those with health disadvantages, such as the visually impaired and blind, those hard of hearing, or persons with restricted mobility. Occasionally, such events are enabled by contacts between our own employees and such supporting organizations.

### 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). The preparation, consultation and adoption of a follow-up Equal opportunities plan is foreseen for the upcoming annual monitoring period.

#### 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 and to be made a major part of the follow-on plan</b>
Ensuring that English and gender-neutral language	<ul style="list-style-type: none"> <li>- Upon revision of documents, ensure that</li> </ul>	<ul style="list-style-type: none"> <li>- Executive management</li> <li>- Communications office</li> </ul>	<b>Ongoing</b>

is used in internal communication	they are available in English and that they are written in inclusive/gender-neutral language		
Transparency in internal issues relevant to equal opportunities	<ul style="list-style-type: none"> <li>- Invite the equal opportunities officer to relevant meetings where appropriate</li> <li>- Support the open exchange of information</li> </ul>	<ul style="list-style-type: none"> <li>- Equal opportunities officer</li> <li>- IOCB Prague administration (IOCB Prague Board, executive management)</li> </ul>	Ongoing
Ensuring that anti-sexual harassment and bullying policy exists	<ul style="list-style-type: none"> <li>- Make this an integral part of the ethical code of IOCB Prague</li> </ul>	<ul style="list-style-type: none"> <li>- IOCB management</li> <li>- HR award coordinator</li> </ul>	To follow by end of 2026 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	<ul style="list-style-type: none"> <li>- 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</li> <li>- Invite an external speaker to give a brief course on this</li> </ul>	<ul style="list-style-type: none"> <li>- Project office</li> <li>- Equal Opportunities Officer</li> </ul>	Ongoing

Comments: Activities have started on the creation of a methodology for the prevention of inappropriate behaviour under the auspices of both the equal opportunities plan and the HR Excellence in Research Award implementation, and this is expected to be complete before the end of 2026.

Likewise, possible biases in hiring decision will be addressed as part of the implementation of the OTM-R (open, transparent, merit-based recruitment) principles. A thorough information campaign on biases in research, will be built into the action plan of the next period's equal opportunities plan.

### 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	<ul style="list-style-type: none"> <li>- Undertake an equal opportunities re-audit</li> <li>- Conduct a staff survey to identify needs and requirements relating to the equal-opportunity agenda</li> <li>- Prepare a plan for the next period</li> </ul>	<ul style="list-style-type: none"> <li>- Equal opportunities officer</li> <li>- IOCB Prague management</li> <li>- IOCB Prague Board</li> </ul>	To follow (an equal opportunity re-audit in early 2026)

Group leaders (GL) must be able to provide information on equal opportunities to candidates	<ul style="list-style-type: none"> <li>- Equal opportunities officer available to attend hiring interviews</li> <li>- Information sheet prepared for GLs including all equal opportunity information that candidates might require</li> </ul>	<ul style="list-style-type: none"> <li>- Group leaders</li> <li>- Equal opportunities officer</li> </ul>	<b>To follow</b>
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Comments: The actions planned in the 2021-2026 equal opportunities plan will be reviewed and discussed as part of the preparation of the follow-on Equal opportunities plan. An information sheet on “Equal opportunities at IOCB Prague” will also be completed before the current equal opportunities plan period ends.

*Report compiled on 3 November 2025 (final version 10 December 2025)*

*Blanka Collis (Equal Opportunities Officer)*

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