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GENDER EQUALITY PLAN (GEP) for the period 2026–2028

Czech Hydrometeorological Institute

Gender Equality Plan (GEP) CHMI was created in December 2025, based on recommendations from a gender audit conducted within the organization between September and November 2025 and which was governed by the applicable Gender Audit Standard issued by the government of the Czech Republic in March 2016 (revised in 2024).

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List of abbreviations:

GEP	Gender Equality Plan
CHMI	Czech Hydrometeorological Institute
GRP	Equal opportunities officer (part of HRM team) *
HRM team	Working group for Human Resources Management
PaM	Labor and wages department
HRMS	Human Resources Management strategy
MM	Management meeting
EMM	Extended management meeting
DKRVO	Long-Term Concept for the Development of a Research Organization
ERA	European Research Area

1. Basic Information and Strategic Context

Equal opportunities are one of the priorities of a democratic society and a declared priority of the Czech Government. Gender equality and diversity are also fundamental values of the EU and represent a **cross-cutting priority of the European Research Area (ERA)**.

The Gender Equality Plan of the Czech Hydrometeorological Institute (GEP CHMI) is a **practical tool for implementing and supporting goals, mechanisms, and measures leading to improved equal opportunities for women and men in the organization** (its processes, development, and human resources management), reflecting the priorities of the European strategy in this area and the requirements of the Horizon Europe program. By adopting the GEP, the CHMI commits to the principles of the European Union's gender equality objectives (Gender Equality Strategy 2026-2028) and national policy objectives (government document Strategy for Gender Equality 2021-2030). **Support for gender equality is thus implemented as an important value into the organizational culture of the organization through this plan.**

The CHMI is an organization that aims to be a socially responsible employer. **The CHMI promotes ethics in the workplace** and adheres to a Code of Ethics. **The key values of the organization include high-quality interpersonal relationships and cooperation.** Among other things, the CHMI wants to be a place where people enjoy realizing their potential and creativity and where every employee feels **understood, respected, and appreciated** for their contribution to the team and the CHMI, as **openly declared in its Strategy for 2021–2030**. As part of its Long-Term Concept for the Development of a Research Organization (DKRVO) for the period 2023–2027, the **CHMI declares its support for gender equality.**

The events and activities planned in this CHMI GEP for the period 2026–2028 are therefore in line with the organization's strategic documents.

The aim of this plan is, in addition to publicly declaring support for equal opportunities for women and men (not only in documents, but also in specific measures and activities), to promote diversity (in terms of gender, age, parenthood, and health status).

We undertake to publish this plan on our website, including annual evaluation reports regarding its implementation.

Prague, December 20, 2025

Mgr. Mark Rieder, CHMI director

2. Analysis of the Current State and Starting Point of the Gender Equality Plan

The CHMI already strives to approach the subject of equal opportunities responsibly within the framework of its Long-Term Concept for the Development of a Research Organization (DKRVO), in which it declares its support for gender equality. The CHMI promotes ethics in the workplace and adheres to a Code of Ethics. The area of equal opportunities also includes the issue of work-life balance, which the CHMI supports in the form of clearly defined flexible working hours.

Between **September and November 2025**, the CHMI **underwent a gender audit** (equal opportunities audit), which included:

- Analysis of processes and documents related to human resources policy from the perspective of RP, evaluation, remuneration, benefits, work-life balance, organizational culture, communication, and work environment.
- Individual and group interviews with employees (29 people in total)
- A survey mapping key areas of personnel policy and possible encounters with discrimination or sexual harassment (205 responses = 28 % of the total number of 740 employees).

The audit was conducted in accordance with the government methodology of the Gender Audit Standard and, in accordance with the Guidance on Gender Equality Plans methodology. It included the following areas:

- Work-life balance and organizational culture
- Gender balance in remuneration, leadership, and decision-making.
- Gender equality in recruitment and career advancement
- Integration of the gender dimension into science and research
- Measures against gender-based violence, including sexual harassment

The recommendations from the gender audit were as follows: streamlining HR processes by creating (or updating) new key documents in the context of equal opportunities, focusing on raising awareness of equal opportunities, and supporting the training and development of managers and senior employees.

Gender audit results

The **Czech Hydrometeorological Institute** (CHMI) has successfully completed the **gender audit** in accordance with the Gender Audit Standard approved by the Czech Government. The aim was to map areas of personnel policy, working environment, and organizational culture from the perspective of gender equality and fair treatment.

The audit has confirmed that **no significant inequalities were found** at the CHMI and that the organization sets an example of good practice in many areas. Employees appreciate the friendly atmosphere, the helpfulness of management, and the possibility of flexible working hours. **Work-life balance** is one of the institute's strengths, as it has long supported equal opportunities, open communication, and fair working conditions.

The audit has also highlighted several areas that could be further developed in the future and where there is room for improvement.

This includes, for example, **setting up a system for recruiting and approaching new candidates** to ensure that communication is more consistent and gender-balanced.

Another recommendation is to **strengthen the maternity and parental leave management system**, including clear and sensitive communication with parents during their absence and upon their return to work.

These recommendations, among others, will serve as a valuable input for planned improvements.

Fairness and respect as part of the organizational culture

The audit results confirmed that there are **no significant inequalities or discriminatory practices** at the CHMI.

The organization has for a long time supported the **principles of equal treatment, diversity, and inclusion**, not only formally but also in practice.

The employees particularly appreciate the **friendly atmosphere, open communication, and supportive management**, as well as the option of **flexible working hours, reduced working hours, and benefits from the FKSP** (Fund for Cultural and Social Needs).

The topic of work-life balance is one of the **institute's strengths**, as it allows for various forms of flexibility and fosters a good working environment across all workplaces.

Analysis of key areas

The gender audit provided the CHMI with a detailed analysis of **all areas of personnel policy and human resources management**—from recruitment, adaptation, and training to evaluation and remuneration to work culture and internal communication. The insights gained will enable the organization to better understand its strengths and areas that can be further developed.

Preparation of Human Resources Management strategy

A **working group for human resources management** has been operating within the CHMI since 2024 and is already actively working on the creation of a new **Human Resources Management strategy**. The findings and recommendations from this gender audit should be taken into account when developing this strategy.

The aim of this strategy is to **unify HR processes across all regional offices**, strengthen a conceptual approach to the management of employees, and put into practice the **recommendations and examples of good practice** from the audit findings.

The new strategy will cover areas such as recruitment, training, career development, age management, communication, and employee turnover, and will thus form the basis for long-term sustainable human resource management throughout the entire organization.

Openness, development, and social responsibility

With this step, the CHMI confirms that **equal opportunities, transparency, and respect** are not just formal principles, but a genuine part of its organizational culture.

The Institute wants to continue to be a **trustworthy, professional, and responsible employer** that supports its employees, develops their potential, and creates an environment where it is nice to work and collaborate.

What can be said in conclusion?

The gender audit has provided the CHMI not only with a valuable insight into its existing processes, but also with specific inspiration for further steps in the area of human resources management and organizational culture.

With this step, the institute confirms its role as a **modern, open, and responsible public institution** that monitors not only the quality of professional work, but also **equality, humanity, and fairness** in all its forms.

3. System for Planning Measures and Activities in the GEP

The summary of priorities in the area of equal opportunities and gender issues has resulted in the **Gender Equality Plan (GEP) for the period 2026-2028**, which aims to support the development of management strategy, high-quality personnel policy, and employee care in the context of equal opportunities.

GEP CHMI includes the following priority areas:

1. organizational culture
2. gender balance in leadership and decision-making
3. gender equality in recruitment and career advancement
4. balancing work and family/personal life
5. integrating the gender dimension into science and research
6. measures against gender-based violence, including sexual harassment

Fulfillment of the mandatory parts of the GEP is addressed in the following cross-cutting activities:

- publication of the GEP on the organization's website
- allocation of resources and expertise in the field of gender equality
- data collection, monitoring and evaluation
- training – raising awareness of gender issues among employees and managers

Each priority area will always contain the following structure and information:

- WHY is this priority important
- WHAT is CHMI already doing in this area
- plan of measures and activities

4. GEP implementation, evaluation, and ongoing monitoring

The Gender Equality Plan was developed by an independent gender consultant in cooperation with the CHMI Human Resources Management Working Group. The GEP is overseen by the human resources manager and head of the PaM (Labor and wages) department in cooperation with the equal opportunities officer. For each priority area, the following will always be mentioned: measures, activities, indicator/output, target group, responsibility, resources, and implementation deadline.

The GEP is *conceptually planned for the period 2026-2028*. The procedures for implementing individual activities will be monitored and controlled by employees authorized to do so and responsible for the implementation of the GEP, in cooperation with employees responsible for the fulfillment of the individual objectives.

The evaluation system and ongoing monitoring will be set up on a regular annual basis, with monitoring of the ongoing implementation of the plan for the previous calendar year being carried out at the beginning of each new calendar year in the form of an annual *GEP Implementation Report*. If it is not possible to carry out certain activities, or if there is a delay, it will be necessary to provide an explanation of the reasons for this.

The following can be cited as general key indicators necessary for the fulfillment of the GEP:

- developing new documents, regulations/standards, or modifying and updating existing ones as necessary
- implementation of specific educational activities for the individual target groups
- organization and implementation of specific events/activities
- implementation of monitoring

5. Action Plan for 2026–2028

5.1 Cross-cutting activities

Cross-cutting activities are primarily aimed at fulfilling the mandatory components of the GEP and supporting all priority areas 5.2 to 5.7 listed below.

Plan of measures and activities

Current measures	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
1. Keeping gender statistics regarding CHMI employees	Continuation of mapping and maintaining gender statistics in the areas of participation in science and research, leadership and decision-making, management training, and remuneration.	Information within the GEP Implementation Report. Internal monitoring.	Employees General public	PaM, HRM team, GRP	Internal sources	1.Q 2027 subsequently always on an annual basis
2. GEP publication	Publication of GEP on the CHMI website.	GEP is available on the CHMI website.	Employees General public Organization partners Job applicants	Website working group	Internal sources	1.Q 2026
3. Establishment of the GRP and support for the Human Resources department, the HRM team, and the GRP in the areas of equal	Management supports the HRM team in establishing and anchoring the principles of gender equality in emerging documents, relevant training, etc.	Establishment of GRP, HRMS and other related documents, minutes from MM and EMM and HRM team.	HRM team, PaM, GRP	CHMI management	Internal sources	1.Q 2026 1.Q 2027 1.Q 2028

opportunities, gender and diversity.		GEP implementation report.				
4. Education in the field of equal opportunities	Providing training for PaM, members of the HRM team, and the organization's management within the scope of the needs identified by the HRM team. Providing educational materials to employees.	GEP implementation report	HRM team, GRP, Pam, organization's management, employees.	HRM team, GRP, PaM	Internal sources	on an ongoing basis

5.2 Organizational culture

Why is this priority area important?

Organizational culture refers to the **social attitudes, values, ideas, and norms shared within an organization**. Organizational culture forms the basis for how employees interact with each other, their superiors, and their subordinates. Within this priority area, the **quality of communication and relationships, transparency, and clarity** are important. It is also **important to declare support for equal opportunities**, both in key internal documents and on the CHMI website. It is important to regularly monitor employee satisfaction and needs and to work with the findings.

The **CHMI is interested in strengthening a healthy organizational culture** and wants to promote equal treatment and oppose discrimination. Within this priority area, the CHMI will continue and further develop its support for a healthy organizational culture and working environment.

Plan of new measures and activities

New measure/objective	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
5. Inclusion of the topic of equal opportunities and equal treatment in key CHMI documents: based on HRMS	Anchoring support for equal treatment and opposition to discrimination in CHMI strategic documents.	Updated CHMI documents, supplemented with explicit support for equal opportunities	Employees	PaM, HRM team, GRP	Internal sources	2026
6. Monitoring of satisfaction, needs, and encounters with inappropriate behavior.	Introduction of regular mapping of satisfaction and needs, including mapping of encounters with possible inappropriate behavior/discrimination.	Results of the monitoring and its presentation to employees.	Employees	GRP HRM team	Internal sources	Annually 1.Q 2027 1.Q 2028 1.Q 2029

5.3 Gender Balance in Leadership and Decision-making

Why is this priority area important?

The trend in modern human resources is diversity in terms of workforce mix, particularly with regard to gender and age representation. People from different groups, **with different experiences and diverse perspectives, enrich and complement each other**. Organizations that support diversity in practice make much better use of the human potential of all employee groups. Gender balance in management and decision-making is important because it ensures that decision-making processes are balanced and include the opinions and experiences of both men and women, younger and more experienced employees. When an organization's leadership is diverse, it functions in a modern way, without prejudice, and seeks team members based on their actual qualities and expertise. It has been repeatedly shown that gender diversity in leadership positions is beneficial to the overall internal culture of an organization, increases diversity in decision-making, contributes to efficiency, and stimulates innovation and creativity.

Gender-balanced leadership in science and research improves the quality of decision-making, as it brings more diverse experiences, perspectives, and ways of thinking into play. Gender balance helps prevent "blind spots" in research—it increases the likelihood that topics, methods, and results will be relevant to different groups in society. At the same time, the representation of women in leadership serves as an important role model for younger scientists and promotes fair career opportunities.

In its **DKRVO** document for the period 2023–2027, the CHMI **declares its support for gender equality** already now. It will continue to support the improvement of opportunities for gender balance in management and decision-making at all levels of management and will thus further develop and strengthen the principles of a balanced approach to the representation of women and men in management and decision-making positions, including within the framework of planned cross-cutting measures (5.1).

5.4 Gender Equality in Recruitment and Career Advancement

Why is this priority area important?

The **recruitment, selection, and hiring of employees should be transparent and, in the context of equal opportunities, gender-neutral**. In this regard, these processes should be properly documented and archived. The **process of approaching the workforce is the "starting line" for the recruitment process in compliance with the principles of equal opportunities**, where it is important to have a gender-neutral process for approaching potential new employees. From the point of view of the approach process, the way in which the vacancy is advertised (language, requirements) is particularly important. The **selection criteria should be formulated in gender-neutral language**. Advertisements should be worded in such a way that it is clear at first glance that **both men and women are welcome to apply for the position**. Those responsible for recruitment should be trained in equal opportunities issues and apply this knowledge in practice when contacting applicants. The **adaptation process and training system is also important**, as it is an important and useful activity for the smooth integration of a new colleague into the team and work environment.

The CHMI will continue to apply a transparent and non-discriminatory approach to all applicants in the area of recruitment.

Plan of new measures and activities

New measure/objective	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
7. Gender-neutral advertising promoting equal access and diversity	All advertised positions will be listed in gender-neutral language and will have a unified form and content, including benefits.	The CHMI will communicate new job offers in the context of equal access. The Career/Vacancies section will include a statement that the CHMI supports equality, diversity, and work-life balance.	Employees Job applicants	GRP HRM team PaM	Internal sources	4.Q 2026

5.5 Balancing Work and Family/Personal Life

Why is this priority area important?

Activities that support work-life balance are often perceived by employees as a **key benefit** and a **strong motivating factor**. For employers who are already actively involved in work-life balance, this topic can be considered **part of their organizational culture**. These organizations strive to develop their employees while also trying to provide them with conditions that will keep them from leaving the organization. Caring for employees is an emphasized perspective and a definite benefit for this type of employer. The term work-life balance encompasses a wide range of activities that are ideal for combining work and family life. These include, for example, flexible forms of work, benefits that support work-life balance, and the way in which the organization approaches maternity or parental leave, how it maintains communication with employees who are on maternity or parental leave, and how they subsequently return to work.

The **CHMI supports work-life balance by** offering its employees **flexible working hours and the option of part-time work as part of its flexible working arrangements**. At the same time, as an employer, the CHMI provides benefits that support the reconciliation of work and family life, such as **sick days, FKSP, pension insurance contributions**, etc. As part of its newly planned activities, in addition to raising awareness and supporting well-being, it will summarize all benefits, set up a maternity/parental leave management system, and more.

Plan of activities already being implemented within the priority area (support and development of existing measures)

Current measure	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
8. Support for flexible forms of work , with the aim of responding to the needs of employees and supporting work-life balance among its employees.	CHMI will continue to offer flexible working hours and the option of reduced working hours.	Monitored gender/diversity statistics regarding employees (including part-time positions), which will be carried out regularly.	Employees	PaM	Internal sources	Annually 1.Q 2027 1.Q 2028 1.Q 2029

Plan of new activities and measures

New measure/objective	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
9. Establishment of a maternity and parental leave management system , with the aim of supporting parents on and returning from maternity/parental leave, maintaining contact with them during maternity/parental leave, and facilitating their return to work.	Creation of a document/system for M/P leave that will clearly describe communication, support, and the adaptation process for employees during and after M/P leave.	Management of M/P leave document	Employees (potential parents)	HRM team GRP	Internal sources	4.Q 2026

5.6 Integrating the Gender Dimension into Science and Research

Why is this priority area important?

Support for the integration of the gender dimension into research content and the organizational process is part of the European Commission's strategy for gender equality in research and innovation and falls under one of the six **priorities of the European Research Area**. Assessment of the gender dimension is a standard part of project proposals in the Horizon Europe program. The gender dimension in research content and organization processes must always be considered when the results of research/gender mainstreaming are to be used by people or have any impact on them. In current European policies (ERA, Horizon Europe), the integration

of the gender dimension into research content is seen as a **quality standard** rather than an add-on: in many areas, it is assessed as part of the excellence criterion.

The **CHMI understands the integration of the gender dimension into science and research as an essential part of research quality**, as it is a current European quality standard, ensures that services and recommendations are applicable to all, and at the same time **strengthens the credibility of the institute**. As part of the planned measures, it will provide awareness-raising and education to its employees in this area and will also provide guidance on how to appropriately reflect the gender dimension in research, development, and innovation projects.

Plan of activities and measure

Current measure	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
10. Awareness raising and education in the field of gender dimension in science and research	Provide educational material on the topic of gender mainstreaming in science and research and promote literacy in the area of equal opportunities and support for gender mainstreaming in science and research.	Publication of a link to the Ministry of Education, Youth and Sports handbook " <i>Jak zohledňovat genderovou dimenzi v obsahu výzkumu, vývoje a inovací</i> " (How to take the gender dimension into account in research, development and innovation), on the CHMI intranet.	Employees	GRP	Internal sources	1.Q 2026

5.7 Measures against Gender-based Violence, Including Sexual Harassment

Why is this priority area important?

From the perspective of equal opportunities policy, it is important to **maintain a level of dignity at the employer that contributes to the creation of a respectful environment in which there is no room for bullying or discriminatory behavior**. According to the

Labor Code, employers are obliged to ensure equal treatment of all employees in terms of their working conditions, and any discrimination in labor relations is prohibited. **It is advisable to establish anti-discrimination measures, with internal regulations explaining the concept of discriminatory behavior and containing rules for filing and handling complaints and sanctions for unacceptable behavior.** It is also advisable to designate a person to whom employees can turn with complaints about discriminatory behavior or sexual harassment, etc.

Awareness-raising and education of managers and other employees is also important in this area. Managers should be trained in the topics of harassment and discrimination so that knowledge of the problem of harassment and bullying and how to deal with it becomes part of their managerial skills. This will enable them to apply an equal approach in their daily practice, recognize even subtle forms of discrimination (so-called micro-discrimination), and avoid engaging in such behavior themselves. It is also important to **regularly monitor the working environment at CHMI, mapping any instances of potential discrimination or inappropriate behavior in the workplace.**

Plan of new activities and measure

New measure/objective	Activity/event description	Indicator/output	Target group	Responsibility	Sources	Deadline
11. Creation of guidelines on how to proceed in cases of inappropriate behavior and discrimination with the aim of providing employees with a tool in case they encounter discrimination or sexual harassment.	Establishment of a mechanism for dealing with inappropriate behavior and discrimination.	Mechanism and instructions on how to proceed in case of encountering inappropriate behavior or any form of discrimination.	All employees	GRP HRM team	Internal sources	4.Q 2026