

VRI Gender Equality Plan 2022–2026
Veterinary Research Institute

GEP 2024 Assessment



HR EXCELLENCE IN RESEARCH

2025

Evaluation of the implementation of GEP 2024

1. Highlights concerning the GEP

The VRI Gender Equality Plan (GEP) was approved on 20 June 2022 and was published on the Institute's website in the section

https://www.vri.cz/wp-content/uploads/2022/06/VRI_Gender-Equality_Plan_GEP_2022_2026.pdf .

The Veterinary Research Institute, as a holder of the HR Award, is committed to the implementation of the HRS4R strategy. Personnel processes are planned and managed in accordance with the requirements for the quality of human resources management in research according to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Our aim is to ensure that personnel management functions as efficiently and effectively as possible. Therefore, we focus on providing quality support to our employees, whether it is assistance with administrative matters, problem-solving, or support for professional development. At the same time, we follow the international [HRS4R strategy](#), which aims to improve working conditions and procedures in the field of human resources. One of the main goals of the GEP is to ensure equal opportunities for our employees regardless of their gender, age, origin, or anything else. We strive to be helpful in creating an environment so that every employee has the chance to fully realize their potential.

2. Activities implemented and area supported for GEP implementation

Areas of GEP support - implementation of activities

a) work-life balance

- support for flexible work forms (clear rules on the availability of flexible regimes, consideration of the needs of parents with young children when they are set up, formalised home office rules),
- development of technical infrastructures (VPN, other IT support tools),
- early career development (job orientation, adaptation plan, mentoring development, grant writing courses, support of the role of female and male principal investigator, support of developing leadership skills),

b) balance between men and women in leadership and decision-making

- increasing women's motivation to be represented in leadership positions,
- revision of the institution's VRI Board election rules, taking into account the reserves that could be the cause of the lack of active support and participation of women voters and electors, the number of proposals received from proposers, and, where appropriate, the revision of the options for the way absent workers and workers (fathers, mothers on parental leave) are elected,

c) gender-sensitive language in public spaces

- gender sensitive language adjustment (websites, job advertisements, communication with male and female candidates in selection procedures)
- open advertising of positions, gender neutral advertising

d) gender equality in recruitment and career opportunities

- information support and wider presentation of potential participation in selection procedures for leadership positions (campaign to promote women for leadership positions)
- targeted effort to represent both genders among applicants

e) training and development to promote equal opportunities

- prevention against gender-based violence, including mobbing, bossing, etc.
- providing of education and promotion of information exchange on equal opportunities

(a) work-life balance

Support for flexible forms of work (clear rules for the availability of flexible regimes, consideration of the needs of parents with young children when scheduling, formalized rules for remote work)

planned continuously 2025 - 2029

Conduct a review of strategic documents and amendments to internal regulations in the areas of interest (equal opportunities, work flexibility, and diversity in the research organization) that can improve work-life balance, work flexibility, and support for equal opportunities at VÚVeL in relation to the GEP plan. Inputs for the update of documents will emerge from organized meetings of key activity KA 3.2. "Implementation of educational activities for equal opportunities, flexibility and diversity in the research organization." As part of the key activity KA 3.6, a series of development activities are planned to strengthen key areas of development for our employees in relation to the implementation of HRS4R activities and goals for the fulfillment of the GEP at VÚVeL in the area of personal development, implementation of techniques for supporting the harmonization of personal and working life balance tools with personal development support and support for the wellbeing of VÚVeL employees.

Development of technical infrastructures (VPN, other IT support tools)

planned continuously 2026 – 2028

Creation of a Strategy for the use of AI in the research organization through new tools for areas of research, development and innovation, including the implementation of development activities to gain new knowledge in the field of information technologies focused on AI to strengthen productivity and the use of artificial intelligence as a tool for the possible acceleration of the pace of scientific discoveries. Implementation of key activity 3.5. "Strategy for the use of AI in the research organization and for further development". Comprehensive implementation of internal education using the LMS Moodle tool through a newly created internal educational system and ensuring an environment for its administration, management, creation and study of created internal courses, using key activity 3.9. "Introduction of internal education at VÚVeL and implementation of the Moodle platform".

Implementation of key activity 3.10. Support for the effective use of internal cloud tools "cloud.vuvel" for effective use of information technologies in the form of cloud storage and work in the cloud. Explanation of individual tools and possibilities of use in effective institution-wide use of "cloud.vuvel".

Development of the initial career phase (orientation in the workplace, adaptation plan, development of mentoring, seminars for writing grant applications, support in the role of principal investigators, support in the acquisition of management skills)

completed 06/2024

An internal electronic course was created for new employees to support adaptation to the workplace. Basic information provided through the course is intended to support faster orientation for new employees. The progress through the individual chapters of the course is recorded, the course of study is monitored and completed with a final verification of the attention of the students.

Feedback from participants eventually summarizes the elapsed time and the course of the adaptation, as well as satisfaction with the position and the current state of integration into the work team. The information obtained will then help to identify and correct obstacles or weak points and check the current state. Enrollment in the study and the assignment of the course to new employees takes place only at the individual request of the immediate superiors. More detailed information on the possibilities of use was provided to the Board of Directors on 06/2024.

(b) gender balance in leadership and decision-making

Increasing the motivation of women's aspirations to be in leadership positions

planned for implementation 2026-2029

Conduct a review of strategic documents and amendments to internal regulations in the areas of interest (equal opportunities, work flexibility, and diversity in the research organization) that can improve work-life balance, work flexibility, and support for equal opportunities at VÚVeL in relation to the GEP plan. Inputs for the update of documents will emerge from organized meetings KA 3.2. Implementation of discussion groups and meetings to share acquired life experiences in the form of examples of practice and strengthening of motivation from the side of successful women in managerial leading position. Strengthening motivation and clarifying the meaning of women applying for leadership positions and bodies of VÚVeL.

Distribution in leadership and decision-making bodies of VÚVeL

Status as of 31. 12. 2024

Heads of departments and units: 7 men, 3 women

Heads of research groups: 8 men and 6 women

Members of the institute council: 11 men and 4 women (chairperson of the Institute Council)

Members of the Supervisory Board: 8 men

Director: man

Deputy Director: woman

c) gender-sensitive language in public space

Adjustment of gender-sensitive language (websites, job advertisements, communication with male and female candidates in selection procedures)

Binding document: Policy for the recruitment and selection of employees and the principles of open and transparent procedures (OTM-R). In places where a clear distinction is needed, or if it is purposely targeted at a specific group, we take into account the principles of gender-sensitive language, including the establishment and support of other non-discriminatory practices in the recruitment process. Generalization in communication is mainly used in cases where the content of the message is aimed at all participants and the message, including the form used, does not need to be or is not practical to approach in more detail. Public release of document 03/2023.

ongoing

The News section on the VRI website - notifications, reports and announcements are prepared in the context of the necessary content and depth of distinction. Each report is reviewed before publication and a check of the content including adjustments and harmonization of the visual style is conducted.

(d) gender equality in recruitment and career opportunities

Information support and promotion of possible participation in leadership roles (campaign to promote women in leadership roles) and targeted efforts to ensure that both genders are represented among applicants

planned 2025-2029

Implementation of discussion groups and meetings for sharing acquired life experiences in the form of examples of practice and strengthening motivation from the side of successful women in managerial leadership positions. Strengthening motivation and clarifying the importance of women applying for leadership positions and bodies of VÚVeL.

(e) training and development to promote equal opportunities

Providing training and promoting the exchange of information in the field of equal opportunities, including activities to support the balancing of work and private life.

Offer of various outdoor activities for the children of our employees

completed 10/2024

On 29-30 October 2024, we were pleased to host the third year of the autumn camp for the children of our employees. At this two-day meeting, implemented with the support of the Ministry of Agriculture, 15 children gathered, to whom we offered a varied and unforgettable program full of games and adventures. Our children had the opportunity to experience autumn differently, actively, outdoors, and surrounded by nature, while playfully learning about the work of their parents. Press release published at <https://www.vri.cz/zemedelstvi-na-podzim-a-detsky-tabor-vuvel/>

Contact meeting and return to the workplace

completed 10/2024

We organized regular meetings for our female employees who are currently at home with children on maternity or parental leave. We want them to still feel part of the team, and therefore we have prepared a pleasant environment where they can come with their children. They were able to talk to colleagues, introduce their children to the workplace and at the same time take care of necessary matters. Board of Directors 10/2024.

Charitable activities of our employees

completed 12/2024

During the year, charitable events "Socks Without a Home" or "Collection for citizens affected in flooded areas" were organized in cooperation with helpful associations (<https://www.vri.cz/snaha-pomahat-potrebnym-neni-vuvel-cizi/>). At the end of the year we organized the annual charitable event for VÚVeL employees in the form of a Christmas meeting, which ended with a charitable collection. Participation and involvement in the charitable action was both from active employees and parents on maternity or parental leave. The aim was to enable a joint meeting in an informal atmosphere before the end of year. Board of Directors 12/2024.

3. Integration of the gender dimension into research and development content

NOT APPLICABLE, NOT MONITORED. Given our areas of focus, which are primarily scientific and research activities in agriculture, specifically in the field of veterinary medicine with a focus on supporting the health of farmed animals and food quality, we do not include this dimension within our area of R&D."

4. Dedicated resources (funding)

Dedicated resources for the implementation of activities within the framework of the "Research Environment" OPJAK call for proposals. A project application for support has been submitted under the project name 'Development of a sustainable environment for veterinary research at VÚVeL' for the period 2025 - 2029."

Key Act.	Activity number	Title of GEP training and development activities	Number of planned courses	Number of people supported	Resources allocated CZK without VAT
KA3	3.1.	Constructive communication and positive working environment	3	36	146 000
KA3	3.2.	Implementation of equal opportunity, flexibility and diversity meetings	4	80	140 000
KA3	3.3.	Meetings with personalities on "Successful Women in Leadership"	4	160	140 000

*) the total direct costs of implementing the planned GEP activities in the project

426 000 *)

5. Conclusion

In this evaluation, we summarize the activities we have carried out in 2024. These activities were not just random, but were carefully planned, based on what we learned in previous years and on the feedback provided by our employees. It is important to emphasize that the implementation of these activities was successful primarily due to the active involvement and support of our employees. The support of the management, thanks to which we were able to organize interesting meetings and establish new cooperation in various fields, also played a big role.

Created by: Ing. Jiří Kolísek, VRI HRS4R coordinator

Signature:



Date:

24.1.2025

Reviewed by: MVDr. Martin Faldyna, Ph.D., VRI Director

Signature:



Date:

24 -01- 2025

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THE VRI GENDER EQUALITY PLAN 2022-2026 (GEP) BUILDS ON THE
IMPLEMENTATION OF THE PLANNED ACTIVITIES UNDER THE HRS4R ACTION PLAN.