

GENDER EQUALITY PLAN

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Issuing department	Economic and Technical Administration Section
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Director

Gender Equality Plan 2025 - **(Gender Equality Plan)**

National Institute of Mental Health (NIMH)

Summary of changes compared to the previous version:

Effective date of previous version: 1 April 2023	
Version number	Subject of revision
3	<ul style="list-style-type: none"> - Change plan for the following periods - Preparation of the update of the Gender Plan based on the GEP Audit for the next period 2025 - 2028 - Text revision across the material

1 List of terms and abbreviations

Gender	It is a category referring to the socially and culturally conditioned and constructed differences and characteristics that society attributes to women and men, girls and boys based on their gender.
Gender stereotypes	These are simplistic and biased ideas about the characteristics, attitudes and roles of women and men in society, work and family. They influence how we perceive and evaluate women and men, including their roles and performance at work.
GEP	Gender Equality Plan
HRS4R	Human Resources Strategy for Researchers
HR AWARD	The "HR Excellence in Research" award from the European Commission, the so-called <i>HR Award</i> .
HO	Home Office (work from home)
Qualification levels R0-R4	Identified by the Draft European Framework for Research Careers, which links sectoral, national and institutional approaches to categorizing research careers and facilitates career planning and education. For more details see. Career Regulations for Scientific Researchers of the NIMH, R/09/2021.
MD, RD	Maternity leave, parental leave
NIMH/organization	National Institute of Mental Health
OTM-R	Open, Transparent and Merit-based Recruitment - Recruitment based on an open, transparent and measurable approach
Q	Quarterly
Gender equality / gender equality	It means equal visibility, equal status and participation of women and men in all spheres of public and private life at all levels, including decision-making processes and leadership positions.
VP	NIMH Research Program

2 Context for the creation and objectives of the GEP

- (1) The National Institute of Mental Health (hereinafter referred to as "NIMH") is a modern research and clinically oriented mental health institution, which was established on 1 January 2015 by transforming the Psychiatric Centre Prague. The organization subscribed to the principles of equality, non-discrimination, transparency and setting equal access by signing up to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in 2018 and implementing the HRS4R strategy. In 2019, NIMH became a recipient of the prestigious HR Award. The framework for promoting gender equality at NIMH has been developed and defined in line with the requirements of set processes and strategies at international and national level, and also takes into account the trends of a modern approach to recruitment.
- (2) The Equal Opportunities Plan for Women and Men at the NIMH aims to define bottlenecks and propose a strategy for addressing them, as well-established anti-discrimination principles increase the competitiveness of research teams and the institution itself, which significantly increases its attractiveness on the labor market, enabling it to retain promising and talented researchers regardless age, gender, religion, sexual orientation or origin.
- (3) For the purpose of this policy, several surveys were conducted: a) A questionnaire survey, Gender Audit, was conducted in Q3 2021 with a total of 124 respondents, male and female NIMH employees. The largest representation of respondents was from the science and research section (53.7 %),

followed by the economic and technical administration section (17.9%), the clinical section (14.6%), and the other section (13.8%); b) the gender equality plan was also based on a GEP analysis, where data from the NUDH personnel system was assessed and reflected the status as of 30 June 2021; and c) the collection of suggestions from face-to-face meetings with male and female employees of the organization. The results obtained were communicated across the organization and the objectives and measures set were consulted with the relevant departments of the NIMH, which actively participated in their development and in defining the indicators. Both staff and financial resources were allocated by the organization to prepare the analysis and the gender equality plan.

- (4) In Q2 2025, the strategy will be evaluated using the defined indicators and a plan for the period 2025–2028 will be established on the basis of the evaluation.
- (5) A benchmarking survey along with an employee survey will be conducted in Q2 2025 and will be used for evaluation and detailed analysis of progress.

3 Areas monitored

- (1) Five recommended themes are monitored in relation to the GEP implementation process (publication on the organization's website, allocation of financial and staff resources, data collection and monitoring, and gender training).
- (2) Based on the results of the Employee Satisfaction Survey, which will be taken into account as part of the Gender Plan Audit, targets, proposed measures, indicators and deadlines will be defined for all the areas listed below in Q3–Q4 2025.

3.1 Work-life balance and organizational culture

- (1) In order to modernize the existing legal framework, the European Commission has adopted a Directive on work-life balance (DIRECTIVE (EU) 2019/1158 of 20 June 2019), which preserves existing rights and adds improved and new rights for both women and men. The Directive aims to promote an **appropriate balance between family and work responsibilities** and to ensure more equal opportunities for women and men in the workplace and at home.
- (2) The NIMH also has a children's group Neuronek open to children aged from 1 year to preschool age with a capacity of 12 children. This service allows employees to return to the organization earlier from parental and maternity leave
- (3) The 2024 questionnaire survey will be followed up with a new questionnaire survey - an employee satisfaction survey along with questions to evaluate the GEP in Q2 2025, which will allow for a more comprehensive data-based assessment of implementation progress. From the data available at the time of the update, there is a positive trend towards increasing HO agreements and allowing flexible working hours where the nature of the job allows it, which contributes to better reconciliation of work and personal life.
- (4) NIMH strives to continuously improve working conditions, environment and work culture in order to achieve the highest possible standards, diversity in research teams and related competitiveness in the field of science and research in the Czech Republic and internationally. Maintaining a work-life balance brings benefits not only to the employees but also to the employers. NIMH will continue to promote flexible working hours, working in HO mode and other tools for reconciling personal and professional life, in particular to enable balanced working conditions for parents returning from maternity and parental leave. Working in the HO mode is enshrined in the internal standards of the NIMH and is subject to periodic revisions based on the needs of the organization and new legislation where appropriate.

- (5) With regard to the direction of the organization in the area of gender equality implementation and the cultivation of the organization's environment, it is also necessary to emphasize the correct use of gender-sensitive language. NIMH considers very positive the establishment of cooperation with the Institute of Sociology of the Czech Academy of Science, which provides NIMH with training for employees in Gender Sensitive Communication. This training contributes to the elimination of existing gender stereotypes. Training materials on the use of gender sensitive language have been provided to all staff and are available to all male and female staff on the NIMH intranet. Gender-sensitive communication training for the target group of NIMH managers is also included in the developed objectives and measures for the period 2025–2028. Special emphasis is placed on the activities of the Human Resources Department in relation to the use of the OTM-R recruitment policy.

3.2 Gender balance in leadership and decision-making

- (1) In accordance with the government's Gender Equality Strategy for 2021–2030, which proposes measures necessary to achieve gender equality in the Czech Republic at a comparable level with other EU countries, the NIMH strives to increase the representation of women in decision-making positions and to ensure equal opportunities in working conditions, career growth, evaluation and remuneration
- (2) NIMH is aware of the potential and creativity of women, which is necessary and desirable in leadership positions. It is therefore necessary to work in parallel on reconciling professional and private life (or parenthood), reducing the persistent bias against women's abilities, ways of recruiting new employees and setting conditions for career development.

3.3 Gender equality in recruitment and career progression

- (1) Measures in this area aim to ensure that women and men have equal opportunities to develop and advance in their careers, and thus to prevent and eliminate systematic and structural discrimination against women throughout their careers, not only in research. Reviewing existing selection processes and procedures at all stages and correcting any biases and gender bias are important steps to ensure equality between women and men in their careers.
- (2) One of the key commitments of the NIMH in implementing the HRS4R strategy is to implement the Open, Transparent and Fair Recruitment and Selection of Researchers (OTM-R) rules and they are also applied appropriately in the recruitment of non-researchers. The OTM-R promotes the recruitment of the most suitable candidate for the job, guarantees equal opportunities and access for all, facilitates the development of an international portfolio (collaboration, competition, mobility) and makes the career of researchers more attractive. Previous career breaks and/or sub-standard career paths are assessed on an individual basis and are not primarily seen as disadvantageous.

3.4 Integration of the gender dimension into research

- (1) The reflection of the gender and sexuality dimension in the research content has long been associated with higher quality research and validity of results. The integration of the gender dimension is also strongly supported by the European Commission: the requirement to assess the relevance of this dimension to the issue at hand is a standard part of Horizon 2020 project proposals.
- (2) The aim of this measure is in particular to take an active approach to the education of male and female employees on this topic. Within the framework of the established cooperation with the Institute of Sociology of the Czech Academy of Science, training is planned for the employees of the NIMH in the areas of how to identify gender issues in research. The training should help them to understand the importance of integrating the gender dimension into their research practices.

3.5 Measures against gender-based violence, including sexual harassment

- (1) Gender-based violence is a phenomenon deeply rooted in gender inequality and remains one of the most common human rights violations in all societies. Gender-based violence is violence directed

against a person because of his or her gender. Gender-based violence is experienced by both women and men, but the majority of victims are women.

- (2) Gender-based violence and violence against women are terms that are often used interchangeably, as it is widely acknowledged that most gender-based violence against women and girls is perpetrated by men. However, the use of 'gender' is important because it highlights the fact that many forms of violence against women are rooted in power inequalities between women and men.
- (3) NIMH is against any form of discrimination, gender-based violence and sexual harassment. All NIMH employees are obliged to comply with the **NIMH Code of Ethics**. Training on unconscious prejudice and gender stereotyping is proposed as a measure.
- (4) In line with the plan for wider and more active involvement of the NIMH Ombudsman in this approach, the topics on which staff members can contact the Ombudsman have been clarified. The topic has been included in the 2024 Department-wide Assembly, whereby staff were presented with general options for dealing with complaints, according to their nature and how they are addressed, involving the Ethics Committee, the Ombudsman and the whistleblowing investigators, and was also presented in the internal NUDZletter. Complaints and suggestions can be submitted anonymously to a specially placed mailbox in the lobby of the NIMH building (primarily whistleblowing) or directly to specially set up e-mail boxes.

4 Evaluation

- (1) The updated NIMH Gender Equality Plan 2025–2028 builds on the GEP 2023 and is a roadmap of defined activities and recommendations. It is the responsibility of the OLZ to evaluate the progress and implementation of the set objectives and indicators and to review and progress the GEP and is set for Q1 2026 after the evaluation of the employee satisfaction survey and the results of the GEP Audit along with questions on gender policy and its perception by male and female NIMH employees.
- (2) The text of the document is approved by the Management of the organization and the Director of the NIMH.