



# Research and Breeding Institute of Pomology Holovousy Ltd. The Gender Equality Plan (GEP)

Motto: **As a modern, progressive institute**, we must recognize our current status of equal opportunities and determine areas which need improvement or further support.

The Gender Equality Plan (GEP) in Research and Breeding Institute of Pomology Holovousy Ltd. (VŠÚO) is a practical tool leading to improvement of equal opportunities for men and women in the fields of research, development, and human resources management. The present plan involves European strategy priorities and complies with requirements of Horizon Europe programme as well as those set up by the Czech Science Foundation (GACR) in 2023.

By GEP implementation, VŠÚO acknowledges the gender equality principles. Our involvement in international scientific collaboration along with continuous trend monitoring and research environment refinement have been of enormous significance to us. We therefore take for granted that paying attention to women and men equality in terms of career growth and decision-making processes is of crucial importance.

While implementing GEP in the period between 2024 and 2028, VŠÚO is prepared to focus primarily on the following areas:

**Systemic elimination of barriers** preventing gender equality fulfilment

Striking the work/personal life **balance** with the company culture

Consistent gender **equality** in management and decision-making positions

Equality between women and men in the **personnel recruitment** process as well as in the **career advancement** thereof

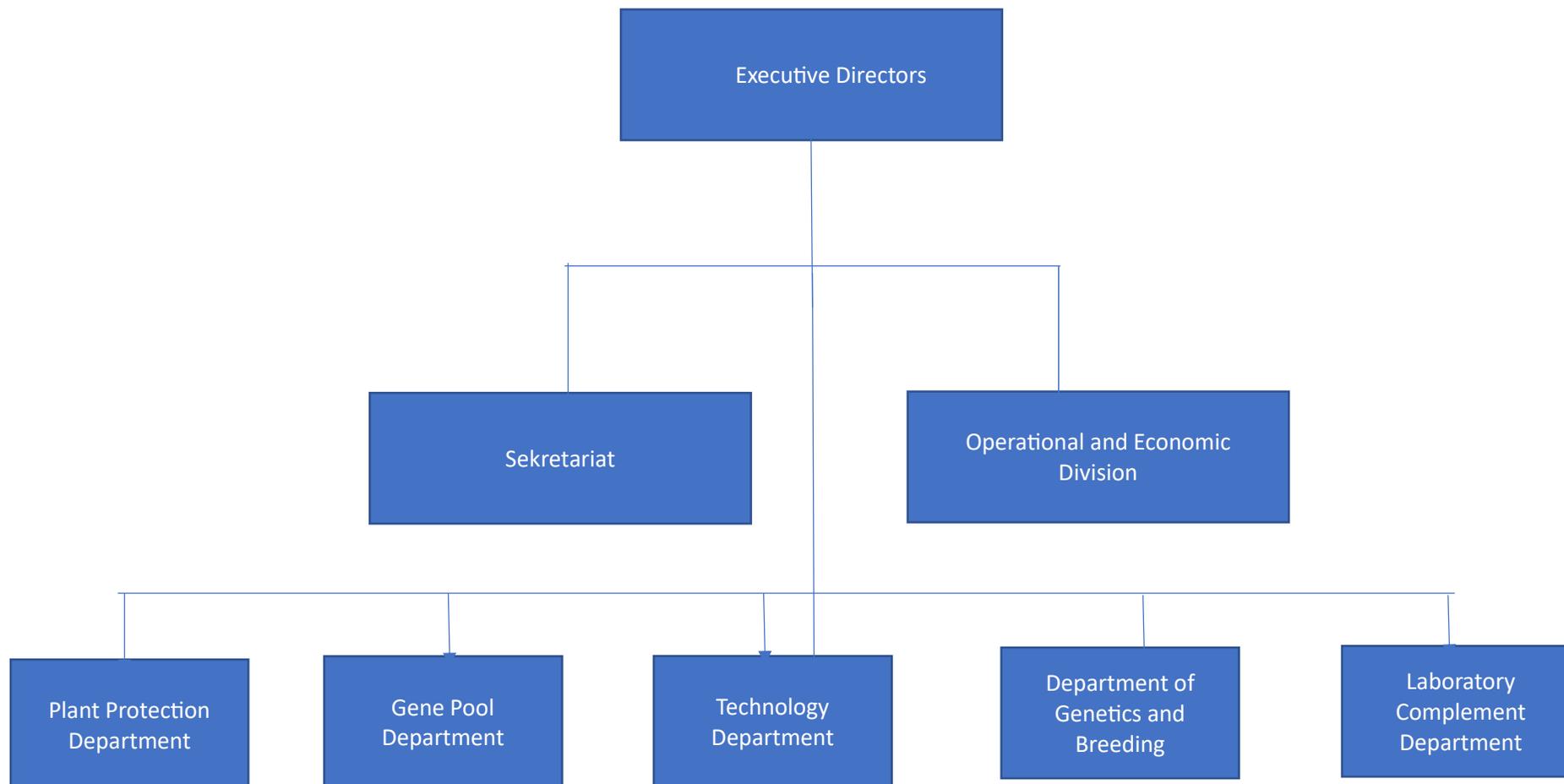
Increasing the attractiveness and credibility of VŠÚO as a **fair and prestigious employer**

**Preventing wastage of human resources** while decreasing a loss of female labor force due to women's reluctance to follow in scientific careers after maternity leave

**Implementation of gender equality into the contents of research and development**, thus increasing the quality and innovativeness of results as well as grant opportunities of individual researchers.



### Organizational structure





### Gender equality in leadership positions

Representation of men and women in leadership and decision-making positions in VŠÚO is not balanced, with men outnumbering women.

	of 28.02.2026		
	Men	Women	Total
Executive directors	2	0	2
Department managers	4	2	6
Assistant managers	3	2	5
Total	9	4	13
Proportion (%)	<b>69,2</b>	<b>30,8</b>	

Contrary to leadership positions, women outnumber men in non-decision-making positions. Women scientists prevail, too, and represent 74,4% of the researchers.

	of 28.02.2026		
	Men	Woman	Total
Researchers	10 (25,6 %)	29 (74,4 %)	39
Administration	0	7	7
Technical staff	24	24	48
Total	34	60	94
Proportion (%)	<b>36,2</b>	<b>63,8</b>	

All the numbers mentioned in tables 1 and 2 above refer to the date 28-02-2026.



Gender Equality Plan						
Area	Goal	Measure	Target group	Time limit	Person responsible	Indicator(s)
Company culture	Equal opportunities monitoring and support	Gender audit	All personnel	06/2026	Project manager	Gender audit presented to management
Company culture	Appointment of person/persons primary responsible for gender equality agenda implementation; clear definition of their scope of work and responsibilities	Appointment	Person(s) responsible	11/2026	Project manager	Appointment
Strategic supportive program	Raising awareness of gender equality and unconscious biases in the workplace	Workshop realization in each department	Researchers	05/2027	Project manager	At least one internal workshop annually
Strategic supportive program	Outputs incorporation into GEP	GEP updating	Management	09/2026	Project manager	Signed GEP update
Strategic supportive program	Training sessions focusing on unconscious gender biases recognition	Training sessions realization	Researchers	09/2027	Project manager	At least one training session with external trainer annually



Strategic supportive program	Gender aspects integration into the research	“Gender Aspects in Research” training of researchers	Researchers	03/2028	Project manager	Provision of external trainer
Strategic supportive program	Adaptation process improvement of new employees and those returning to work after a long-term absence	Adaptation process monitoring	GEP workgroup	04/2027	Economist	Monitoring output in written form
Strategic supportive program	Preparation of adaptation process universal template for new employees and adaptation process evaluation form	Assign a person to new employees and those returning to work after a long-term absence	All new employees and those returning to work after a long-term absence	06/2027	Economist	Adaptation process template
Strategic supportive program	Formation of support for employees advancing to management positions	Assign a mentor for team management	Persons recently advancing to management positions	09/2027	Person appointed	Formation of process to be approved



Unwanted conduct in workplace	Harassment and molestation prevention	Provide information about harassment and molestation prevention	All personnel	04/2028	Person appointed	Staff meeting on the subject
Unwanted conduct in workplace	Appointment of contact person for potential victims/witnesses, the contact person also monitoring harassment/ molestation	Contact person election and nomination	All personnel	04/2028	Person appointed	Contact person appointment
Unwanted conduct in workplace	Formalization of unwanted conduct solving procedure	Formal solution of unwanted conduct solving procedure	All personnel	06/2028	Person appointed	Document: unwanted conduct solving procedure

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