



► **Landscape Research Institute
Gender–Equality Plan (GEP)
2025–2027**



In the following text we also use the generic masculine.

Introduction

In addition to democracy, the shared values of the European Union include gender equality and the richness of diversity. Equal access and non-discrimination principles should be a natural and inherent part of the functioning of public organizations, especially at a time when Europe needs to strengthen trust in democratic governance and cope with radicalization, migration, deepening inequalities and a number of other problems. The most important thing in the research sector is human resources – highly qualified and creative people who will not be demotivated by unequal remuneration, different conditions for career growth or the impossibility of reconciling personal and professional life. In practice, however, the involvement of women in research activities and their management is often still insufficient. This is why the issue of equal opportunities for women and men, or rather the support of gender equality, is one of the priority values of the European Union and its science policy and education.

Our institution focuses on a deeper understanding of the complex relationships between landscape, natural environment and humans. Diversity is a fundamental principle in both nature and human society, and gender equality is a key part of this diversity that we want to actively support. A scientific approach to ecology, landscape and the interaction of people with nature requires different perspectives, open dialogue and collaboration across disciplines and life experiences. Gender equality is not only a moral imperative, but also significantly contributes to the quality of research, increases the creativity of teams and supports responsible treatment of the environment. Through this plan, we declare our commitment to ensuring that the working environment in our institution is safe, fair and accessible to everyone regardless of gender. In line with the European Framework Programs for Research and Innovation (e.g. Horizon Europe) and with our internal values, we will strive for balance, diversity and inclusion as an integral part of scientific work in the field of landscape and ecology.

Strategic documents

The basic documents that govern the values and personnel policy of the Landscape Research Institute (hereinafter LRI) are:

- European Commission Strategy for Gender Equality 2020–2025
- European Charter for Researchers and Code of Conduct for the Recruitment of Researchers
- Gender Equality Strategy 2021–2030
- National R&D&I Policy 21+
- Horizon Europe Guidance on Gender Equality Plans
- GEAR Tool – Gender Equality in Academia and Research
- Gender Equality Plans (GEPs) within the Horizon Europe Program

LRI identifies with the efforts to support the gender equality in the sense of the Framework Program for Research and Innovation Horizon Europe.

In 2023, the LRI adopted the Gender Equality Plan 2023–2027 (GEP), and after two years of implementation, it is issuing an amendment entitled GEP 2025–2027.

About the Institute

During its almost century-long history, the Institute has dynamically changed and developed. It began as a state agricultural experimental facility on land sold to the state by Count Arnošt Emanuel Silva Tarouca, and today it is a scientific institution that deals primarily with landscape, ecology and focuses on a research of interactions between the nature and people. LRI is a stable public research institution that successfully participates in basic and applied research projects funded from national and international sources.

Research projects permeate the organizational structure, whose research teams are managed by responsible researchers, who are then subordinate to the relevant head of the department.

Recapitulation of the implementation of the previous LRI Gender Equality Plan 2023–2027

As part of the implementation of the GEP 2023-2027, a person responsible for the implementation of the GEP (abbreviated as HR) and a working group (abbreviated as SGR) consisting of heads of departments, HR and the director of the institute were appointed.

The number of LRI employees has been around 200 in recent years, which indicates the stability of the organization. The ratio of men and women has been balanced in the long term, the numbers in 2023 and 2024 along with the graphical share are shown in the following table.

Landscape Research Institute		2023	2024
Number of employees	women	103	115
	men	89	106
Total		192	221

Gender composition of the institution's management staff

The institution's board sets the direction of the public research institution's activities and decides on the concept of its development. It consists of the chairman, vice-chairman and other members of the institution's board. The LRI board has 11 members, 8 men and 3 women including the chairman and vice-chairman.

The supervisory board supervises the activities and management of the public research institution. Its members are appointed by the founder, i.e. the Ministry of the Environment. The LRI supervisory board has 5 members, including the chairman and vice-chairman, and currently consists of 3 men and 2 women.

In terms of organizational structure, according to the 2024 annual report, out of 18 management staff, 13 were men and 5 were women, and within the research section, 3 out of 11 departments were managed by women.

In terms of management of individual research areas of the Long-term Development Concept of the Research Organization (DKRVO), the situation in LRI has long been gender balanced. Within the framework of the DKRVO 2023–2027, women guarantee three of the five research areas.

Gender equality in remuneration

Remuneration (12/2024)		Employees	Wage	Average wage
Researchers	women	41	1 679 700	40 968
	men	54	2 643 000	48 944
Other employees	women	80	2 433 800	30 423
	men	51	1 777 350	34 850
TOTAL		226	8 533 850	37 760

The differences in wages in the randomly selected sample (12/2024) are significant, the so-called gender pay gap (GPG) is 13% for other workers and 16% for researchers. Career advancement, and therefore the amount of remuneration for work, is delayed for women due to going on maternity leave and the subsequent more frequent reduction of working hours. For comparison, in 2024 the GPG in the Czech Republic was 18% and the average in the EU was 13%. Achieving equality, or rather reducing inequality in remuneration, is the primary task of this plan.

LRI Personnel Policy

The Institute's personnel policy is based on the need to meet qualification requirements for the successful achievement of goals in research projects. The key goal is to stabilize research teams and continuously supplement them with young researchers. Therefore, LRI strives to support the improvement of professional qualifications (especially doctoral studies) during employment, supplementing and maintaining professional qualifications in the form of specialized courses or training.

LRI actively supports a friendly working environment and work-life balance, including by using a flexible working time regime or enabling short-time work. Short-time work is used when returning from maternity and parental leave, for doctoral students and for senior employees. LRI provides employees with a number of benefits – five weeks of vacation, four days of sick leave, employer contribution for meals, pension and life insurance, long-term investment product, accommodation in a company dormitory and contributions to a suburban camp organized for children in the Dendrological Garden which is one of departments of the Institute.

The principle of equal opportunities is also applied in the area of employee remuneration according to the internal wage regulation. In the case of researchers, the regulation regulates classification into tariff classes based on regular attestations. The internal regulation motivates researchers to engage in solving research projects and to produce high-quality scientific outputs in the form of a personal bonus.

Basic requirements for a gender equality plan

A gender equality plan is a tool for systematically addressing the equal status of women and men in an organization, meeting the following basic requirements:

- **Publication** – the gender equality plan, signed by the statutory representative, is publicly available on the institution's website
- **Allocation of financial resources and people to address this issue** – resources and professional capacities are allocated for the implementation of the gender equality plan. The implementation of the GEP is evaluated annually in cooperation with an external expert.

- **Data collection and monitoring of changes** – statistical data on employees and their remuneration, differentiated by gender, are regularly collected and evaluated as part of the annual preparation of the institute's annual report.
- **Raising awareness of gender equality issues** – employees are provided with educational activities aimed at raising awareness of gender equality issues and conscious and unconscious gender biases.

Activities to achieve and maintain gender equality in key areas

1. Work-life balance and organizational culture

An integral part of LRI's corporate culture is the support of a friendly and collegial work environment and a non-discriminatory approach to all employees, especially in terms of gender, age, nationality and job classification.

Objective	Activity	Deadline	Indicators	Responsible
Ensure a balanced structure of organizational units and full use of tools to improve work-life balance	Monitor the structure of employees in terms of gender-sensitive data by organizational units. HR SW options to provide gender-structured data	as a part of the preparation of the annual report	chapter in the annual report	HR
The principle of equal opportunities in all internal regulations	Review internal regulations from the perspective of gender equality	on an ongoing basis	list of revised regulations	HR
Raise awareness of work-life balance options and corporate culture. Collect ideas for improvement.	Conduct a survey of opinions on work-life balance and on possibilities for improving corporate culture (in the form of an electronic questionnaire)	1x per year questionnaire ongoing data collection	e-Archive (questionnaire + responses)	HR
Raise awareness of gender issues (from the perspective of corporate culture)	Inform employees about measures aimed at gender balance and work-life balance.	on an ongoing basis	internal communication	SGR
Increase employees' knowledge of gender issues	Participation of LRI employees in equal opportunity training	2025	number of relevant HR trainings	HR

2. Gender balance in leadership and decision-making

The representation of women in leadership positions in the organizational structure of the institute (7 out of 19), in research management (4 out of 11), in the institution's board (3 out of 11) and in the external supervisory board (2 out of 5) is unbalanced.

In this area, it is therefore necessary to identify potential barriers and increase the motivation of women to participate in leadership and decision-making; in the future, the gender imbalance could worsen even more due to generational change.

Goal	Activity	Deadline	Indicators	Responsible
Ensure a balanced representation of women in leadership and decision-making positions	Regularly monitor and evaluate the representation of women in decision-making positions, support women in deciding to run for leadership and decision-making positions	ongoing data collection, evaluation in the annual report	Paragraph in the annual report	director
Continuously ascertain the opinions of employees on gender balance in leadership and decision-making	Prepare and send out an e-mail. questionnaire on the topic of women's involvement in leadership and decision-making (causes of lower involvement rates, inspiration to increase motivation, etc.)	1x per year	e-Archive (questionnaire + answers)	HR
	Running of the FaceUp whistleblowing channel, physical trust box	Q4/2025	Physical and SW box	HR

3. Equal opportunities for women and men in recruitment and career advancement

It is common practice at LRI to recruit new employees solely on the basis of their qualifications and expertise, regardless of their age, gender, nationality or skin colour. Equal opportunities for women and men in the recruitment process are ensured by publishing vacancies on the LRI website and other specialized portals. However, the principles of openness and transparency, which are applied in practice when recruiting new employees, are not codified in any document.

Career advancement can essentially only be implemented in the case of researchers, as the nature of the positions of other employees usually does not allow for career advancement. A positive trend in this regard is early returns (and therefore shorter career breaks) from maternity and parental leave, which is related to the already implemented support in the area of balancing private life and career.

The conditions set out in the Internal Wage Regulations should contribute to equal remuneration for men and women. When building research teams, communication skills, leadership and motivation, selection of members with complementary skills and their diversification are assessed.

Objective	Activity	Deadline	Indicators	Responsible
Ensure and maintain the status of equal pay	Monitor equal pay from gender perspective and subsequently monitor the identified indicators	as a part of the preparation of the annual report	payroll records	director
Ensure the status of return from maternity and parental leave	Evaluate return from maternity and parental leave regarding career breaks, identify potential barriers to return	as a part of the preparation of the annual report	annual report	HR
Determine the gender structure of proposers or responsible researchers of research projects.	Prepare an analysis of the structure of proposers or responsible researchers of research projects.	as a part of the preparation of the annual report	annual report	SGR
To find out the opinions of employees on equal opportunities for women and men in career advancement	Conduct a survey of opinions on equal treatment in terms of career advancement	as a part of the preparation of the annual report	annual report, contents of the trust box	SGR
Codify the principles of openness and transparency when hiring new employees	Develop a procedure for hiring new employees with an emphasis on compliance with the principles of equal opportunities, gender-balanced selection committees	Q4/2026	document	HR
Facilitate the integration of new employees into the team	Develop a document facilitating the adaptation process of newly hired employees	Q4/2026	document	HR
Raise awareness of individual training options	Monitor individual training and inform about self-training options in accordance with the principles of equal opportunities	on an ongoing basis	Interviews number of records	HR, SGR

4. Integrating gender issues into research

LRI research focuses on the environment, with an emphasis on research into all types of landscapes, biodiversity and related environmental risks. The subject of research is not people as individuals. Research topics of LRI marginally affect society (e.g., anthropogenic impacts on the landscape or biodiversity). In general, the results of LRI research evaluate an impact of anthropogenic activities of humans on society, regardless of the gender perspective.

The gender dimension in LRI research is reflected in the composition of research teams. Although the main criteria applied remain the knowledge, experience and skills of the research team members, we will motivate workers to have a balanced composition of teams, by informing about this issue and providing examples from practice that gender-diversified teams can achieve better results.

Objective	Activity	Deadline	Indicators	Responsible
Achieve and maintain a gender-balanced composition of research teams.	Inform responsible employees about the benefits of diversifying the composition of research teams.	Q4/2025	training records	HR

5. Measures against gender-based violence including sexual harassment

Given the culture of relationships and the way the institution is managed, it can be expected that the human dignity of LRI staff will not be diminished in any way. No cases of gender-based violence have been seen at the workplace to date. LRI currently does not have a system in place to report and address any sexual violence, harassment, degrading treatment based on gender or other similar inappropriate behaviour. We plan to implement a reporting system and resolution procedures.

Objective	Activity	Deadline	Indicators	Responsible
Ensure timely detection of inappropriate behaviour with an emphasis on gender-based violence.	Resolution of outputs from the FaceUp whistleblowing channel, entry from the LRI website.	on an ongoing basis	records of HR resolution report	HR
Institutionalize the remedial procedure in the event of any reduction in human dignity.	Develop a procedure for resolving cases of inappropriate behaviour or reduction in human dignity.	Q4/2026	document	HR

Responsibility for the implementation of the GEP lies with the director of the institute, and for partial tasks with the heads of individual departments and the HR officer. Monitoring of the achievement of goals will be carried out once a year and will be part of the annual report of the institute and the report on research activities, which is submitted to the provider.

Průhonice, September 9, 2025

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Ing. Libor Hort
director