

Transport Research Centre, public institution

CDV Gender Equality Plan 2026–2028

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1. Introduction

The CDV Gender Equality Plan 2026–2028 is the second gender equality plan (hereinafter also referred to as the ‘GEP’) of the Transport Research Centre, v. v. i. (hereinafter also referred to as “CDV”) and follows on from *the Transport Research Centre, v. v. i. Gender Equality Plan for 2022–2025*. The new GEP sets out further steps towards the systematic application of a gender perspective across all areas of the institution’s activities. It was drawn up on the basis of the results of a gender audit carried out at the end of 2025 in collaboration with the NORA Gender Information Centre, o. p. s.

2. Summary of the evaluation phase

Thanks to *the Gender Equality Plan of the Transport Research Centre, v. v. i. for 2022–2025*, the TRC’s inclusive working environment has continued to develop. For example, we have succeeded in:

- establish and formally appoint the position of gender equality coordinator,
- update and formalise the rules for remote working in an internal document,
- further expand support for carers, including the provision of childcare facilities,
- strengthen transparent recruitment,
- carry out an equal pay analysis, with the identified adjusted gender pay gap being below 5%,
- pass an external gender audit without any significant findings.

A detailed assessment of Phase 1 of the GEP is described in the final report on *the Gender Equality Plan of the Transport Research Centre, v. v. i. for the years 2022–2025*.

As part of the gender audit, a comprehensive questionnaire survey was conducted, in which approximately 75% of employees participated. Furthermore, group and individual interviews were carried out and internal documents were analysed. The audit thus assessed the current situation within the institution and identified areas requiring attention and opportunities for improvement, e.g.:

- conducting equal pay assessments on a regular basis, for example annually,
- consider an appropriate solution for overtime hours accrued at the end of the calendar month,
- raise awareness of the reporting procedures for suspected sexual harassment, bullying or other forms of inappropriate behaviour, and provide training in this area for the institution’s management and HR department,
- to further expand the practice of using gender-sensitive language in both internal and external communications – internal documents, social media, etc.

3. Procedural requirements of the Gender Equality Plan

Like the previous GEP, **the CDV Gender Equality Plan 2026–2028** meets the European Commission’s mandatory minimum requirements¹:

1. **Publication:** The CDV Gender Equality Plan 2026–2028 is a formal document signed by the institution’s director and published on the institution’s website.
2. **Allocated resources:** Financial and human resources will be allocated to the realisation and implementation of the Gender Equality Plan, and efforts will be made to enhance knowledge in the field of equal opportunities.

¹ [Gender Equality Plans | NKC - Gender and Science \(genderaveda.cz\)](#)

3. **Data collection and monitoring:** The institution collects data on its employees broken down by sex (or gender) and publishes this data in its annual reports and interim monitoring reports on the GEP.
4. **Training:** The institution raises awareness of gender equality and unconscious gender bias among employees and decision-makers, including through training.

4. Planned activities in the area of gender equality

The CDV Gender Equality Plan 2026–2028, like the previous plan, follows the European Commission’s recommendations and addresses the following five areas:

1. Work-life balance and organisational culture;
2. Gender balance in leadership and decision-making;
3. gender equality in recruitment and career progression;
4. Integration of the gender dimension into science and research;
5. measures against gender-based violence, including sexual harassment.

The individual objectives and measures leading to their fulfilment are then defined in the GEP Action Plan, which forms Annex 1 to this document.

5. Monitoring and evaluation

Progress towards the individual objectives of the CDV Gender Equality Plan 2026–2028 will be continuously monitored and reviewed by designated individuals (a working group) responsible for the implementation of this plan. Once a year, in the first quarter of the following calendar year, the ongoing implementation of the plan will be assessed in the form of an Interim Monitoring Report on the Implementation of the Gender Equality Plan. If it is not possible to carry out certain activities within the specified timeframe, this must be explained and a new timeframe set for the activity in question. Based on the evaluation of individual objectives, the institution will also be able to respond flexibly and, in the event of significant changes, optimise the original draft plan.

The overall evaluation of the CDV Gender Equality Plan 2026–2028 is scheduled for completion by the end of March 2029.

6. Conclusion

The CDV Gender Equality Plan 2026–2028 has been discussed and approved by the institution’s management.

In Brno on

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Appendix 1 – Action Plan for the CDV Gender Equality Plan 2026–2028

ORGANISATIONAL CULTURE AND WORK-LIFE BALANCE					
Area	Objectives	Measures/actions	Responsibility	Deadline	Indicators
Organisational culture	Institutional support for the gender equality.	Training of the Gender Equality Coordinator (GEC) in the field of equal opportunities.	Human Resources Department (HRD)	Ongoing	The Gender Equality Coordinator attends at least one a training session or workshop.
	Monitoring and promoting equal opportunities within CDV.	Collection of disaggregated data and monitoring of the implementation of the gender equality plan.	KGR, PEO	ongoing; Q1 2027+	Publication of the interim monitoring report on the .
		Conduct a gender audit to review equal opportunities and identify any shortcomings for further adjustment the gender equality plan.	KGR	12/2028	Final report of the gender audit.
	Establish the use of gender-sensitive language and gender-sensitive communication both within and outside the institution.	Ensure the use of gender-sensitive language in internal documents.	KGR, PEO, Legal Department (PRO)	12/2027	Updated documents are published on the intranet (IIS).
		Raise awareness of the use of gender-sensitive language in communication both within and outside the institution, including on social media, and also at a visual and symbolic level through training, a handbook or the inclusion of the topic in the CDV Corporate Visual Identity Manual.	PEO, KGR	Ongoing	Individuals publishing content on behalf of CDV are trained at least once in the use of gender-language.
			KGR, Marketing Marketing	12/2026	The handbook/updated “manual” is published on the IIS.
Raising awareness of the importance of gender equality among staff	Training for employees on gender equality issues and on unconscious biases and stereotypes.	KGR	Ongoing	New employees are trained via the IIS; training for all is repeated once every two years.	
Support for work-life balance	Management of maternity and parental leave,	Creation and development of a Parent Information Portal containing basic information on maternity and parental leave, documents, updates on activities at the CDV, and offers	PEO	12/2026 – launch	The Parents’ Portal is launched and regularly updated.

in accordance with the Keep in Touch Concept²	educational and other activities and potential collaboration.		Ongoing	
	Creation of an article or guide for employees setting out procedures relating to maternity/parental leave – obligations and rights before taking leave, during career break and upon return to work.	PEO	12/2026	Article published in the Internal Newsletter and on the Parenting Portal / Guide published in IIS
	Creation of a handbook for managers containing information on working conditions and the rights of pregnant employees and those on career breaks, procedures for taking maternity/parental leave and returning to work.	PEO	12/2026	Guide published on IIS
	Conducting annual interviews with people on career breaks to discuss their future career guidance and to obtain feedback from the employee.	PEO	Once a year by 31 January	Minutes of the interview stored in the employee's personal file
	Support for the education of individuals on a career break – offer of development activities once a year.	PEO	Ongoing	Number of people trained.
Standardisation of conditions for working from home where the nature of the work permits this.	Analysis of the possibility of introducing uniform and transparent rules for the option of working from home, taking into account the nature of the work, applicable across all organisational units, and their potential implementation into internal regulations.	PEO	12/2027	Publication of the updated Staff Regulations/Work Guidelines on the intranet.
Resolve any overtime hours arising at the end of the month.	Analysis of the possibility of taking compensatory time off for overtime hours in the following period, or the incorporation of rules into an internal document.	PEO	12/2026	Publish the updated Staff Regulations on the intranet.

² As part of the NOVA project – CDV Return Grants (reg. no. CZ.02.01.01/00/24_037/0013790)

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING					
Area	Objectives	Measures/actions	Responsibility	Deadline	Indicators
Support for women in management and institutional bodies	Creating conditions for greater gender balance in leadership and decision-making roles and advisory bodies.	Encourage women to stand for election to leadership and decision-making roles and advisory bodies (including the institution's board, etc.).	PEO / Institution management	Ongoing	Disseminating information on vacancies and opportunities with an emphasis on equal opportunities.
		Monitor formal application, nomination and selection procedures from the perspective of encouraging women's interest in these positions.	PEO / Institution management	Ongoing	Formal procedures are monitored.

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION					
Area	Objectives	Measures/actions	Responsibility	Deadline	Indicators
Gender equality in recruitment	Improving the quality of selection procedures in terms of equal opportunities.	Monitoring of recruitment processes from an equal opportunities perspective – candidates from all gender groups are invited (provided this does not compromise qualifications) ³	PEO	Ongoing	Minutes of the selection procedure are taken and stored at the PEO.
		Ensure a gender-balanced composition of selection panels, trained in the principles of the OTM-R policy.	PEO	Ongoing	The members of the committee are listed in the minutes of the selection procedure.

³ The grounds for permissible differential treatment are set out in Sections 6 and 7 of Act No. 198/2009 Coll., the Anti-Discrimination Act.

Equal pay and monitoring of career progression	Ensure fair and transparent remuneration and conditions for career progression in accordance with the EU Directive on pay transparency.	Regular equal pay analyses using the LOGIB tool (once a year).	PEO	Once a year by 31 January	Final report on the analysis.
		Update of internal pay regulations and clarification of the conditions for reaching defined career levels.	PEO / Institution management	31 December 2026 ⁴	The updated Pay Regulations are published in the IIS.

INTEGRATING GENDER DIMENSIONS INTO RESEARCH CONTENT					
Area	Objectives	Measures/actions	Responsibility	Deadline	Indicators
Integration of the gender dimension into research	Raising researchers' awareness of the importance, purpose and methods of integrating the gender dimension into research and education.	Training and information for researchers on the topic of integrating the gender dimension into research content.	PEO	Ongoing	All new employees are introduced to the training and handbook via the IIS; for existing staff, the training is repeated once every two years.

⁴ Where applicable, by the date of entry into force of the relevant legislation – implementation into Czech law.

MEASURES TO COMBAT GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT					
Area	Objectives	Measures/actions	Responsibility	Deadline	Indicators
Measures against gender-based violence and harassment	Prevention of inappropriate behaviour in the workplace – bullying, gender-based violence, sexual harassment and other inappropriate behaviour, and ensuring a safe workplace. Active resolution of undesirable behaviour in the workplace.	Creation of an internal document on inappropriate behaviour in the workplace, including gender-based violence and sexual harassment, including procedures for addressing such behaviour.	PEO	31 December 2026	The guidelines/handbook have been published in the IIS.
		Training for managers, the institution's senior management and the HR department on the procedure to follow in cases of suspected sexual harassment, bullying or other forms inappropriate behaviour, including in the area of prevention.	PEO	Ongoing	At least 1 training session for those affected.