ÚSTAV TEORIE INFORMACE A AUTOMATIZACE AV ČR, v.v.i.
Pod Vodárenskou věží 4, 182 00 Praha 8

GEP Annual Report for 2025

1. Introduction

The purpose of the annual report on the implementation of the Gender Equality Plan (GEP) is to continuously evaluate the measures implemented in the area of gender equality, monitor trends in key indicators (e.g., gender representation, pay equity, and career advancement), and identify areas that require further attention.

2. Results Achieved

2.1 Dedicated resources

During the implementation of the gender equality plan, there was a change in the composition of the GEP working group. The group now consists of the institute's project manager and both of the institute's executive assistants. To compile data on employees and their salaries, the group enlisted the assistance of a data specialist from ÚTIA.

2.2 Data collection and monitoring regarding equality od wages

The focus of the data collection lies in analyzing salaries and employment contracts from the perspective of gender equality. Given the imbalance in the number of women and men employed in support roles, the analysis focused primarily on the research departments. The specific results are presented in Annex 1.

An analysis of average wages by research category shows that no systematic, long-term trend of lower pay for women compared to men can be identified at the institute. The ratio of average wages for women to men (W/M) fluctuates around 1 in individual categories and years, with women's average wages even exceeding men's in certain periods.

In the doctoral student groups (V2a and V2b), the wage ratio often exceeds 1, meaning that in some years, the average wages of women in these categories were higher than those of men. In the postdoctoral researcher group (V3), the wage ratio is mostly slightly below 1, but in recent years (2023–2025) it has approached or exceeded parity.

Only in the category of research assistants (V4) and, to some extent, research staff (V5) are women's average wages consistently lower than men's wages over the long term; however, this is likely related to the low number of women in this category.

In the category of senior researchers (V6), the ratio of average wages for women to men fluctuates above and below 1 in individual years; in 2025, it favored women.

Overall, it can be stated that the differences in average wages between women and men in individual categories tend to fluctuate and are likely related to the low number of individuals in some categories or to the individual structure of employment contracts. The data therefore do not indicate the existence of a systematic gender pay gap within the institute.

2.3 Work-life balance

The Institute has long supported a healthy work-life balance for its employees. The measures in place include, in particular, flexible work arrangements (such as part-time work or working from home, where the nature of the work permits), support for returning to work after parental or maternity leave, the option to use a daycare group or preschool, and support for organized

children’s recreation and other sports, cultural, and recreational activities for employees’ children. These tools are designed to help employees balance work and family responsibilities while supporting the continuity of their scientific careers. As part of the benefits system funded by the social fund, funds may be drawn to cover the costs of these services.

2.4 Gender equality in leadership and decision-making

In 2025, the proportion of women in leadership roles reached approximately 33% at the institute-wide level and 25% in research positions. In the context of the technical sciences, which have long been significantly gender-imbalanced, this situation can be considered relatively very good. Another positive aspect is the fact that the top leadership position is held by a woman (the institute director). Compared to the national situation, where the representation of women in senior academic and research positions remains low (e.g., around 15% among professors), this is an above-average result (according to data from the National Contact Center – Gender and Science from 2022, http://www.genderaveda.cz/zeny-ve-vede/).

Average annual proportion of women among the institute's employees and in management:

the entire institute	
year	**proportion of women**
2017	0,27
2018	0,25
2019	0,25
2020	0,26
2021	0,28
2022	0,29
2023	0,27
2024	0,30
2025	0,30
proportion of women in management	
2025	**0,33**

Research categories 2a through 6	
year	**proportion of women**
2017	0,12
2018	0,11
2019	0,12
2020	0,12
2021	0,14
2022	0,13
2023	0,11
2024	0,12
2025	0,19
proportion of women in management	
2025	**0.25**

2.5 Equality in hiring and career advancement

The Institute applies objective and non-discriminatory criteria when hiring new staff, a fact reflected in the composition of newly hired employees. In 2025, a total of 13 employees joined the Institute, including 5 women and 8 men; women accounted for approximately one-third of the new hires in research positions

Long-term data also show that the proportion of women among the Institute’s employees, including in research departments, is gradually increasing, indicating the institution’s success in attracting women to research positions. A higher representation of women is particularly evident in junior categories (doctoral and postdoctoral researchers), where the ratio of women to men approached parity in some years.

The lower representation of women at higher career levels must also be interpreted within the broader context of the field's development. In the past, the technical sciences were significantly male-dominated, and the proportion of women in these fields was low, which is reflected in older career cohorts. At the same time, however, the representation of women among students and younger researchers has been growing in recent years. This generational shift is already reflected in the institute's staff structure and represents a positive trend for the future.

	research	other	total
women	3	2	**5**
men	6	2	**8**
in total	**9**	**4**	**13**

3. Problems and suggestions for improvement and future work

3.1 "Traditional" gender stereotypes in the workplace

There is an imbalance between the number of female and male employees in the research departments (in the research areas addressed by the institute, the proportion of women is traditionally lower). The disparities are even greater in support functions: neither the accounting office nor the library has any male employees; conversely, in the computing center, women hold only assistant positions.
The institute's management should make an effort to remedy this situation, even though the circumstances in this regard are relatively difficult and the institute does not have much choice among qualified applicants for the relevant positions. The priority is, of course, to effectively meet the institute's needs and to employ qualified and responsible staff.
The disparity in the number of women and men in basic and applied research in the fields of informatics and computer science is a fact confirmed by data from the National Contact Center – Gender and Science. In 2022, 23% of researchers in the technical sciences were women, and 26% in the natural sciences. Data on the average annual proportion of women among ÚTIA employees indicate that the representation of women in this organization has been on a long-term upward trend. The proportion of women among the institute's total staff increased from 27% in 2017 to 30% in 2024 and 2025, with a similar trend observable specifically in the scientific categories (V2a–V6), where the proportion of women rose from approximately 12% in 2017 to 19% in 2025.

The data show that in the lower and entry-level categories (V2a, V2b, V3), the representation of women is relatively higher, and the F/M ratio approaches or exceeds 1 in some years (particularly among doctoral students). However, as careers progress, there is a gradual decline in the representation of women (particularly in the transition from postdoctoral and junior positions to senior roles), which corresponds to the so-called "leaky pipeline" effect known at the national level. In the Czech Republic, women account for approximately 45% of doctoral students, but only around 24% of researchers. This decline is even more pronounced in the technical sciences.

Overall, it can be summarized that the institution demonstrates relatively good gender balance in recruitment and in the early stages of the career, but, similar to the situation across the Czech Republic, the challenge of retaining women and advancing them to higher positions persists.

3.2 Corporate culture against gender-based violence

There are no known cases of sexual harassment or gender-based violence at the institute. In 2023, the institute's management established a system enabling the reporting of any such incidents and their effective resolution. As part of this system, which is used at the institute for

both whistleblower protection and reporting cases of sexual harassment or gender-based violence, two designated individuals (one man and one woman) are responsible for receiving such reports. Institute employees were informed about the existence of this system and its use; however, no incidents were reported through it in 2025.

4. Conclusions

An analysis of available data shows that the Institute has long been committed to promoting gender equality and has gradually achieved positive progress in this area. The proportion of women among the institute's employees and in its research departments has shown a slight upward trend in recent years. At the same time, women are relatively well represented in leadership positions, accounting for approximately one-third of the institute's leadership in 2025 and one-quarter of research positions.

An analysis of salaries and employment contracts does not reveal systematic pay gaps between women and men in individual scientific categories. Differences in the representation of women and men in senior positions are primarily related to the long-standing gender structure of technical fields, where the proportion of women has historically been lower.

The institute continues to support equal opportunities in recruitment, career advancement, and work-life balance. In the future, it will continue to monitor the development of relevant indicators and implement measures that contribute to creating an open and equitable work environment.

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Annex 1

Data analysis

Explanation:

Year = year
M Count = average number of persons – men
M FTE = average FTE – men
W Count = average number of persons – women
W FTE = average FTE – women
W/M = proportion of average wages – women vs. men

Note: due to the small numbers of employees, specific amounts of average wages are not given in order to comply with the confidentiality rules.

Cat V2a – PhD student without state examination

Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	7.17	3.85	3.25	2.07	1.33
2018	12.00	6.74	1.50	1.20	1.58
2019	10.92	6.45	0.00	0.00	0.00
2020	9.33	6.44	0.25	0.20	1.04
2021	9.33	7.71	1.83	1.72	0.91
2022	7.83	6.07	2.92	2.25	0.70
2023	10.50	6.58	2.75	1.85	0.73
2024	10.17	4.94	2.50	1.15	1.20
2025	10.67	6.48	2	1.45	1.39

Cat V2b – PhD student with state examination

Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	12.00	6.05	0.00	0.00	0.00
2018	7.50	5.08	2.00	1.92	1.33
2019	6.00	4.09	3.00	2.93	1.48
2020	7.75	4.13	3.92	3.37	1.48
2021	4.67	1.97	3.00	2.25	1.34
2022	6.00	4.00	2.83	2.02	1.39
2023	5.42	4.41	1.00	0.40	1.30
2024	5.75	5.44	1.75	1.35	1.07
2025	6.00	4.24	1.25	1.22	0,97

Cat V3 – postdoctoral

Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	13.58	8.20	1.50	0.75	0.94
2018	18.42	10.89	0.25	0.25	0.98
2019	23.75	14.84	1.00	1.00	0.95
2020	18.17	11.30	1.58	1.58	0.91
2021	16.83	9.13	2.83	2.70	0.89
2022	17.33	9.30	1.50	1.50	0.89

2023	9.67	6.05	1.08	1.01	1.23
2024	8.50	6.13	1.33	1.33	1.26
2025	8.75	5.39	2.50	1.76	1.13

Cat V4 – research assistant

Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	12.33	8.29	3.33	1.76	0.69
2018	13.92	8.50	2.00	0.72	0.63
2019	12.00	7.55	2.00	0.80	0.62
2020	14.00	8.12	1.00	0.65	0.66
2021	11.00	6.55	1.50	0.90	0.76
2022	10.00	5.82	1.00	0.65	0.57
2023	14.33	9.33	1.00	0.65	0.65
2024	12.75	8.02	1.00	0.40	0.64
2025	13.50	7.82	1.00	0.15	0.70

Cat V5 – researcher

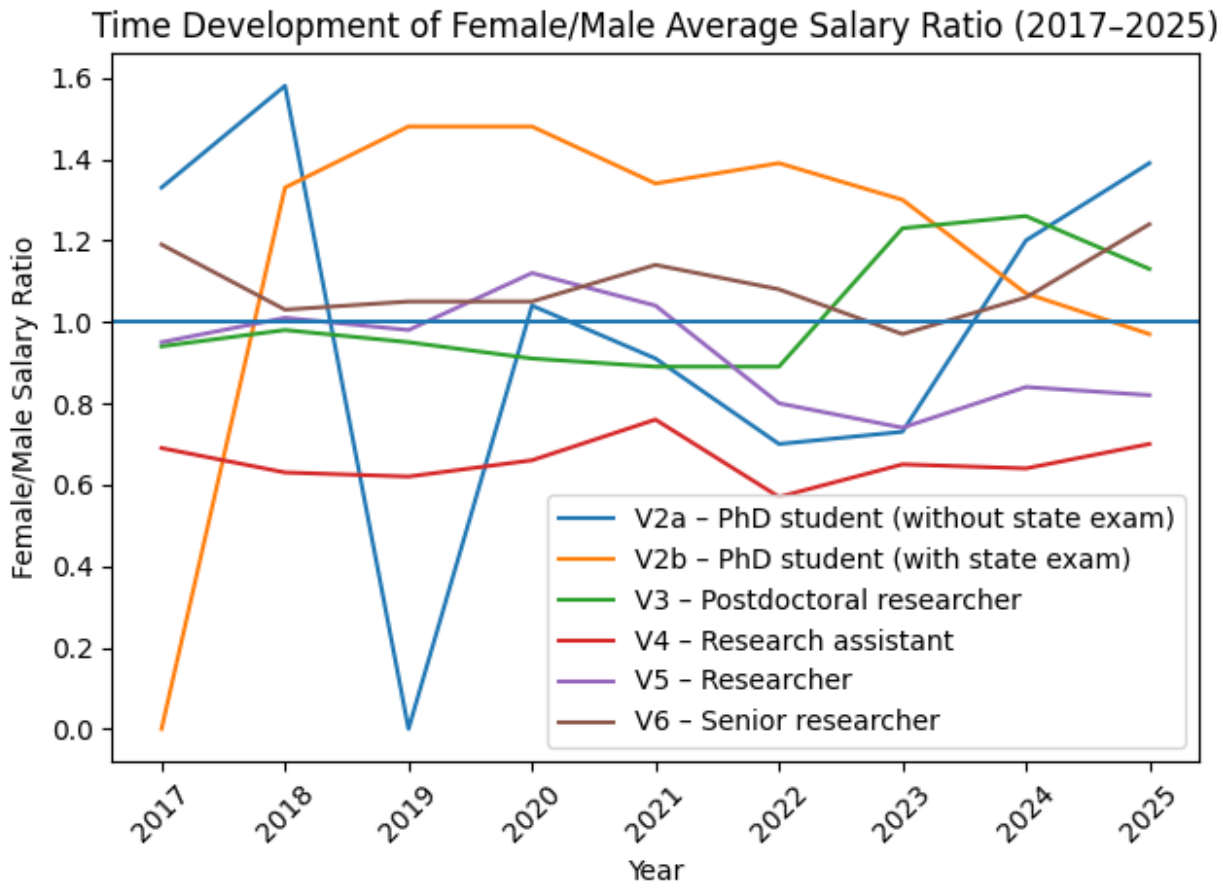
Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	38.83	27.11	4.00	3.83	0.95
2018	42.08	28.34	4.00	3.50	1.01
2019	36.50	27.37	4.83	3.58	0.98
2020	37.42	30.42	2.33	2.10	1.12
2021	39.50	32.32	2.50	2.45	1.04
2022	39.42	31.44	3.58	3.21	0.80
2023	36.67	29.68	4.00	2.82	0.74
2024	37.33	30.58	3.25	2.72	0.84
2025	36.50	30.15	3.00	2.72	0,82

Cat V6 – senior researcher

Year	M Count	M FTE	W Count	W FTE	W/M Wages
2017	25.67	22.26	3.00	1.82	1.19
2018	26.92	23.47	4.00	1.90	1.03
2019	25.92	21.03	3.75	1.85	1.05
2020	24.83	21.16	3.92	1.83	1.05
2021	24.50	21.19	3.50	1.60	1.14
2022	22.92	19.88	2.50	2.00	1.08
2023	23.50	20.14	3.00	2.50	0.97
2024	23.67	19.82	3.00	2.54	1.06
2025	23.50	19.93	3.00	2.20	1.24

In conclusion, we present two Charts.

1. Chart of annual evolution – F/M average wages ratio by category



2. Chart of annual evolution – F/M average FTE ratio by category