



Institute of Animal Physiology and Genetics CAS

Rumburská 89, 277 21 Liběchov, Czech Republic
Id No: 67985904, Tax Id No: CZ67985904
ID Databox: tw6hm2a

tel.:+420 315 639 532; fax:+420 315 639 510
E-mail: uzfg@iapg.cas.cz; URL <http://www.iapg.cas.cz>

Annual Staff Statistics Report 2023

This annual staff statistics report provides regular monitoring for the Gender Equality Plan by presenting key data on staff structure, gender representation, career stages and employment categories at the IAPG as of **31 December 2023**.

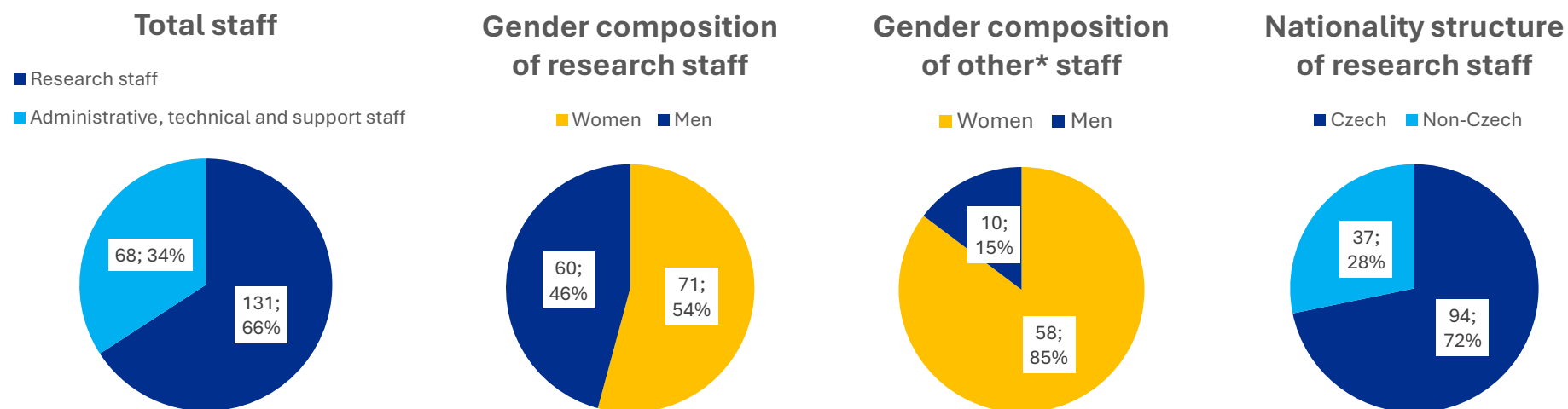


Figure 1. Overview of staff structure by staff category, gender and nationality. * Administrative, technical and support staff.



Table 1. Gender-disaggregated overview of employees by career category. The table presents total headcount, the share of women, and separate data for women and men, including headcount, full-time equivalent (FTE) and nationality structure. Nationality is reported as Czech and non-Czech. “Non-Czech” refers to employees with a nationality other than Czech. FTE indicates the total employment volume expressed as full-time equivalents.

Qualification Grade	Total headcount	Women (%)	Women				Men			
			Headcount	FTE	Czech	Non-Czech	Headcount	FTE	Czech	Non-Czech
Research Assistant (V1)	9	67%	6	4,8	6	0	3	0,9	3	0
Graduate Student (V2)	36	56%	20	15,1	9	11	16	9,3	8	8
Postdoctoral Fellow (V3)	24	83%	20	14,0	16	4	4	4,0	2	2
Associate Scientist (V4)	19	63%	12	6,3	10	2	7	3,6	6	1
Scientist (V5)	26	38%	10	7,3	8	2	16	10,0	10	6
Senior Scientist (V6)	17	18%	3	2,5	3	0	14	11,6	13	1
Total	131	54%	71	49,9	52	19	60	39,3	42	18

Table 2. Gender-disaggregated age structure of research staff by tariff grade. The table presents the distribution of research staff across age groups and tariff grades V1–V6, including total headcount, women’s headcount and the percentage share of women.

Age	Research Assistant (V1)			Graduate Student (V2)			Postdoctoral Fellow (V3)			Associate Scientist (V4)			Scientist (V5)			Senior Scientist (V6)		
	Total	Women headcount	Women (%)	Total	Women headcount	Women (%)	Total	Women headcount	Women (%)	Total	Women headcount	Women (%)	Total	Women headcount	Women (%)	Total	Women headcount	Women (%)
20-29	1	1	100%	24	15	63%	1	1	100%	0	0	0	0	0	0	0	0	0
30-39	5	3	60%	12	5	42%	19	15	79%	5	4	80%	3	1	33%	0	0	0
40-49	2	2	100%	0	0	0	4	4	100%	11	7	64%	13	6	46%	5	0	0
50-59	0	0	0	0	0	0	0	0	0	1	1	100%	6	2	33%	3	1	33%
60-69	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	4	2	50%
>70	1	0	0	0	0	0	0	0	0	1	0	0	4	1	25%	5	0	0
Total	9	6	67%	36	20	56%	24	20	83%	19	12	63%	26	10	38%	17	3	18%

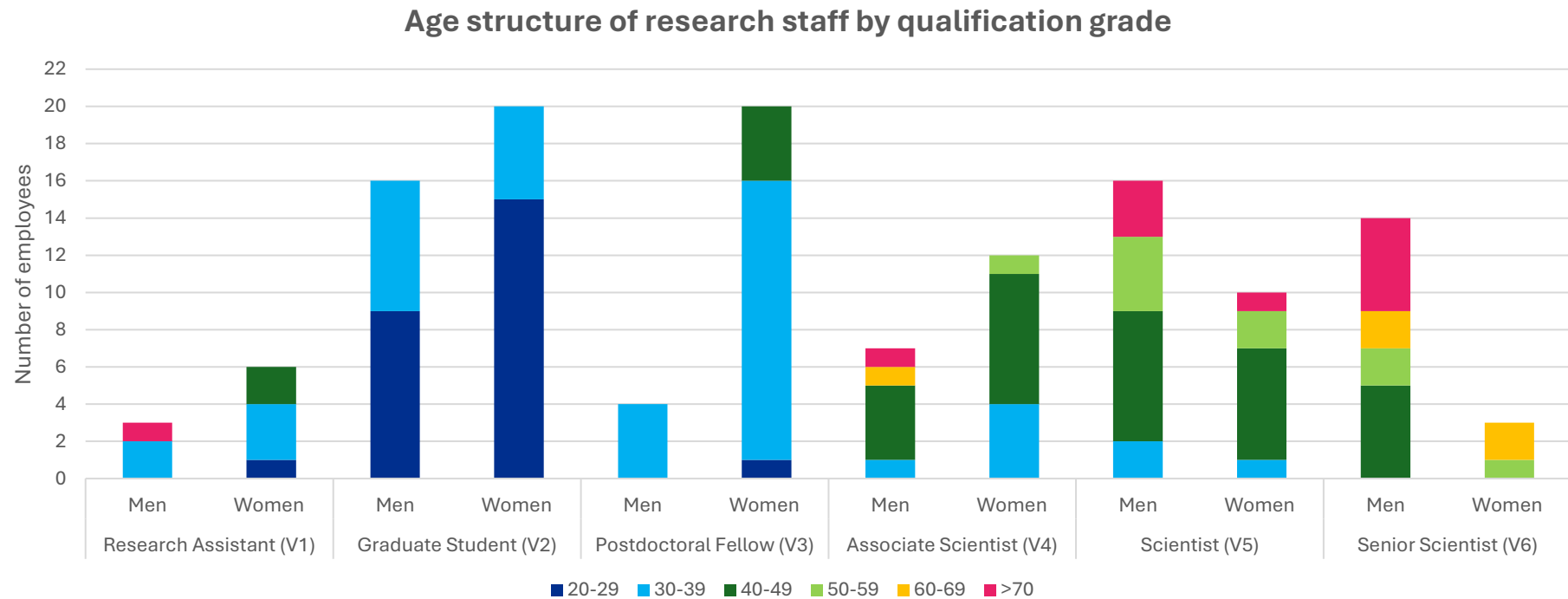


Figure 2. The age distribution of research staff by qualification grade and gender. Data are presented separately for men and women in each qualification grade, from Research Assistant (V1) to Senior Scientist (V6).



Table 3. Gender representation in selected decision-making and advisory bodies.

Decision-making body	Total	Women headcounts	Women (%)
Director's Board	6	2	40%
Board of the Institute			
All members	11	2	18%
Internal members	7	2	28%
Supervisory Board			
All members	5	1	20%
Internal members	1	0	0
Heads and Deputy Heads of Laboratories	30	12	40%
Heads of Operation and Administration Departments	5	3	60%
International Scientific Advisory Board	5	1	20%

Table 4. Employees onboarded in 2023 by staff category and gender.

Onboarding	Total	Women	Men
Research staff	11	6	5
Administrative, technical and support staff	5	3	2
Total	16	9	7

Table 5. Employees leaving the institute in 2023 by staff category and gender.

Offboarding	Total	Women	Men
Research staff	19	11	8
Administrative, technical and support staff	15	11	4
Total	34	22	12

Table 6. Gender-disaggregated overview of recruitment procedures in 2023. The table shows the total number of applicants for each recruitment procedure, by gender where available, and indicates the gender of the selected candidate. "Gender unknown" refers to applicants for whom gender information was not available or could not be determined from the submitted documentation.

Recruitment procedure	Total applicants	Women applicants	Men applicants	Gender unknown	Selected candidate
1_2023	2	1	1	0	No candidate selected
2_2023	7	3	3	1	Woman
4_2023	1	1	0	0	Woman