



GAP Analysis (Charter and Code Checklist)

Case number: 2024CZ237470

Name of organization under review: CESNET, Association of Legal Entities

Organization's contact details: Generála Píky 430/26, 160 00 Prague 6

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GAP Analysis overview

The Charter and Code provides the basis for the GAP Analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organization's GAP Analysis below. If your organization does not yet fully meet the criteria, please indicate whether national or organizational regulations pose limitations to the implementation of the Charter, describe any initiatives already undertaken to improve the situation, and outline any new proposals that could help address the current challenges. In order to help the organization's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP Analysis overview

- **Status:** To what extent does the organization meet the following principles?
- **Implementation** (++, +/- , -/+, --):
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - -/ - insufficiently implemented
- **GAP:** In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organization.
- **Implementation impediments:** If relevant, please list any national/regional legislation or organizational regulation currently impeding implementation
- **Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP Analysis overview			
Status: To what extent does the organization meet the following principles?	++ = fully implemented +/- almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	GAP: In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organization. If relevant, please list any national/regional legislation or organizational regulation currently impeding implementation	Initiatives already undertaken and/or suggestions for improvement
Ethical and Professional Aspects *			
1) Research freedom Researchers should conduct	-/+	Current status and analysis: The protection of intellectual property in the CESNET Association is established in Directive No. 1-2012 on the Management of Intellectual	Internal regulations of the CESNET Association:

<p>their work for the benefit of humanity and the advancement of scientific knowledge while enjoying freedom of thought, expression, and the ability to determine appropriate methods for problem-solving, in accordance with recognized ethical principles and practices.</p> <p>However, researchers should also acknowledge that certain limitations to this freedom may arise due to specific research circumstances, including supervision, guidance, or management, as well as operational constraints such as budgetary or infrastructural restrictions. In the industrial sector, limitations may also stem from the need to protect intellectual property. Nonetheless, such constraints must not conflict with recognized ethical principles and practices, which researchers are expected to uphold.</p>		<p>Property, Article XV – Protection of Intellectual Property Rights.</p> <p>The scope of the Directive on the Management of Intellectual Property applies to all Employees of the CESNET Association. The management of the CESNET Association promotes research and development activities that are socially relevant, contribute to new knowledge, and enhance the well-being of humanity.</p> <p>The internal regulations of the CESNET Association align with all general principles and requirements for researchers related to academic freedom. The scope of the regulations applies to all Employees of the CESNET Association.</p> <p>The principles of research freedom are continuously upheld in the CESNET Association, and their application will be emphasized even more in the future.</p> <p>Research freedom is based on the Charter of Fundamental Rights and Freedoms of the Czech Republic and is also grounded in adherence to fundamental human moral principles.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create the document "Code of Ethics of the CESNET Association" will also include research as part of it. • Translate the Directive No. 1-2012 on the Management of Intellectual Property. 	<ul style="list-style-type: none"> • Directive No. 1-2012 on the Management of Intellectual Property • Public declaration of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2022–2024 • Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2022–2024 • Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027 • Measures for the Implementation of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027 <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Ethical Framework for Research Approved by Czech Government Resolution No. 1005 • Methodology for the Evaluation of Research Organizations and the Assessment of Targeted Support Programs for Research, Development, and Innovation
<p>2) Ethical principles</p>	<p>-/-</p>	<p>Current status and analysis:</p>	<p>Relevant legislation:</p>

<p>Researchers should adhere to recognized ethical practices and fundamental ethical principles relevant to their discipline(s), as well as to ethical standards outlined in various national, sectoral, or institutional Codes of Ethics.</p>		<p>Researchers follow ethical practices and fundamental ethical principles, but these are not defined in a specific document. Ethical principles are based on adherence to fundamental human moral values.</p> <p>Personal data protection and privacy (GDPR) are upheld when working with data. The protection of sensitive information is ensured within the framework of ISMS (Information Security Management System) and NIS2 (the European Cybersecurity Directive).</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create of a Code of Ethics (internal document for adherence to ethical principles). • Train Employees on the finalized Code of Ethics, ensuring alignment with the Charter, the Code, and the principles of the OTM-R policy (Open, Transparent, and Merit-based Recruitment). Employees will receive e-learning training on topics such as how to proceed in cases of suspected unethical behavior, how to uphold ethical principles across the CESNET Association, and how to report violations of ethical standards. 	<ul style="list-style-type: none"> • Ethical Framework for Research Approved by Czech Government Resolution No. 1005 • Information Security Management System Policy and Organizational Security Policy <p>Survey:</p> <p>64% of respondents stated that they are not aware of any violations of research or publication ethics (responses: "yes" and "rather yes").</p>
<p>3) Professional responsibility</p> <p>Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere.</p> <p>They must avoid all forms of plagiarism and respect intellectual property rights, including shared data ownership in research conducted in collaboration with a supervisor(s) and/or other</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The principle of intellectual property protection is established in Directive No. 1-2012 on the Management of Intellectual Property, Article XV – Protection of Intellectual Property Rights.</p> <p>As part of the project, the submitted application addresses the incorporated intellectual property (IP) and know-how.</p> <p>As part of research implementation, a contract is typically concluded with the provider or consortium, and non-disclosure agreements (NDAs) are addressed either within the contract or separately.</p> <p>Professional accountability is closely related to adherence to ethical principles.</p>	<p>Internal regulations of the CESNET Association:</p> <ul style="list-style-type: none"> • Directive No. 1-2012 on the Management of Intellectual Property <p>Survey:</p> <p>89% of respondents believe that the CESNET Association supports the dissemination and publication of research results, including the transfer of findings into practice (responses: "yes" and "rather yes").</p>

<p>researchers. The requirement to validate new observations by demonstrating the reproducibility of experiments should not be considered plagiarism, as long as the data being confirmed are explicitly cited.</p> <p>Researchers should ensure that, if they delegate their work, the person to whom it is assigned has the necessary competence to carry it out.</p>		<p>The protection of intellectual property in the Czech Republic is also governed by several laws.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Prepare the Code of Ethics. • Revise and translate the Directive on the Management of Intellectual Property. 	
<p>4) Professional attitude</p> <p>Researchers should be familiar with the strategic goals that govern their Research environment and funding mechanisms. They should obtain all necessary approvals before initiating their research or utilizing the available resources. They should inform their Employer, funding providers, or supervisor if their research project is delayed, redefined, or completed, and provide notice if it is to be terminated early or suspended for any reason.</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The strategic goals of research teams are set by team leaders. Reporting obligations are determined by the provider of financial support and are defined in the project documentation. Control mechanisms are set based on the requirements of the provider and at the project support level.</p> <p>Information about calls and comprehensive details regarding projects are handled by the project department. In projects with multiple partners, an Executive Board is typically established to regularly monitor the project's progress (risk assessments, etc.). Compliance with the tender conditions is monitored by the project department. Formal requests for project changes are submitted by the project department at the request of the project leader.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a communication strategy - an overview of calls issued by providers and the associated conditions. 	<p>Internal regulations of the CESNET Association:</p> <ul style="list-style-type: none"> • The CESNET development strategy is outlined on the website: https://www.cesnet.cz/en/about-us/development-strategy <p>Survey:</p> <p>60% of respondents stated that employees have the opportunity to familiarize themselves with the strategic goals in CESNET/research areas (responses: "yes" and "rather yes").</p> <p>Employees in the survey highlighted the administrative support provided by the technical and administrative departments. 78% of respondents expressed that they feel they receive sufficient support from the relevant departments (responses: "yes" and "rather yes").</p>

<p>5) Contractual and legal obligations</p> <p>Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes regulations related to intellectual property rights, as well as the requirements and conditions set by sponsors or funding providers, regardless of the nature of their contract. Researchers will comply with these regulations by providing the required outcomes (e.g., thesis, publications, patents, reports, development of new products, etc.), as outlined in the terms of the contract or an equivalent document.</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The primary document governing labor relations in the Czech Republic is the Labor Code. All Employees have signed an employment contract in which they commit to adhering to the internal regulations and standards of the CESNET Association and undergo periodic medical examinations. Regular occupational health and safety (OHS) training is also provided as a matter of course.</p> <p>All Employees, including researchers, are familiar with the basic regulations that apply to their work.</p> <p>In the CESNET Association, procedures are in place for submitting projects and conducting research. From the perspective of financial control and accounting, the relevant rules have been established. Information about these procedures is also provided to Employees.</p> <p>The principle of intellectual property protection is established in Directive No. 1-2012 on the Management of Intellectual Property, Article XV – Protection of Intellectual Property Rights.</p> <p>The requirements and conditions arising from contractual obligations are communicated by the project leader to other researchers involved in the project, such as special procedures for handling specific information.</p> <p>Training for new and existing Employees in the areas of occupational health and safety (OHS) and personal data protection is conducted through e-learning. New and existing Employees are contacted via email to complete training within the specified deadlines.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Revise the Directive No. 1-2012 on the Management of Intellectual Property and translate it into English. • Systematically translate all documents into English. All labor-related documentation (e.g., sample employment contract). 	<p>Internal regulations of the CESNET Association:</p> <ul style="list-style-type: none"> • Directive No. 1-2012 on the Management of Intellectual Property <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Copyright Act, 121/2000 Coll. • Act on the Support for Research, Experimental Development and Innovation, 130/2002 Coll.
<p>6) Accountability</p> <p>Researchers need to be aware that they are accountable to</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>Managers are responsible for managing projects in accordance with their objectives and conditions set out by the funding provider.</p>	

<p>their Employers, funding providers, or other related public or private bodies, as well as, on more ethical grounds, to society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent, and efficient financial management and cooperate with any authorized audits of their research, whether conducted by their Employers/funding providers or ethics committees. Methods of collection and analysis, the outputs, and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the relevant authorities.</p>		<p>During the project, meetings of both the executive board and the technical groups are held. Minutes are taken from all meetings. A regular risk analysis is conducted on the project (once a month). Risks and countermeasures are recorded.</p> <p>Researchers whose research is funded by public funds are responsible for the efficient use of the money. Employees adhere to the laws of the Czech Republic and the internal regulations of the CESNET Association. Researchers also follow the guidelines provided by the grant provider and the grant agreement.</p> <p>In the CESNET Association, financial oversight of projects is conducted through both internal and external audits. As part of the annual audit, compliance with legal and internal regulations and standards is monitored. It also verifies whether the data reported in financial, accounting, and other statements accurately reflect assets, sources of financing, and their management (financial audit). The audit examines, on a selective basis, the economy, efficiency, and effectiveness of operations, as well as their appropriateness. It is the responsibility of project leaders to cooperate in audits and checks.</p> <p>The responsibility of researchers for the objectivity, reliability, and accuracy of their research, as well as for the purposeful and efficient use of the funds provided for their research, is codified in the Public Procurement Directive, project documentation, and will be codified in the Code of Ethics.</p> <p>CESNET also adheres to the Accounting Act and related tax laws.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a new Code of Ethics. 	
<p>7) Good practice in research</p> <p>Researchers should, under all circumstances, use safe working procedures in accordance with national legal regulations, including necessary health and</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>Occupational health and safety (OHS) and the continuous improvement of the working environment are fundamental responsibilities of the Employer and are primarily codified in the Labor Code.</p> <p>Employees of the CESNET Association undergo initial occupational medical examinations. In terms of safety, all training is conducted in accordance with applicable legislation. In 2024, the directive on occupational health and safety (OHS) and fire protection (FP) was updated, where all the</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Directive No. 1/2017 Occupational Health and Safety Measures in the Organization • Information Security Management System Policy and Organizational Security Policy

<p>safety measures, and take steps to avoid the consequences of IT-related disasters, such as preparing proper backup strategies. They should also be familiar with the requirements of national regulations regarding data protection and the protection of confidential information and take the necessary steps to ensure ongoing compliance.</p>		<p>responsibilities of the Employer and Employees related to this area were revised.</p> <p>With regard to the implementation of EU Regulation 2016/679 (General Data Protection Regulation), the protection of personal data is governed by the European GDPR regulation.</p> <p>For this purpose, an internal directive has been created, which codifies the rules for handling information, the rules for personal data protection, and the scope of activities of the Data Protection Officer. A section on Personal Data Protection has been established on the CESNET Association's website: https://www.cesnet.cz/pravni-informace#kdo-je-spravcem-osobnich-udaju-a-kdo-je-subjektem-udaju-208/. Regular training on GDPR is conducted for all Employees.</p> <p>The CESNET Association provides researchers with access to cloud data storage with sufficient capacity and security. Security strategies and mandatory rules in the ICT field are implemented, necessary technological measures are put in place, and security risks are monitored and evaluated.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Systematically translate all documents into English.. 	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code • Decree of the Ministry of Health No. 89/2001 Coll., which sets the conditions for categorizing work, etc. Regulation (EU) No. 2016/679 of the European Parliament and of the Council (General Data Protection Regulation) <p>Survey:</p> <p>92% of Employees believe (responses: "yes" and "rather yes") that all legislative regulations regarding occupational health and safety (OHS) and fire protection (FP), including preventive measures, are adhered to in the CESNET Association.</p>
<p>8) Dissemination, exploitation of results</p> <p>All researchers, in accordance with the contractual provisions, should ensure that the results of their research are distributed and utilized, for example, shared, transferred to other research institutions, or possibly brought to market. In particular, experienced researchers should play a leading role in ensuring productive research and the</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The aim of the CESNET Association is to publish the results and make use of them.</p> <p>The results of the CESNET Association are applied both internally in the services provided to the members of the Association and externally through commercialization or contract-based research. Externally, the results of research and development are published and utilized commercially, as well as in other ways (social relevance). Internally, however, the results of research are not sufficiently presented to Employees. The CESNET Association supports the commercialization of scientific and research results through collaboration on projects with innovative companies and licensing of results.</p> <p>Publications are available in public databases, while other data are typically stored in structures that are highly specific to the particular</p>	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 130/2002 Coll. on the Support of Research and Development from Public Funds • Methodology for the Evaluation of Research Organizations and the Assessment of Targeted Support Programs for Research, Development, and Innovation

<p>commercialization or accessibility of its results (or both) whenever a suitable opportunity arises.</p>		<p>project or activity, such as in the CESNET data storage. The results of the research will be stored in repositories that CESNET is building as part of the EOOSC CZ project.</p> <p>The conditions for the distribution and use of research results are set out in the contracts with the funding providers (national and international grants). An integral part includes the final project reports, which contain a summary of the scientific results achieved.</p> <p>The CESNET Association has a regulation regarding the use of intellectual property for the commercialization of results, which outlines certain rewards for the Authors of commercially utilized results. Project leaders strive to apply the results not only by securing additional grants. Significant achievements of Employees are regularly communicated to all Employees through internal pages, the website, and social media. Publishing in closed media still prevails, with a rather limited emphasis on other forms of dissemination of results. The potential of open science is still not fully utilized. We would like to focus more on the distribution of publications in open access and use the applied results in practice.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Set up an Employee Evaluation System – the evaluation should also include tools to support the results of research, innovation, and other creative activities (evaluation of publication results, etc.). 	
<p>9) Public engagement</p> <p>Researchers should ensure that their research activities are made known to the general public in a way that is understandable not only to experts, thus contributing to the improvement of scientific knowledge among the public. Direct engagement with the public will help researchers</p>	<p>-/+</p>	<p>Current status and analysis:</p> <p>The CESNET Association is active in the field of science popularization. CESNET seeks to popularize science and research and other creative activities of research teams or individuals. We organize a number of our own seminars, specialized or open conferences, workshops, and participate in publicly known events in collaboration with partners, such as Researchers' Night, Linux Days, Czech Digital Week, public media events, CESNET Days, The Catch competition, and other events aimed at the broader public, not just the strictly professional audience.</p> <p>CESNET also contributes to the distribution of results by organizing conferences such as CESNET Days and supporting scientific conferences,</p>	<p>Survey:</p> <p>According to the survey, 84% of Employees believe that the CESNET Association supports the dissemination and publication of research results and the transfer of results into practice (responses: "yes" and "rather yes").</p>

<p>better understand the public's interest in science and technology priorities, as well as its concerns.</p>		<p>for example CNSM 2024, supporting the presentation of results in the form of demos at workshops and conferences. Promotion is carried out through internal pages, the CESNET website, social media, Twitter, newsletters, press releases, and internet media outlets such as Lupa, Root, etc.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create communication strategies (social networks). • Make sure plans of individual departments also include PR outputs. 	
<p>10) Non-discrimination</p> <p>Employers and/or funding providers of researchers will not discriminate against researchers in any way based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political views, or social and economic conditions.</p>	<p>+/+</p>	<p>Current status and analysis:</p> <p>The CESNET Association provides equal opportunities for Employees in both education and creative activities, regardless of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political views, or social and economic conditions. The basic principles are outlined in the document Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2022–2024.</p> <p>The issue of non-discrimination is addressed by the Labor Code of the Czech Republic as well as the Anti-Discrimination Act. As part of its non-discrimination efforts, the CESNET Association offers women the option of part-time work upon returning from maternity or parental leave.</p> <p>In 2024, a gender audit was carried out. In the implementation of a gender audit, internal organizational processes and the structure of the organization are analyzed from a gender perspective. Critical areas and barriers are identified. Progress is monitored and evaluated, and recommendations are provided to improve the organization's functioning in terms of gender equality, covering a wide range of areas. Based on the audit results, topics were selected that the Association will focus on in the upcoming period, and the Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2025–2027 was developed.</p> <p>The audit focused on the following topics: recruitment and onboarding processes, education and career growth, evaluation and remuneration,</p>	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Charter of Fundamental Rights and Freedoms of the European Union • Constitution of the Czech Republic • Act No. 198/2009 Coll., on Equal Treatment and Legal Protection Against Discrimination and on the Amendment of Certain Laws (Anti-Discrimination Act) • Act No. 262/2006 Coll., Labor Code (Chapter IV, § 16) <p>Internal regulations:</p> <ul style="list-style-type: none"> • Public declaration of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2022–2024. • Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2022–2024 • Plan to Promote Equal and Non-Discriminatory Conditions in the

		<p>work-life balance, workplace culture, prevention and resolution of discriminatory behaviors, the gender dimension in research, and other related areas. The result of the Gender Equality Plan (GEP) will serve as a basis for the plan for the next period.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Establish a system of training on equal treatment in selection procedures. • Set up regular meetings of the Equality Working Group to address gender issues according to the output from the Gender Equality Plan. 	<p>CESNET Association for the Period 2025–2027</p> <ul style="list-style-type: none"> • Measures for the Implementation of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027 <p>Survey:</p> <p>61% of Employees believe that the CESNET Association strives to prevent discrimination (responses: "yes" and "rather yes"). 30% of respondents expressed that they believe the CESNET Association has effective mechanisms for detecting and addressing potential discrimination (responses: "yes" and "rather yes").</p>
<p>11) Evaluation/ appraisal systems</p> <p>Employers and/or funding providers should implement evaluation systems for all researchers, including experienced researchers, that allow for regular and transparent performance assessments by an independent committee (for experienced researchers, ideally an international one).</p> <p>These evaluation systems should take into account their scientific creativity and results, such as publications, patents, research management, teaching and lecturing work,</p>	<p>-/+</p>	<p>Current status and analysis:</p> <p>The CESNET Association does not have a unified employee evaluation system; currently, evaluations are conducted in a decentralized manner, with specific leaders using evaluation systems based on the needs of their departments.</p> <p>In 2012, a methodological guideline was issued for periodic and ongoing employee evaluations. The evaluations were conducted irregularly and were not linked to goals, development, or compensation. We would like to establish a new evaluation system that will work with goals for the upcoming period. We plan to centralize and formalize the evaluation system, including evaluating activities across departments. The centralization of the evaluation system will introduce a unified and transparent evaluation system for all Employees.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a unified Employee Evaluation System, including one for researchers that takes into account results and scientific activity. 	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Methodological Guideline on Periodic and Day-to-Day Employee Evaluation (2012). <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 130/2002 Coll., on the Support of Research, Experimental Development, and Innovation • Methodology for the Evaluation of Research Organizations and the Assessment of Targeted Support Programs for Research, Development, and Innovation • Act No. 262/2006 Coll., Labor Code <p>Survey:</p> <p>Only half of the respondents believe that</p>

<p>supervision, instruction, national or international collaboration, administrative tasks, activities related to raising public awareness and mobility, and should be considered in career advancement.</p>		<p>It will be linked to the evaluation of activities between departments.</p>	<p>there are tools for regular employee evaluations in the CESNET Association (responses: "yes" and "rather yes").</p>
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Recruitment and Selection – please be aware that the items listed here correspond with the Charter and Code. **In addition**, your organisation also needs to complete the checklist on **Open, Transparent and Merit-Based Recruitment** included below, which focuses on the operationalization of these principles.

<p>12) Recruitment</p> <p>Employers and/or funding providers should ensure clearly defined entry and recruitment standards for researchers, especially at the beginning of their careers, which would facilitate access for disadvantaged groups or researchers returning to research activities, including teachers (at all levels) returning to research.</p> <p>Employers and/or funding providers should adhere to the principles set out in the Code of Conduct for the Recruitment of</p>	<p>-/+</p>	<p>Current status and analysis:</p> <p>The process of recruitment to the CESNET Association is not regulated by an internal regulation or directive. The recruitment of all Employees is carried out in accordance with the Principles of Open and Transparent Recruitment, follows a unified process, but is not formally codified. Job openings are posted on the CESNET Association's website in the Careers section in Czech.</p> <p>The CESNET Association strives to support disadvantaged groups by aiming to recruit researchers at the beginning of their careers (students) and then ensuring their development.</p> <p>The CESNET Association does not have a defined OTM-R policy (Open, Transparent, and Merit-based Recruitment) or a developed procedure for recruitment processes. The CESNET Association does not have separate legislation governing the recruitment of researchers.</p>	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code
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<p>Researchers when appointing or hiring researchers.</p>		<p>The CESNET Association allows Employees to use flexible working hours and the option of part-time employment. Training on conducting job interviews is provided for Managers. There is no complete relevant documentation in English. As part of the HR Award, there is a plan to codify the employee recruitment process and provide training for Employees in management positions.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure in accordance with the Charter and Code, and anchor the principles of the OTM-R policy within it. • Prepare a Career Framework and an Employee Evaluation System. • Create onboarding processes for new Employees, training for the specific position, and onboarding plans. • Codify the employee recruitment process and training for Managers. • Prepare a selection of training courses for Managers on conducting job interviews for all relevant staff. 	
<p>13) Recruitment (Code)</p> <p>Employers and/or funding providers should establish open, effective, transparent, favorable, and internationally comparable recruitment procedures, appropriately adjusted for the type of job openings. The announcement should include a comprehensive description of the required knowledge and skills and should not be overly specialized to</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>Recruitment requirements (qualifications) for new Employees are set in accordance with the internal needs of each department. Job openings for academic and research positions are advertised in collaboration with the HR Department on the website in the "Careers" section, as well as on the jobs.cz portal, where they are posted for at least one month before the application deadline.</p> <p>For job advertising, we have prepared templates available in Czech. Across the CESNET Association, basic recruitment rules are followed, the recruitment process is open and transparent, and it includes a description of the required knowledge and job responsibilities.</p>	<p>Survey:</p> <p>48% of respondents believe that the selection of new Employees in the Association is open, efficient, and transparent (responses: "yes" and "rather yes"). 80% of respondents believe that the job advertisements in the recruitment processes within the Association include a reasonable scope of requirements for the position (responses: "yes" and "rather yes").</p>

<p>avoid discouraging suitable candidates. Employers should provide a description of the working conditions and rights, including career growth prospects. The time allowed between posting the job opening or announcing the recruitment process and the deadline for submitting applications must, however, be realistic.</p>		<p>We do not have a developed procedure for recruitment processes.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure. • Develop a Methodology which will serve as a supporting document to the recruitment procedure. • Set up a training in conducting job interviews, for managers and HR. • Process templates for job advertising in English. • Monitor and advertise job openings, including the number of applicants, selected candidates, or canceled recruitment processes. 	<p>As many as 93% of surveyed Employees stated that they are aware of their rights and duties as outlined in the internal regulations (responses: "yes" and "rather yes").</p>
<p>14) Selection (Code)</p> <p>Selection committees should combine diverse expertise and skills, reflect a balanced ratio of men and women, and, when necessary and possible, include members from various sectors (public and private) and fields, particularly from other countries with relevant experience to assess candidates. A wide range of recruitment methods should be used, where possible, such as external expert assessments and oral interviews. Members of selection committees should be appropriately professionally trained.</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The CESNET Association follows basic rules for the recruitment and selection of new Employees, and the recruitment tools are always proportional to the position being filled. In the selection of new Employees, there is an effort to form selection committees with a balanced ratio of men and women, always from various fields. As part of the recruitment process, specialized training is planned. CESNET does not have an internal regulation that governs the composition of selection committees.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure and encourage all members of the selection committees to familiarize themselves with it and undergo training. • Set up training for selection committees. 	<p>Survey:</p> <p>80% of respondents believe that the job advertisements in the recruitment processes within the Association include a reasonable scope of requirements for the position (responses: "yes" and "rather yes"). 52% of Employees believe that selection committees are composed of relevant experts from various fields. 26% of respondents who have participated in a recruitment process at some point stated that they had the opportunity to attend training focused on topics such as employee recruitment, how to conduct interviews, etc.</p>

<p>15) Transparency (Code)</p> <p>Before recruitment begins, each candidate should be informed about the recruitment process, the selection criteria, the number of available positions, and career growth prospects. After the recruitment process is completed, candidates should also be informed about the strengths and weaknesses of their application.</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>All job openings are posted on the CESNET Association's website, and, depending on the type of position, may also be advertised on other platforms.</p> <p>Candidates are informed about the recruitment process by the HR specialist before the selection takes place. The procedure for informing candidates is related to the specific job for which the recruitment is taking place. Job advertisements are written in gender-sensitive language. As a standard practice, the department head participates in creating the job advertisement for a specific position in collaboration with the HR Specialist. The goal of this collaboration is to create a clear, transparent, and complete job advertisement. Rejected candidates are provided with feedback.</p> <p>The CESNET Association does not have a document that outlines the exact procedure for informing candidates and the specific content of job advertisements. The plan is to create a recruitment procedure that will establish clear, measurable, and transparent criteria for selecting new Employees.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure specifying the standard content of a job advertisement, and establish clear, measurable, and transparent criteria for selecting new Employees. • Create a Methodology document for Recruitment, which will serve as a supporting document to the Recruitment Procedure. 	<p>Survey:</p> <p>68% of Employees stated that they believe job candidates are sufficiently informed about the conditions of the recruitment process (responses: "yes" and "rather yes").</p>
<p>16) Judging merit (Code)</p> <p>The recruitment process should take into account the candidates' overall experience. Although the main focus is on overall abilities in the research field, creativity and the level of</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The overall experience of candidates is always taken into consideration during the recruitment process, with regard to the expertise required for the position. For all recruitment processes, the application includes an overview of the candidate's experience, documents confirming their qualifications, and, if the candidate provides them, a list of their publication activities.</p>	<p>Related regulations:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code <p>Survey:</p> <p>81% of respondents believe that the competencies of candidates are the main criteria in selecting new Employees (responses: "yes" and "rather yes").</p>

<p>independence should also be taken into account.</p> <p>This means that merits should be evaluated both qualitatively and quantitatively, with emphasis placed not only on the number of publications but also on the outstanding results achieved throughout a diverse professional career. The share of bibliometric indicators should be properly balanced within a broader range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of researchers, and activities related to raising public awareness. For candidates from the industrial sector, special attention should be given to contributions to patents, development, and inventions.</p>		<p>The job description and candidate requirements are set individually by the manager in collaboration with the HR department.</p> <p>We do not have an official document that outlines the conditions for open and transparent recruitment. We do not have established qualification requirements for individual positions (for both employees and managers) or clear and measurable evaluation criteria used in the selection of researchers, such as qualitative and quantitative assessments of candidates' merits. The overall evaluation of candidates is therefore dependent on the subjective opinions of the individual members of the selection committee.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create documents detailing the Recruitment Procedure and Employee Recruitment Methodology – establish clear, measurable, and transparent criteria for selecting new Employees. • Set up regular training for Managers on conducting job interviews and applying evaluation criteria for selection. 	
<p>17) Variations in the chronological order of CVs (Code)</p> <p>Career breaks or changes in the chronological order of CV items should not be viewed negatively but should be seen as an evolution of a career and, therefore, as a potentially valuable contribution to the professional development of researchers towards a diverse career path. Candidates should therefore be allowed to submit</p>	<p>+/+</p>	<p>Current status and analysis:</p> <p>Career breaks (such as maternity or parental leave, or other reasons) are not viewed negatively by the selection committee. The candidate has the opportunity to explain the reasons for the career break during the interview. Each job candidate submits a professional CV, where they can include information regarding any career breaks.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure and Methodology. 	

<p>evidence-based CVs that reflect a comprehensive set of achieved results and the appropriate professional qualifications for the position they are applying for.</p>			
<p>18) Recognition of mobility experience (Code)</p> <p>Any experience with mobility, such as staying in another country/region or at a different research institution (public or private), or a change in field or industry, whether during initial professional research training or later in a researcher's career, or experience with virtual mobility, should be considered a valuable contribution to the professional development of the researcher.</p>	<p>+/+</p>	<p>Current status and analysis:</p> <p>The CESNET Association supports mobility and the sharing of experiences and information. Candidates' mobility experiences are considered a valuable contribution not only to the workplace but also to professional development, regardless of the specialist position in the research and development field being filled.</p> <p>Each job candidate submits a professional CV, where they can include their mobility experiences.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure and Methodology. 	<p>Internal regulations:</p> <ul style="list-style-type: none"> • PERS-P004 Director's Instruction on Remote Work Performed from Abroad • Director's Instruction on Remote Work Performed from Abroad
<p>19) Recognition of qualifications (Code)</p> <p>Employers and/or funding providers should establish appropriate evaluation and assessment of academic and professional qualifications, including informal qualifications, for all researchers, especially within the context of international and job mobility. They should exchange information and</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The CESNET Association considers candidates' mobility experiences a valuable contribution to professional development, regardless of the specialist position in research and development being filled. We do not have a developed position regarding the recognition of foreign education and qualifications.</p> <p>If the candidate holds a diploma, particularly a foreign one, the obtained education must be recognized based on the Higher Education Act.</p> <p>The CESNET Association does not have an internal regulation regarding the evaluation of qualifications.</p> <p>Next steps in the Action Plan:</p>	

<p>obtain an overall overview of the rules, procedures, and standards governing the recognition of these qualifications, and then examine the applicable national legal regulations, agreements, and specific rules for recognizing these qualifications through all possible means.</p>		<ul style="list-style-type: none"> • Develop a Recruitment Procedure and Methodology – including the recognition of qualifications. 	
<p>20) Seniority (Code)</p> <p>The level of required qualifications should match the requirements of the position and should not represent an entry barrier. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. Although professional qualifications may be obtained at the beginning of a long career, the model of lifelong professional development should also be recognized.</p>	+/-	<p>Current status and analysis:</p> <p>The CESNET Association offers Employees flexible working hours and provides unpaid leave for business trips in accordance with the Labor Code.</p> <p>We do not have a directly codified procedure for assessing the "seniority" of a candidate and other evaluation criteria within the recruitment process. The assessment of a candidate's "seniority," or the decision on the weight assigned to this criterion within the respective recruitment process, is left to the discretion of the selection committee.</p> <p>Within the recruitment process, candidates' qualifications, professional experience, and results in previous employment are assessed. Length of service does not pose an obstacle in the recruitment of Employees. The CESNET Association does not have an established employee evaluation system or a professional development system.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Recruitment Procedure. • Develop an Employee Evaluation System. • Develop an Employee Professional Development System. • Set up regular training for Managers on conducting job interviews. 	
<p>21) Postdoctoral</p>	-/+	<p>Current status and analysis:</p>	

<p>appointments (Code)</p> <p>Institutions that appoint researchers to postdoctoral positions should establish clear rules and guidelines for the recruitment and appointment of researchers with postdoctoral status, including the maximum duration and objectives of these appointments. These guidelines should take into account the duration of previous postdoctoral positions at other institutions, as well as the fact that the postdoctoral status should be temporary and primarily aimed at providing further opportunities for professional development within a scientific career, with the prospect of long-term career advancement.</p>		<p>The postdoctoral position is not fully defined within the CESNET systems, and there is no clear definition of what constitutes a postdoctoral position. The CESNET Association has not established clear rules for the recruitment and appointment of researchers with postdoctoral status, nor their categorization. These employees are classified alongside other Employees and are only reported in the statistics.</p> <p>Since CESNET is not a university environment, we do not advertise postdoctoral positions, and from this perspective, this categorization is not entirely relevant for us. CESNET has close ties with universities and technical schools, and our employees are regularly involved in teaching or supervising bachelor's, master's, and doctoral theses, as well as in thesis defense committees. Some CESNET Employees are involved in training doctoral students in collaboration with our Association members, i.e., universities. The CESNET Association also supports Ph.D. graduates in submitting their own projects and forming their own teams.</p> <p>For the CESNET Association, it is not relevant to focus more on the professional development of postdoctoral researchers, as we are not a university environment or a training institution for doctoral students.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Define the rules for the R2 position – will be included in Recruitment Procedure. • In the Recruitment Procedure, adjust the process for the selection of scientific researchers, considering the recruitment and appointment of researchers with postdoctoral status. 	
<p>Working Conditions and Social Security</p>			
<p>22) Recognition of the profession</p> <p>All researchers who engage in research professions should be recognized as members of a professional group and should be treated accordingly. This</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>All researchers, regardless of their career stage, have equal access to the equipment they need for their research activities, taking into account the financial resources of the institution. Efforts are made to ensure that everyone is fully involved and has opportunities to develop within their professional career.</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Personnel and Payroll Regulation

<p>should be the case from the beginning of their careers, especially at the postgraduate level, and continue at all stages, regardless of their position at the national level. (e.g., employee, postgraduate student, doctoral candidate with a scholarship, official).</p>		<p>The CESNET Association has a salary regulation in place which defines employee categories and their classification into salary grades (in accordance with qualification requirements, education, and the general characteristics of the specific type of work).</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a Career Framework and an Employee Evaluation System. 	
<p>23) Research environment</p> <p>Employers and/or funding providers should ensure the most beneficial research or research-educational environment and provide the appropriate equipment, resources, and opportunities, particularly for remote collaboration through research networks, while ensuring compliance with national or sector-specific regulations regarding health and safety in research. Funding providers should ensure adequate resources to support the agreed-upon work program.</p>	<p>+/+</p>	<p>Current status and analysis:</p> <p>The CESNET Association supports the creation of an appropriate environment for research activities, with regular renewal and modernization of assets. The care of existing equipment and the acquisition of new equipment is the responsibility of the relevant departments.</p> <p>Occupational health and safety (OHS) is governed by the Labor Code and relevant directives. Working conditions in the Research environment are governed by the operating regulations of the laboratories. All Employees undergo medical examinations (entry, extraordinary) and regular mandatory training. Compliance with regulations regarding health and safety in research is strictly monitored through designated OHS prevention officers.</p> <p>Regular workplace inspections are also conducted in collaboration with an external specialist. Following these inspections, measures are proposed to eliminate the identified defects or risks in the field of occupational health and safety and fire protection.</p> <p>Every Employee, regardless of their profession, is provided with the necessary work equipment.</p> <p>The CESNET Association allows remote work and operates tools that support it, such as Zoom teleconferencing and VPN. The CESNET Association possesses and provides its Employees with cutting-edge resources (e.g., MetaCentrum).</p> <p>Next steps in the Action Plan:</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Work Regulation • Directive No. 1/2017 Occupational Health and Safety Measures in the Organization <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code <p>Survey:</p> <p>94% of respondents stated that, in their opinion, the CESNET Association provides Employees with technical and workplace facilities that meet current requirements and trends (responses "yes" and "rather yes").</p>

		<ul style="list-style-type: none"> • Translate the Work Regulation and the Occupational Health and Safety + Fire Protection Directive into English. 	
<p>24) Working conditions</p> <p>Employers and/or funding providers should ensure that the working conditions of researchers, including researchers with disabilities, are sufficiently flexible when necessary to enable successful research in accordance with applicable national legislation and national or sectoral collective agreements. Their objective should be to provide working conditions that enable researchers of both genders to balance family and work, children, and career development. Particular attention should be given, among other things, to flexible working hours, part-time work, and long-term leave (sabbatical leave), as well as to the financial and administrative provisions governing these arrangements.</p>	+/+	<p>Current status and analysis:</p> <p>The scope of working hours is defined in the Labor Code, including the number of hours worked per week, Employees' entitlement to leave, and other related provisions.</p> <p>Employee care in the CESNET Association is regulated by the directive on employee benefits. The CESNET Association offers Employees the possibility to request reduced working hours in accordance with the Labor Code, flexible working hours, subsidized meal vouchers, a contribution to the Cafeteria system, five weeks of leave and five additional days off, an employer contribution to pension insurance, a MultiSport card, and other benefits. Employees can use the children's corner at the workplace in Prague for their children.</p> <p>As part of education and training, Employees are provided with courses based on the department's budget. The CESNET Association has implemented flexible working hours and the option of remote work. The CESNET Association employs individuals with reduced working capacity.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Translate the Benefits Directive into English. • Introduce a regular employee satisfaction survey to identify areas for improving working conditions. 	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Benefits Directive <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code <p>Survey:</p> <p>75% of respondents expressed the opinion that, in their view, the CESNET Association provides adequate working conditions for Employees with disabilities or other disadvantages (responses "yes" and "rather yes").</p> <p>96% of respondents stated that the working conditions in the CESNET Association allow Employees to flexibly balance their work and personal life (responses "yes" and "rather yes").</p>
<p>25) Stability and permanence of employment</p> <p>Employers and/or funding providers should ensure that the performance of researchers is not impacted by any potential</p>	+/-	<p>Current status and analysis:</p> <p>As part of its funding model, the CESNET Association strives to provide its Employees with the highest possible stability in employment contracts. However, due to funding through time-limited projects, it cannot guarantee the continuity of activities after the completion of major projects. The CESNET Association strives to balance Employees' long-term prospects with the sustainability of funding.</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Benefits Directive <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code <p>Survey:</p>

<p>instability or impermanence of employment contracts. Therefore, they should make every effort to improve the working conditions of researchers by implementing and adhering to the principles and conditions set out in Council Directive 1999/70/EC.</p>		<p>A significant number of employment contracts in the CESNET Association are fixed-term. 50% of Employees with full-time employment have an open-ended contract, 29% have a fixed-term employment contract, and 21% work under an agreement to perform work.</p> <p>The rules for repeatedly extending fixed-term employment contracts are established in accordance with the Labor Code and are determined by the project-based funding of science and research. For this reason, some Employees have fixed-term employment contracts due to working on projects that depend on time-limited funding and the provider's regulations.</p> <p>Employees with both fixed-term and open-ended contracts have the same rights and working conditions. Likewise, Employees with a workload above 0.6 FTE have the same conditions as full-time Employees, including entitlement to employer-provided benefits.</p> <p>A disadvantage of fixed-term contracts for Employees can be the uncertainty of job stability.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Introduce a regular employee satisfaction survey to identify areas for improving working conditions. 	<p>56% of respondents stated that they consider the working conditions in the CESNET Association to be fair for everyone, regardless of the type of contract (full-time employment, agreement to complete a job, agreement to perform work) (responses "yes" and "rather yes").</p>
<p>26) Funding and salaries</p> <p>Employers and/or funding providers should ensure that researchers are provided with fair and attractive funding and/or salary conditions, along with appropriate and decent social security (including sick leave benefits, family allowances, pension coverage, and unemployment benefits) in accordance with existing national legislation and national or sectoral collective agreements. This applies to</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The system of remunerating Employees in the CESNET Association is detailed in the Personnel and Payroll Regulation. In the case of projects, conditions and possibilities are determined by the project's framework and the funding provider.</p> <p>The CESNET Association approaches benefits and evaluations in a uniform and transparent manner, meaning that different categories of Employees are assessed based on the objectives arising from their job descriptions (researchers are evaluated for all aspects of research).</p> <p>The CESNET Association complies with the current labor and employment regulations of the Czech Republic.</p> <p>In the future, Employee remuneration should be linked to the Career Framework and the Employee Evaluation System.</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Personnel and Payroll Regulation <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 262/2006 Coll., Labor Code

<p>researchers at all career stages, including early-stage researchers, in accordance with their legal status, performance, level of qualification, and/or responsibilities.</p>		<p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a system of remuneration for employees linked to the Career Framework and the Evaluation System. • Translate the Personnel and Payroll Regulation into English 	
<p>27) Gender balance</p> <p>Employers and/or funding providers should strive to achieve a representative gender balance at all staffing levels, including supervisory and managerial positions. This balance should be achieved based on an equal opportunity policy at the time of hiring and throughout subsequent stages of career development, without taking precedence over the criteria of quality and competence. To ensure equal treatment, selection and evaluation committees must be composed with a reasonable gender balance.</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>There is no gender discrimination in the CESNET Association, and internal regulations are designed in the spirit of equal opportunities. When hiring Employees, the primary criteria are their qualifications and experience in the field.</p> <p>The CESNET Association provides equal opportunities for all Employees in both education and creative activities, regardless of gender, age, ethnic, national, or social origin, religion or belief, sexual orientation, language, disability, political views, or social and economic conditions. This is outlined in the document Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2022–2024.</p> <p>The CESNET Association faces the international trend of low female representation in technical and IT fields. As a result, there is a low proportion of women in both junior and senior positions within CESNET. In 2024, a gender audit was carried out. The audit focused on the following topics: recruitment and onboarding processes, education and career growth, evaluation and remuneration, work-life balance, workplace culture, prevention and resolution of discriminatory behaviors, the gender dimension in research, and other related areas. Based on the audit results, a plan for the next period was created, and the CESNET Association will build on selected recommendations and continue to address them.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create a Recruitment Procedure in accordance with the Code. • Create a Methodology for Recruitment Procedures in accordance with the principles of the OTM-R policy. • Set up regular meetings of the Equality Working Group to address gender issues according to the output from the Gender Equality Plan. 	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Public declaration of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2022–2024. • Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2022–2024. • Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027. • Measures for the Implementation of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027. <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Charter of Fundamental Rights and Freedoms • Labour Code No. 262/2006 Coll. <p>Survey:</p> <p>73% of respondents believe that opportunities for men and women are equal</p>

			at all job levels (including managerial positions) given the possibilities within the field (responses "yes" and "rather yes"). Only 30% of respondents believe that the CESNET Association has effective mechanisms for detecting and addressing potential discrimination (responses "yes" and "rather yes").
<p>28) Career development</p> <p>Employers and/or funding providers should develop a specific career development strategy within human resource management for researchers at all career stages, regardless of their contractual status, including researchers with fixed-term contracts. This strategy should also include the availability of advisors whose role is to provide support and guidance for the personal and professional development of researchers. This means motivating them and helping to reduce uncertainty about their professional future. All researchers should be made familiar with such provisions and arrangements.</p>	-/+	<p>Current status and analysis:</p> <p>As part of the regular evaluation process, Employees have an annual review with their Manager, during which an individual career development plan is formulated. Through this plan, the Employee, in agreement with their Manager, sets career development goals for the following year. The Employee Evaluation System and the Career Framework are not conceptually established in the CESNET Association.</p> <p>As part of career development for Employees, training sessions are conducted both internally and externally. Employee development is carried out based on Employees' requests for training and development, with the approval of their Manager and in accordance with the department's budget. However, there is no uniform training system. Employees with both fixed-term and open-ended contracts have the same rights, working conditions, and development opportunities.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create an Employee Evaluation System that is linked to the Employee's activity and knowledge enhancement. • Create an Employee Training System that includes opportunities for education, internal and external training, and allows Employees to register for training sessions. • Create a Career Framework. 	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Labour Code No. 262/20006 Coll. <p>Survey:</p> <p>90% of respondents stated that the CESNET Association enables their professional and expert growth, and 84% believe that further education or other forms of professional development within the Association are supported (responses "yes" and "rather yes"). Only 34% of respondents believe that an Employee's personal initiative in improving and expanding their qualifications is considered in their evaluation (responses "yes" and "rather yes"). However, 50% of respondents also stated that there is no system through which employees are informed about further training opportunities.</p>
<p>29) Value of mobility</p> <p>Employers and/or funding providers must recognize the</p>	+/-	<p>Current status and analysis:</p> <p>The CESNET Association encourages Employees to participate in mobility programs and gain experience in international environments. Experience</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • PERS-P004 Director's Instruction on Remote Work Performed from Abroad

<p>value of geographical, intersectoral, intra-sectoral, interdisciplinary, and virtual mobility between the public and private sectors, as it represents an important means of enhancing scientific knowledge and career development at all stages of a researcher's career. Therefore, they should create opportunities within a dedicated career development strategy and fully recognize and evaluate all mobility experiences within the career development and evaluation system.</p>		<p>from international mobility is regarded as a valuable asset for both CESNET and its Employees.</p> <p>The CESNET Association enables Employees and students to participate in mobility programs within their academic or career paths.</p> <p>The CESNET Association allows remote work and operates tools that support it, such as Zoom teleconferencing and VPN. The CESNET Association possesses and provides its Employees with cutting-edge resources</p> <p>The CESNET Association does not have a Career Framework in place to address Employee mobility.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Career Framework. 	<p>Director's Instruction on Remote Work Performed from Abroad</p>
<p>30) Access to career advice</p> <p>Employers and/or funding providers should ensure that researchers at all career stages, regardless of their contractual status, have access to professional guidance and job search assistance, either within the relevant institution or in collaboration with other organizations.</p>	<p>-/+</p>	<p>Current status and analysis:</p> <p>CESNET's HR Department provides individual career counseling to all Employees who request it. Employees can also individually contact HR with any employment-related inquiries or when they need personal counseling, career guidance, or other support.</p> <p>The CESNET Association strives to educate its Employees; however, the education system is not systematically structured. There is no centralized list of available training professionals, and training requests come from Employees.</p> <p>Training for new Employees is conducted by Managers, senior staff, or responsible project leaders.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Set up an Employee Training System. 	<p>Survey:</p> <p>50% of respondents stated that there is no system in place to inform Employees about further education opportunities.</p>
<p>31) Intellectual Property Rights</p> <p>Employers and/or funding</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>Intellectual property protection, in accordance with applicable legislation, is outlined in Directive No. 1-2012 on the Management of Intellectual Property, Article XV Protection of Intellectual Property Rights</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Directive No. 1-2012 on the Management of Intellectual Property

<p>providers should ensure that researchers at all career stages benefit from the use of (where applicable) the results of their research and development through legal protection, particularly through adequate intellectual property rights protection, including copyright. Policies and practices should specify the rights belonging to researchers and/or, where applicable, their employers or other parties, including external commercial or industrial organizations, subject to the provisions of special collaboration agreements or other agreements.</p>		<p>The scope of the Directive on the Management of Intellectual Property applies to all Employees of the CESNET Association. The management of the CESNET Association promotes research and development activities that are socially relevant, contribute to new knowledge, and enhance the well-being of humanity. The directive will be revised in the future. Researchers and research teams further utilize intellectual property protection in the form of patents, utility models, industrial designs, and other similar rights.</p> <p>The CESNET Association lacks specialized training on intellectual property issues.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Revise and translate the Directive on the Management of Intellectual Property. • Train Employees on the subject of protecting intellectual property rights (with links to project calls). 	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Copyright Act, 121/2000 Coll. <p>Survey:</p> <p>47% of respondents stated that they believe adequate legal protection is provided for research results, intellectual property, and employee works in the CESNET Association (responses "yes" and "rather yes").</p>
<p>32) Co-authorship</p> <p>Bodies within the organization should have a positive approach to co-authorship when evaluating Employees, as it reflects a constructive approach to conducting research. Employers and/or funding providers should therefore develop strategies, methods, and procedures that provide researchers, including early-career researchers, with the necessary framework conditions to exercise their right to be recognized and credited and/or cited for their actual contribution, such as co-</p>	<p>-/-</p>	<p>Current status and analysis:</p> <p>For early-stage scientists, co-authorship is used in the course of research activities. Co-authorship is addressed individually, and it is not centrally managed within CESNET. We do not have a motivational program for publication activities for Employees, nor is the motivation for publication activities centrally addressed.</p> <p>CESNET has an information system, publikace.cesnet.cz, for recording the results of creative activities.</p> <p>It is important for CESNET to support collaborative research within teams consisting of both senior and junior positions, thereby fostering inter-institutional and interdisciplinary collaboration. In the future, CESNET will focus on creating an Employee Evaluation System, which will include the possibility of assessing authorship and co-authorship through this tool.</p> <p>Next steps in the Action Plan:</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Directive No. 1-2012 on the Management of Intellectual Property <p>Survey:</p> <p>64% of respondents stated that they are not aware of any cases of research or publication ethics violations within the CESNET Association.</p>

<p>authorship of a document, patent, etc., or to publish the results of their own work independently of the supervising person/people.</p>		<ul style="list-style-type: none"> • Train Employees on the subject of protecting intellectual property rights (with links to project calls). • Revise and translate the Directive on the Management of Intellectual Property. • Employee Evaluation System – define a tool for assessing authorship and co-authorship. 	
<p>33) Teaching</p> <p>Teaching is a primary means of structuring and distributing knowledge and should be considered a legitimate career path option for researchers during their professional journey. However, teaching responsibilities should not be excessive and should not hinder the researcher, particularly in the early stages of their career, from engaging in research activities.</p> <p>Employers and/or funding providers should ensure that tasks related to teaching are properly rewarded and taken into account in professional evaluation systems. Additionally, the time that experienced researchers spend on mentoring early-career researchers should be accounted for within their teaching workload. Professional training should be provided for activities related to teaching and education as part</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>CESNET is not an educational institution, but individual staff members contribute to teaching in collaboration with our members. Some training courses organized by CESNET for the public have an educational character.</p> <p>CESNET also supports the involvement of Employees in teaching and supervising students. Involvement in academic institutions is encouraged, such as supervising master's and bachelor's theses, or potentially teaching a course. CESNET involves students from academic institutions in solving certain problems through bachelor's and master's theses, or by working under agreements to complete a job (DPP) or agreements to perform work (DPČ).</p> <p>The CESNET Association strives to educate its Employees so that they are more successful in further education. All CENEST Employees are regularly trained according to the needs of the department and the position. As part of Employee development, training sessions are conducted both internally and externally. Employee development is carried out based on Employees' requests for training and development, with the approval of their Manager and in accordance with the department's budget.</p> <p>There are also one-off internal events – lectures and seminars which Employees are welcome to attend. However, the CESNET Association lacks a centralized training system or a selection of training courses. The CESNET Association lacks an evaluation system with regard to career development.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create an Employee Evaluation System that is linked to Employee activity and knowledge enhancement. 	<p><u>Survey:</u></p> <p>90% of respondents stated that the CESNET Association enables their professional and expert growth, and 84% believe that further education or other forms of professional development within the Association are supported (responses "yes" and "rather yes").</p> <p>Only 34% of respondents believe that an Employee's personal initiative in improving and expanding their qualifications is considered in their evaluation (responses "yes" and "rather yes").</p> <p>However, 50% of respondents also stated that there is no system through which Employees are informed about further training opportunities (responses "yes" and "rather yes").</p>

<p>of the career development of researchers.</p>		<ul style="list-style-type: none"> • Create an Employee Training System that includes opportunities for education, internal and external training, and allows Employees to register for training courses. • Create a Career Framework. 	
<p>34) Complaints/ appeals</p> <p>Employers and/or funding providers of researchers should ensure the precise determination of procedures in accordance with national regulations and rules, and, if necessary, appoint an independent person (such as an ombudsman) to review complaints/appeals from researchers, including conflicts between supervising individuals and early-career researchers. These procedures should provide all researchers with confidential and informal assistance in resolving workplace conflicts, disputes, and complaints, with the aim of ensuring fair and equal treatment within the institution and improving the overall quality of the work environment.</p>	<p>+/+</p>	<p>Current status and analysis:</p> <p>The handling of complaints is individual and depends on the nature of the complaint. Complaints can be discussed with the HR Department, the relevant Manager, etc.</p> <p>Since the beginning of 2022, the CESNET Association has had a Gender Equality Plan aimed at ensuring equality between male and female Employees and improving the work environment. The Gender Equality Plan addresses issues such as equality of conditions and opportunities for all, proper boundaries between work and personal life, and the availability of part-time work for those caring for relatives.</p> <p>The CESNET Association has established a mailbox for Employee suggestions, where Employees can anonymously report concerns regarding non-compliance with equal treatment, alleged unethical behavior, or provide suggestions for improvement. The email address rovnost@cesnet.cz, available on the organization's internal website, can also be used for this purpose. The mailbox is always checked by three members of the Equality Working Group simultaneously. Due attention is paid to each message.</p> <p>The CESNET Association has also established an internal whistleblowing system in accordance with Act No. 171/2023 Coll., on the Protection of Whistleblowers, available on the website www.oznam.to. This system is for reporting situations where an Employee or another person within the organization uncovers wrongdoing, such as corruption, legal violations, or breaches of ethical standards.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Set up regular meetings of the Equality Working Group to address gender issues according to the output from the Gender Equality Plan. 	<p>Internal regulations:</p> <ul style="list-style-type: none"> • Public declaration of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2022–2024. • Plan to Promote Equal and Non-Discriminatory Conditions for Employees in the CESNET Association for the Period 2022–2024. • Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027. • Measures for the Implementation of the Plan to Promote Equal and Non-Discriminatory Conditions in the CESNET Association for the Period 2025–2027. <p>Relevant legislation:</p> <ul style="list-style-type: none"> • Labour Code No. 262/2006 Coll. <p>Survey:</p> <p>Only 40% of respondents believe that the</p>

		<ul style="list-style-type: none"> • Create a Code of Ethics. 	<p>association has appropriate procedures in place for addressing Employee complaints regarding working conditions and workplace relations (responses "yes" and "rather yes"). Only 27% of respondents stated that they believe Employee complaints are handled impartially, fairly, and transparently (responses "yes" and "rather yes").</p>
<p>35) Participation in decision-making bodies</p> <p>Employers and/or funding providers of researchers should recognize as fully legitimate and generally desirable that researchers are represented in relevant informational, advisory, and decision-making bodies of the institutions they work for. This allows them to advocate for and support their individual and collective interests at a professional level and contribute effectively to the activities of the institution.</p>	+/-	<p>Current status and analysis:</p> <p>The activity of Employees (researchers) in bodies defined by law and other regulations is an important part of their rights arising from their status as Employees.</p> <p>Researchers are involved in decision-making processes in a proportion similar to that of other categories of Employees.</p>	<p>Relevant legislation:</p> <ul style="list-style-type: none"> • Act No. 111/1998 on Higher Education Institutions, Coll.
Training and Development			
<p>36) Relation with supervisors</p> <p>Researchers in the professional training phase should maintain structured and regular communication with their supervising individuals and faculty/department representatives and fully utilize these interactions. This includes keeping records of each work progress and research outcome, receiving</p>	+/-	<p>Current status and analysis:</p> <p>The CESNET Association does not have defined rules for supporting career growth, nor do we have a unified concept for Employee education, including the assignment of mentors or trainers.</p> <p>At CESNET, doctoral students are part of scientific teams and projects. Connection with researchers is required according to university rules. The matter of the relationship with supervising individuals in the context of research is always fully under the control of the relevant department responsible for implementing the program and carrying out scientific and research activities.</p> <p>We would like to establish a concept for Employee education, including</p>	

<p>feedback through evaluations and seminars, utilizing this feedback, and performing work in accordance with the approved timeline, stages, and submitted and/or expected research outcomes.</p>		<p>defining when a mentor will be assigned, as well as participation in training sessions, professional conferences, internships, etc.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Career Framework – a concept of education to support career growth. 	
<p>37) Supervision and managerial duties</p> <p>Experienced researchers should pay special attention to their multifaceted role as knowledge and management professionals, project coordinators, directors, inspectors, instructors, career development advisors, or scientific communicators. They should perform these tasks to the highest professional standards. Considering their role as supervising individuals and advisors to researchers, experienced researchers should build constructive and positive relationships with early-career researchers to create the necessary conditions for effective knowledge transfer and the successful further development of researchers' careers.</p>	+/-	<p>Current status and analysis:</p> <p>One of the main roles of Managers is leading and supervising Employees, including providing feedback. Performance reviews with Employees take place once a year, involving the direct Manager and the Employee, and should include feedback not only on the Employee's work performance. During the review, the Employee's development is defined, which is then implemented within the department. However, we do not have guidelines for evaluators on how to effectively provide feedback to Employees, not only on work performance, and which aspects to assess in relation to the specific job position.</p> <p>The CESNET Association lacks a systematic approach to training, including training for management as well as onboarding for Employees. There is no handbook for onboarding plans for new Employees, nor is there a structured approach to introductory training, mentoring, etc.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Career Framework. • Develop an Employee Training System, creating a concept of education for Managers. • Drafting handbooks for new Employees and for Managers. • Create onboarding processes for new Employees, training for the specific position, and onboarding plans. 	<p>Survey:</p> <p>77% of respondents stated that they receive feedback on their work from their Manager (responses "yes" and "rather yes").</p> <p>74% of respondents believe that CESNET has tools for regular Employee evaluation (responses "yes" and "rather yes").</p> <p>30% of respondents stated that they had an onboarding plan prepared when they joined CESNET, and 70% of Employees indicated that their Manager provided them with sufficient attention after they started their employment (responses "yes" and "rather yes").</p> <p>96% of Employees expressed satisfaction that, after starting, they could turn to an experienced expert (colleague) who provided them with the appropriate support (responses "yes" and "rather yes").</p>
<p>38) Continuing Professional Development</p> <p>Researchers at all career stages</p>	-/+	<p>Current status and analysis:</p> <p>The development of Employees at CESNET is not systematically structured. All CESNET Employees are regularly trained according to the needs of the</p>	

<p>should continuously strive for the ongoing development of their skills and abilities. This can be achieved through various means, including but not limited to formal professional training, courses, conferences, and e-learning.</p>		<p>department and position, based on the department's budget. As part of Employee development, training sessions are conducted both internally and externally. Employee development is carried out based on Employees' requests for training and development, with the approval of their Manager and in accordance with the department's budget.</p> <p>There are also one-off internal events – lectures and seminars which Employees are welcome to attend. However, the CESNET Association lacks a centralized training system or a selection of training courses.</p> <p>An important part of career development should be an individual career development plan, through which career development goals for the following year are set in collaboration between the Employee and the Employer. This individual plan should be discussed during the performance review.</p> <p>The CESNET Association lacks an evaluation system with regard to career development.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Develop a Career Framework. • Create an Employee Training System – set up individual Employee development plans. • Create an Employee Evaluation System, linked to the Training System. 	
<p>39) Access to research training and continuous development</p> <p>Employers and/or funding providers should ensure that all researchers, at all career stages and regardless of their contractual status, are provided with opportunities for professional development and improved employability</p>	<p>-/+</p>	<p>Current status and analysis:</p> <p>Support for Employee career growth through education is primarily realized through relevant educational events organized within the department or the organization. All CESNET Employees are regularly trained according to the needs of the department and position, based on the department's budget.</p> <p>However, the CESNET Association lacks a centralized training system or a selection of training courses.</p> <p>An important part of career development should be an individual career development plan, through which career development goals for the</p>	<p><u>Survey:</u></p> <p>Up to 66% of respondents expressed the opinion that CESNET strives to attract and retain talented, gifted, or promising Employees (responses "yes" and "rather yes").</p>

<p>through access to measures for the continuous development of skills and abilities. These measures must be regularly evaluated in terms of their accessibility, implementation, and effectiveness in improving skills, abilities, and employability.</p>		<p>following year are set in collaboration between the Employee and the Employer. This individual plan should be discussed during the performance review.</p> <p>The CESNET Association lacks an evaluation system with regard to career development.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create an Employee Training system, including individual Employee development plans. • Create an Employee Evaluation System, linked to the Training System. • Create onboarding processes for new Employees, training for the specific position, and onboarding plans. • Regularly and effectively inform about the offer of training courses for Employees. 	
<p>40) Supervision</p> <p>Employers and/or funding providers should ensure that a specific person is clearly designated whom early-career researchers can turn to for questions related to the performance of their duties and inform researchers about this choice.</p> <p>These provisions should clearly specify that the proposed supervising individuals must have sufficient experience in research oversight, adequate time, as well as the necessary knowledge, expertise, and responsible approach to</p>	<p>+/-</p>	<p>Current status and analysis:</p> <p>The CESNET Association has a defined hierarchical organizational structure. For all Employees, the supervising individual for defining job duties, performance oversight, and providing feedback is the first-line Manager. For researchers, this is usually the team leader.</p> <p>Next steps in the Action Plan:</p> <ul style="list-style-type: none"> • Create onboarding processes for new Employees, training for the specific position, and onboarding plans. 	

<p>provide appropriate support to early-career researchers. They should also be able to establish the necessary procedures for making progress and for reviews, as well as essential mechanisms for feedback.</p>			
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