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GENDER EQUALITY PLAN

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1 PURPOSE

The National Institute of Cardiovascular Diseases, Inc., Bratislava, is committed to promoting gender equality and ensuring equal opportunities for all employees, including healthcare staff, research staff, administrative personnel, and management.

2 SCOPE

This plan applies to all employees of NICD, Inc. The management of the institution ensures adherence to the principles of equal treatment, diversity, and inclusion in recruitment, working conditions, and organisational culture.

3 RESPONSIBILITIES AND AUTHORITIES

The Chief Executive Officer and managers at all levels of the organisation are responsible for implementing the Gender Equality Plan.

Management ensures compliance with the principles of equal treatment, diversity, and inclusion in recruitment, working conditions, and organisational culture.

The contact person for gender equality – the Head of the Human Resources Department – is responsible for implementing the plan.

Their responsibilities include in particular:

- monitoring the gender representation of employees and managerial positions
- supporting activities aimed at raising awareness of equality and non-discrimination
- collecting relevant data on gender equality
- informing management about the implementation of the plan
- supporting the integration of the gender dimension in research

4 TERMS AND ABBREVIATIONS

4.1 Terms

Gender equality – fair treatment (equal rights, responsibilities, and opportunities) regardless of gender

Discrimination - less favourable treatment compared to another person based on gender, race, skin colour, language, age, sexual orientation, belief, religion, political or other opinion, national or social origin, membership of a nationality or ethnic group, property, lineage, or other status.

4.2 Abbreviations

NICD, Inc. – National Institute of Cardiovascular Diseases

5 DESCRIPTION OF ACTIVITIES

The National Institute of Cardiovascular Diseases, Inc. (hereinafter also referred to as “NICD, Inc.”) recognises that diversity, an inclusive working environment, and balanced representation of women



and men contribute to high-quality healthcare provision, scientific excellence, and innovation in cardiovascular research.

The principles of equal treatment and non-discrimination are embedded in the internal work regulations. These regulations also include a principle of zero tolerance towards any discriminatory behaviour, applicable to all employees regardless of gender or other personal characteristics.

NICD, Inc. applies the principle of equal pay for equal work regardless of gender. Employees performing the same job position are remunerated according to the same internal rules and salary regulations.

NICD, Inc. is committed to maintaining a transparent, fair, and inclusive working environment and to continuing to support gender equality across all areas of its activities.

This Gender Equality Plan provides a framework for:

- promoting gender equality in recruitment and career progression
- balanced representation in leadership and decision-making positions
- supporting work-life balance
- fostering an inclusive organisational culture
- integrating the gender dimension in research where relevant
- preventing discrimination, harassment, and gender-based violence

This document is publicly available on the institution's website.

Data Collection and Monitoring

NICD, Inc. regularly evaluates available data on the gender structure of employees.

Monitoring may include in particular:

- gender representation of employees by job categories
- representation of women and men in leadership positions
- participation in committees and decision-making bodies
- participation in research projects and leadership of research activities

These data are regularly reviewed in order to identify potential areas for improvement.


Key Areas of Action

Work-Life Balance

The institution promotes a working environment that enables the reconciliation of professional and family life.

Supported measures include:

- flexible working arrangements where the nature of work allows
- support for maternity, paternity, and parental leave in accordance with Slovak legislation
- support for returning to work after parental leave
- promotion of a respectful workplace culture

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Gender Balance in Leadership

The institution supports balanced representation of women and men in managerial and decision-making positions.

Measures include:

- encouraging qualified candidates regardless of gender to apply for leadership positions
- transparent recruitment procedures
- balanced representation in working groups and committees where possible

Equality in Recruitment and Career Progression

Recruitment and career advancement are governed by the principles of transparency and equal treatment.

Measures include:

- gender-neutral job advertisements
- transparent recruitment procedures
- equal opportunities for education and career development
- equal remuneration for the same job position regardless of gender

Gender Dimension in Research

Where scientifically relevant, research projects consider possible sex and gender differences in study design, data analysis, and interpretation of results.

Researchers are encouraged to take these aspects into account when relevant to the research topic.

Prevention of Discrimination and Harassment

The institution applies zero tolerance towards discrimination, harassment, and inappropriate behaviour in the workplace.

Employees may submit reports through internal mechanisms. All reports are assessed confidentially and fairly.

The institution ensures protection for individuals who submit reports.


Awareness and Education

The institution supports raising awareness of equal opportunities through:

- internal informational materials
- communication promoting a respectful working environment
- support for inclusive research approaches

Implementation and Evaluation

This Gender Equality Plan is implemented for the period 2026–2031.

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The management of the institution will regularly evaluate its implementation and adopt additional measures where necessary.

Public Availability

This document is publicly available on the website of the National Institute of Cardiovascular Diseases, Bratislava

6 REVISION AND CHANGES

Revisions and changes to this document are authorized by the document processor in accordance with the principles set out in RSM.01 – Internal Documentation Management.

7 RELATED DOCUMENTATION, RECORDS AND REFERENCES

7.1 Related Documentation

Gender Equality Plan – slovak version (Plán rodovej rovnosti)
PORIADOK.01 Work Regulations of NICD, Inc.

7.2 Records

No records.

7.3 References

[Gender equality in research and innovation - Research and innovation](#)

8 ANNEXES

No annexes.

9 DISTRIBUTION LIST

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