



Palacký University
Olomouc



The Gender Equality Plan of Palacký University Olomouc 2024–2026

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Introduction

The Equal Opportunities Plan at Palacký University Olomouc for the period 2024–2026 (also referred to as GEP = Gender Equality Plan) is the second GEP of Palacký University Olomouc (hereinafter referred to as UP)¹. GEP is a tool for ensuring a safe and non-discrimination environment, the aim of which is to establish equal opportunities at UP for all employees and students

By adopting and implementing the GEP, Palacký University Olomouc meets the conditions of the European Commission for participation in international projects of the Horizon Europe framework programme, but also in national projects (e.g. Technology Agency of the Czech Republic [TAČR] and the Czech Science Foundation [GAČR] programmes).

The current GEP is designed for a three-year period, as some processes take longer than two years to be implemented, while for other processes their impact is not visible in two years. The following five thematic axes continue to be followed:

1. work-life balance and organisational culture,
2. gender equality in management and decision-making,
3. gender equality in recruitment and career advancement,
4. integration of the gender dimension into research and educational content,
5. measures against gender-based violence, including sexual harassment.

The Gender Equality Plan 2022–2023 was continuously monitored and evaluated, and in the second half of 2023 a tool developed by the National Contact Centre for Gender and Science was used for evaluation and monitoring.² An Evaluation Panel was set up for the final evaluation of the previous GEP. The Panel consisted of representatives of the offices and sections of the Rector's Office affected by five thematic axes mentioned above. Before the implementation of the second GEP the Evaluation Panel will be formalized. The evaluations revealed several objectives that were not accomplished. As a result, they have been integrated into the Gender Equality Plan for the period 2024–2026. The objectives that were set as interim objectives in the first GEP have also been integrated into the current GEP. A detailed evaluation of the first Gender Equality Plan and the process of developing the current plan are described in the *Final Report of the Gender Equality Plan of Palacký University Olomouc 2022–2023*. The report describes the context in which the first GEP was developed, the extent to which each objective under the thematic axes was accomplished, and the reasons why some objectives could not be met in the planning period. The final report is accompanied by a list of strategic documents available

¹ The Gender Equality Plan of Palacký University Olomouc 2022–2023 is available on the UP Equal Opportunities website: <https://www.upol.cz/en/employees/equal-opportunities-at-up/>.

² Nebeská Ananké, Linková Marcela: *Jak na monitoring a evaluaci plánů genderové rovnosti* [How to monitor and evaluate gender equality plans], Sociologický ústav AV ČR, 2023.

in the internal system of UP that were produced at UP in the period 2022–2023 and relate to the topics covered in the GEP.

In addition to the objectives carried over from the GEP 2022–2023, statistical data (see below) and the findings and recommendations of the two questionnaire surveys were the main basis for the formulation of other objectives:

1) [Family friendly UP](#)

- The survey targeted all students and persons employed at UP,
- The aim was to find out what is missing at UP to make the university parent and child friendly.

2) [Diverse and flexible work culture](#)

- The survey of the Ministry of Labour and Social Affairs targeted all persons employed at UP,
- The aim was to map the situation with respect to diversity and flexibility.

Statistical data

For an overview of equal opportunities at UP, it is important to work with statistical data and their evaluation. The statistics published by the Strategy and Quality Office³ on gender representation show UP as an institution that employs a balanced proportion of women and men. However, these statistics also show that not all positions are equally represented by men and women. Therefore, in creating equal opportunities, UP must set up processes and introduce new tools to ensure that the needs of the groups under consideration are covered equally and that they are offered the same opportunities for career development.

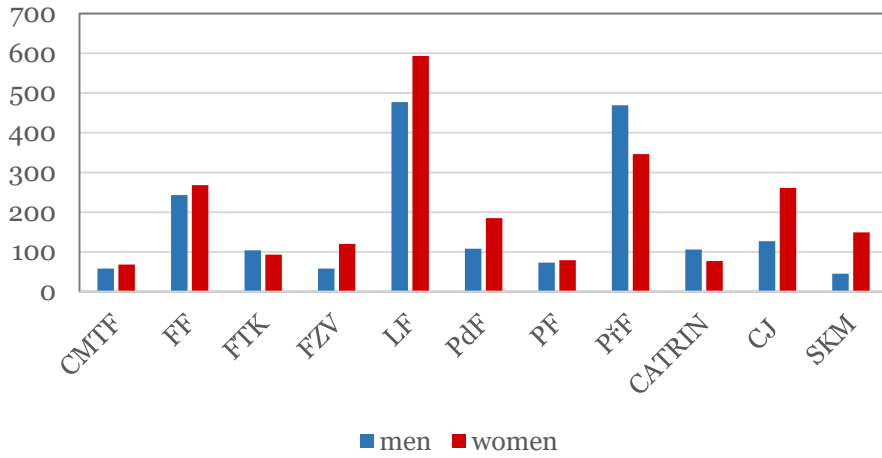
The past and current GEP includes tracking the period from 2021, which was the baseline. To date, the period covered is too short to see significant changes.

More than two-thirds of the decision-making positions are held by men. In the university units, 14% of women were in leadership positions in 2023, the same as in 2022. There was a greater representation of women in leadership positions in sections of the Rector's Office in 2021, when their representation was 18%, but this was still a very low figure. There is a significant difference this year for the position of research centre manager (40% in 2022 and 15% in 2023), but this difference was caused due to a change in the calculation methodology for this position. Future years will offer an adequate year-on-year comparison.

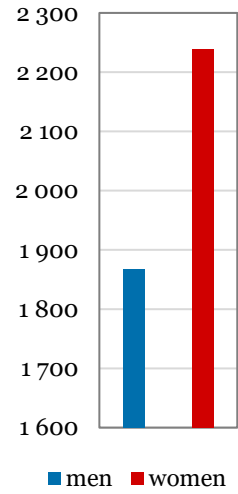
In academic positions, the **highest proportion of women is represented in Assistant* and Lecturer* positions, where their share is more than 50%**. In 2023, the representation of women in the <position of Research Assistant has increased to 51%. The **smallest proportion of women is in the position of Professor*, followed by Associate Professor***. This confirms the trend of the *leaky pipeline*, where the representation of women decreases with higher positions. 27% of women work as heads* of a departments or institutes, which is the same share as the previous year, with a slightly better situation in 2021.

³ Statistics are regularly published on the website of the Strategy and Quality Office: <https://strategie.upol.cz/>. Selected statistics on gender equality are also posted on the Equal Opportunities at UP website: <https://www.upol.cz/zamestnanci/rovne-prilezitosti-na-up/>

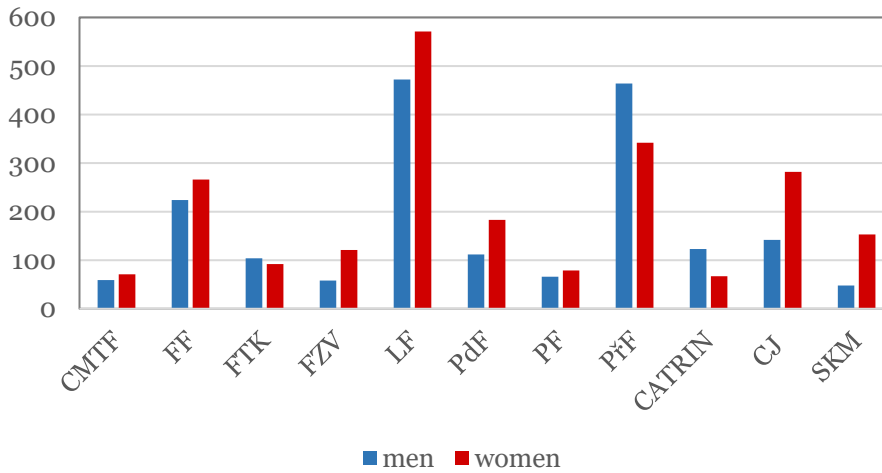
**The Ratio of Women and Men in 2023
(Total Number of Employees)**



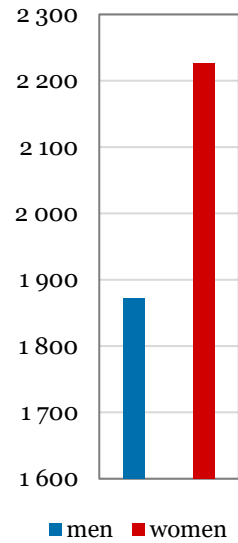
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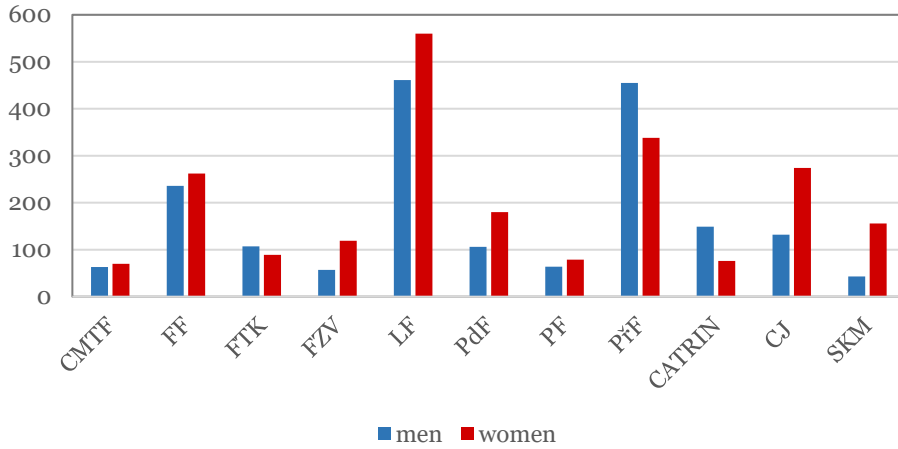
**The Ratio of Women and Men in 2022
(Total Number of Employees)**



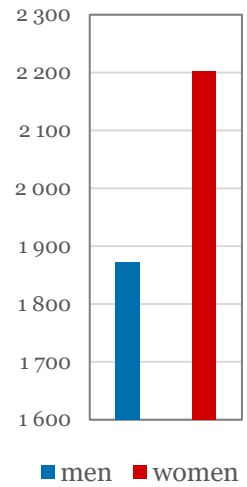
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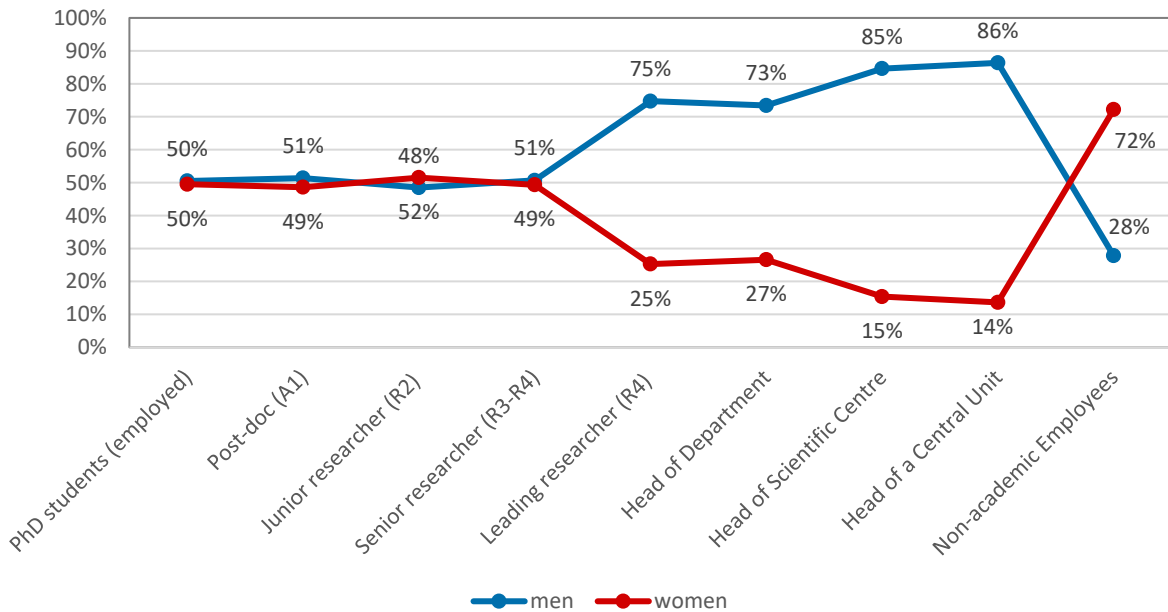
**The Ratio of Women and Men in 2021
(Total Number of Employees)**



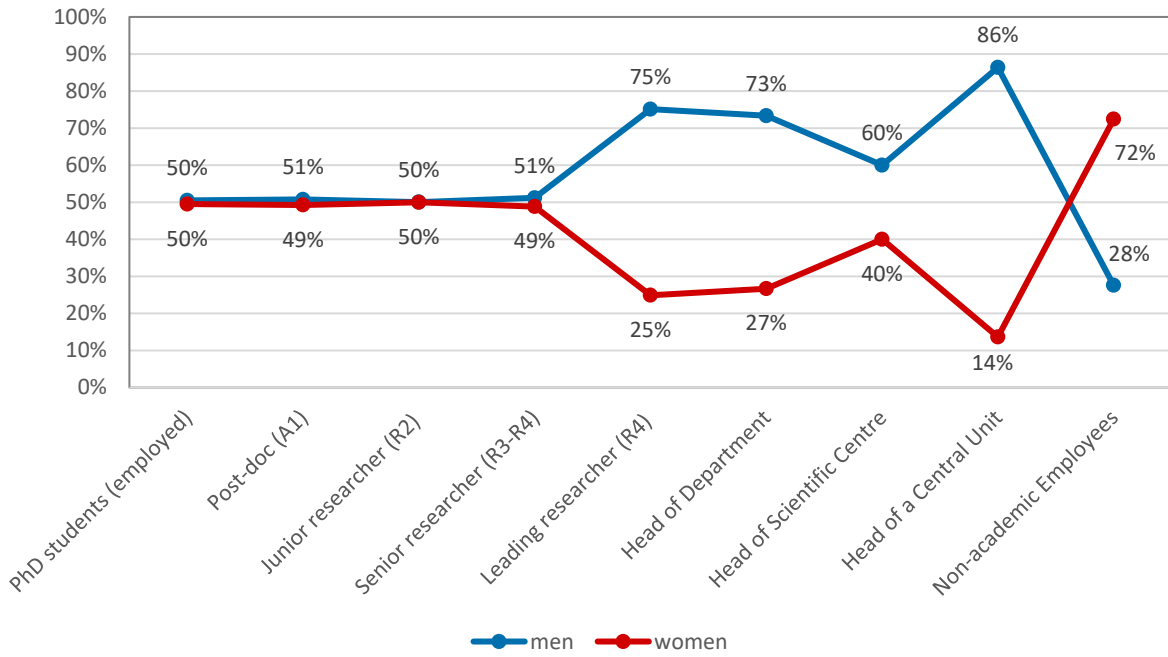
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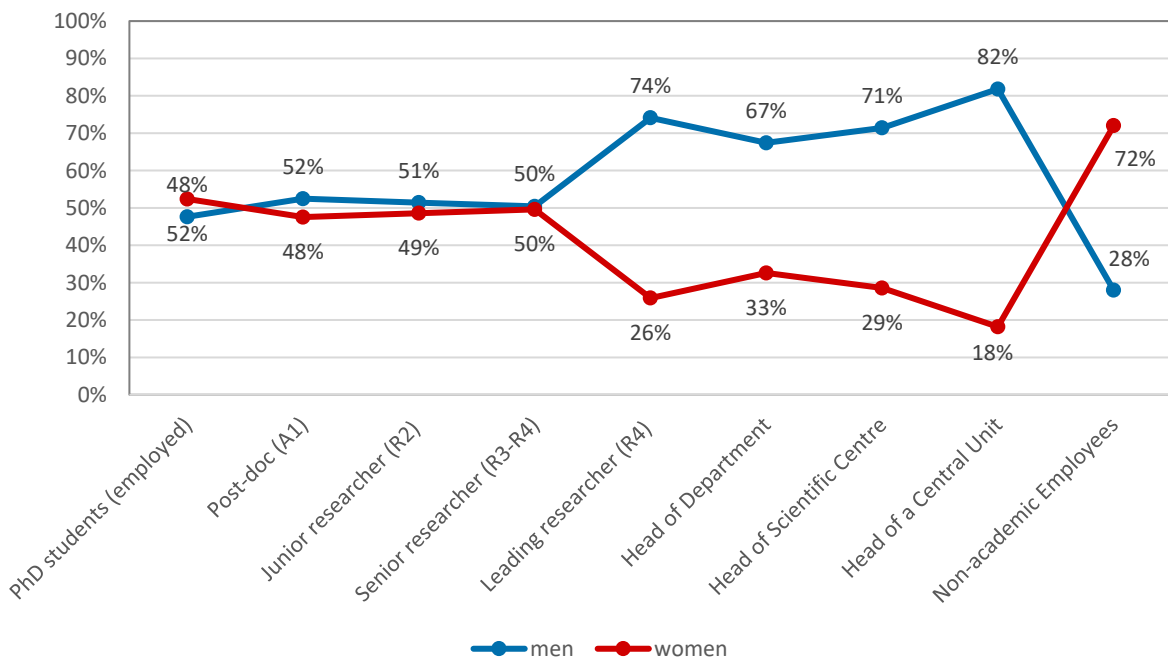
Career Growth (the Ratio of Women and Men, FTE 2023)



Career Growth (the Ratio of Women and Men, FTE 2022)



Career Growth (The Ratio of Women and Men, FTE 2021)



Conclusion

UP is committed to provide financial and staffing resources to implement the Gender Equality Plan for the period 2024–2026. The employees responsible for the implementation of the GEP are involved in the ongoing accomplishment of all activities. Some of the activities connected with the work-life balance policy will be implemented in parallel under the project of the Ministry of Labour and Social Affairs *Diverse and Flexible Work Culture*.

The first Gender Equality Plan revealed the variability of needs with respect to equal opportunities, with the dynamism and opening of new topics within the Czech higher education environment on the one hand, and the slow processes typical of this environment on the other. This experience was taken into account when the current Gender Equality Plan was designed. To support greater flexibility in implementation, the above-mentioned Evaluation Panel will be involved and the Equal Rights Committee will have a monitoring role. All processes will be coordinated by the RUP HR Office.

The implementation of the GEP will be communicated in such a way that the responsibilities of specific offices are clear. At the same time it should be clear that the implementation of the goals of the Action Plan is in the interest of the entire UP community. The GEP will continue to be evaluated and monitored on an ongoing basis, with new needs during the cycle reflected in the questionnaire surveys.

Based on the needs of male and female staff and students in the current GEP, the attention given to gender equality in recruitment and career development in GEP 2022–2023 will turn more towards work-life balance and the creation of a diverse working and learning environment. Nevertheless, the main goal remains unchanged - Palacký University Olomouc is committed to create **a working and studying environment that is tolerant, respectful and where is no space for any form of discrimination.**

Action Plan

		Action	Activities	Target group	Outputs/Indicators	Deadline	Responsibility
Thematic Axis 1: Gender equality in recruitment and career advancement	1.	Modification of selection processes at UP	<ul style="list-style-type: none"> Selected criteria, such as the use of gender-sensitive language in the texts of job advertisements, gender-balanced composition of committees, and the use of evaluation forms, will be monitored and evaluated in a sample of ongoing selection procedures at UP. 	<ul style="list-style-type: none"> UP HR officers 	<ul style="list-style-type: none"> Results of the evaluation of selection procedures at UP in selected parameters. 	Q2 2024	Human Resources Office of the Rector's Office (RUP HR Office), other Human Resources Offices at UP
	2.	Development of the UP adaptation methodology	<ul style="list-style-type: none"> The periodic training offer for managers and HR officers at UP will include a training event focused on the effective management of the adaptation process, including effective communication with employees going on maternity or parental leave or returning to work. The use of adaptation plans at the central units of the Rector's Office of the UP (hereinafter RUP) will be tested on a pilot basis on at least two newly occupied positions and two employees returning from maternity or parental leave. 	<ul style="list-style-type: none"> UP senior management and heads of departments UP HR officers 	<ul style="list-style-type: none"> At least 20% of all management (academic and non-academic) personnel across the entire UP trained. All HR officers at UP trained. Presentations, attendance sheets and photo documentation from trainings. Report of the pilot testing of the adaptation process at RUP. 	Q4 2026	RUP HR Office, HR offices across UP
	3.	Revision of the UP employee	<ul style="list-style-type: none"> The gender equality working group will discuss adding soft 	<ul style="list-style-type: none"> UP senior management 		Q4 2025	RUP HR Office, Internal

	evaluation system	criteria into the evaluation of academic and research staff (for example questions concerning the work-life balance) in the Information System for Academic Staff Performance Evaluation (IS HAP), which will be modified within the <i>HRS4R/HR Award</i> .	and heads of departments			Assessment Board of UP, Strategy and Quality Office of RUP
4.	Benefits policy at UP	<ul style="list-style-type: none"> Continuous expansion of the network of external partners providing benefits with a focus on family and work-life balance. 	<ul style="list-style-type: none"> All UP employees 	<ul style="list-style-type: none"> Updated list of external partners on the UP website and in other communications. 	On a continuous basis	RUP HR Office, UP Communications Office
5.	Equal pay analysis	<ul style="list-style-type: none"> An analysis of equal and fair pay for men and women at UP will be performed using an analytical system, for example Logib. A draft of measures ensuring equal and fair pay for men and women at UP will be developed. 	<ul style="list-style-type: none"> All UP employees 	<ul style="list-style-type: none"> Results of the analysis of equal and fair pay for men and women at UP. A draft of measures based on the analysis. 	Q4 2026	RUP HR Office, UP Bursar, RUP Legal Office, UP Trade Union Coordinating Council

Thematic Axis 2: Gender equality in management and decision-making positions	6.	Publicly available statistics on the ratio of men and women at UP	<ul style="list-style-type: none"> Gender statistics, with a special regard to the representation of men and women in the managerial and decision-making positions at UP will be published on the UP website. Time series of the statistics will be created in line with continuous monitoring of GEP compliance, and any changes will be evaluated. 	<ul style="list-style-type: none"> All UP employees 	<ul style="list-style-type: none"> Updated UP website. 	On a continuous basis	RUP HR Office, Strategy and Quality Office of RUP, UP Communications Office
Thematic axis 3: work-life balance and organisational culture	7.	Mapping the family friendly environment at UP	<ul style="list-style-type: none"> Project opportunities for formalized children's groups will be monitored to establish facilities designated for parents with small children (lactation/baby-changing rooms, children's play area, informal babysitting groups). Facilities for parents with children as well as spatial capacities of the individual UP sections will be mapped. 	<ul style="list-style-type: none"> All UP employees PhD students 	<ul style="list-style-type: none"> Regular monitoring of project support programme. A list of places with facilities for parents with children with a description of the place will be created on the Family Friendly UP website. New facilities for parents with children will be created at workplaces where there are no such places. 	On a continuous basis	RUP HR Office, UP Project Service

	8.	Support for the policy of work-life balance at UP	<ul style="list-style-type: none"> • <i>The Declaration of Supporting the Policy of Work-Life Balance at UP will be adopted.</i> • The declaration will be published in all UP media (website, newsletter, etc.). • Objectives set out in the <i>Declaration</i> will be gradually incorporated in the other strategic documents of UP (e.g. Plan of the Implementation of the 2023 Strategic Plan for UP Educational and Creative Activities, UP Code of Practice). • Providing examples of work-life balance practice. • Written establishment of the rules of remote work and the way these rules are communicated across the whole UP. • Raising awareness of the flexible forms of work on offer, focusing on the individual needs of different group of employees. • Introduction of a professional development programme for parents on parental allowance. 	<ul style="list-style-type: none"> • All UP employees 	<ul style="list-style-type: none"> • <i>Adopted Declaration of Supporting the Policy of Work-Life Balance at UP.</i> • Supplemented selected strategic documents and standards/regulations (UP Plan of the Implementation of the 2023 Strategic Plan and UP Code of Practice). • UP social media posts, podcasts. • Raising awareness of the flexible forms of work on offer. • Regular evaluation of the use of flexibility and satisfaction with the work-life balance policy. • Establishment of courses tailored to the needs of parents on parental leaves. Other courses offered by the Continuing Education and Teaching Innovations Office will be prepared and offered to parents on parental leaves. 	<p>On a continuous basis Q4 2026</p>	<p>RUP HR Office, Deans, UP Communications Office</p>
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	9.	Communication strategy for strengthening organizational culture at UP	<ul style="list-style-type: none"> • Regular updating of the <i>Fair University</i> website dedicated to gender equality and work-life balance at UP. • The staff of UP Communications Office and other PR offices of UP sections will be regularly trained by external experts in both external and internal gender-balanced/sensitive communication. • Regular training of teachers on gender-balanced/sensitive communication will be carried out in cooperation with experts in gender-sensitive communication. • A pilot year of the Equality Day at UP will be organized. • In cooperation with the Strategy and Quality Office, a series of videos will be produced on various topics related to equality at UP. • Creating a guide for the use of gender-sensitive language. • Introduction of diversity and inclusion training for all UP employees. 	<ul style="list-style-type: none"> • UP senior management and heads of departments • UP Communications Office • PR Offices at faculties and other university units • Academic employees • Students 	<ul style="list-style-type: none"> • A functioning website Fair University. • Presentation, attendance sheet, and photo documentation from the training. • Video series. • A handbook on gender-sensitive language. 	On a continuous basis 2Q 2025	RUP HR Office, UP Communications Office, external consultations
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	10.	Starting the topic of Age Management at UP	<ul style="list-style-type: none"> • An input analysis of the possibilities of introducing an age management policy at UP will be prepared. • An Age Management policy seminar will be held for the UP executives. • Follow-up seminars will be organized across UP. 	<ul style="list-style-type: none"> • UP senior management and heads of departments • Representatives of the UP Academic Senate 	<ul style="list-style-type: none"> • Final report of the initial analysis. • Presentation, attendance sheet, and photo documentation from the training. 	Q4 2024	RUP HR Office, external consultations with the non-governmental organization Age Management, Continuing Education and Teaching Innovations Office
Thematic Axis 4: integration of the gender dimension into research and educational content	11.	Establishment of the Equal Rights Committee	<ul style="list-style-type: none"> • The Equal Rights Committee (ERC) will be established and composed of the representatives of UP executives, faculties, the institute, and the UP Academic Senate. The committee will be an independent advisory body to the Rector. • ERC meetings monitoring the UP Gender Equality Plan compliance will be held at least once every six months. 	<ul style="list-style-type: none"> • UP executives • Representatives of faculties and the institute • Representatives of the UP Academic Senate 	<ul style="list-style-type: none"> • Minutes of the ERC meetings. 	On a continuous basis	RUP HR Office, UP executives, UP Academic Senate, faculties and the institute

	12. Training on the integration of the gender dimension into research	<ul style="list-style-type: none"> • A periodic training will be delivered by external experts on the integration of the gender dimension into research. The seminar will be designed for managers, the ethics committee or panel, and the wider academic community. 	<ul style="list-style-type: none"> • UP senior management and heads of departments • UP executives • Academic and research staff 	<ul style="list-style-type: none"> • Presentations, attendance sheets and photo documentation from trainings. 	Q2 2025	RUP HR Office, Continuing Education and Teaching Innovations Office
	13. Opening of a gender equality course for students	<ul style="list-style-type: none"> • A university-wide optional course on gender and equal opportunities will be prepared for students. • The course will be available and pilot-tested in the winter semester 2025 at the latest. 	<ul style="list-style-type: none"> • UP students 	<ul style="list-style-type: none"> • STAG outputs (annotation, list of students enrolled, attendance sheet). 	Q3 2025	RUP HR Office, external cooperation, Continuing Education and Teaching Innovations Office

<p>Thematic Axis 5: measures against gender-based violence, including sexual harassment</p>	<p>14.</p>	<p>Implementation of a zero tolerance policy on gender-based violence at UP</p>	<ul style="list-style-type: none"> • An ombudsperson position will be established in the Rector's Office. • A workshop on crisis management of a workplace conflict involving bullying or sexual harassment will be added to the list of regular trainings for the management. 	<ul style="list-style-type: none"> • UP students • UP executives • Faculty managements • Representatives of the UP Academic Senate • Academic community 	<ul style="list-style-type: none"> • At least 30% of all management (academic and non-academic) personnel across the entire UP trained. • Presentations, attendance sheets and photo documentation from trainings. 	<p>Q3 2025</p>	<p>RUP HR Office, external cooperation, UP Communications Office</p>
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In Olomouc on 13 February 2024

prof. MUDr. Martin Procházka, Ph. D.

Rector

Palacký University Olomouc

