



## Gender Equality Plan (GEP) - Gender Balanced Strategy

As part of meeting the requirements of the HR Award and the Horizon Europe programme call, Palacký University Olomouc (UP Olomouc) is currently working on developing a Gender Equality Plan (GEP). The Gender Balanced Strategy, its development and implementation into the documents and processes of UP Olomouc, is part of the commitment contained in the Action plan for the HR Award with the deadline for completion by the end of 2022.

### GEP Development

1. An analysis of human resources with the appropriate professional qualifications is currently in progress, in accordance with the activities related to the HR Award. The coordinator for the development and implementation of the GEP is Markéta Šupplerová: [marketa.supplerova@upol.cz](mailto:marketa.supplerova@upol.cz).
2. An analysis of the documents and regulations of UP Olomouc is also currently in progress.

*The UP 2021+ strategic plan includes gender issues as part of the goal of creating equal opportunities. The vision includes: [Palacký University Olomouc] "Will be presented as a healthy university that supports and ensures equal opportunities, remains socially responsible and sustainable and helps foster a culture of a shared identity (Priority 4 - Healthy, socially responsible and sustainable university)." Goal 6: Systematisation of third-mission tools, Goal 6.3 Development of the principle of social responsibility inside and outside the community, where the description of the goal mentions: "Issues of social responsibility will be given more emphasis in educational programmes, the curriculum will be expanded to include soft issues and service learning and the university will use tools that will produce equality between men and women."*

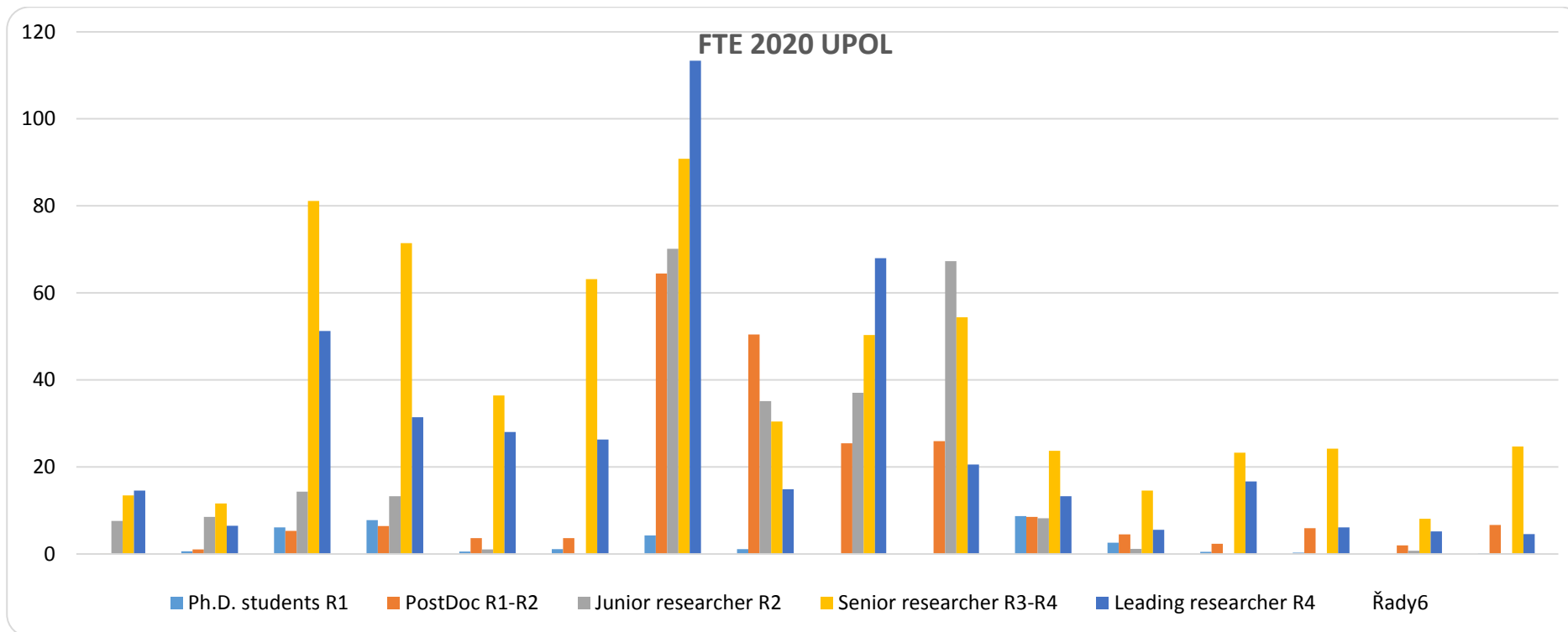
3. An analysis of available statistics and monitored data is currently in progress (see annexes). This analysis focuses mainly on:
  - a. Statistics of researchers (both academic and scientific) divided by men/women, employee category and faculty. (Chart 1)
  - b. Student statistics divided by men/women and faculty. (Graph 2)
  - c. Statistics of managers divided by men/women and faculty. (Graph 3)
  - d. Statistics of the individual career stages divided by men/women (Graph 4)
4. There is an ongoing analysis of the field of education and – in accordance with the optimisation of the education system at UP as part of the HR Award – there will be trainings focused on raising awareness / trainings on gender equality, gender stereotypes and gender prejudices for employees and decision-makers.
5. There is an ongoing analysis of individual areas that need to be in accordance with the GEP measures:
  - a. Work-life Balance
    - i. University kindergarten, faculty kindergartens, faculty schools
    - ii. Academic sports centre

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- iii. Continuing Education and Teaching Innovations Office
  - iv. Healthy Lifestyle Research Centre (UP Faculty of Education)
  - b. Recruitment and Selection of Employees: gender equality
    - i. Rules of the Selection Procedure (A-3/2017-ÚZ01)
    - ii. Code of Conduct for the Recruitment of (Scientific and Academic) Researchers at UP Olomouc. OTM-R Policy of UP Olomouc.

*"The OTM-R policy is established in accordance with the Rules of the Selection Procedure for the Hiring of Academic Staff at UP (A-3/2017-ÚZ01) and the Code of Ethics for Employees and Students of Palacký University Olomouc.*

*All candidates and staff have the same opportunity in selection procedures, regardless of their age, gender, sexual orientation, physical disability, ethnic origin, nationality, worldview, social background or financial situation."*

- c. Career Management: gender equality, equal opportunities
  - UP Career Centre
  - Career counselling centre of the Faculty of Physical Culture
  - Counselling for students and graduates of the Faculty of Science
  - Science and Technology Park and Business Incubator
  - UP Project Service
- d. Research and Teaching: integration of gender issues
  - i. Inclusion of gender topics in research and teaching
- e. Measures against gender-based violence, including sexual harassment.
  - Support for Students with Special Needs
  - Centre for the Prevention of Risky Virtual Communication
  - Psychological Counselling for Students and Staff (Faculty of Arts)
  - University Psychological Counselling Centre (Faculty of Education)
  - University Social and Legal Counselling Centre (Faculty of Education)
  - Counselling Centre for Sts Cyril and Methodius Faculty of Theology
  - Student Legal Counselling (Faculty of Law)
  - Student Ombudsman (Faculty of Arts only)



Sts Cyril and Methodius Faculty of Theology	CMTF
Faculty of Arts	FA
Faculty of Education	FE
Faculty of Science	FS
Faculty of Medicine and Dentistry	FMD
Faculty of Physical Culture	FPC
Faculty of Law	FL
Faculty of Health Sciences	FHS

