Gender Equality Plan of the University of Hradec Králové for the period 2026–2028

1) The Gender Equality Plan (GEP) of the University of Hradec Králové (UHK) builds on the previous plan for 2023–2025 and reflects the need for a systematic approach to developing an institutional environment grounded in equal opportunities. Through the GEP, the UHK reaffirms its commitment to fostering a working and learning environment aligned with the principles of openness, transparency, and fairness. The measures introduced are designed to enhance the quality and inclusiveness of the academic setting. Progress in this area also forms part of the UHK's commitment to the principles of the European Charter for Researchers and is an integral element of the UHK Strategic Plan 2021+.

2) At the UHK, equal opportunities are supported through a broad set of initiatives. Employees and students regularly participate in training focused on gender-sensitive communication. The University has an ombudsperson who serves as the primary contact for related matters and who also handles complaints concerning unequal treatment.

3) Individuals preparing for maternity, paternity, or parental leave are provided with a comprehensive guide that clarifies their legal entitlements, outlines UHK-specific procedures, and offers contact information for personnel who can provide support in particular situations.

4) The UHK applies an Open, Transparent and Merit-Based Recruitment (OTM-R) policy, which is strictly observed in all selection procedures. Job advertisements are prepared using gender-sensitive language.

5) Each year, the UHK monitors and evaluates the representation of women and men in management positions. These results are regularly published in the GEP implementation report.

6) To strengthen support for doctoral students, the UHK Doctoral School was established in 2025, accompanied by the creation of the position of UHK Doctoral School Coordinator. The Doctoral School serves as a platform for fostering an academic environment that is open and inclusive to all students regardless of gender, ethnic origin, or other characteristics. It oversees mentoring programmes in which experienced researchers—ideally representing diverse gender groups—support early-career colleagues. This mentoring contributes to the development of individual career trajectories and helps mitigate barriers that often disproportionately affect women and other under-represented groups.

7) The UHK aims to continue building on and further developing these and related activities. The Gender Equality Plan presented below outlines a set of specific measures and recommendations that UHK is committed to implementing over the next three years.

Key areas of the UHK Gender Equality Plan

1) **Work-life balance and organisational culture**

2) **Gender balance in leadership and decision-making**

3) **Gender equality in recruitment and promotion**

4) **Integration of the gender dimension into the content of research and education**

5) **Measures against gender-based violence, including sexual harassment**

The implementation of the UHK Gender Equality Plan will be continuously evaluated through regular monitoring reports that will include, among other elements, gender-disaggregated data aligned with defined indicators. In response to developments in the field of equal opportunities, the GEP may be updated or supplemented as needed. Each monitoring report will be published on the UHK website.

In Hradec Králové on 10th December 2025

Assoc. prof. RNDr. Jan Kříž, Ph.D.
Rector

1. Work-life balance and organisational culture

Measures	Planned activities	Schedule (quarter)	Responsible persons or workplaces	Monitoring indicator(s)	Resources
Seeking out and engaging in activities to promote equality in the organisation	Active search for calls and projects to promote equal opportunities at the UHK	Ongoing	Strategic Project Office	Number of projects related to equal opportunities in which the UHK participated in the given year	Own resources: human resources (personnel costs)
Administrative support for persons taking maternity/paternity/ parental leave	Ongoing update and distribution of the Work-Life Balance Handbook	Ongoing	Human Resources and Payroll Office / HR Manager	Updated handbook available on the UHK website	Own resources: human resources (personnel costs)
Gender-sensitive communication	Regular training opportunities on gender-sensitive communication	Ongoing	HR manager	Number of training courses offered on gender-sensitive communication	Own resources: human resources (personnel costs)
Support for employees and students	Provision of comprehensive care for employees and students dealing with difficult life situations, inclusion or negative phenomena in the workplace, such as discrimination	Ongoing	Ombudsperson / Head of the UHK Point	Secured and functioning counselling	Own resources: human resources (personnel costs)
Monitoring report on gender equality at the UHK	A regular annual report based on gender-disaggregated data for the past year and their comparison over the years. The monitoring indicators of the report are based primarily on the gender analysis that preceded the GEP UHK. The report will also include an evaluation of the	Q2 every year	HR manager	Annual report on gender equality at the UHK	Own resources: human resources (personnel costs)

	implementation of the measures set out in the GEP UHK.				

2. Gender balance in leadership and decision-making

Measures	Planned activities	Schedule (quarter)	Responsible persons or workplaces	Monitoring indicator(s)	Resources
Organisation of training and development programmes	Organisation of development programmes or training courses for potential leaders. These courses should be specifically offered to persons who are underrepresented in the workplace/department/unit.	Ongoing	HR manager/ombudsman	Number of persons supported (gender-disaggregated data) Number of courses organised	Programme to support strategic management of universities: training implementation costs
Evaluation of gender representation in management positions and decision-making bodies	As part of the regular report on gender equality at the UHK for the past year, data on the representation of women and men in management positions will be processed and historical developments will be mapped, enabling an adequate assessment of the effectiveness of measures to promote equal opportunities.	Q2 every year	HR manager	Collection and analysis of gender-disaggregated data on persons in management positions and decision-making bodies at the UHK	Own resources: human resources (personnel costs)

3. Gender equality in recruitment and promotion

Measures	Planned activities	Schedule (quarter)	Responsible persons or workplaces	Monitoring indicator(s)	Resources
OTM-R	Creation of e-training on the selection procedures and OTM-R policy	Q2 2026	Vice-Rector for Strategy, Development and Digitalisation / HR Manager	Existing course on selection procedures and OTM-R policy	OP and own resources: human resources (personnel costs)
OTM-R	Regular training for members of selection committees	Ongoing from Q2/2026	Vice-Rector for Strategy, Development and Digitalisation / HR Manager	Percentage of selection committee members trained	OP and own resources: human resources (personnel costs)
Organisation of training and development programmes	Organisation of educational activities in the unconscious bias and other factors influencing evaluation	Ongoing	HR manager	Offer of training activities or preparation of methodology in the selection procedures	Programme to support strategic management of HEIs: costs of implementing training
Gender-sensitive communication	Use of a standard template for job advertisements, advertising in gender-sensitive language	Ongoing	HR manager	Standardisation of job advertisements across the university	Own resources: human resources (personnel costs)
Equal pay	The UHK will continue, in cooperation with the Ministry of Labour and Social Affairs, to investigate equal pay for women and men within the institution. The UHK will offer the preparation of an equal pay analysis to its units.	Q4 2027	Vice-Rector for Strategy, Development and Digitalisation / Secretaries / Head of the Human Resources and Payroll Office	Conducting an equal pay survey at least at two parts of the University of Hradec Králové	Own resources: human resources (personnel costs)
Mentoring programme	Development of a mentoring system at the UHK, including offering mentors, identifying mentees and connecting them; Creation of a basic structure for the successful launch of the mentoring programme	Ongoing	Vice-Rector for Science, Research and Knowledge Transfer / Coordinator of the UHK Doctoral School	Number of supported doctoral students or early-career staff in individual years	Programme to support strategic management of HEIs: human resources (personnel costs), OP JAK ESF+ projects

4. Integration of the gender dimension into the content of research and education

Measures	Planned activities	Schedule (quarter)	Responsible persons or workplaces	Monitoring indicator(s)	Resources
Organisation of educational and development programmes	Organisation of regular seminars or workshops on the integration of the gender dimension into the content of research and teaching	Ongoing	Vice-Rector for Science, Research and Knowledge Transfer / HR Manager	Existing offer of regular training courses on the topic	Programme to support strategic management at HEIs: training implementation costs
Organisation of educational and development programmes	Organisation of training on the gender dimension in research and teaching at the UHK	Q3/Q4 every year	Vice-Rector for Science, Research and Knowledge Transfer / HR Manager	Organisation of training on gender dimensions in research and teaching at the UHK	OP, LTCRO
Promotional days to support female researchers	Organisation of a promotional day to support female researchers at the UHK	Q2/Q3 every year	Vice-Rector for Science, Research and Knowledge Transfer	Promotional Day Number of female participants in the promotional day	OP, LTCRO
Preparation of material on the gender dimension in teaching	In order to facilitate orientation in gender issues in the curriculum and teaching process, methodological material will be prepared to explain the relevance of the topic, provide information on methods and useful links	Q4 2026	Vice-Rector for Studies, Quality and Artistic Activities	Preparation of methodological material on gender issues in the curriculum and teaching process Raise of awareness of the material + distribution to relevant Vice-Deans at faculties	Own resources: human resources (personnel costs)

5. Measures against gender-based violence, including sexual harassment

Measures	Planned activities	Schedule (quarter)	Responsible persons or workplaces	Monitoring indicator(s)	Resources
Raising awareness of the UHK ethical infrastructure	Update of information on inappropriate behaviour and possible solutions on the UHK website	Ongoing	Ombudsperson	Up-to-date information on the definition of inappropriate behaviour at the UHK (including information on possible solutions and assistance for persons who have encountered such behaviour) in Czech and English	Own resources: human resources (personnel costs)
Organisation of training and development programmes	Training (or workshops/ practice) will be provided for employees and students as part of the prevention of gender-based violence and sexual harassment	Ongoing	Vice-Rector for Strategy, Development and Digitalisation / Ombudsperson / HR Manager	Implementation of at least one training course/ workshop/practical session on the prevention of inappropriate behaviour at the UHK per year	Programme to support strategic management at HEIs: training implementation costs
Evaluation of the functionality of the current ethical infrastructure at the UHK	Analysis of the ethical infrastructure setup	Ongoing	Ombudsperson	Preparation of an analysis of the functional setup of the ethical infrastructure and recommendations on tools for ensuring a safe environment at the UHK	Own resources: human resources (personnel costs)

Monitored indicators of the monitoring report on gender equality at the UHK (gender-disaggregated data)

Indicators	GEP area
Number of students by form and type of study	Work-life balance and organisational culture
Number of graduates by form and type of study	Work-life balance and organisational culture
Number of international students by type of study	Work-life balance and organisational culture
Number of employees taking maternity/paternity and parental leave	Work-life balance and organisational culture
Number of employees returning to work and leaving after maternity/paternity and parental leave	Work-life balance and organisational culture
Number of training courses organised on gender equality	Gender balance in management and decision-making
Number of people in senior positions (Research Board, Academic Senate, Board of Trustees, faculty and UHK management)	Gender balance in management and decision-making
Number of persons in individual academic positions	Gender equality in recruitment and promotion
Number of male and female doctoral students	Gender equality in recruitment and promotion
Number of new doctoral students	Gender equality in recruitment and promotion
Number of male and female candidates for postdoctoral positions	Gender equality in recruitment and promotion
Number of male and female postdoctoral researchers	Gender equality in recruitment and promotion
Number of male and female researchers	Gender equality in recruitment and promotion
Number of persons outside academic and research positions	Gender equality in recruitment and promotion
Number of persons in selection committees (personnel selection procedures)	Gender equality in recruitment and promotion
Number of R&D projects	Integration of the gender dimension into the content of research and education

Number of male and female principal investigators in R&D projects	Integration of the gender dimension into the content of research and education
Number of male and female applicants for internal grant schemes	Integration of the gender dimension into the content of research and education
Number of male and female researchers in internal grant schemes	Integration of the gender dimension into the content of research and education
Number of persons in selection committees (project competitions, grant competitions, etc.)	Integration of the gender dimension into the content of research and education
Number of events organised to prevent inappropriate behaviour (discrimination, harassment, gender-based violence, etc.)	Measures against gender-based violence, including sexual harassment
Number of persons trained in the prevention and resolution of inappropriate behaviour	Measures against gender-based violence, including sexual harassment
Number of submissions to the UHK Ethics Committee related to gender-based violence	Measures against gender-based violence, including sexual harassment
Number of cases handled by the ombudsperson related to gender-based violence.	Measures against gender-based violence, including sexual harassment