
CU Gender Equality Plan

Gender Equality Plan

The Equal Opportunities Plan of CU 2025-2027 has been developed based on several sources that provide insight into the state of equality at Charles University. These include a gender audit that was conducted in 2021/2022, as well as a university-wide survey of the needs of caregivers that was conducted for the university by the Institute of Sociology of the Czech Academy of Sciences in the first half of 2024. Another important source was the evaluation of the activities that took place as part of the implementation of the first Equal Opportunities Plan, including the experience of the CU Ombudsman's Office and input from the members of the Equal Opportunities Board, which provided a specific perspective from individual faculties and units. Selected rectorate departments were also invited to contribute to the development of the Plan.

The second CU Equal Opportunities Plan was discussed by the Rector's Board, the Extended Rector's Board and the Academic Senate of Charles University and adopted on 13 December 2024.

The first Gender Equality Plan of CU 2022-2024 was prepared on the basis of a thorough audit, in which the University cooperated with external experts from the Institute of Psychology of the Czech Academy of Sciences and the NORA Gender Information Centre. Prior to its adoption it was discussed by the Rector's Board, the Extended Rector's Board and the Academic Senate of Charles University. The Equal Opportunities Plan was subsequently adopted on 1 April 2022.

Equal Opportunities Audit

A gender audit was carried out at the University between July and December 2021 and consisted of three parts:

- analysis of documents and websites of the University (desk research)
- analysis of statistics on remuneration and types of employment
- questionnaire survey on employee satisfaction

The audit focused on the following topics:

- goals and values of the organisation
- gender balance of language and visual presentation
- HR policy
- remuneration
- quality of working environment
- occupational health
- reconciliation of personal and professional life
- culture of the organisation and relationships within the workplace

More than 2,500 employees participated in the questionnaire survey. The return rate among academics, researchers and lecturers was 16%, and more than 24% among other employees. We greatly appreciate this high level of feedback, which allowed us to base our next steps on the opinions and experiences of our staff.

The audit report can be found [here](#) (Czech version only).

What is the Gender Equality Plan?

- a public document in which the institution undertakes to improve gender equality
- assignment of responsibility for individual tasks
- earmarking of financial resources
- data collection and monitoring
- also includes raising awareness through training courses

What topics is it to cover?

- work-life balance and organisational culture
- gender balance in leadership and decision-making
- recruitment and career development
- gender dimension in research
- measures against sexual harassment, gender-based violence and other undesirable behaviour

Monitoring the implementation of the Gender Equality Plan

Achievement of the individual objectives of the Plan is subject to regular review. At the beginning of the year a comprehensive assessment is carried out of the state of fulfilment of the goals set for the previous year or those that are to be fulfilled continuously throughout the duration of the Plan. The first overall evaluation for 2022 took place in January 2023. The report on the implementation status of the Equal Opportunities Plan was submitted to the Rector's Board, and subsequently to the Extended Rector's Board and the Academic Senate of Charles University.

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