
2021–2023 action plan

ETHICS

- [Comprehensive survey on employee satisfaction as a part of the gender audit \(internal document\)](#)
- [Equal Opportunity Plan](#) and establishment of the [Equal Opportunities Board](#)
- Ombudsman of Charles University - [Rector's Directive No. 28/2022](#)
- [Methodology for Investigating Complaints of Inappropriate Behaviour by the Ombudswoman of Charles University](#)
- [Course for Non/academic Staff of Charles University - Social Safety in the Academic Environment \(internal document\)](#)

WORKING CONDITIONS

- Worklife balance: Performance of Remote Work at Charles University - [Rector's Directive No. 44/2023](#)
- Worklife balance: Rules for Granting and Using Personal Leave and Development Days at CU - [Rector's Directive No. 51/2023](#)
- Worklife balance: Flexible Working Hours at Charles University - [Rector's Directive No. 52/2023](#)
- Methodology for submitting applications for the issuance of a certificate of affiliation with social security legislation (A1 Form) (internal document)
- Unified management of advertising on the [jobs.cz](#)
- Internal application for hiring process
- Methodology: Unsatisfactory Work Results (internal document)
- Methodology: Overlapping employment relationships (internal document)
- Staff Welcome Centre - [Evaluation Report 2020-2023](#)
- Staff welcome Centre: [promo video](#)
- [Translating documents into English and Ukrainian](#)
- [Events/workshops for employees to improve their physical and mental health](#)
- [Centre for the Care for the Soul](#)
- Carolina Centre: [Psychological Counselling for all CU students and employees](#)

EDUCATION & DEVELOPMENT

- [Educational programmes](#) focusing on various areas of competence, including scientific, pedagogical, managerial, IT, and language skills
- [Czech Language Courses for International Employees](#)
- Regular university onboarding training for new employees
- [Doctoral Study Hub](#) - [courses for PhD students](#) available at [Charles University Educational Portal](#) and [Moodle](#)
- [Calendar of events and courses for PhD candidates](#)
- [Newsletter for Doctoral Candidates](#)
- [PhD Mondays in Kampus Hybernská](#)
- Doctoral candidates: [Manuals and Regulations for Study](#)
- PhD candidates focus group
- Doctoral study: [Methodological Seminar for Supervisors of CU](#)

RESEARCH & PROJECTS

- Research evaluation - [press release](#)
- [Research data management, data management plan](#)
- [Open science support centre](#)
- E-learning courses for employees in the field of [open access](#) a [research data management](#)
- [Research publications repository](#)
- [Methodological guidelines for open access and self-archiving at CU: Methodological guidelines for users](#)
- [Methodological guidelines for open access and self-archiving at CU: Methodological guidelines for open access coordinators](#)
- [Charles University Research Data Policy](#)
- Open science: Educational videos on the platform [Youtube](#)

- [Study of the use of research data within selected scientific disciplines](#) and the [underlying questionnaire survey](#)
- [Visiting Professorships](#)
- [Postdoctoral Hub](#)
- [Introducing and defining the concept of “post-doc” at Charles University](#) - [Rector’s Directive No. 3/2022](#)
- [European centre CU](#)
- [New web for ERC](#)
- [CU Brochure: How to write a strong ERC proposal](#)

SELECTION & CAREER PRINCIPLES

- [Framework Principles of Career Growth of Academics, Researchers, and Lecturers at CU](#) - [Rector's Directive No. 28/2021](#)
- [Annual Systematic Assessment of Employees at the Expanded Rectorate](#) - [Bursar’s Directive N. 1/2023](#)
- [Sharepoint - Annual Systematic Assessment of Employees \(\[for employees only\]\(#\) \)](#)
- [Framework Principles of Career Development of Members of the Technical and Economic Staff at Charles University](#) - [Rector’s Directive No. 53/2023](#)

OTHERS

- Internal communications: [Managerial Summary of the Internal Communication Survey at RUK \(2021\)](#)
- Internal communications: [Managerial Summary of the Internal Communication Survey between RUK and Faculties \(2023\)](#)
- MOBILITY - [Employees’ Business Trips and Student Trips outside the Scope of Employment at Charles University](#) - [Rector’s Directive No. 54/2023](#)