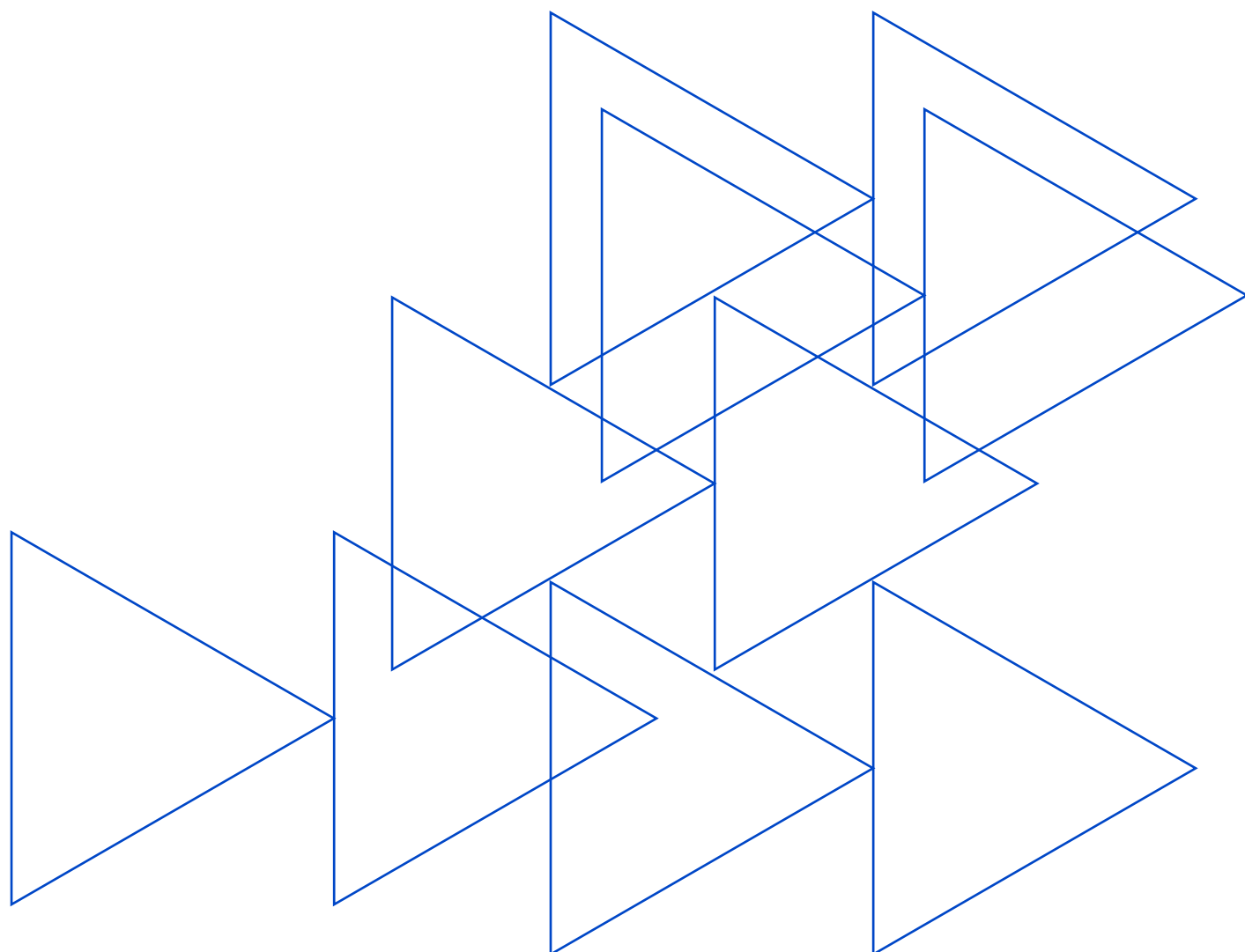


2025

2027

Equal  
Opportunities  
Plan for  
University of  
West Bohemia  
in Pilsen





# Content

<b>PREAMBLE</b>	<b>5</b>
<b>OBJECTIVES OF THE PLAN</b>	<b>6</b>
<b>DEDICATED RESOURCES</b>	<b>8</b>
<b>TRAINING AND CAPACITY BUILDING</b>	<b>8</b>
<b>DATA COLLECTION AND MONITORING</b>	<b>9</b>
1. Work-life balance and organisational culture	10
2. Gender balance in leadership and decision-making	12
3. Gender equality in recruitment and career progression	14
4. Integrating the gender dimension into research and teaching content	16
5. Measures against gender-based violence, including sexual harassment	18



## Preamble

University of West Bohemia in Pilsen (UWB) strives to create an environment that reflects the values of openness, fairness and respect for diversity. Equal opportunities and gender equality are essential prerequisites for quality education, innovative research and fair working conditions. The University perceives the promotion of these values as its responsibility to the current and future academic community and is therefore focusing on the implementation of specific measures that will enable the development of the potential of all students and employees.

The Equal Opportunities Plan 2025-2027 (also referred to as the 'Plan' below) represents a systematic framework for the development of inclusive approaches in all areas of University life. Its aim is to ensure transparent and fair conditions for professional growth, access to education and decision-making processes regardless of gender, age, nationality, cultural or social background. Emphasis is placed on creating a respectful environment, promoting diversity, preventing discrimination and strengthening social safety.

As part of its approach, UWB combines educational and research activities with practical measures that focus on work-life balance, career advancement without informal barriers, and equal representation of women and men at all levels of the academic and organisational structure. The promotion of gender equality is not seen as an isolated topic, but as part of a broader strategy that aims to strengthen a responsible and innovative University environment.

The plan is conceived as a long-term commitment that can dynamically adapt to the needs of the academic community and reflects current challenges in the field of equal opportunities. Its implementation is based on continuous monitoring, educational activities and the involvement of all levels of University management. UWB is thus systematically building an institutional culture based on equality, respect and professional integrity, which contributes to the development of a high-quality academic environment open to all.



# Objectives of the plan

The plan aims to promote a respectful and supportive environment for all those who need to balance work and personal life, to remove barriers that can negatively affect academic or professional advancement, and to support the return to work after career breaks. The plan also focuses on improving the conditions for the career growth of foreign scientists and on creating transparent ethical rules and mechanisms for dealing with problematic situations.

The plan promotes open and equal treatment of all regardless of age, gender, gender identity or sexual orientation, culture, religion or political belief. The plan helps to shape a university open to all, where everyone feels respected and safe: a university based on democratic values and the principles of equal access.

The Equal Opportunities Plan 2025-2027 for University of West Bohemia in Pilsen builds on previous activities in the field of gender equality and social safety. It is based on a gender re-audit that took place from September 2024 to February 2025, following the 2021 gender audit and focusing on equal opportunities in the academic environment – from career growth and representation of women and men in leadership positions to the diversity of work teams and the identification and prevention of negative phenomena in the workplace. The re-audit included a review and evaluation of the current internal regulations of UWB and individual units, individual interviews and interviews with UWB students and employees in focus groups, and an analysis of statistical data that the University has been monitoring over the long term. The results and findings of this re-audit helped to design activities and measures in which equal opportunities can be further developed and an inclusive academic environment can be strengthened.

The plan, which was created by the Social Safety Working Group in cooperation with the UWB Social Security Coordinator, develops strategic measures in five key areas in the medium and long term. These include work-life balance, gender balance in leadership and decision-making positions, gender equality in recruitment and career progression, integration of the gender dimension in research and training content, and strengthening social safety, prevention of discrimination and sexualised harassment and violence.

The plan presents activities and measures with implementation deadlines until Q2/2027. The second half of 2027 will be devoted to the evaluation and re-audit of the entire plan and the preparation of the equal opportunities plan for the next period.

The Equal Opportunities Plan 2025-2027 was approved by the University management and subsequently published on the UWB website in Czech and English.



## Dedicated resources

The preparation, implementation and evaluation of the Equal Opportunities Plan 2025-2027 are under the joint control of the UWB Social Safety Coordinator and the Social Safety Working Group, in which all parts of UWB are represented. The Social Safety Coordinator and their team are equipped with the appropriate powers and financial capacities necessary for the successful implementation of all the necessary activities and measures.

## Training and capacity building

UWB is committed to providing its employees and students with training courses and other educational activities in the field of the gender dimension in science, research, innovation and education, as well as activities promoting a safe and pleasant environment. Specific types of training and educational activities are listed within the individual activities and measures below. The design of the training system and its implementation will be the responsibility of the Social Security Coordinator and the Department of Lifelong and Distance Learning.

## Data collection and monitoring

Regular monitoring and analysis of data allows the University to effectively evaluate the impact of and thus systematically develop measures to promote equal opportunities in both academic and working environments. Consistent monitoring of gender statistics provides the University with the basis for effective decision-making and setting strategic measures in the field of gender equality and inclusion.

The main areas of monitoring include the career advancement of employees, both in terms of academic degrees and their representation in leadership and decision-making positions. The University regularly processes gender-disaggregated data that map the distribution of job positions at the level of departments, centres, faculties and the entire University. These statistics also include technical-administrative and manual labour positions, while the gender structure within different levels of management is monitored. Regular monitoring also includes the representation of women and men in the management of academic departments – including the positions of head of department, vice-dean, dean, vice-rector, bursar and rector.

Attention is also paid to monitoring the success of habilitation procedures and their gender aspects and to analysing the representation of women and men in University decision-making bodies, such as the Academic Senate, the Scientific Council, the Internal Evaluation Board and the Ethics Committee, as well as in the bodies of individual faculties.

Special emphasis is placed on monitoring the gender structure of students, not only during the admission procedure to individual study programmes, but also during their studies, including the success rate of their completion. Regular evaluation of feedback from students, mapping their success and satisfaction during their studies, is again viewed through the prism of gender, and this can be used to describe and navigate unconscious biases and different approaches to students in pedagogical practice.

The evaluation of this data serves as a basis for the further development of gender equality measures and contributes to the systematic strengthening of a fair and inclusive academic environment.



# 1. Work-life balance and organisational culture

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
1.1	Develop a plan for work-life balance	Developing a plan for employee care, covering topics such as flexible work arrangements, age management, exit interviews, onboarding activities, etc.	Develop a functional work-life balance plan and demonstrate the support of the University for this topic	Bursar / Human Resources Division	2Q/2026	Created internal document, seminars, workshops
1.2	Set up adaptation processes for easy training for the position, including returns from maternity and parental leave	Creation of a communication scheme for the adaptation process, taking into account the specifics of individual positions	Set up a return process after Maternity Leave/ Parental Leave for various job positions at the university (academic staff/R&D staff/Technical-administrative staff/blue-collar positions)	Bursar / Human Resources Division	2Q/2026	Functional process
1.3	Take into account the career breaks of parents/carers when evaluating career growth	Partial specification of the point in the UWB Career Code using the announced amendment to the Labour Code (concurrent employment)	A career break due to care (Maternity Leave/Paternity Leave/Parental Leave or flexible forms of working combined with caregiving) does not have a negative impact on the evaluation of the career development of employees	Vice-Rector for Research, Creative Activities and Doctoral Studies Bursar / Human Resources Division Rector's Office / Social Safety Coordinator	2Q/2027	Modified Career Code
		Support for employees on career breaks	Stay in touch with research and current trends	Vice-Rector for Research, Creative Activities and Doctoral Studies Vice-Rector for Educational Planning and Student Affairs / Lifelong Learning Division Rector's Office / Social Safety Coordinator	2Q/2026	Training offer
		Support for the possibility of using return grants	To facilitate the participation of people in research activities after a career break	Vice-Rector for Research, Creative Activities and Doctoral Studies / Project Center	2Q/2026	Created system of return grants

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
1.4	Search for suitable grant schemes	Recording grants and financial support opportunities for employees on career breaks Informing about the possibilities	Eliminate the negative effects of career breaks due to parenthood, support the career growth of caregivers, especially women	Vice-Rector for Research, Creative Activities and Doctoral Studies / Project Center	1Q/2026 1Q/2027 2Q/2027	Amount of information published on different communication channels (intranet, web, etc.)
1.5	Develop childcare support services for employees	Developing existing services (creche) and creating new services (changing tables, etc.)	Provide services to employees with childcare commitments to facilitate the reconciliation of childcare and employment	Bursar / Human Resources Division	2Q/2027	Number of new support services
1.6	Support low-threshold counselling for employed and students	Service provision in the field of psychological counselling in connection with the promotion of mental health (seminars, workshops, individual consultations, possible research surveys, etc.)	Prevent burnout in students	Vice-Rector for Educational Planning and Student Affairs / Teaching and Learning Division	1Q/2026 1Q/2027 2Q/2027	Number of consultations Created information scheme Number of seminars, workshops
		External service recommendations Creating an information scheme Executive education	Prevent burnout in the employed	Bursar / Human Resources Division Rector's Office / Social Safety Coordinator	1Q/2026	Number of external and internal consultations Created information scheme Number of seminars, workshops
1.7	Audit doctoral studies at UWB	Respecting the results of audits carried out on units that have accredited doctoral studies	Reduce the failure rate of doctoral students, strengthen affiliation with the University	Vice-Rector for Research, Creative Activities and Doctoral Studies	1Q/2026	Audit reports
1.8	Standardise rules for the care of doctoral students by supervisors and components	Informing about the rules and possibilities and the use of research infrastructure	Reduce the failure rate of PhD students and gender inequalities in participation and access to information	Vice-Rector for Research, Creative Activities and Doctoral Studies	2Q/2026	Standards created
1.9	Introduce regular evaluation of the course of doctoral studies	Regularly carry out surveys based on feedback from doctoral students	Evaluate and improve the quality of doctoral studies at UWB	Vice-Rector for Research, Creative Activities and Doctoral Studies Vice-Rector for Strategy and Development Vice-Rector for Educational Planning and Student Affairs Bursar / Information Technology Center	2Q/2027	Data and research report

## 2. Gender balance in leadership and decision-making

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
2.1	Institutionally anchor the equal opportunities policy in documents formulating the main values of UWB	Anchoring equal opportunities policy in documents formulating the main values of UWB	To subscribe as a university to the principles of equal opportunities for all members of the academic community	Vice-Rector for Strategy and Development	1Q/2026	The policy and principles of equal opportunities are part of the Strategic Plan 2026+
2.2	Systematically monitor and report with regard to gender and equal opportunities	Preparation of annual reports 'Gender Monitoring'	To report gender statistics on the number of employees at UWB and all its parts	Vice-Rector for Strategy and Development / Quality Division	1Q/2026 1Q/2027	Annual report 'Gender Monitoring'
2.3	Promote the use of inclusive language	Using inclusive language in communication, marketing and key documents of UWB	Use inclusive language to a reasonable extent in UWB communication and marketing and in strategic documents (e.g. annual reports).	Rector's Office / Social Safety Coordinator	2Q/2026 2Q/2027	UWB documents and components are written in inclusive language in accordance with the Ombudsman's Recommendation on the Use of Inclusive and Sensitive Language in the UWB Environment
		Creating recommendations on the use of inclusive English		Rector's Office / Social Safety Coordinator	2Q/2026	Created recommendation on the use of inclusive English





# 3. Gender equality in recruitment and career progression

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
3.1	Take gender balance into account in recruitments and appointments	Updating internal regulations and standards related to the recruitment of male and female employees, taking into account gender balance in recruitments or appointments	Reflect gender balance in recruitment and appointment documents	Bursar / Human Resources Division	4Q/2026	Updated documents
		Articulating job advertisements in inclusive language	Continue to use gender-sensitive and inclusive language in relevant UWB documents	Bursar / Human Resources Division	4Q/2026 4Q/2027	Advertisements and other recruitment documents written in gender-sensitive language
		The job advertisement contains information that UWB as an employer is committed to equal opportunities and the principle of gender equality	Inform applicants for the position about the values of UWB	Bursar / Human Resources Division	1Q/2026	Job advertisements contain the information
3.2	To provide systematic support in the field of education and human resources development	Prepare and implement training, workshops and courses for employees (equal treatment in selection procedures, educational needs of employees in relation to the Career Code, training for new employees, work-life balance, well-being, etc.)	Systematically educate UWB employees in areas related to human resources	Vice-Rector for Educational Planning and Student Affairs / Lifelong Learning Division	1Q/2026 1Q/2027 2Q/2027	Created, regularly updated and implemented training courses with a focus on new and existing employees
		Support the education of employees in leadership positions and develop their soft skills for people management (including an emphasis on gender stereotypes and prejudices).	Systematically educate UWB employees in areas related to human resources	Vice-Rector for Educational Planning and Student Affairs / Lifelong Learning Division	1Q/2026 1Q/2027 2Q/2027	Created, regularly updated and implemented training courses with a focus on new and existing employees

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
3.3	Implement and use a tool to monitor and evaluate equal pay for women and men	Regular analysis of remuneration of employees at UWB	Evaluate and equalise the pay of women and men at UWB	Vice-Rector for Strategy and Development / Human Resources Division	1Q/2026	The tool is used regularly, the data obtained are published
3.4	Implement intensive Czech language courses for foreign scientists	Continue to offer intensive Czech language courses for foreign scientists	To offer the development of Czech language and thus support greater involvement of foreign employees in the Czech environment and Czech-speaking collectives	Rector's Office / Institute of Applied Language Studies	1Q/2026 1Q/2027 2Q/2027	Extended offer of language courses with a course for foreigners
3.5	Monitor and evaluate the use of creative leave	Continuous monitoring of (non) taking of creative leave	To support academics in their career growth also in publishing activities	Vice-Rector for Strategy and Development / Quality Division	1Q/2026 1Q/2027	Information on taking creative leave is published in gender monitoring
3.6	Transparently offer involvement in projects to doctoral students	Regular updates to the offer of participation in projects published on the websites of UWB units	Involve doctoral students in projects in a transparent and balanced way	Vice-Rector for Research, Creative Activities and Doctoral Studies	1Q/2026 1Q/2027 2Q/2027	Existing online offer including specific information



# 4. Integrating the gender dimension into research and teaching content

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
4.1	Expand the content of relevant educational subjects on the topics of diversity, intersectionality, inclusion	Training in the inclusion of diversity, intersectionality, inclusion in teaching	Expanded capacity for including gender content in educational subjects	Vice-Rector for Educational Planning and Student Affairs  Rector's Office / Social Safety Coordinator	4Q/2026	Number of courses that include the required topics by default
4.2	Coordinate activities for the introduction of the gender dimension into the content of research and innovation, provide methodological support for its integration	Training in the inclusion of the gender dimension in research	Researchers, academic staff, as well as technical and administrative staff involved in projects will expand their awareness of the overlaps of the gender dimension of science and research, including project applications	Vice-Rector for Research, Creative Activities and Doctoral Study  Rector's Office / Social Safety Coordinator	2Q/2026 2Q/2027	Number of training courses and educational activities, updated methodology



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

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
5.1	Open debate on the topic of close relationships in an academic environment	Organising round tables	Define the boundaries of relationships in academia	Rector's Office / Social Safety Coordinator	1Q/2026	The boundaries of close relationships in the academic environment are explicitly defined in the UWB Code of Ethics
5.2	Create conditions for the establishment of the position of confidential persons at faculties and University institutes	Creation of additional tools for strengthening social safety at faculties and University institutes	Strengthen tools for the prevention of negative phenomena	Rector Deans / Directors of UWB institutes	1Q/2026	Number of established trustees
5.3	Develop a system and mechanisms for the support of an ethical and socially safe environment at UWB	Preventive training about negative phenomena for both staff and students (discriminatory behaviour, bullying, sexualised and gender-based violence, etc.)	Train various objective groups on negative phenomena and related prevention	Rector's Office / Social Safety Coordinator	1Q/2026 1Q/2027 2Q/2027	Created, regularly updated and implemented training system
5.4	Strengthen communication on inequality and diversity	Informing about existing tools (through input material for new students and employees)	Inform new students and employees about possible negative phenomena and related prevention	Rector's Office / Social Safety Coordinator	1Q/2026 3Q/2026 1Q/2027 2Q/2027	Information materials
		Regular information on the use of individual tools for the prevention and solution of negative phenomena and general information on cases	Regularly publish a report on the use of individual tools for the prevention and solution of negative phenomena	Rector's Office / Ombudsman Faculties and Institutes / Trusted Persons Ethics Committee	1Q/2026 1Q/2027	Published news
		Introduction of the evaluation of measures aimed at preventing and resolving negative phenomena in the workplace	Regularly evaluate measures aimed at prevention and resolution of negative phenomena in the workplace	Rector's Office / Social Safety Coordinator	1Q/2026 1Q/2027	Published report on the implementation of the Equal Opportunities Plan

No.	Measure	Activity	Objective	Responsibility	Date	Indicator
5.5	Strengthen communication about inclusion in the UWB environment	Informing about the principle of inclusion at UWB	Inform students and staff about the principles of an inclusive environment at UWB	Vice-Rector for Educational Planning and Student Affairs / Teaching and Learning Division	1Q/2026	Information materials
		Creation and definition of tools to strengthen an inclusive environment at UWB	Have a toolkit for strengthening an inclusive environment at UWB	Vice-Rector for Educational Planning and Student Affairs / Teaching and Learning Division	4Q/2026	Toolkit
		Introduction of evaluation of the degree of inclusive environment at UWB	Regularly evaluate steps to strengthen an inclusive environment	Vice-Rector for Educational Planning and Student Affairs / Teaching and Learning Division	2Q/2027	Evaluation report
5.6	Spread awareness of UWB's open approach to topics related to diversity	Implementation of partial steps supporting diversity and inclusion	UWB has a reputation for being and institution with a diverse and inclusive environment	Rector's Office / Social Safety Coordinator	1Q/2026 1Q/2027	UWB promotional materials and components contain elements of diversity and inclusion



