



Gender Equality Plan

Gender Equality Plan

University Hospital Ostrava

for 2026 - 2030

INTRODUCTION

The management of the University Hospital in Ostrava (hereinafter referred to as UHO) follows the European Union's objectives in the field of gender equality for the years 2020 - 2025 (Equality Union: Strategy for Gender Equality 2020 - 2025, see: [Gender Equality Strategy | European Commission \(europa.eu\)](https://european-council.europa.eu/media/e00012/1/1619202001001_en.pdf)) and the new Czech Government Gender Equality Strategy for 2021-2030. The promotion of gender equality is a natural part of national and international legislation by which the Czech Republic is bound, e.g. Constitutional Act No. 2/1993 Coll., the Charter of Fundamental Rights and Freedoms, Act No. 198/2009 Coll. on Equal Treatment and Legal Means of Protection against Discrimination and on Amendments to Certain Acts (Anti-Discrimination Act), as amended.

The UHO's personnel policy is based on the principles of equal treatment of all employees regardless of gender, age, race, nationality or religious affiliation. Through its approach, the employer supports and is responsible for ensuring equal opportunities for women and men in areas such as career growth, financial remuneration and education.

UHO will implement a variety of measures to promote gender equality as part of the hospital's strategic commitment to the principles of transparency, equality and accountability, and at the same time having regard to the balancing of the work and personal lives of all its employees. All will be done in accordance with the University Hospital in Ostrava Gender Equality Plan – hereinafter referred to as “GEP”) for 2026 – 2030.

STRATEGIC CONTEXT

UHO acknowledges that people are its most valuable asset and that achieving its mission depends on the performance, attitude, motivation, dedication, professionalism and skills of its employees. UHO has achieved a lot in creating a fair, flexible and gender-balanced working environment, but will continue to develop an organisational culture where employees have equal opportunities in all areas. UHO will focus on raising awareness of equality and gender issues and on eliminating any barriers that may stand as obstacles to achieving equal opportunities for men and women.

SCOPE

This document is binding for all UHO employees. The Deputy Director for Human Resources Management – Human Resources Development Department is responsible for implementing the strategy, including the Gender Equality Plan, in cooperation with other UHO organisational units.

TERMS AND ABBREVIATIONS

Sex – Biological differences between men and women.

Gender – A socially and culturally constructed category determining expectations and roles associated with individuals based on their sex.

Gender equality – A state in which individuals, regardless of sex or gender, can freely develop their abilities and make decisions without restrictions caused by gender roles or stereotypes.

Gender audit – A tool for assessing the state of gender equality in an organisation; the results of the audit are used to determine the objectives and measures in the Gender Equality Plan.

Abbreviations in the areas:

UHO Ostrava University Hospital

GEP Gender equality plan

PREMISES OF THE GENDER EQUALITY PLAN

The GEP meets the minimum requirements set by the European Commission ([Gender Equality Plans | NKC - Gender and Science \(genderaveda.cz\)](#)):

The gender equality plan represents an explicit commitment by the institution to promote gender equality and is part of its development and management strategy.

The plan usually has four phases:

ANALYSIS/AUDIT: statistics and qualitative and quantitative data (broken down by sex and other important characteristics) are collected, and the institution's processes, procedures and documents, as well as its formal and informal rules, are analysed and then critically evaluated from an equal opportunities perspective.

PLAN CREATION: based on the audit, areas where discrimination or systematic disadvantage of certain groups of students/workers (not necessarily only women) occur are evaluated, objectives and targets are set, specific activities necessary to achieve these objectives are determined, deadlines for their implementation are set, responsibility for implementation, financial resources for implementation, indicators of change and a system for monitoring and evaluating changes leading to defined goals and objectives are defined.

IMPLEMENTATION: the plan is gradually implemented and its development and fulfilment are continuously monitored and evaluated, including the impact of activities – at this stage, it is possible to reassess and redefine the plan based on successes and failures in its implementation.

EVALUATION: as mentioned above, the monitoring and evaluation of process and content indicators of change already takes place during the implementation phase of the plan, but after the plan is completed, it is important to evaluate the course of its implementation and the impact it has had on the institution, and to create a new plan based on the results of this evaluation. This is therefore a cyclical process that should be repeated (one cycle lasts approximately 4-5 years).

1. Publication of the GEP
2. Allocation of human resources and expertise for the implementation of the GEP
3. Collection and evaluation of data
4. Training on gender equality issues for employees

REQUIREMENTS FOR THE PLAN TO MEET THE REQUIREMENTS OF HORIZON EUROPE

In order for a document to be considered a gender equality plan (GEP), the European Commission requires that the following minimum requirements (building blocks) be met:

- **publication:** a formal document published on the institution's website and signed by senior management;
- **allocated resources:** allocation of resources and expertise in the field of gender equality for the implementation of the plan;
- **data collection and monitoring: data on employees** (and students, if the institution has them) broken down by gender and annual reports based on defined indicators;
- **training:** awareness-raising/training on gender equality and unconscious gender bias for employees and decision-makers.

The plan should also cover the following recommended areas:

1. work-life balance and organisational culture
2. gender balance in management and decision-making
3. gender equality in recruitment and career progression
4. integration of the gender dimension into research and teaching content
5. measures against gender-based violence, including sexual harassment

IMPLEMENTATION AND RESPONSIBILITY

On the level of the UHO management, a gender equality sponsor has been appointed who will cooperate with members of the UHO management and especially UHO sites in the implementation of GEP activities. The sponsor is the Deputy Director for Personnel Management in cooperation with the Director of UHO, the Deputy Directors for Medical Care and the Deputy Director for Nursing Care. The sponsor will regularly inform the UHO management about her activities and the results achieved in fulfilling the GEP by including a paragraph in the UHO Annual Report.

GEP AREAS

1. CULTURE OF THE ORGANISATION

Culture of the organisation is the basis for how employees relate to each other. Within this area, the quality of communication and relationships, transparency and clarity are important. Across all sites, UHO will promote an organizational culture and work environment that fully embraces the organisation's vision and goals, gender equality, and gender-balanced promotion and marketing. It will work with gender-balanced language in the development of internal regulations or communication systems and promote a healthy working environment free of socially negative phenomena (discrimination, sexual harassment, mobbing, bossing, etc.).

2. BALANCING WORK AND FAMILY LIFE

UHO will facilitate and further support flexible forms of work, the management of maternity and parental leave, as well as the creation of conditions for the provision of care for children and family members that enable employees to harmonise work and family responsibilities.

3. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Gender balance in leadership and decision-making is important so that decision-making processes include the views and experiences of women as well as men. The UHO management always seeks members of the board based on actual qualities, experience and expertise. UHO will always support improved opportunities for gender balance in leadership and decision-making.

4. PERSONNEL AND PAY POLICY

UHO will carry out an open and transparent recruitment and selection of applicants based on their qualities and competences. The function will strive to develop and maintain gender-diverse work teams by creating a system of career support and mentoring, especially for the starting staff. UHO has been monitoring overall employee turnover and the its reasons for a long time. It will also modify and improve the process related to the issue of the staff leaving. UHO will continue to provide significant support for the training of its male/female employees. It will carry out regular assessment of the male/female employees with emphasis on setting professional goals, communication methods, providing two-way feedback, adherence to the hospital's corporate culture and Code of Conduct. In the area of remuneration, UHO has and will continue to act in a non-discriminatory manner, without applying gender stereotypes. Furthermore, UHO will focus on the continuous optimization of benefits for its employees - their offer and composition in accordance with current legislation, taking into account the current needs of employees.

5. INTEGRATING THE GENDER DIMENSION INTO THE CONTENT OF RESEARCH AND INNOVATION

UHO will take efforts to promote and integrate the gender dimension in research and innovation and education by supporting gender-balanced research teams.

6. ALLOCATION OF HUMAN AND FINANCIAL RESOURCES TO ADDRESS GENDER EQUALITY ISSUES

UHO will generate adequate resources within its annual budgets to implement the proposed measures to promote gender equality in all GEP areas.

7. MONITORING AND EVALUATION

Systematic monitoring of the GEP implementation process strengthens the accountability of the organization. Ongoing monitoring of GEP implementation forms the basis for systematic process management and will be monitored by the UHO management. Key actions will be regularly updated and supplemented, their implementation will be monitored and progress will be reported in accordance with the GEP schedule.

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UHO Gender Equality Plan for 2026–2030 – Measures and Activities

1. Culture of the Organization

GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / period	Indicators	Responsibility
To introduce the "UHO Gender Equality Policy"	<p>Creation and publication of the "UHO Gender Equality Plan (GEP) for 2026-2030" as a formal document</p> <p>Publication of the Annual Report on the achievement of GEP objectives according to the identified indicators</p>	Employees / Public	<p>7/2023</p> <p>Annually</p>	<p>Publishing of GEP</p> <p>Publishing of the annual report on the fulfilment of GEP objectives for the year as part of the UHO Annual Report</p>	GEP sponsor.
Incorporate provisions reflecting GEP in the internal governing act	Inclusion of the gender dimension in relevant UHO internal standards, as well as directives, orders and measures in their development and updates	Employees / Public	On an ongoing basis, whenever new internal standards are created	Relevant UHO internal regulations and other institutional standards reflect the principles of gender equality	Head of Quality Management, heads of departments and divisions issuing/guaranteeing internal standards
Raise awareness and understanding of gender equality issues. Focus on preventing sexual harassment and conflict in the workplace	<p>Supplementing the existing educational e-learning activities to raise awareness of gender issues, gender-based violence and generational or inter-cultural differences</p> <p>Creating an e-learning seminar</p>	<p>Employees</p> <p>Senior employees</p>	Starting from 01/2026	<p>Number of e-learning participants</p> <p>e-learning</p>	Head of the Human Resources Development Department, Head of the Internal Security and Crisis Management Department

Improve the complaints awareness process	Increase employee awareness of the existing grievance procedures, including issues of bullying, sexual harassment in the workplace, etc. According to PSJ 08.03. Reporting of adverse events	Employees	Starting from 01/2026	Increasing awareness of the PSJ – see HR information	Head of Human Resources Development Department, Head of Quality Management Department
Develop providing support to employees in dealing with difficult work and life situations	Increase awareness of the possibility to use occupational psychological counselling for all UHO employees	Male/female employees	06/2026	Psychological counselling available to all employees, publication of dedicated counselling hours, evaluation of number of supports	Head of the Human Resources Development Department

2. Gender balance in leadership and decision-making

GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / Period	Indicators	Accountability
Optimising conditions for better gender balance in leadership positions and advisory bodies	Promoting women's/men's interest in participation in leadership positions.	Male/female employees	Regularly once a year	<p>Monitor and evaluate the proportion of women/men in leadership and decision-making positions and advisory bodies</p> <p>Recommendations forwarded to the organisers of the UHO bodies and commissions</p>	GEP sponsor, UHO management.

3. Balancing work and family life

GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / period	Indicators	Accountability
Optimising management of maternity/parental leave and support for balancing of work and family	Defining all measures to support balancing of work and family offered by UHO in one internal document (including the creating of conditions to support the provision of care for children and family members - e.g. accommodating and adjusting working hours, etc.)	Employees leaving for maternity and parental leave, during and returning from it, employees in difficult life - family situations	Starting from 01/2026, annual review and update Informative leaflets	Creating a document on work and parenting support options and support during difficult life situations	Head of the Human Resources Development Department
Optimising maternity/parental leave management	Elaborate information on the issue "Maternity leave, post-natal paternity care and parental leave" in the UHO conditions	UHO male/female employees, male/female job applicants	Starting from 01/2026, annual review and update Informative leaflets	Information for employees	Head of the Personnel and Payroll Department

4. Personnel policy

GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / Period	Indicators	Accountability
Develop a gender-fair recruitment and selection process	Compliance with the principles of OTM - R (Open - Transparent - Merit Based Recruitment, i.e. open and transparent recruitment and selection based on quality and competence). Recommendations for gender fair practices during recruitment and selection in this internal and related UHO standards.	Male/female employees involved in recruitment and selection	03/2026 Internal governing act update	Revision of the Rules and Procedures for the conduct of selection procedures.	Deputy Director for Personnel Management, senior employees
Promote balanced career development and advancement for women and men	Update of the Rules of Professional Advancement in UHO - Career Regulations	Male/female employees	03/2026 Internal governing act update	Rules of Professional Advancement	Deputy Director for Personnel Management, senior employees
Enhancing and developing the age management	Focus on training in the area of age management	Male/female employees	From 03/2026	Regular training for 10 groups of employees a year	GEP sponsor, Head of the Human Resources Development Department, Deputy Director for Medical Care, Deputy Director for Nursing Care.
Setup remuneration system reflecting the principles of gender equality	Conducting a remuneration analysis from the viewpoint of gender equality per professions	Male/female employees	From 03/2026	Remuneration system analysis conducted	Deputy Director for Human Resources Management

5. Integrating the gender dimension into the content of research and innovation

UHO GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / Period	Indicators	Accountability
Supporting the integration of gender dimension in research and innovation	Revision of internal science and research (SR) management documentation and addition of provisions relating to gender equality	Male/female employees	From 01/2026	Updated governing documentation	Deputy Director for Science and Research
Integration of a gender perspective into the preparation and approval of research projects	Definition of a separate body/person who will assess research projects from a gender perspective prior to their approval for implementation/ submission, or, where appropriate, expand the activities of the existing ethics committee and provide training in this area	Employees (especially in science and research), patients, the public, organisation management, research group and project leaders	From 06/2026	Concept of scientific and research activities	Deputy Director for Science and Research
Continuous monitoring and annual evaluation of gender-structured data	Keeping statistics on employees in the position of "researcher" according to their level of education, broken down by gender, age and full-time/part-time employment	Office of the Deputy Director for Science and Research	From 01/2026	Published statistics, internal statistical data and supporting documents	Deputy Director for Science and Research

6. Allocation of human and financial resources to address gender equality issues

UHO GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / Period	Indicators	Accountability
Institutional support for the gender equality agenda	At the UHO management level, a gender equality sponsor has been identified who will collaborate with other members of management, departments and representatives of relevant departments in the implementation of GEP activities, and sufficient capacity will be created to support this new agenda	Male/female employees / Public	From 01/2026	UHO has a gender equality agenda sponsor	GEP sponsor, UHO Director.
Create resources for GEP implementation	Secure financial resources for the implementation of measures in GEP areas	Male/female employees	Budget for 2026 and beyond	Secured budget for financing GEP activities for 2026-2030	GEP sponsor, UHO Director, Deputy Director for Economics And Finance

7. Monitoring and evaluation

UHO GEP sponsor, UHO management, senior employees

Objective	Measures / description of the action	Target group	Deadline / Period	Indicators	Accountability
Monitoring and control of the GEP implementation process	Systematic monitoring of the GEP implementation process and continuous control of its implementation, including regular updating of key actions and their completion in accordance with the GEP schedule	Employees, Public	Continuously	Gradual implementation of the GEP in accordance with the schedule	GEP sponsor.
Keeping gender statistics by individual areas	Keeping gender statistics on leadership positions, science and research, and other areas	Employees, Public	Once a year	Internal monitoring	GEP sponsor, analyst.