

Olomouc University Hospital Gender Equality Plan 2025-2028

Follow-up document of the Olomouc University Hospital Gender Equality Plan 2022-2024

PREAMBLE

Gender equality is a value that is shared not only at the European level. The principles of equal opportunities are among the long-term basic priorities of the management of the Olomouc University Hospital (hereinafter referred to as “FNOL”). The FNOL management is clearly fully aware of the importance and impact of possible (in)equality between men and women, and therefore in 2022 the “Olomouc University Hospital Gender Equality Plan 2022-2024” was drawn up and approved, and then gradually, systematically and structurally implemented. By adopting this strategic document, FNOL also made a public commitment to promote gender equality as one of its development goals, which is gradually being implemented.

This document is a follow-up plan for gender equality at the FNOL for the next years 2025-2028. It evaluates and revises the activities set out for the previous years 2022-2024 and at the same time defines further plans for the future in this area in accordance with the updated Government Strategy of the Czech Republic for Gender Equality 2021-2030 (Strategy 2021+).

Summary of the main results of the Gender Equality Plan 2022-2024

The first Gender Equality Plan was the result of the efforts of the Olomouc University Hospital management to strengthen the gender dimension in the context of all routine activities carried out at individual departments. The selected goals and objectives were continuously fulfilled with the utmost commitment throughout the period, but we still failed to meet them completely. After a thorough post-period analysis, we concluded that some of the objectives set are not and cannot be terminated, as their implementation will essentially be an ongoing task for us, particularly in the areas of maintaining and developing the culture of the organisation, the approach to leadership balance or the gender dimension in science and research. In the context of the resulting analysis, we have decided on three new key areas that appropriately complement our ongoing efforts to ensure gender equality principles.

Key areas for the next period 2025-2028

- Equality in recruitment and promotion
- Specific training on approaches to digital literacy for women and men
- Evaluation of remuneration for women and men

EVALUATION OF ESTABLISHED GOALS FOR THE YEARS 2022-2024

1. Culture of the Organisation

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Introduce the "OUH Gender Equality Policy" (GEP OUH)	Creation and publication of the "OUH Gender Equality Plan" (GEP OUH) for 2022-2024 in the form of a formal document Annual publication of a report on the fulfilment of the GEP OUH objectives according to defined indicators	YES		NO
Develop provisions reflecting the OUH GEP in the internal regulations and institutional standards of the OUH	Inclusion of the gender dimension in the re-relevant internal standards of the OUH, as well as directives, orders and measures in their development and updates	PARTLY	ongoing implementation - a continuous process	YES
Increase awareness and understanding of gender equality issues	Appropriate supplementation of existing e-learning activities for staff development and training with gender topics aimed at raising awareness of this issue Creation of an e-learning seminar	PARTLY	ongoing implementation - a continuous process	YES
Improve the information process on complaints	Increase employee awareness of existing grievance procedures, including issues of bullying, sexual harassment in the workplace, etc. Update relevant sources of information for OUH employees	YES		on a permanent basis
Preventive awareness-raising campaign focusing on the topics of sexual harassment and gender-based violence	Education in the form of e-learning Creation of an e-learning seminar	PARTLY	ongoing implementation - a continuous process	YES
Provide support to employees in dealing with difficult work situations	Support the possibility of using occupational psychological counselling for all OUH employees, make use of the flexible possibilities and capacities of the occupational psychological counselling internally and externally	YES		on a permanent basis
Avoiding (reducing the frequency of) conflicts in the workplace	Training of employees on the topic of generational or inter-cultural differences <u>in the form of e-learning</u> Creation of an e-learning seminar	PARTLY	ongoing implementation - a continuous process	YES

2. Gender balance in leadership and decision-making

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Optimising the conditions for greater gender balance in leadership positions and post-board bodies	Promoting women's/men's interest in participating in leadership positions. Clear dates and time frames for regular meetings of the OUH bodies and committees during working hours	YES		on a permanent basis
Supporting managers in the field of equal opportunities with the aim of improving management skills in leading people	Implementation of an e-learning seminar on the topic: Leadership in the context of equal treatment	PARTLY	ongoing implementation - a continuous process	YES

3. Reconciling work life balance

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Optimising the management of maternity/parental leave and support for reconciliation of work and family	Defining all measures to support reconciliation of work and family offered by the OUH in one internal document (including the creation of conditions to support the provision of care for children and family members - e.g. obligingness and opportunities to adjust working hours, home office, etc.)	YES		on a permanent basis
Optimisation of maternity / parental leave management	Process information on the issue of "Maternity leave, paternal post-natal care and parental leave" in OUH	PARTLY	ongoing implementation - a continuous process	YES
Take into account the possibilities of working from home to improve the work life balance	Use all legal options within the OUH Work Regulations and existing legislation regulating the conditions of working from home, which will allow employees to reconcile work and family (personal) obligations in line with the operational needs of OUH	YES		on a permanent basis

Consider the needs of employees caring for dependants in accordance with the operational needs of OUH	Use all legal possibilities within the OUH Working Regulations governing the conditions of working from home etc., which enable employees caring for dependants to balance work and family (personal) responsibilities in relation to the operational needs of the OUH	YES		on a permanent basis
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4. Human resources policy

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Develop a gender fair recruitment and selection process	Supplementation of the Principles for selection procedures in OUH 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 a gender-correct procedures during recruitment and selection in this internal and related OUH standards.	YES		on a permanent basis
Strive for a gender-balanced composition of selection committees	In the Principles for selection procedures in OUH, set an explicit requirement for a balanced composition of selection committees corresponding to the field and nature of the departments	YES		on a permanent basis
Promote balanced professional growth and advancement of women and men	Establish and implement rules of professional conduct in OUH	PARTLY	ongoing implementation - a continuous process	YES
Update the process and outputs of the employee motivation evaluation	Update the existing motivational evaluation of employees	YES		
Deepening and developing age management	Focus on graduate programmes of OUH - standardisation of the entry of graduates of both medical and non-medical disciplines, optimisation of recruitment, selection, initiation of specialisation training and ensuring their subsequent professional and professional development, further education in accordance with the applicable legislation and the needs of the OUH.	YES		on a permanent basis

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

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Promoting the integration of the gender dimension into educational activities	Adding a gender dimension to existing activities, e-learning, training and other events	PARTLY	ongoing implementation - a continuous process	YES
Ensuring equal gender representation in the evaluation of science and research projects	Gender balance in the evaluation committees of internal projects, taking into account the possibilities and maintaining the main criterion of expertise	PARTLY	ongoing implementation - a continuous process	YES

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

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Institutional arrangements for the gender equality agenda	A Gender Equality Guarantor has been identified at the OUH management level who will work with other members of the OUH management, OUH departments and representatives of relevant departments to implement the OUH GEP activities, and sufficient capacity will be created to support this new agenda	YES		on a permanent basis
Create resources for the implementation of GEP OUH	Secure financial resources for the implementation of measures in the GEP areas of OUH	PARTLY	ongoing implementation - a continuous process	YES

7. Monitoring and evaluation

GEP OUH Guarantor, OUH management, senior staff

Objective	Measure / description of activity	Fulfilled	Reason for non-fulfilment/note	Transfer to 2025-2028
Monitoring and control of the OUH GEP implementation process	Systematic monitoring of the OUH GEP implementation process and continuous control of its implementation, including regular updates of key actions and their completion in accordance with the OUH GEP schedule.	YES		on a permanent basis
Maintaining gender statistics by individual area	Keeping gender statistics at senior level, in the field of science and research	YES		on a permanent basis

STRATEGIC AREAS FOR FURTHER DEVELOPMENT FOR 2025-2028

- Equality in recruitment and promotion
- Specific training on approaches to digital literacy for women and men
- Evaluation of remuneration for women and men

Objective	Measure / description of activity	Date / period	Indicators	Liability
Equality of opportunity in the search for male/female employees	Consistent use of gender-sensitive language and balanced visuals in staff advertising	03/2025-12/2028	Recruitment reports and gender statistics, including a database for alternative opportunities	PEU
Promoting gender balance in the digital skills of male/female employees	Offer of digital literacy training: <ul style="list-style-type: none"> - benefits and risks of digital technologies - e-communication with authorities - artificial intelligence for work and leisure - cybersecurity 	9/2025-12/2028	Gender statistics on participation in development education	UIT + PEU + senior staff member

Continued adherence to the principles of equal remuneration for women and men	Monitoring and evaluation of equal remuneration by employee categories in the context of the competences of the position held	5/2025-12/2028	Gender reports and statistics of remuneration for women and men	Senior staff of FNOL + PEU
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The Olomouc University Hospital management is committed to the continuous implementation and monitoring of this Gender Equality Plan and will allocate financial resources to enable its implementation, as well as seek additional funding opportunities to further deepen activities related to the gender dimension in the work environment.