

# Action Plan of Gender Equality Plan for 2025

Czech University of Life Sciences Prague

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Czech  
University  
of Life Sciences  
Prague

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**Approved by:** Management of the Czech University of Life Sciences Prague on 16 December 2024

**Czech University of Life Sciences Prague**

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# Introductory Word

The year 2025 will see the Czech University of Life Sciences Prague (CZU) arrive at an important milestone in the area of promotion of gender equality. In December 2024, CZU completed the implementation of its first Plan of Gender Equality (GEP 1.0), the evaluation of which is available in the relevant report discussed by the Rector's Advisory Board in March 2025\* ([LINK](#)). Now, following this key stage (but also as its part during the implementation of GEP 1.0), CZU is actively involved in the joint execution of the international project Horizon Europe AGRIGEP (Assessment and implementation of Agriculture and Life Science Universities' first Gender Equality Plans in widening countries, No: 101094158; <https://agrigepl.eu/> ), one of the main outputs of which will be the preparation of a new GEP reflecting the specifics of CZU as a university with a focus on agriculture and life sciences by the end of 2025.

In pursuance of continuity and a smooth transition between the current GEP, which ended in 2024, and the planned strategic document, this Action Plan of Gender Equality Plan has been drawn up for the year 2025. This plan serves as complement to the current GEP and, in addition, sets the basis for the accomplishment of long-term objectives defined within the AGRIGEP project. The Action Plan has been expended to contain measures aimed at the prevention of discrimination and gender-based violence, which were not explicitly included in GEP 1.0, even though certain related activities have already been carried out. The objective of the Action Plan GEP 2025 is to strengthen the commitment of CZU to achieve gender equality, to support gender equality and to continue to develop the initiatives that contribute to an all-inclusive academic environment.

The Action Plan becomes valid on 01 January 2025. The GEP Action Plan for 2025 was discussed by the CZU Rector's Advisory Board on 20 February 2025.

\*Note: the link will not be functional after the end of discussions (the discussions will be held in March due to the time needed to evaluate the first GEP, which ended on 31 December 2024)

# **1 Proposal for Specific Activities and Measures**

Proposal for specific activities and measures						
Action/Measure	Activity	Target group	Completion	Indicators	Responsible authorities	Funding
<b>Development and strengthening of institutionalisation of gender equality policy at CZU</b>	Preparation and approval of the Gender Equality Plan for 2026–2029 (CZU GEP 2.0).	Employees Students Public Grant agencies and donors Cooperating organisations in CZ and abroad	12/2025	CZU GEP 2.0 is published on the CZU website  Two workshops with two target groups are held by the management of CZU and PS GEP  Written documents of preferred strategic areas of GEP 2.0	GEP working group  AGRIGEP team  Sustainability Board	Activity is covered from operating funds related to the CZU management  AGRIGEP resources
	Preparation of a report on accomplishment of the Action Gender Equality Plan for 2025 according to indicators as part of the CZU Annual Report for 2025.	Employees Students Public Grant agencies and donors Cooperating organisations in CZ and abroad incl. rating agencies	2/2026	Report on accomplishment of the Action Gender Equality Plan for 2025 is published	GEP working group  AGRIGEP team	Activity is covered from operating funds related to the CZU management
	Monitoring of accomplishment of the GE Action Plan and capacities for implementation as per AGRIGEP methodologies.	Senior and middle management	12/2025	Completed monitoring tools developed as part of project AGRIGEP: GEP Self-monitoring Tool a GEP Capacity Assessment Tool	AGRIGEP team  GEP working group	AGRIGEP resources

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<b>Execution of research at CZU with a focus on gender issues in its broader context</b>	Application of Q method to typologies employees in managerial positions in relation to gender issues.	Persons in positions of middle (and/or senior management at CZU	11/2025	Results of the research are published on the CZU information channels and serve as part of documentation for CZU GEP 2.0	AGRIGEP team in cooperation with the Department of Humanities of the CZU Faculty of Economic and Management	CZK 50,000 as scholarship for students involved in data collection and research technical support
<b>Gender-sensitive institutionalisation, work with employees and students in support of gender equality and gender equality</b>	Development of a concept of peer mentoring programme for young or budding academic researchers	Budding scientists	10/25	The mentoring concept is published on the website dedicated to gender issues at CZU	Team of BETTER Life project in cooperation with AGRIGEP team	Resources are part of the budget of BETTER Life project (ca. CZK 50,000)  AGRIGEP resources
	Development/ expanding of childcare services	Persons with small children staying at CZU	12/2025	Playrooms for children at the CZU individual faculties	Sustainability Board	CZK 200,000
	Provision of childcare during school holidays or provision of access to external care options	Employees who need childcare services during holidays	8/2025	Three courses of Sluneční zátoka [Sunny Bay] camp are held for children of the CZU employees (also offered to persons who do not work for CZU): <a href="https://slunecnizatoka.cz.cz/">https://slunecnizatoka.cz.cz/</a>  Two courses of Suchdol sports summer are held for children of the CZU employees as well as other children	Vice-Dean of the Faculty of Engineering (Mgr. Hnátková) – Sluneční zátoka  CZU Faculty of Physical Education (Mgr. Lucie Janíková)	Sponsorship donations, price CZK 9,600 per child, contribution of the CZU Unions  Sports summer 3,200-3,400

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						per course per child
	Development of methodological guidance for work-life balance as part of promotion of employees' well-being.	Employees	11/25	Methodological guidance available at <a href="https://czuvpraze.sharepoint.com/sites/Pro-zamestnance/SitePages/Komunikace-rovn%C3%BDch-p%C5%99%C3%ADle%C5%BEitost%C3%AD.aspx">https://czuvpraze.sharepoint.com/sites/Pro-zamestnance/SitePages/Komunikace-rovn%C3%BDch-p%C5%99%C3%ADle%C5%BEitost%C3%AD.aspx</a>	Working group for WELL-BEING	CZK 70,000
	Support aimed at women in managing dual careers, i.e. the maternal role and the role of a scientist, by identifying suitable job opportunities, e.g. part-time jobs.	Employees as parents, with an emphasis on women	12/2025	One awareness training aimed at suitable job opportunities and ways to manage the combination of different roles (e.g. scientific and parental roles)	HR a Working group for WELL-BEING	CZK 50,000 for training
Support for the preparation, presentation and use of gender-specific data on the CZU operations	Monitoring of gender representation in each phase of recruitment process and for each job vacancy advertised.	Persons applying for jobs at CZU	12/2025	Report on recruitment process at CZU for 2025 (available in March 2026)	HR Department	Activity is covered from operating funds related to the CZU management
	In evaluation of activities at CZU (reports on teaching activities, science and research, international relations, personnel matters, etc.), data should be provided	Employees Students	12/2025	Presentation of gender disaggregated data in the CZU individual activities to the academic community. Data reports discussed by the CZU panels in gender disaggregated form	Vice-Rectors	Activity is covered from operating funds related to the CZU management

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	in gender disaggregated form (gender-sensitive data). Provision of such information to the relevant CZU bodies.					
	Identification of indicators necessary gender-wise to be collected and evaluated on a regular basis.	Employees Students	12/2025	List of indicators related to gender issues and necessary for the collection and evaluation of CZU activities (e.g. international rankings of universities or sustainability)	GEP working group	Activity is covered from operating funds related to the CZU management
	Organisation of training as to raising awareness of gender bias, such as training regarding unconscious prejudices and gender stereotypes, integration of gender aspects into science and research and teaching and other activities.	Employees Students	12/2025	At least five trainings are held (in Czech or English)  GE theme is integrated into security trainings for managers	GEP working group  AGRIGEP team  Security Department  Working group WELL-BEING	CZK 100,000
	Regular updating of intranet pages for employees relating to gender issues, and the creation of a section relating to gender issues on the student intranet in a	Employees Students	12/2025	Regularly updated section Gender on the CZU intranet for employees and newly created section Gender on the student intranet. These sections also present good practice examples	GEP working group  PR	CZK 50,000

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	way reflecting good practice examples.					
	Preparation of materials and implementation of other activities including gender PR (e.g. posters featuring successful women scientists, brochures, the Living University newsletter, film festivals), with the aim of presenting a more inclusive diverse environment.	Employees Students	12/2025	Campaign or presentation of an award promoting women in science  Two GE themed articles in the Living University newsletter  Six GE themed posts in social media authored by the CZU	Marketing Department in cooperation with GEP group	CZK 50,000
<b>Using foreign experience in solving gender equality issues and gender mainstreaming</b>	Identification of a national/international group experienced in gender research in science and research.	Employees Students	12/2025	Database of contacts is created	GEP working group  AGRIGEP team	CZK 10,000
	Organisation of visits and workshops for persons working in the academic sector with the aim of experiencing practical implementation of gender aspect in	Employees Students	12/2025	At least two working seminars focused on foreign experience  AGRIGEP conference  Conference and Triple E Awards ceremony	GEP working group  AGRIGEP team	CZK 200,000

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	their areas of expertise (research, education, university third role).					
<b>Promotion of gender sensitive language in the internal and external communication of CZU and support for general communication in relation to gender issues</b>	Continue activities that take into account gender equality principles in communication with various target groups (gender sensitive language, language corresponding to a multicultural environment).	Employees (especially those who publish on the CZU information channels) Students (especially those who publish on the CZU information channels)	12/2025	Further increase in linguistically gender sensitive information originating from the CZU environment (this especially includes information of current and urgent nature – e.g. in relation to security)	PR GEP group Security Department	Activity is covered from operating funds related to the CZU management
<b>Measures against discrimination and gender-based violence</b>	Continue prevention and awareness activities.	Employees Students	12/2025	At least two trainings for employees and two trainings for students are conducted  One awareness campaign, including infographics	GEP group  Working group WELL-BEING	CZK 100,000
	Strengthening of institutionalisation of addressing incidents.	Employees Students	12/2025	Available contact persons are appointed  Services of the CZU Advisory Centre	CZU Advisory Centre  Working group for WELL BEING	CZK 200,000

## 2 Expected Resources for the Implementation of the Plan

To implement the activities and measures proposed, CZU expects to use multi-source financing, which will avail of the options of Centralised Development Programmes, the Programme for Supporting Strategic Management of CZU until 2025, projects funded from the European Structural and Investment Funds though the appropriate operational programmes and other resources.

prof. Ing. Petr Sklenička, CSc., m. p.

Rector of the Czech University of Life Sciences Prague