

# Škoda Auto Vysoká škola Gender Equality Plan for 2026–2030

(Gender Equality Plan ŠAVŠ)

## Introduction

Škoda Auto Vysoká škola (hereinafter referred to as ŠAVŠ) bases its approach to gender equality on the latest strategic documents of the European Union, in particular the newly adopted Gender Equality Strategy 2026–2030, which the European Commission presented on 5 March 2026. This strategy significantly expands the European framework for gender equality and builds on the Roadmap for Women's Rights approved by the Member States in 2025. It focuses on strengthening gender equality across all areas of life – in education, work, research, the public sphere and the online environment – and responds to new societal challenges such as cyberviolence, the gender impacts of digital technologies, risks associated with AI, and health inequalities affecting women.

The plan is also based on the *Horizon Europe Guidance on Gender Equality Plans*, which sets out mandatory elements for institutional Gender Equality Plans under the Horizon Europe programme, and on *the Gender Audit Standard*, which provides a framework for the systematic assessment of the state of equal opportunities in the Czech context. The adopted approach enables the requirements of European gender equality policy to be combined with national standards and the specific characteristics of institution's operations.

The ŠAVŠ Gender Equality Plan (GEP) is a key tool for supporting institutional change in the area of gender equality. It serves to systematically develop human resources policy, a high-quality working environment and fair conditions for both staff and students. For the period **2026–2030**, it builds on the previous GEP and reflects the institution's new needs, the current legislative framework and the priorities of the European Commission, including strengthening protection against gender-based violence, reducing gender stereotypes, supporting women in science, research and innovation, and simultaneously supporting men in sectors predominantly staffed by women.

The plan is based on qualitative and quantitative data disaggregated by gender and other relevant characteristics. It draws on the analysis of ŠAVŠ's internal processes, documents and working environment, including annual reports, guidelines, the collective agreement and the code of ethics, as well as a staff survey. The document takes into account various dimensions of inequality (gender, age, nationality, caregiving responsibilities, etc.) and identifies barriers that may hinder equal opportunities for staff, prospective students and current students.

A working group comprised of ŠAVŠ staff members contributed to the development of the GEP, assessing the current situation and proposing key measures in individual thematic areas. This also included a planned gender audit, the aim of which was to further

strengthen the system of equal treatment at the institution. The outputs and recommendations from the audit activities form an important source for updating the measures for the period 2026–2030.

This plan provides scope for the development of issues related to gender equality and focuses on long-term, sustainable changes in the institutional culture of ŠAVŠ.

**The ŠAVŠ GEP focuses on the following areas:**

1. Gender balance in leadership and decision-making.
2. Work-life balance and organisational culture.
3. Gender equality in recruitment and career progression.
4. Integration of the gender dimension into research and education.
5. Measures against gender-based violence, including sexual harassment.
6. Collection and monitoring of gender-disaggregated data.

**Implementation and accountability**

The ŠAVŠ Gender Equality Plan will be continuously evaluated and, where necessary, updated in line with the institution's current needs and developments in gender issues, and in connection with the fulfilment of the defined measures. ŠAVŠ undertakes to allocate adequate resources within its annual budgets for the implementation of measures to promote gender equality.

## Measures and initiatives under the ŠAVŠ Gender Equality Plan

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

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Improving gender balance in management and decision-making</b>	<ul style="list-style-type: none"> <li>Annual monitoring of the representation of gender in management and committees</li> <li>Proposal for measures to eliminate vertical segregation</li> <li>Training for managers on bias and fair decision-making</li> </ul>	ŠAVŠ staff ŠAVŠ students	<ul style="list-style-type: none"> <li>% of women in management (school management, departments, councils, committees)</li> <li>Trend in representation (year-on-year graph)</li> <li>Number of managers trained</li> </ul>	Ongoing (throughout the entire monitoring period)	Human Resources Department Academic Affairs Department	Internal ŠAVŠ resources
<b>Create the conditions for greater gender balance in leadership roles and advisory bodies, and communicate the issue of equal opportunities</b>	<ul style="list-style-type: none"> <li>Individual support for women where needed (mentoring)</li> <li>Highlighting successful women (internal communication)</li> <li>Workshops on overcoming stereotypes</li> </ul>	ŠAVŠ female staff ŠAVŠ female students	<ul style="list-style-type: none"> <li>Number of mentors/mentees per year</li> <li>Number of workshops and participants</li> <li>Records of the number of women applying for associate professorship/professorship</li> </ul>	Ongoing	ŠAVŠ management Human Resources Department Marketing Communications Department	Internal ŠAVŠ resources ŠAVŠ project resources

## 2. Work-life balance and organisational culture

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Improve access to WLB tools</b>	<ul style="list-style-type: none"> <li>Collect data on WLB usage by gender</li> <li>Communication campaign on WLB options</li> </ul>	ŠAVŠ staff	<ul style="list-style-type: none"> <li>% of staff using WLB tools</li> <li>Satisfaction in the questionnaire (index)</li> <li>Number of communication outputs (newsletter, intranet)</li> </ul>	Ongoing	Human Resources Department Marketing Communications Department	Internal ŠAVŠ resources
<b>Supporting return from parental/maternity leave</b>	<ul style="list-style-type: none"> <li>Post-return adaptation plan (onboarding, consultations)</li> <li>Training for managers on the return from parental/maternity leave</li> </ul>	ŠAVŠ staff	<ul style="list-style-type: none"> <li>Number of adaptation plans created vs. returns from maternity/parental leave</li> <li>Feedback from returning staff</li> <li>Number of managers trained</li> </ul>	12/2030	Human Resources Department ŠAVŠ department heads	Internal ŠAVŠ resources
<b>Promoting health and well-being</b>	<ul style="list-style-type: none"> <li>Organisation of a Health Day attended by various specialists (dermatology, nutritional advice, etc.)</li> <li>Educational workshops</li> </ul>	ŠAVŠ staff	<ul style="list-style-type: none"> <li>Number of participants in the Health Day</li> <li>Number of specialist collaborating doctors and partners</li> </ul>	Once every two years	ŠAVŠ management	Internal resources at ŠAVŠ

### 3. Gender equality in recruitment and career progression

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Management of the recruitment process – with regard to equal opportunities at ŠAVŠ</b>	<ul style="list-style-type: none"> <li>• Review of recruitment documentation and job advertisements</li> <li>• Mandatory training for selection panels (bias, discrimination)</li> <li>• Monitoring of position filling by gender</li> </ul>	Job applicants at ŠAVŠ	<ul style="list-style-type: none"> <li>• % of panels trained annually</li> <li>• % of job advertisements in a gender-neutral format</li> <li>• Difference in success rates between female and male candidates</li> </ul>	12/2030 Ongoing	Human Resources Department ŠAVŠ staff involved in recruitment and selection (members of selection committees) ŠAVŠ management	Internal ŠAVŠ resources
<b>Revision of the performance appraisal system for academic and non-academic staff with regard to equal opportunities</b>	<ul style="list-style-type: none"> <li>• Review of current approaches to the evaluation of ŠAVŠ staff with regard to equal opportunities, and the creation of a systematic approach</li> </ul>	Male and Female staff at ŠAVŠ	<ul style="list-style-type: none"> <li>• Introduction of a system linked to the OK base used at ŠAVŠ and implementation of non-discrimination and equal opportunities criteria</li> <li>• Review of appraisal rules to take account of career breaks – maternity/parental leave (impact on publication output and projects, impact on induction, self-development)</li> </ul>	12/2030	Human Resources Department ŠAVŠ Management	Internal ŠAVŠ resources
<b>Regular monitoring of career progression</b>	<ul style="list-style-type: none"> <li>• Systematic collection and evaluation of data on career progression with regard to gender at all levels (PhD, Associate Professor, Professor)</li> </ul>	Female and staff at ŠAVŠ	<ul style="list-style-type: none"> <li>• Overviews of the numbers and trends in the career progression of ŠAVŠ staff by gender, monitoring of barriers to career progression</li> </ul>	Once a year throughout the entire monitoring period	Human Resources Department Head of ŠAVŠ Heads of ŠAVŠ departments	Internal ŠAVŠ resources
<b>Support equal career Progression and remuneration</b>	<ul style="list-style-type: none"> <li>• Creation and implementation of the ŠAVŠ Career Regulations</li> <li>• Identification of barriers to</li> </ul>	Female and staff at ŠAVŠ	<ul style="list-style-type: none"> <li>• Number of career promotions by gender</li> <li>• Publication indicators/PPV by gender (for research staff)</li> </ul>	Ongoing	Human Resources Department ŠAVŠ Management Research and creative activities	Internal ŠAVŠ resources

	career progression and corrective measures		<ul style="list-style-type: none"> <li>• Develop and implement the ŠAVŠ Career Regulations</li> <li>• Create an environment and systematise support for enhancing career progression with an emphasis on gender perspectives and equal opportunities – establish specific tools and rules for their use (material and non-material support)</li> </ul>			
<b>Regular monitoring of the views of departing employees, with a focus on equal opportunities</b>	<ul style="list-style-type: none"> <li>• Feedback from departing employees</li> </ul>	ŠAVŠ staff	<ul style="list-style-type: none"> <li>• Systematic monitoring of feedback from departing employees, with an emphasis on equal opportunities.</li> <li>• Monitoring and recording of causes, identification of risks, implementation of measures</li> </ul>	Ongoing	Human Resources Department ŠAVŠ department heads	Internal ŠAVŠ resources

#### 4. Integration of the gender dimension into research and education content

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Promoting gender equality in research</b>	<ul style="list-style-type: none"> <li>Monitoring of excellent results in science and research at ŠAVŠ with regard to gender</li> <li>Emphasis on gender-balanced research activities</li> </ul>	Academic staff at ŠAVŠ	<ul style="list-style-type: none"> <li>Systematic monitoring and recording of research data with regard to equal opportunities and gender</li> </ul>	Ongoing	ŠAVŠ management Department for Research and Creative Activities Heads of departments at ŠAVŠ	Internal ŠAVŠ resources
<b>To train academic staff and relevant operational staff in the gender dimension of research</b>	<ul style="list-style-type: none"> <li>Annual workshop/e-learning course for academic staff and relevant operational staff on the integration of the gender dimension into research</li> </ul>	Academic staff at ŠAVŠ Department for Research and Creative Activities ŠAVŠ management Human Resources Department	<ul style="list-style-type: none"> <li>Number of staff trained annually</li> </ul>	Once a year from 2026 (inclusive)	Human Resources Department Department for Research and Creative Activities	Internal resources of ŠAVŠ
<b>Ensure the integration of the gender dimension into research content</b>	<ul style="list-style-type: none"> <li>Mandatory consideration of gender aspects when drafting project proposals</li> </ul>	Academic staff at ŠAVŠ	<ul style="list-style-type: none"> <li>Create an information page for researchers with guidance on how and when to take gender into account in research content</li> <li>Update the project form – add a field titled 'Gender dimension in the project'</li> </ul>	Q1 2027, or earlier	Department of Research and Creative Activities ŠAVŠ Management	Internal ŠAVŠ resources

<b>Ensure protection of research careers during parental leave</b>	<ul style="list-style-type: none"> <li>• Taking into account career breaks due to maternity/paternity leave</li> </ul>	Academic staff at ŠAVŠ	<ul style="list-style-type: none"> <li>• Actively informing academic staff about the possibility of suspending projects due to maternity/paternity leave</li> </ul>	Policy on the protection of academic staff careers during maternity/paternity leave: 6/2027 Monitoring: ongoing	Department for Research and Creative Activities ŠAVŠ Management Heads of Departments	Internal resources of ŠAVŠ
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## 5. Measures against gender-based violence, including sexual harassment

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Strengthen the prevention of violence and harassment, including cyberviolence</b>	<ul style="list-style-type: none"> <li>• Update the harassment policy to include a section on cyberbullying and deepfakes</li> <li>• Regular awareness-raising campaigns and training for students and staff</li> <li>• Collaboration with IT to prevent digital risks</li> </ul>	ŠAVŠ staff ŠAVŠ students	<ul style="list-style-type: none"> <li>• Number of incidents handled in accordance with standard procedures</li> <li>• Number of people trained</li> <li>• Introduction of an internal anonymous reporting mechanism</li> </ul>	9/2027+	IT Department Human Resources Department	Internal ŠAVŠ resources
<b>Ensure operational support and incident resolution processes</b>	<ul style="list-style-type: none"> <li>• Training of contact persons</li> <li>• Regular communication of procedures</li> <li>• Coordination of the Ethics Committee and contact persons</li> </ul>	ŠAVŠ staff and students	<ul style="list-style-type: none"> <li>• % of incidents resolved in accordance with procedures</li> <li>• Number of training sessions for contact persons</li> </ul>	9/2027+	Human Resources Department ŠAVŠ Ethics Committee Heads of ŠAVŠ departments	Internal ŠAVŠ resources

## 6. Collection and monitoring of gender-disaggregated data

Objective	Measures/description	Target group	Output	Deadline	Responsibility	Resources
<b>Strengthen systematic analysis and reporting</b>	<ul style="list-style-type: none"> <li>• Reporting within the annual report (all areas)</li> <li>• Centralised data system (recruitment, staff turnover, remuneration, study)</li> <li>• Monitoring data on digital impacts and online incidents</li> </ul>	Applicants to ŠAVŠ ŠAVŠ students	<ul style="list-style-type: none"> <li>• Published annual report</li> <li>• Number of available indicators (year-on-year increase)</li> <li>• Number of data-driven decisions (management minutes)</li> </ul>	Ongoing	Human Resources Department ŠAVŠ management	Internal ŠAVŠ resources

Approved by the Rector on 5 March 2026

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