

## **GENDER EQUALITY PLAN of the General University Hospital in Prague (VFN) for the Period of 2026- 2029**

### **Follow-up Document to the VFN Gender Equality Plan for the Period of 2022-2025**

The Gender Equality Plan serves as an instrument for the systematic establishment of rules and the addressing of gender-related issues within the organisation. The management of the General University Hospital in Prague fully supports a policy of equal opportunities for all its employees and places great emphasis on creating a positive and supportive working environment. Our aim is to create a working environment that fosters fair opportunities for all employees, irrespective of gender, age, ethnic origin, or other differences.

This document is the follow-up Gender Equality Plan for the VFN for the period 2026–2029. It evaluates and reviews the activities established for the previous period while simultaneously defining plans in this area for the subsequent period, in accordance with the "Gender Equality Strategy for 2021–2030" and the requirements of the European Commission's Horizon Europe programme.

In 2022, the Gender Equality Plan (GEP) was established as a strategic document for the VFN for the period from October 2022 to October 2025. The aim was to strengthen gender equality, diversity, and the prevention of discrimination in accordance with Czech legislation, the "Gender Equality Strategy for 2021–2030", and the requirements of the European Commission's Horizon Europe programme. An initial survey was conducted by the organisation Gender Studies, o.p.s., to map the situation and trends regarding gender equality within the VFN environment. A document analysis, a questionnaire survey (in which 1,111 respondents participated), and individual and group interviews were conducted. The survey identified key areas: stereotypes in recruitment, deficiencies in appraisals, limited work flexibility, insufficient nursery capacity, a lack of gender data in research, and the prevention and resolution of complaints regarding negative behaviour.

Based on this survey, the organisation Gender Studies, o.p.s. developed a GEP (Gender Equality Plan) document containing twenty-six measures across five areas, along with deadlines for the implementation of each measure. The entire document was published on the VFN website.

## **Main Areas of the GEP**

### **I. Recruitment and Selection Procedures**

### **II. Career Progression and Equal Representation**

### **III. Work-Life Balance**

### **IV. The Gender Dimension in Science and Research**

### **V. Prevention of Gender-Based Violence**

Since 2022, the VFN has gradually implemented all the steps set out in the GEP across all identified areas and continues to systematically provide further training for both existing and new employees in the prevention and resolution of complaints regarding negative behaviour. Furthermore, it regularly conducts training for management staff in the areas of recruitment, appraisal, motivation, and work-life balance.

In the field of science and research, regular monitoring of the gender dimension is carried out. Statistics on scientific staff are maintained according to educational attainment, disaggregated by gender, and are regularly published in Annual Reports and other documents as required by grant agencies, the founder, and similar bodies. This ensures compliance with European and national strategies for gender equality in science and research and supports an inclusive approach to innovation.

The General University Hospital in Prague will continue to implement effective measures to support gender equality as part of the hospital's strategic commitment to the principles of transparency, equality, and accountability, whilst simultaneously addressing the work-life balance of all its employees. All activities will be conducted in accordance with the continuing "VFN Gender Equality Plan for the Period of 2026–2029", which will, among other things, take into account the dissemination and monitoring of awareness regarding the nature and significance of gender equality issues.

Furthermore, it commits to publishing this plan on its website, including an evaluation of its implementation at least every two years, and to allocating the financial and human resources necessary for the implementation of this plan. The VFN Gender Equality Team is composed of representatives from senior management and other leading staff members.

In Prague, date and signature:

Assoc. Prof. MUDr. Ján Dudra, PhD., MPH  
Director

## Evaluation of the Objectives Set in the Gender Equality Plan for the Period of 2022-2025

OBJECTIVE	MEASURE	Fulfilled
Open working environment culture regarding gender equality in VFN documents	Internal documents are continuously updated with a formulation similar to the following: The VFN strives for a diverse and inclusive environment with regard to gender equality and equality based on age, race, and sexual orientation.	YES, internal documents are continuously updated
Transformation of values and working environment culture with the aim of eliminating gender stereotypes	In the job vacancies section on the website, we incorporate diversity into the visuals for individual positions ("icons") – particularly for medical and nursing roles. The template for creating job advertisements has been revised, specifically with regard to inclusive language in job titles and the text of individual offers – i.e. always stating "both forms" (grammatical genders), not merely the masculine. In cases where a job position has a clearly codified title (General Nurse, Practical Nurse, Midwife), we state, for example, "we are looking for a male/female applicant" for the position of General Nurse, or we include the information that "the position is suitable for both women and men" (where applicable), or that the employer supports the diversity of work teams, etc.	YES
Raising gender awareness, establishing rules and criteria for selection procedures	The selection committee always includes at least one trained person who ensures compliance with the rules of selection procedures (prohibition of inappropriate questions, adherence to gender-neutral criteria, and objectivity of selection with the aim of focusing on the diversity of work teams).	YES
Transformation of values and working environment culture with the aim of eliminating gender stereotypes	<p style="text-align: center;">Recruitment training is provided for management staff.</p> <p>Mandatory training on stereotypes based on gender, age, race, religion, and ethnicity has been introduced for all employees.</p>	YES, it is ongoing continuously

Support for career development, establishing rules and criteria, raising awareness of gender stereotypes	The employee appraisal system has been revised. Management staff are trained to understand the principles of objective assessment, methods of effective motivation, and to support skills in providing negative feedback.	YES
Increasing the availability of childcare facilities with the aim of a faster and smoother return to work and shorter career breaks	The VFN nursery has been expanded.	YES
Transformation of values and working environment culture, removal of individual barriers	"Time Management" training for management staff	YES, it is ongoing continuously
Integration of gender equality into VFN internal regulations	Revision of internal management documentation for science and research (S&R) and the addition of provisions concerning gender equality, primarily the revision of the document "Concept of Scientific and Research Activities of the VFN"	Management documentation is continuously updated
Integration of a gender perspective into the preparation and approval of research projects	Designation of a separate body/person to assess research projects from a gender perspective in the phase prior to their approval for implementation/submission, or alternatively, to expand the activities of and train the existing ethics committee in this regard	Anchoring in the Concept of Scientific and Research Activities at the VFN, designation of the relevant person/body, definition of competencies, and ongoing activities
Continuous monitoring and annual evaluation of gender-structured data	Maintenance of statistics on male and female employees in the position of "researcher" according to educational attainment, structured by gender, age, and full-time equivalent	Published statistics, internal statistical data, and supporting documents

Support for the gender dimension in science and research	Adherence to gender-sensitive terminology, publication of gender diversity statistics for research projects and teams, and the "VFN Talent" award	Published statistics, announced competition (renamed to the VFN Award for Young Scientists), documents written in gender-sensitive language
Increasing the popularisation of research results achieved by women	Monitoring and popularisation of achieved results/awards on the website/social platforms, VFN intranet	Implemented and published communications on the website, social networks, and intranet
Awareness-raising regarding the gender dimension in science and research (increasing awareness of the consideration of a gender-inclusive approach)	Supplementing existing activities, courses, and other events with a gender dimension. Establishing cooperation with the National Contact Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences	Supplemented and implemented courses, a plan to expand the "Scientific and Research Activities Course" with a section dedicated to gender aspects in science and research. A plan to establish cooperation with the National Contact Centre for Gender and Science and to participate in their educational and other events
Systematic identification and resolution of negative phenomena within the VFN environment at all levels	A unified process has been established for the submission, investigation, and evaluation of complaints, including anonymous ones, regarding various types of bullying, (sexual) harassment, or other behaviour of this nature.	YES
Strengthening employee awareness regarding the resolution of undesirable behaviour within the VFN environment	A leaflet has been created summarising information on the methods for submitting and resolving complaints regarding inappropriate behaviour by superiors, colleagues, or potentially patients, including anonymous complaints.	YES
Integration of information on the prevention and resolution of complaints regarding negative behaviour within the VFN environment into relevant existing educational events	The induction training has been expanded to include information concerning the prevention and resolution of various types of bullying (mobbing, bossing, cyberbullying, etc.) and (sexual) harassment.	YES
Strengthening and deepening the prevention and resolution of negative phenomena within the VFN	A special online educational module has been created focusing on the prevention and resolution of gender-based violence, including individual types of bullying and harassment, which has been divided into sections for management staff and general staff.	YES

## **Setting Objectives for the Gender Equality Plan for the Period of 2026–2029**

Areas of Interest for the GEP and Further Development for 2026–2029:

- Continue to fulfil the objectives stated above
- Continuation of training for management staff in the areas of (adaptation, appraisal, time management, work-life balance, mastermind)
- Expansion of training for management staff into additional areas (effective communication, management styles, interpersonal communication, emotional intelligence, motivation, and effective feedback)