Gender Equality Plan – GEP

2022-2026

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GEP development process

The decisive incentive: Horizon Europe

✓ from 2022 applicant institutions must have implemented a gender equality plan

✓ gender balance will be taken into account for proposals that achieve the same score
Statistical data on students and staff
analysis after current situation

Statistical survey on the representation of men and women from the start of education up to academic positions 2008–2020
Action Plan for 2022–2026
Main goals

✓ Work and personal life balance
✓ Promotion women in leadership position
✓ Increasing gender sensitivity in language and communication, elimination of stereotypes
✓ Increasing visibility of female researchers
✓ Elimination of sexism or sexual harassment
✓ Specific support for women
  - Mentoring programme, Career counselling
✓ Events focusing on gender in research content and methods
Main outputs

✓ Measures against gender-based violence: appointment of a contact person for social security, an anonymous online form for submitting complaints to address unethical behaviour
✓ Seminars focusing on the gender dimension in research
✓ Monitoring the gender balance in leadership and expert groups
✓ Questionnaire on working conditions and social security among international students and researchers