**Projects – Level of Preparedness of the Proposer**

**Shorter version – approx. 500 characters**

Tomas Bata University in Zlín is an organization offering equal opportunities. For this purpose, the University has established job positions (Human Resources Development Specialist – GEP) and advisory bodies (Ethics Committee and Ombudsman), which supervise the provision of equal opportunities; the equal opportunity policy has also been incorporated into TBU internal regulations: (1) Statute of TBU in Zlín (Code of Academic Conduct); (2) Salary Regulations of TBU in Zlín; (3) Rules Governing Selection Procedures for Academic Staff Positions. In January 2022, the Gender Equality Plan at TBU was published; the action plan is being continuously implemented according to the drawn up schedule.

**Link to the GEP:** <https://www.utb.cz/en/gep/>

**Longer version**

TBU in Zlín is an organization offering equal opportunities. For this purpose, the University has established job positions (Human Resources Development Specialist – GEP) and advisory bodies (Ethics Committee, Ombudsman, Counselling Centre, Centre for Special Needs Students, Committee for Equal Opportunities – to be established in 2022), which supervise the provision of equal opportunities.

Promoting and provision of real gender equality have been included in all strategic documents issued by TBU in Zlín, in internal rules and regulations: (1) Statute of TBU in Zlín (including the Code of Ethics of TBU in Zlín); (2) Salary Regulations of TBU in Zlín; (3) Rules Governing Selection Procedures for Academic Staff Positions; (4) Rules Governing the System of Quality Assurance of Educational, R&D, Creative and Related Activities and Internal Evaluation of Quality of Educational, R&D, Creative and Related Activities at Tomas Bata University in Zlín; (5) Rector’s Directive on the Principles of the Policy for Equal Opportunities at TBU in Zlín; (6) Work Regulations of Tomas Bata University in Zlín; (7) Rector’s Directive on the Evaluation and Management of the Development of Educational, R&D, Creative, Managerial and Other Activities Carried Out by the Academic Staff and Researchers at TBU in Zlín.

At the same time, gender equality is embedded in all areas of teaching, R&D and creative activities, as well as in the performance of the work of other employees. TBU in Zlín applies gender diversity in relation to selection committees and evaluation panels as well as to implementation teams of research projects in accordance with the HR Award standards. However, for career advancement, staff recruitment and filling of management positions, the equal opportunity policy does not take priority over criteria for quality and criteria concerning the required skills. Gender balance in bodies established at TBU in Zlín is a goal which the University pursues, however, it is not always immediately achievable. An example to be named is the Academic Senate of TBU in Zlín, whose members are representatives of TBU Faculties elected by the academic community, and the representation of men and women elected by the individual TBU Faculties reflects their percentage representation at the relevant Faculty. Similarly, as regards the composition of the Scientific Board of TBU in Zlín, it is necessary to comply with the requirements listed in the Government Decree on Standards for Accreditation in Higher Education and concerning the representation of experts in the fields of habilitation procedures and of professorial appointment procedures, where, particularly in technology fields, men still prevail in number.

In January 2022, equal opportunities were further expanded at the University by the publication of the document entitled the **Gender Equality Plan of TBU in Zlín** (the so-called GEP), the action plan is being continuously implemented according to the schedule drawn up for the period from 2022 to 2025.

In addition to the gender equality policy regarding women and men, the GEP is also focused on an improvement in working conditions, mainly by reconciling family and working life. The basic goals comprise: (1) Support provided to employees in order to reconcile family and working life, including the preparation and implementation of the work-life balance policy; (2) Optimization of conditions for the use of flexible forms of work; (3) Creation of a working environment friendly for families with children. Individual sub-tools are implemented according to the schedule drawn up for the period from 2022 to 2025.

As part of the further development of human resources, the Strategy for the Development of Human Resources at TBU in Zlín was prepared, which is currently subject to an amendment procedure at meetings of the Rector’s Advisory Council. In order to meet the individual strategic goals, the Methodology for Working with Human Resources at TBU comprising the action plan including implementation measures, tools and indicators and deadlines is also used as part of the Strategy above.

In 2018, TBU in Zlín won the prestigious HR Award for two research centres of TBU in Zlín – the Centre of Polymer Systems, which is a component part of the University Institute, and the Centre for Security, Information and Advanced Technologies - CEBIA-Tech - at the Faculty of Applied Informatics. These centres have set up a transparent working environment in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and that including the gender equality. In future, it is planned to extend the HR Award to the whole TBU in Zlín.

**Important documents:**

* Statute of TBU in Zlín and the Code of Ethics: <https://www.utb.cz/mdocs-posts/tbu-statute-july-2019/>
* Salary Regulations of TBU in Zlín: <https://www.utb.cz/mdocs-posts/salary-regulations-of-tbu-in-zlin/>
* Rules Governing Selection Procedures for Academic Staff Positions: <https://www.utb.cz/mdocs-posts/rules-governing-selection-procedures-for-academic-staff-positions-at-tbu/>
* Rules Governing the System of Quality Assurance of Educational, R&D, Creative and Related Activities and Internal Evaluation of Quality of Educational, R&D, Creative and Related Activities at TBU in Zlín: <https://www.utb.cz/mdocs-posts/rules-governing-the-system-of-quality-assurance-of-educational-rd-creative-and-related-activities-and-internal-evaluation-of-quality-of-educational-rd-creative-and-related-activities-at/>
* Rector’s Directive on the Principles of the Policy for Equal Opportunities at TBU in Zlín: <https://www.utb.cz/mdocs-posts/smernice-rektora-c-7-2020/>
* Work Regulations of TBU in Zlín: <https://www.utb.cz/mdocs-posts/rectors-directive-no-sr-19-2018-work-regulations/>
* Gender Equality Plan (GEP): <https://www.utb.cz/en/gep/>