

Selected GAP Analysis Outputs: Equal Opportunities, Action Plan and Implementation Status

The issue of equal opportunities was identified mainly in the findings of points 10, 14 and 27, which address discrimination and gender balance. The relevant part of the Action Plan for the implementation of the HRA principles at the Silesian University in Opava was also utilized as an alternative Gender Equality Plan. The full Action Plan is available on the University's website <https://www.slu.cz/slu/cz/file/cul/8b60f888-18f3-44ac-8de0-ef04bedca1d5>.

Summary of findings – description of the baseline	Results of the questionnaire survey	GAP	Initiatives and/or suggestions for improvement	Status as of 31 Dec 2023
10. Non-discrimination				
<ul style="list-style-type: none"> From a legal perspective, discrimination is addressed in the Labour Code and the Anti-Discrimination Act. At SU, the regulations mainly aim to prevent discrimination against persons with disabilities (persons with special needs – employees and students) within the EC. Although the basic principles of non-discrimination are not explicitly described in the recruitment process of new employees, both existing and potential employees are treated in accordance with the principle of non-discrimination, i.e. without regard to their gender, age, ethnicity, national or social origin, religion, sexual orientation, language, disability, political opinion, or other social and economic conditions. However, the questionnaire survey results revealed that there is a need for greater emphasis on non-discrimination based on age and gender. The general procedure in case of breaches of ethical standards is defined by the EC, the Collective Agreement, the guidelines for dealing with complaints, notifications, and suggestions received by the Silesian University in Opava, and the guidelines on the provision of information upon request (4/2018). 	<p>SU overall</p> <ul style="list-style-type: none"> 88% of respondents report that they have not experienced any form of discrimination in the workplace. 13% of respondents report gender (61 %) and age (46%) as the most common forms of discrimination. <p>Academics and researchers</p> <ul style="list-style-type: none"> 87% of respondents report that they have not experienced any form of discrimination in the workplace. 13% of respondents report gender (64%) and age (46%) as the most common forms of discrimination. Almost all respondents who have experienced discrimination report that it has not been addressed in any way. 	<ul style="list-style-type: none"> The Selection Procedure Code (dated 28 March 2017) does not provide an internal description of the basic principles of non-discriminatory behaviour in the recruitment process. The questionnaire survey indicates that the non-discrimination principle is not deeply embedded in the EC and that some staff members are not sufficiently familiar with the procedures for complaints and appeals, even though they are defined in the Code. 	<ul style="list-style-type: none"> Amend the Code of Ethics to incorporate the non-discrimination principles Revise the Selection Procedure Code Systemize the adaptation process (familiarization with the relevant procedures) Assign individuals to handle possible breaches of the non-discrimination principles Promote the use of internal communication tools at SU 	<ul style="list-style-type: none"> The Code of Ethics has been amended and the non-discrimination principles have been incorporated The Selection Procedure Code has been revised and it now includes the non-discrimination principles A methodology for the adaptation process has been developed The position of an SU ombudsman for employees and students has been established An environment for anonymous reporting has been created

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14. Staff selection process				
<ul style="list-style-type: none"> The selection of applicants to the SU follows the Selection Procedure Code (SPC) specifying the conditions for the composition of the selection committee and the course of the selection procedure. Depending on the complexity of the selection process, the selection procedure consists of several selection methods (assessment by the selection committee, oral interview, written tests, references, etc.). Candidates are always informed of the date well in advance. The selection committee keeps written records of the individual stages of the selection procedure, including evaluations of the candidates. The selection committee processes the results of the selection procedure and decides on the ranking of the candidates within six weeks of the deadline for the submission of applications. For early career positions, it is a good practice to have a letter of recommendation from an experienced R&D professional. The principle of equal opportunities for men and women in selection panels is naturally respected with regard to the relevance of each panel member, although it is not specifically anchored in writing. The group of academic and scientific staff is almost balanced in terms of gender (41% of women). The selection committee is always individually composed with regard to the job vacancy. While the definitions of the selection criteria are not anchored in legislation, in practice these criteria are derived from the description of the vacant position and they take into account all relevant information in a comprehensive manner, including work experience, evaluation of publications and R&D activities, experience with projects, foreign mobility, grant success rate, invitations to conferences, etc. References (at least 2) for R2 staff (postdocs) are required only at one institute (MI). 		<ul style="list-style-type: none"> The SPC lacks a clear procedure establishing the selection criteria for new staff The SPC terms of appointment for committees are general and they do not prioritize the gender principle or emphasize bringing together diverse expertise and skills of the committee members Selection committee members are not trained in recruitment and selection (focusing on the process rather than legislation) When it is in accordance with legislation and internal regulations, some positions are filled without a selection procedure only on the basis of recommendation, previous cooperation, etc. 	<ul style="list-style-type: none"> Develop and implement an OTM-R policy Revise the Selection Procedure Code according to the principles of the Code of Conduct for the Recruitment of Researchers. This includes updating the selection criteria and assigning importance to each type of criteria (e.g. publications, references, foreign experience, etc.) Develop a standardized procedure model for the implementation of selection procedures Systematize the training process for members of the selection committee 	<ul style="list-style-type: none"> Principles of the OTM-R policy have been implemented into the SU Equal Opportunities Policy The Selection Procedure Code has been revised and it now includes the non-discrimination principles and guidelines for establishing staff selection criteria

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27. Gender balance				
<ul style="list-style-type: none"> The principle of equal opportunities and respect in the workplace are a natural part of life at SU. The Code of Ethics outlines the principles of good conduct and behaviour for both work and study at the university. SU respects the principles of equal rights of all individuals and ensures that all have equal opportunities in access to information, education and employment in accordance with general moral principles and generally accepted practices of work ethics in educational and creative activities. In accordance with the current legislation, the Labour Code and the Anti-Discrimination Act, all internal documents prohibit any form of discriminatory behaviour. The main selection criteria in the selection process are the qualifications of the candidates, their research results (quality/quantity ratio), relevant work experience and practical knowledge. SU fully respects the Charter of Fundamental Rights and Freedoms (Article 29), which states that "women, adolescents and persons with health problems have the right to increased protection of their health at work and to special work conditions" and has not yet received any complaints regarding violations of these rights. However, the policy on equal opportunities for women and men is not explicitly defined in the Code of Ethics. 	<p>SU overall</p> <ul style="list-style-type: none"> 69% of respondents believe that the gender equality policy at SU is addressed adequately (3% definitely not, 3% rather not) During their time at SU, just under 9% of respondents personally experienced gender inequality. <p>Academics and researchers</p> <ul style="list-style-type: none"> 70% of respondents believe that the gender equality policy at SU is addressed adequately (3% definitely not, 3% rather not). During their time at SU, 9% of respondents personally experienced gender inequality. 	<ul style="list-style-type: none"> Internal standards and guidelines are in line with national legislation and the principle is established in practice. However, there is no explicit mention of the principle and gender diversity in the Code of Ethics. 	<ul style="list-style-type: none"> Add some specifics of the principle to the Code of ethics Promote awareness of equal opportunities policy Support internal communication tools at SU 	<ul style="list-style-type: none"> The Code of Ethics has been revised and it now includes the non-discrimination principles An environment for anonymous reporting has been created The position of an SU ombudsman for employees and students has been established, and the ombudsman has been appointed The information about the role and appointment of the ombudsman has been released