



National Accreditation Bureau  
for Higher Education

## **GENDER EQUALITY PLAN FOR THE PERIOD 2026-2030**

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## About the National Accreditation Bureau for Higher Education

The National Accreditation Bureau for Higher Education was established on July 1, 2025, on the basis of an amendment to the Higher Education Act (Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Other Acts) implemented by Act No. 52/2025 Coll.

The National Accreditation Bureau for Higher Education (hereinafter NAB) is a legal entity under public law whose main mission is to ensure the quality of higher education in the Czech Republic through comprehensive accreditation processes and systematic evaluation of educational activities within higher education institutions. It plays a key role in supporting higher education that is innovative, accessible, and equips students with the knowledge and skills necessary for success in a dynamic global environment. It supports higher education institutions in their efforts to continuously improve the quality of education, thereby ensuring their competitiveness at the international level.

The activities of NAB are based on the principles of independence, objectivity, and transparency, and are conducted in accordance with the Higher Education Act, the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG), administrative regulations, and other legal provisions. The accreditation standards applied by NAB are fully in line with the relevant European principles for quality assurance.

## Strategic context

Gender equality and an intersectional approach are one of the priorities of a democratic society, a long-term priority of the European Union<sup>1</sup> and a declared priority of the Government of the Czech Republic<sup>2</sup>. These principles are also reflected in the quality of education at higher education institutions. NAB aims to develop an inclusive and diverse working environment and thus set an example of socially responsible behavior. Through targeted activities, it strives to create a respectful environment not only within the office, but also to contribute to the development of gender equality principles in society.

To achieve this goal, NAB will create appropriate institutional tools, implement the activities outlined in this Gender Equality Plan, and provide financial support for them.

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<sup>1</sup> For more information, see, for example, [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>2</sup> See Strategy for Gender Equality 2021-2030, available at: [https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Strategie\\_rovnosti\\_zen\\_a\\_muzu.pdf](https://vlada.gov.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Aktuality/Strategie_rovnosti_zen_a_muzu.pdf)

## **Analysis of the current situation and starting point of the GEP**

The measures defined in the Action Plan 2026-2030 are based on the results of the initial survey<sup>3</sup>, which was conducted from December 1, 2025, to January 31, 2026. The findings of the initial survey were further supported by a content analysis of internal documents and taking into account available statistical data.

The measures mentioned relate to the following areas:

- Internal culture of the organization
- Gender equality in the recruitment of new employees and career growth
- Work-life balance
- Preventive measures against gender-based violence, including sexual harassment

An analysis of internal documents<sup>4</sup> and processes from the perspective of gender equality helped to identify barriers and propose measures to remove them. NAB aims to achieve a gender-inclusive way of communication, but it is necessary to take into account the types of documents involved. In the case of internal regulations or management acts based on legal regulations, the generic masculine form was used in the texts in order to maintain the clarity, simplicity, and accuracy of the document, but it will be added that this applies to both women and men. More detailed information<sup>5</sup> needs to be added to the existing documentation with the aim of promoting equal opportunities in the workplace. The NAB considers it important to supplement the missing documents<sup>6</sup> necessary for promoting gender equality. Specific activities leading to the achievement of the set goals are specified in Action Plan 2026-2030, which is an annex to the Gender Equality Plan 2026-2030.

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<sup>3</sup> The initial survey included a questionnaire containing questions on gender equality, work-life balance, organizational culture, career advancement, and gender-based violence. Three focus groups were also conducted on the topics of equal pay for women and men, gender-based violence, and the recruitment of new employees.

<sup>4</sup> The following internal NAB documents were analyzed: Code of Conduct, Work Rules, Internal Wage Regulations, Organizational Rules, NAB Statute, Rules of Procedure of the NAB Board, Rules of Procedure of the Committee for Tertiary Professional Education, Rules of Procedure of Evaluation Committees, and Rules of Procedure of the NAB Appeals Committee. Attention was also paid to the NAB website, which was under reconstruction at the time of the initial investigation.

<sup>5</sup> E.g., management of maternity or parental leave in the Work Rules.

<sup>6</sup> E.g., anti-discrimination guidelines.

### *Activities aimed at promoting gender equality in the NAB Office*

As regards activities focused within the Office<sup>7</sup>, the NAB monitors the issue of gender differences in remuneration. The management aims to prevent systematic unequal pay between women and men. The NAB plans to continue monitoring any differences in remuneration and, if shortcomings are identified, measures will be taken to ensure fairness in remuneration.

NAB employees have also been familiarized with the rules of gender-sensitive language in communication (*How to communicate sensitively in an institution*<sup>8</sup>), which they can apply in both internal and external communication.

Targeted seminars will be prepared for the Office's employees to raise awareness of gender equality and related issues.

### *Gender balance between evaluators*

The NAB considers gender balance among evaluators to be important. The NAB will map the situation in detail statistically<sup>9</sup> and maintain a balanced ratio between men and women through targeted campaigns.

### *Staffing for the implementation of the gender equality plan*

The NAB management has appointed a gender equality officer, i.e., a person responsible for the gender agenda and the fulfillment of the objectives of the Gender Equality Plan. The officer will cooperate with other employees on the implementation of specific activities and will report to the NAB management on the results achieved in implementing the Gender Equality Plan.

Information on the fulfillment of individual objectives and activities will also be included in the NAB annual reports, and will therefore be available not only to NAB management and employees, but also to the general public.

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<sup>7</sup> As of February 9, 2026, the NAB Office employs 15 people in full-time positions performing professional activities. Of these, 9 are women and 6 are men.

<sup>8</sup>Freely available here: <https://genderaveda.cz/nova-prirucka-vam-pomuze-se-zavedenim-genderove-senzitivniho-jazyka/>

<sup>9</sup> As of February 9, 2026, there are 1,612 evaluators on the NAB Pool of Evaluators. It is not possible to determine the exact ratio of women to men because applicants are not required to state their gender when being added to the list.

## **Monitoring and evaluation**

The Gender Equality Plan covers the period 2026–2030. During the implementation process, the fulfillment of the Action Plan will be monitored and partial surveys of employee satisfaction in the NAB Office will be conducted. The gender equality officer will be responsible for evaluating the implementation of the Gender Equality Plan and its ongoing monitoring, and will regularly report on the implementation of the Action Plan to the NAB management and twice a year to NAB employees at designated meetings.

At the end of the specified period, a final report will be prepared, which will serve as a basis for the preparation of the Gender Equality Plan for the next four-year period.

Ongoing monitoring will focus on:

- Measures aimed at raising awareness of gender equality issues.
- Measures focused on equality and non-discrimination in recruitment and career advancement.
- Measures promoting work-life balance.
- Measures against gender-based violence, including sexual harassment.
- Implementation of all proposed activities of the Action Plan according to the set schedule.

## Annex

### *Action Plan 2026-2030*

The NAB aims to promote gender equality and has therefore included a variety of measures in its Action Plan as part of its strategic commitment to the principles of transparency, equality, and accountability.

The submitted Action Plan is based on the conclusions and information obtained in the initial investigation. It contains measures and specific activities leading to the achievement of the set objectives. The NAB has its own financial resources ready to be used for the implementation of individual activities. Responsible persons will supervise compliance with the set schedule.

#### 1. Organizational culture

The NAB will promote an organizational culture and working environment that is inclusive, motivating, and supportive of equal opportunities for all employees.

Internal culture of the organization						
Objective	Measures	Activity	Indicator	Responsibility	Resources	Timeframe
Develop a gender equality policy	Regular publication of GEP	Preparation of GEP 2026-2030	Publication of GEP on the website	Gender equality officer	Own resources	Once every 4 years
Raise awareness of gender equality issues	Supplement existing activities development and education with gender-related topics	Organization of lectures or workshops for employees	Lecture or workshop containing gender-related issues	Gender equality officer	Own resources	Once every four years
Publicly declare support for equal opportunities	Declaration of support for equal opportunities in documents and on the website	Implementation of equal opportunities and anti-discrimination policies in key documents	Updated key documents	NAB management	Own resources	8/2026
Transparency of remuneration	Mapping gender inequality in remuneration	Conduct an analysis of remuneration from the perspective of gender equality (for internal purposes)	Internal report; if inequality is found, develop a conceptual solution	NAB management	Own resources	12/2026
Improvement the culture of the office	Monitoring employee satisfaction at NAB	Introduction of regular satisfaction monitoring	Questionnaire survey + presentation of results	HR manager	Own resources	Once a year

## 2. Gender equality in recruitment and career advancement

The NAB will implement open and transparent recruitment and selection based on qualities and competencies. As part of its functional procedures, it will strive for equal opportunities in the development and maintenance of a gender-diverse workforce.

Recruitment, selection, career advancement						
Objective	Measures	Activity	Indicator	Responsibility	Resources	Timeframe
Equal and non-discriminatory approach to the selection of new employees	Support for a transparent process for selecting new employees	Develop a system for selecting and hiring new employees in the work regulations  Create a Career/Vacancies section on the NAB website	The system for selecting and hiring employees will be described in the relevant documentation  Publication of current job vacancies on the website	HR manager	Own resources	8/2026
Monitoring of reasons for termination of employment	Implementation of the offboarding process	Analyze turnover statistics	Prepared exit questionnaire + offboarding process parameters	HR manager	Own resources	8/2026

## 3. Work-life balance

The NAB will continue to support flexible forms of work and create conditions for effective work-life balance.

Work-life balance						
Objective	Measures	Activity	Indicator	Responsibility	Resources	Timeframe
Support for work-life balance	Employee training	Seminar or workshop on stress or time management, mental hygiene, etc.	Workshop/seminar held	NAB management	Own resources	Once every four years
Support for returning from maternity or parental leave	Management of maternity and parental leave	Anchoring the M/P leave system in the relevant documentation	Text on M/P leave management (process taking M/P leave; returning from M/P leave; taking into account the perspective of fathers on parental leave)	HR manager	Own resources	8/2026



#### 4. Measures against gender-based violence, including sexual harassment

The NAB will develop a rights protection system based on reports and complaints and will define the procedure for filing and resolving complaints in order to ensure fair resolution of cases.

Gender-based violence, sexual harassment						
Objective	Measures	Activity	Indicator	Responsibility	Resources	Timeframe
Regular monitoring of the work environment to obtain feedback from employees	Set up environment monitoring	Part of regular satisfaction monitoring	Questionnaire survey	Gender equality officer	Own resources	Once a year
Prevention of gender-based violence, including sexual violence	Strengthening awareness among employees in dealing with negative phenomena in the workplace	Regulate in writing the procedures for submitting and resolving complaints about inappropriate behavior. Designate a person to deal with the issue, review complaints, and offer possible solutions.	Written output, designated person	Gender equality officer	Own resources	12/2026
Education on equal opportunities and discrimination	Ensure training for employees on equal opportunities, discrimination, and how to act against it	Organize a seminar on discrimination in the workplace, prepare anti-discrimination guidelines	Seminar, anti-discrimination policy	Gender equality officer	Own resources	Once every four years

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