

GENDER EQUALITY PLAN (GEP) AT UJEP

What is a Gender Equality Plan?

A **Gender Equality Plan (GEP)** is a strategic tool for systematically promoting gender equality at UJEP. It supports the development of an inclusive and fair university environment and addresses areas such as work–life balance, equal pay, career development, education and training, gender balance in decision-making and professional roles, and workplace culture.

A Gender Equality Plan is also an eligibility requirement for public bodies, research organisations and higher education institutions participating in **Horizon Europe**.

UJEP Equal Opportunities Plan

The **UJEP Equal Opportunities Plan 2023–2025** sets out the University’s objectives and measures for promoting equal opportunities and gender equality.

[UJEP Equal Opportunities Plan 2023–2025 – English version](#)

The validity of the current plan has been **extended to 2026** while UJEP prepares its new **Equal Opportunities Plan for 2026–2028**.

Equal Opportunities Re-Audit 2026

In 2026, UJEP is conducting an **equal opportunities re-audit among employees**. The re-audit includes a questionnaire survey, individual interviews and focus groups and is carried out by Gender Studies, o.p.s..

The results will be presented at UJEP in autumn 2026 and will inform the **UJEP Equal Opportunities Plan for 2026–2028**, building on the current plan and the progress achieved to date.

Further Information

The development and implementation of the Gender Equality Plan at UJEP is part of the University’s broader commitment to equal opportunities, a safe and inclusive working and study environment, and responsible institutional development.