



Vodní zdroje Chrudim, spol. s r. o., U Vodárny 137, 537 01 Chrudim II

Vodní zdroje Chrudim, Ltd. – Gender Equality Plan

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1. Introduction

Vodní zdroje Chrudim, Ltd. (VZ) is a private company that was founded in 1991. The company conducts business in the field of water management, ecology, tourism and also undertakes cultural activities.

2. General principles

VZ will try to prevent illegal discrimination on the basis of gender and discourage tendencies towards sexual harassment. Unlawful discrimination based on sex refers to any person who is disadvantaged in terms of working conditions because of their sex.

The General Assembly acts in accordance with the legislation of the Czech Republic and the EU.

- Constitutional Act No. 2/1993 Coll., Charter of Fundamental Rights and Freedoms.
- Act No. 198/2009 Coll., on equal treatment and legal means of protection against discrimination and on the amendment of certain laws (anti-discrimination law), as amended.
- The UN Convention on the Elimination of All Forms of Discrimination against Women
- European Convention on Human Rights
- Charter of Fundamental Rights of the European Union
- European social table

3.1. Employment

The employer is obliged to take measures that ensure the suitability of working conditions for all employees, regardless of gender, ethnic origin, religion or other beliefs. The scope of these measures must be can be set with regard to its resources and other circumstances. The employer should try to ensure that the collective of employees is gender-balanced.

Goal

VZ actively works to create a working environment where women and men - employees at all levels - are equal in their rights and opportunities. One of the goals of work to promote equality between women and men is to maintain a relative balance between the number of women and men in different professional categories. In 2021, 10 women and 14 men worked in VZ.

3.2. Parenthood

The employer should help enable female and male employees to combine work and parenthood.

Goal

VZ works actively to create working conditions that allow women and men – employees at all levels – to share responsibility for children and the household. Employees on parental leave have the opportunity to stay in touch with their workplace.

VZ pays attention to the working and educational conditions of parents with young children. VZ enables part-time work and a flexible form of work necessary for working and family life for parents with small children, especially women.

3.3. Salaries

In order to detect, correct and prevent unfair gender differences in pay and other conditions of employment, the employer regularly monitors and evaluates the wages and other conditions of employees.

Goal

The main goal of the VZ is that there are no unjustified differences in remuneration between women and men, i.e. that the salary criteria are applied in the same way for men as for women.

3.4. Work to prevent harassment based on gender or sexuality

The Discrimination Act describes how to work to promote a healthy work environment without sexual content. In the Discrimination Act, harassment is described as "behavior that violates the dignity of a person and that is linked to one of the grounds of discrimination: gender, transgender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation or age." Sexual harassment is defined as "behavior of a sexual nature that violates someone's dignity".


Goal

The aim of the VZ is:


- promote gender equality,
- that no employee is subjected to sexual harassment,
- that everyone is treated professionally in a healthy work environment,
- so that everyone knows who to contact if they feel they are being harassed (in which case the manager has a responsibility to prevent and investigate harassment, as well as take steps to end ongoing harassment). Furthermore, all employees are responsible for their attitudes, values and actions and are expected to take active action when someone in their vicinity is being harassed.



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