

Overview of the implementation of gender equality measures at Masaryk University in 2022 and 2023, including basic statistical data.

I. STRATEGIC CONTEXT AND BACKGROUND TO THE GENDER EQUALITY PLAN

The management of Masaryk University follows the European Union's gender equality objectives for 2020-2025 (Equality Union: Strategy for Gender Equality 2020-2025) and the Gender Equality Promotion Plan of the Ministry of Education, Youth and Sports for 2021-2024. To promote gender equality, MU implements diverse measures as part of the University's strategic commitment to the principles of transparency, equality and accountability, while at the same time creating adequate institutional tools to reconcile the work and personal lives of all its employees and students, implements and financially supports the activities listed in the MU Gender Equality Plan for 2022-2024, which are in line with the vision and goals of the Masaryk University Strategic Plan for 2021-2028. The University fulfils its commitments to equal opportunities at the level of its units and through the activities of the University as a whole. The individual professional departments of the MU Rector's Office also cooperate in the implementation. All activities are anchored and run on the basis of the MU Gender Equality Plan 2022-2024 (hereinafter referred to as the MU GEP)

https://www.muni.cz/media/3371580/gender_equality_plan_mu_gep_mu_en.pdf

The Plan provides a framework for the development and implementation of effective measures to achieve the objectives in the priority areas of gender equality at MU and within MU units. The MU GEP fully respects the requirements set out in the Horizon Europe guidance on gender equality plans

<https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-search>

and covers all mandated and recommended areas.

The actions in the areas of the Gender Equality Plan are designed based on the results and recommendations of the gender audits carried out by MU components in 2021, which covered the following areas: Transforming organizational culture; work-parenting mix; recruitment and selection; functional advancement; equal opportunities for women and men in leadership positions; measures against sexual harassment and other forms of violence ; incorporating a gender dimension in research and innovation; study and student population; collection and monitoring of gender-differentiated data; allocation of human and financial resources to address gender equality. The findings presented in the final reports of the gender audits in each thematic area were supported by content analysis of documents, analysis of statistical data, results from questionnaire surveys, group discussions with selected groups of people, individual and group interviews. The results of individual gender audits were the basis for the preparation of the MU Gender Equality Plan for the period 2022-2024, which was approved by the MU management in December 2021.

II. MU GEP IMPLEMENTATION, ACCOUNTABILITY AND INTERNAL COMMITMENT

At the MU management level and within the framework of the current MU Organisational Regulations, a gender equality guarantor, Ing. Monika Jandová, Ph.D., Vice-Rector for Personnel Policy, Lifelong Learning and Sustainability (<https://www.muni.cz/lide/13752-monika-jandova>), who is entrusted with the guarantee of the Gender Equality Plan. The part of

MU's GEP that deals with measures against sexual harassment and other forms of violence is the responsibility of Eva Janovičová, Ombudsman at MU (<https://www.muni.cz/o-univerzite/uredni-deska/ochrana-prav>).

In implementing the activities of the GEP MU, the Vice-Chancellor/Supervisor of the GEP MU cooperates with other Vice-Chancellors and Vice-Chancellors (appointed guarantors for the implementation of the individual areas of the GEP MU) and in particular with the MU components and representatives of relevant departments from the MU Rector's Office, especially the Department of Personnel Management, which methodically directs and coordinates the activities of the GEP MU across MU. A GEP Working Group was also established in 2023 under the responsibility of the MU GEP Guarantor (members are delegated representatives from all MU units, CZS, CERPEK, Teiresias and relevant RMU departments). The GEP WG prepares proposals to increase the level of support, protection and compliance with gender equality in accordance with the international obligations of the Czech Republic and MU commitments, prepares and ensures the implementation of measures from the MU GEP, including the preparation of annual reports, monitors the implementation of the MU GEP in all its areas, cooperates with MU components and relevant departments to ensure the implementation of GEP activities, and ensures the integration of gender equality principles into MU processes and management. This is also the way in which cooperation, information and gestorship across RMU and MU for the implementation of the MU GEP is set up. As of 01.01.2024, the position of Gender Equality Manager at RMU has also been established with a 0.75 time commitment.

The Guarantor regularly reports on the activities and achievements in the implementation of the GEP MU to the MU management in the form of partial reports, usually for a period of 6 months, and, in principle, in the form of an annual report in this area, including proposals for measures for the next period for the implementation of the objectives and activities of the GEP MU.

The report for the first year of implementation of the MU GEP (2022) is accessible to all employees and students of the University, because following a decision of the MU management, the report on the implementation of the MU GEP for 2022 was included in the MU Annual Report for 2022 Part 4.2. page 42 + pages 159-160 part C and D of the text part of the MU 2022 VS + tabular part of the MU VS pages 91-141 where gender-disaggregated data are also presented

https://www.muni.cz/media/3569384/vyrocní_zpráva_o_cinnosti_mu_2022_en.pdf

The report on the implementation of the MU GEP 2023 is part of the MU Annual Report 2023. It is accessible to all MU staff and students, as the MU management decided to include the report on the implementation of the MU GEP 2023 in the MU Annual Report 2023 Part 4- 4.1. and 4.3. page 42-45 of the text part of VS MU 2023 + tabular part of VS MU pages 107 -137 where gender-disaggregated data are also presented

https://www.muni.cz/media/3767418/vyrocní_zpráva_o_cinnosti_mu_2023_en.pdf

III. IMPLEMENTATION OF THE MU GEP IN 2022 AND 2023

Implementation of the MU GEP in 2022

The year 2022 was the first year of implementation of the Gender Equality Plan 2022-2024 (GEP MU) in all eight areas. **In the sections Transforming MU's internal organisational culture and Gender balance in leadership and decision-making**, the University initiated steps to incorporate the gender dimension into the University's structures and relevant internal standards. **In the area of Work-Parenting Combination**, MU used all legal possibilities regulating the conditions of working from home to improve the reconciliation of work and personal life, and expanded the possibility of taking care of young children by establishing a new children's group for employees' children in the centre of Brno. To introduce maternity/parental leave management, the MU handbook Maternity leave, paternity postnatal care and parental leave in a nutshell was updated. **Recommendations from the section on Recruitment, Selection and Promotion** were implemented by finalising the implementation guidelines for the new MU Selection Procedure Regulations. A bilingual e-learning course was also developed to train members of gender-balanced selection panels at MU, emphasising the need for an equal and fair approach in recruitment and selection. Modifications were made to the Jobs.MU application to enable the collection of gender-disaggregated data. **In the section Measures against sexual harassment and other forms of gender-based violence**, a Methodology for dealing with sexual harassment at MU has been developed under the responsibility of the Vice-Chancellor for Student and Alumni Affairs, while a network of contact persons trained to provide counselling to victims, witnesses and accused of sexual harassment has been established. In order to prevent conflicts in this area, training for academic and non-academic staff began to be implemented at MU units in 2022. The document Methodology for handling cases of sexual harassment at MU is posted on the official Masaryk University bulletin board in the section of other documents under Regulations and Study-Related Documents. The document contains a definition of sexual harassment, how to behave and where to seek help. Following this methodology, MU has established a network of trained contact persons who are available to students and staff if they need advice, assistance or to report a case to MU. In collaboration between the Counselling Centre, the Records Service and the Data Protection Officer's Office, a process has been set up for the transfer of confidential files in sexual harassment cases between the individuals involved. The Counselling Centre developed detailed guidance on the transfer of files for these individuals and prepared additional support materials in collaboration with experts. The web platform on sexual harassment and other forms of inappropriate behaviour has been significantly expanded, and other internal resources such as newsletters for students and staff and M magazine have been used to raise awareness of sexual harassment prevention.

In the section Integrating the gender dimension into the content of research and innovation, the topic of gender and equal conditions was included in the project evaluation process - from proposal development through implementation to reporting. **Awareness of the gender dimension** in research and teaching was **raised** through promotional events on women in science. The GA MU Career Restart grant scheme was extended to **facilitate the return to a scientific career after a career break, for example due to parental leave**. Grants are awarded for a period of 2 years, the annual allocation per project is 500 thousand EUR. The grant is for a period of one year. In 2022, a total of 12 grants were selected for financial support - 11 women and 1 man were supported to return to a scientific career. MU

thus financially supports the return of female and male scientists from parental leave. Within the internal competition of the MU Grant Agency, it is possible to apply for the Career Restart grant, which aims to support talented employees in reconciling family life and research activities. The grant is open to scientists and female scientists with a doctoral degree who worked at MU before their career break and have significant scientific results to their credit

For the monitoring and evaluation of the MU GEP, the current status of gender-disaggregated data collection and monitoring was analysed and activities were planned to define a set of indicators, their description and data sources for the collection methodology. **To monitor compliance with ethical principles and gender equality, the Masaryk University Equal Opportunities Panel, a permanent advisory body to the Rector of Masaryk University, supervises the application and compliance with the principles of non-discrimination and equality at MU**

Implementation of the MU GEP in 2023

1. Definition of the role of the ombudsman within the GEP

The role was defined in the framework of the update of the MU Organisational Regulations (as effective from 1 April 2023), when the University-wide Rights Protection Unit took over the guarantee and implementation of the MU GEP, in particular the part concerning measures against sexual harassment and other forms of gender-based violence. According to the update of the MU Organisational Regulations (as effective from 19 September 2023), the Vice-Chancellor for Personnel Policy, Lifelong Learning and Sustainability was given the responsibility for the Gender Equality Plan

2. Setting up a way of cooperation, information and gestorship across RMU and MU

In September 2023, the GEP Working Group (hereafter referred to as the GEP WG) was established with representation from all MU units, CZS, CERPEK, Teiresias and substantively relevant RMU departments, and has met regularly since then to pursue its objectives.

3. Ongoing monitoring of the implementation of measures at the university-wide level and at the level of MU units

MU units have been implementing the measures resulting from the MU GEP within their respective competences (by engaging in activities implemented by the area sponsors, e.g. the area of sexual harassment prevention and GPN) as well as the measures resulting from the Gender Audit of the units and linking them, e.g. with the HR Award Action Plans At the same time, RMU specialist departments and other MU units (e.g. RMU OPD, RMU OV, RMU OS, CZS, CERPEK, etc.) have been involved in the GEP activities.

4. Issuance of an annual report on the implementation of the MU GEP

Based on the decision of the MU management, the report on the implementation of the MU GEP for 2022 was included in the MU Annual Report for 2022.

5. Preparing for the possibility of a Horizon Europa spot check

The RMU ODA keeps up to date with all current information from the EU level related to a possible "compliance check GEP". The RMU OPD works and communicates closely with the NCC Gender and Science, which is the methodological and information focal point for GEP within the country <https://genderaveda.cz/>. MU is ready to defend its compliance with the GEP requirements in the event of a check as outlined in the Horizon Europe guidance on gender equality plans

<https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-search>

6. Start preparing the GEP for the next period from 2025 onwards

The preparation of the GEP MU for the period 2025-2028 has already begun with a discussion on how to implement it based on previous experience in 2021, while respecting the recommendations of

<https://stratin.tc.cas.cz/vystupy/2021/M4/Genderove%CC%81%20audity.pdf> (Czech only)

At the same time, it is expected that data for the Gender Audit will be available from the data warehouses, which the RMU OPD is intensively discussing with the MU IST.

7. Resource coverage of GEP implementation (human and financial resources)

MU has the ambition to obtain resources for the implementation of the MU GEP from 2024 onwards under the ESF HE OP JAK, and from other grant titles related to GEP topics (OP JAK Research Environment, Implementation Plan of the Strategic Plan for the Higher Education Sector 2024, etc.) Some MU units (ESF, Faculty of Arts and CEITEC) will draw resources from the approved projects OPZ+ (2024-2025) - Diverse and Flexible Work Culture.

8. Other activities implemented for GEP MU in 2023

1. Raising awareness and understanding of gender equality issues - implementation of lectures and workshops on gender issues aimed at increasing sensitivity
2. Establishment of regular discussions to ensure the implementation of GEP MU measures - being addressed through the filling of the ombudsman position and the establishment of the GEP PS
3. Recruitment and selection methodologies that include a gender dimension are implemented
4. Identify and address potential gender pay inequalities - some HS
5. Continue to modernize the process and outcomes of the evaluation process for both acad and non-acad staff
6. Creating the conditions for greater gender balance in leadership roles and advisory bodies
7. Introduce maternity/parental leave management and work-family balance support
https://is.muni.cz/auth/do/rect/metodika/personal/48040456/48040629/48040777/48041740/Materska_otcovska_a_rodicovska_dovolena_2022.pdf (Internal document, Czech only)
8. Promoting balanced career development and progression for women and men
9. Supporting women scientists in their career progression and promoting women in science e.g. Science Slam + by the end of 2023: launching a university website on career development opportunities
10. Implementation of measures against sexual harassment and other forms of gender-based violence
11. Identification of regular needs of staff caring for dependents - also planned under OP JAK from 2024.
12. Institutional support for carers - also planned under OP JAK from 2025.
13. Establishment of a safe MU website [Ethics | Masaryk University](#)

IV. BASIC STATISTICS FOR MU FOR 2022 AND 2023

Number of MU employees as of 31.12.2022 (natural persons)	Total	Of which women	Share of women
Faculty of Law	225	98	44%
Faculty of Medicine	1 560	842	54%
Faculty of Science	1 273	611	48%
Faculty of Arts	655	359	55%
Faculty of Education	362	231	64%
Faculty of Pharmacy	124	79	64%
Faculty of Economics and Administration	237	109	46%
Faculty of Informatics	279	108	39%
Faculty of Social Studies	318	168	53%
Faculty of Sports Studies	131	67	51%
Other MU departments	1 409	841	60%
Total at MU	6 573	3 513	53%

Number of MU employees as of 31.12.2023 (natural persons)	Total	Of which women	Share of women
Faculty of Law	222	96	43%
Faculty of Medicine	1 635	891	54%
Faculty of Science	1 278	628	49%
Faculty of Arts	666	369	55%
Faculty of Education	368	240	65%
Faculty of Pharmacy	135	87	64%
Faculty of Economics and Administration	227	112	49%
Faculty of Informatics	284	115	40%
Faculty of Social Studies	332	177	53%
Faculty of Sports Studies	126	66	52%
Other MU departments	1 426	859	60%

Number of MU students as of 31.12.2022 (natural persons)	Total	Of which women	Share of women
Faculty of Economics and Administration	2 707	1 302	48%
Faculty of Pharmacy	745	611	82%
Faculty of Philosophy	6 182	4 468	72%
Faculty of Informatics	2 198	391	18%
Faculty of Sports Studies	1 519	624	41%
Faculty of Social Studies	3 156	2 080	66%
Faculty of Medicine	4 613	3 094	67%
Faculty of Education	5 058	4 111	81%
Faculty of Law	3 151	1 673	53%
Faculty of Science	3 437	2 034	59%
Total at MU	32 283	20 079	62%

These are statistics by individuals. For this reason, the total for individual MU faculties does not equal the total for the entire MU. A student may have more than one study at MU (even at more than one faculty at the same time).

Number of MU students as of 31.12.2023 (natural persons)	Total	Of which women	Percentage of women
Faculty of Economics and Administration	2 705	1 243	46%
Faculty of Pharmacy	875	701	80%
Faculty of Arts	6 262	4 516	72%
Faculty of Informatics	2 360	406	17%
Faculty of Sports Studies	1 555	683	44%
Faculty of Social Studies	3 284	2 124	65%
Faculty of Medicine	4 701	3 162	67%
Faculty of Education	4 928	4 020	82%
Faculty of Law	3 097	1 675	54%
Faculty of Science	3 486	2 087	60%
Total MU	32 772	20 311	62%

These are statistics by individuals. For this reason, the total for individual MU faculties does not equal the total for the entire MU. A student may have multiple studies at MU (even at multiple faculties simultaneously).