

GEP MU implementation in 2024

The year 2024 was the last year of implementation of the **MU Gender Equality Plan (MU GEP) for the years 2022-2024**.

Equal opportunity aspects are already an integral part of newly issued and updated internal regulations and policies, and a **balanced approach to gender representation** in leadership or decision-making positions and advisory bodies continued to be achieved.

Flexible forms of work, the possibility of working from home and the further expansion of the offer of childcare for employees' children in playgroups or kindergartens were also seen in 2024 as key tools for ensuring the **work-life balance of MU employees**.

An equal and fair approach to recruitment and selection of employees was ensured by the implementation of the implementing methodologies to the *MU Selection Procedure Regulations* and the mandatory training of members of gender-balanced selection committees at MU in the form of e-learning.

To facilitate the return to a scientific career interrupted, for example, by parenthood, a total of 26 projects were implemented under the **GA MU Career Restart** grant scheme in 2024.

The portfolio of education and outreach activities organised by CERPEK, RMU and individual MU components reflected the GEP content areas. MU further expanded the scope of gender-disaggregated data collection also using the data warehouses being formed.

The year 2024 was the first year of implementation of the KompassMUNI project, which not only established the positions of gender equality guarantor at individual HS, but also ensured the activities of the MU GEP working group, which includes representatives of MU units, RMU departments and other university departments. **The main output of the project in 2024 was the creation of the MU Gender Equality Plan for the period 2025-2028**. Measures in the GEP areas were proposed based on the results and recommendations of gender audits conducted by MU components from April to September 2024.

Information on this topic is now available on **the MU Gender Equality website** - <https://www.muni.cz/o-univerzite/genderova-rovnost-na-mu> CZ version

<https://www.muni.cz/en/about-us/gender-equality-at-mu> EN version

More information and gender-disaggregated statistics can be found in the MU Annual Report 2024

https://www.muni.cz/media/3859742/vyrocní_zpráva_o_cinnosti_mu_2024.pdf,

Section 4.3 (page 45) + data pages 88-142

The report on the activities of the University-wide Rights Protection Unit, which guaranteed the implementation of Part 5 of the GEP - Measures against sexual

harassment and other forms of gender-based violence, can be found in Part 4.1 of the MU VS, page 44.