

**Horizon Europe indicator – Gender Equality: Faculty of Science, Masaryk University (SCI MUNI)**

**Faculty of Science as a part of Masaryk University has a Gender Equality Plan (GEP) covering elements listed below.**

**Publication:** Masaryk university (MU) has published its first version of the approved [Gender Equality Plan 2022-2024](#) in December 2021.

The GEP MU was created based on inputs of all university units and contains university commitment (including targets and indicators) related to following areas: Transforming organisational culture, Gender balance in management and decision-making, Work – life balance, Recruitment, selection and career progression, [Measures against sexual harassment and other forms of gender-based violence](#), Integrating the gender dimension into the research and innovation, Collection and monitoring of gender-disaggregated data, Allocation of human and financial resources to address gender equality issues.

The Faculty of Science MUNI actively contributed to formulating the University's [Gender Equality Plan MUNI 2022-2024](#). The Faculty currently transforms the University GEP into the Faculty's specific **Gender Equality Implementation Plan**, using the University's commitments and concrete, content-wise measures to be covered, obtained from the Faculty's [gender audit](#).

There was established University-wide work group which will prepare a Gender Equality Plan for the period 2025-2028.

SCI MUNI is committed to creating and continuously improving [friendly and safe working environment and conditions](#). The Faculty is a holder of the [HR Excellence in Research Award](#) by the European Commission since 2018 and actively implements its HR Strategy for Researchers, which contains direct and indirect action points related to Gender equality: [Gender Sensitization](#), Gender Equality Implementation Plan, Gender equality in [Recruitment](#) and Gender equality in [Career growth](#). In February 2024, the Faculty submitted its [Action Plan and HR Strategy for 2024-27 and self-assessment](#) for the Award Renewal (External Review).

Faculty of Science MU has also committed focus on gender equality in its [Long-Term Development Strategy](#).

**Dedicated resources: HR Award team of the Faculty of Science** is responsible for the overall gender agenda within implementation of the HRS4R Action plan, in cooperation with the Head of Personnel Department and supportive faculty management. The Faculty has also an active **Gender Equality work group** consisting of employees belonging to various levels and positions; and PhD students. Dedicated resources received gender equality trainings from multiple sources: university internal + external, namely [Czech Centre for Gender & Science](#), European [GE Academy](#) and continuously raise their awareness in gender related projects and initiatives (e.g. Casper project, Unisafe project, Geam tool, Logib Pay Gap analysis).

**Data collection and monitoring:** There was a [Gender Audit](#) conducted at the Faculty in May and June 2021, managed by an external organization, [Open Society o. p. s.](#), using both quantitative data analysis including results from [Employee and Ph.D. Questionnaire Surveys](#) and qualitative data obtained through Focus Groups' workshops.

We analysed data related to following areas: *Work-life balance and organisational culture; Combination of work and parenthood; Recruitment and selection; Career progression; Gender balance in leadership positions and decision-making; Measures against sexual harassment and other forms of gender-based violence; Inclusion of the gender dimension in research and innovation; and Studies and student population.*

Outputs of this detailed data analysis were included in the **audit final report** and the above-mentioned indicators will be monitored and reported in the same structure on a regular basis. Monitoring & reporting will **be committed in the Faculty's Gender Equality Implementation Plan, as well as the audit recommendations and measures.**

For 2024, the Faculty plans a second gender audit as a part of the project "Introducing a Flexible Working Culture and a Support System for Parents on Maternity and Parental Leave into the Working Environment of the MU Faculty of Science".

**Training:** Gender awareness trainings of internal and external character were provided to HR team members and the Gender Work Group members in 2021, see also the Dedicated resources section. There was a [Gender Awareness training for supervisors planned conducted in 2022](#). Gender awareness trainings for staff including management are going to be committed also in the Faculty's Gender Equality Implementation Plan and continuously addressed.