

**GAČR INDICATOR – HUMAN RESOURCES DEVELOPMENT AND GENDER EQUALITY AT SCI MUNI 2024**

Faculty of Science MUNI is committed to creating and continuously improving friendly working environment and conditions, providing [career development](#), establishing transparent [recruitment procedures](#) for researchers and focusing on [research ethics](#), [workplace ethics](#) and also [open science](#). 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 is also embedded in the Faculty's [Long-Term Development Strategy](#).

In February 2024, the Faculty submitted its [Action Plan and HR Strategy for 2024-27 and self-assessment for the Award Renewal](#) (External Review). Currently, we are preparing for the Site Visit of HRS4R Experts from the European Commission.

The Faculty of Science, as a part of Masaryk University, 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 internal analysis, [gender audit](#), conducted in 2021. 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". There was established University-wide work group which will prepare a Gender Equality Plan for the period 2025-2028

**HR Strategy SCI MUNI links:**

<https://www.sci.muni.cz/en/about-us/hrs4r>

<https://www.sci.muni.cz/en/careers-at-the-sci-muni>

<https://www.sci.muni.cz/en/about-us/hrs4r/gap-analysis-and-action-plan>

<https://www.sci.muni.cz/en/careers-at-the-sci-muni/ethics-at-the-workplace>

[https://www.muni.cz/media/3371580/gender\\_equality\\_plan\\_mu\\_gep\\_mu\\_en.pdf](https://www.muni.cz/media/3371580/gender_equality_plan_mu_gep_mu_en.pdf)