

M U N I
P E D

Equal opportunities audit at the Faculty of Education MU

April-May 2024

How has the audit benefited our faculty?

- The faculty received relevant feedback on organizational culture, work-life balance, gender equality and its perception in research and innovation.
- The results of the audit contributed to the development of the Masaryk University Gender Equality Plan 2025-2028.
- The implementation was carried out in cooperation with GIC NORA (4-7/2024) according to the standards of the Government Office of the Czech Republic and the methodology of the MU Rector's Office.
- The development of the Pdf gender audit is part of the current Faculty HR Award Action Plan (HRS4R).
- The audit methodology is based on key legal documents such as the Charter of Fundamental Rights and Freedoms (Act No. 2/1993 Coll.) and the Anti-Discrimination Act (Act No. 198/2009 Coll.), which are in line with European standards of equality and protection against discrimination.

Audit investigation process

- Content analysis of internal documents and other supporting materials
- Group discussions
- Individual interviews
- Preparation of the audit report

Audit investigation process

Questionnaire survey

155 questionnaires (68% women and 32% men) were included in the analysis.

Online questionnaire survey in Czech version for male/female employees from 14 May 2024 to 6 June 2024.

Audit investigation process

Group discussions

- Heads of academic and non-academic departments - 22 May 2024, 6 persons (3 women, 3 men)
- Academic and non-academic staff - 16 May 2024, 4 persons (3 female, 1 male)
- Persons caring for a child or other close persons - 20 May 2024, 7 persons (4 women, 3 men)

Audit investigation process

Individual interviews

- Online and in person between May and June 2024
- Total 12 interviews (9 women, 4 men)

Audit topics

- Transforming organizational culture
- Combining work and parenthood/private life
- Recruitment, selection and career development
- Equal representation of women and men in management positions
- Measures against sexual harassment and other forms of gender-based violence
- The gender dimension in research and innovation

Summary of findings and recommendations

Objectives of the organization and institutional arrangements for GEP

PdF systematically works on gender equality, which represents significant progress compared to the 2021 audit, when Masaryk University and the Faculty of Education only marginally addressed the issue of gender equality and diversity. As regards the principle of equal treatment and non-discrimination, several key documents are at the university level and in documents at the level of the faculty itself (PdF MU Strategic Plan for 2021-2028, PdF MU Strategic Goals for 2024, Guide to Gender-Sensitive Communication at PdF MU).

Summary of findings and recommendations

Combining work and parenthood/personal life

PdF offers a wide range of support for caring male and female employees, helping to balance work and personal life. These opportunities are formalized and used. Significant progress has been made in this area since the 2021 audit, as the recommendations have been substantially implemented.

Recommendations:

- allowing greater flexibility in the use of homeworking
- improving general attitudes towards reconciling work and personal life, so that caring for children or elderly parents is not perceived as an attempt to get relief from work.

Summary of findings and recommendations

Recruitment and selection

PdF has newly a [good system for checking gender balance in selection committees](#) and strives to achieve it. The topics to be addressed in 2021 have already been developed or formally anchored to some extent (staff appraisal, MD/RD management, on-boarding and off-boarding process or adaptation process).

Recommendations:

- Creating [MU Career Regulations](#)
- Setting the [exit policy](#)
- Increase [awareness of anti-discrimination law](#) when filling positions after returning from maternity/parental leave.

Summary of findings and recommendations

Equal representation of women and men in management positions

PdF is a large employer organization, employing 378 people as of 2024, 66% of whom are women and 34% men.

There has been a slight increase in the number of women in the institution over the years, but at the same time there has been a decline in women across the higher professional levels such as professor, associate professor, and department head positions. However, this does not apply to the management of PdF MU, where gender representation is balanced (a female dean, three vice-deans, three female vice-deans).

Recommendations:

Create mentoring programs that support women's career growth.

Summary of findings and recommendations

Measures against sexual harassment and other forms of gender-based violence

MU introduced [specific measures to protect against sexual harassment](#), which complement the municipal [Code of Ethics](#), including Directive No.1/2023 protection of rights and methodology for dealing with such cases. These steps provide a structured framework for complaint handling and victim support, including the possibility to submit a complaint anonymously.

There have been more than significant advances in the complaints and complaints reporting system since 2021.

Recommendations:

Develop and present solutions on how to [unify the PdF position on multiple relationships](#) (learner-teacher) [with the principles of the MU Code of Ethics](#), or proactively address the inconsistency.

Summary of findings and recommendations

Gender dimension in research and innovation

Integrating the gender dimension into research is a priority of the MU Gender Equality Plan 2025-2028. The PdF level is now [gender dimension in research and public presentation](#), represents an improvement on the 2021 audit, when the topic was not actively promoted.

Recommendations:

[Trainings](#) relevant employees on the topic "[Gender dimensions in research topics](#)".