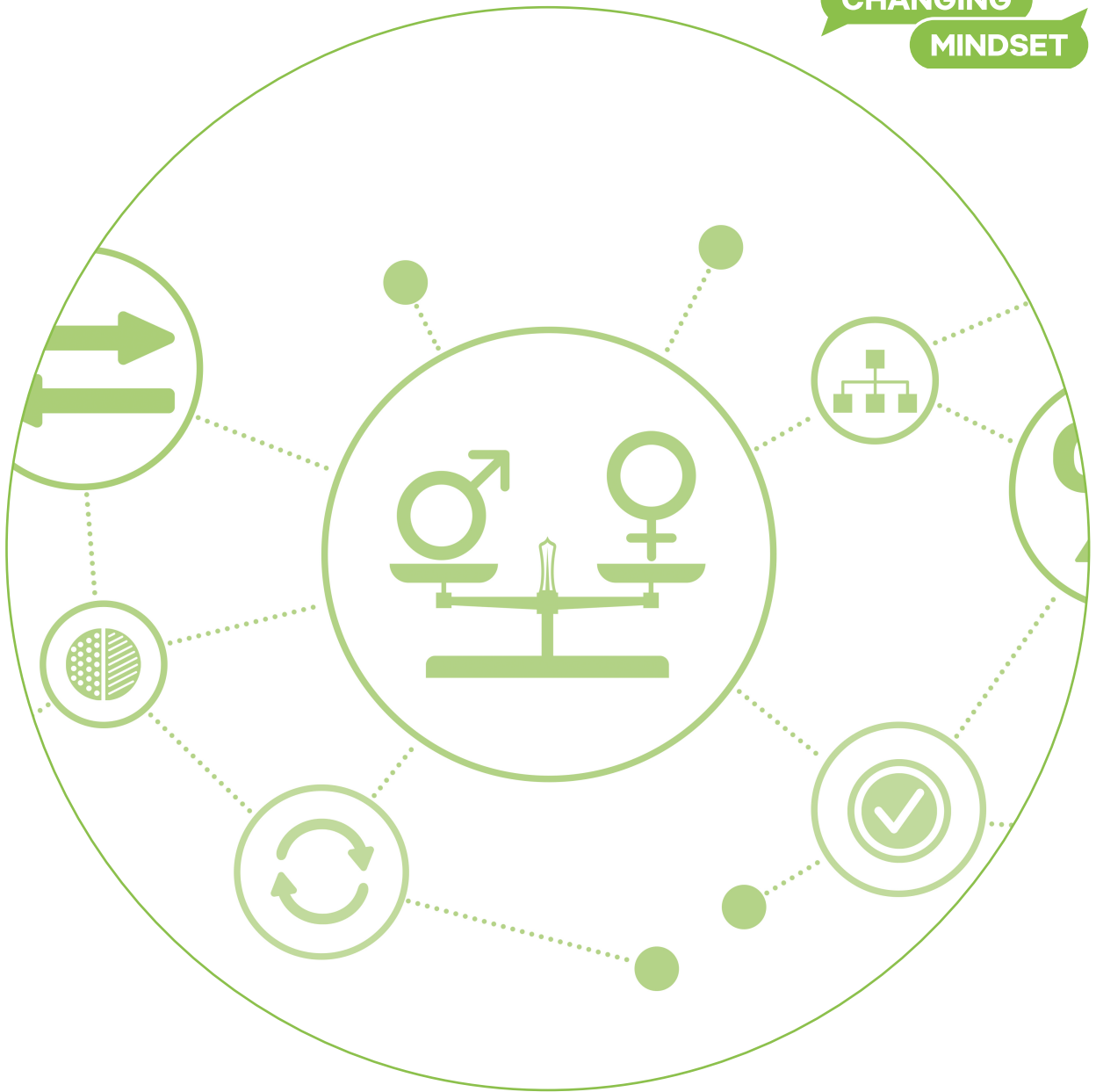


CHANGING
MINDSET



Gender Equality Plan

of Mendel University in Brno
for the period 2025–2028



The Gender Equality Plan of Mendel University in Brno (MENDELU) for the period 2025–2028 is the second plan aimed at integrating the principles of gender equality into all university activities and decisions – from educational and creative activities to organizational structure and workplace culture. The plan includes a set of commitments and measures aimed at eliminating gender inequalities and fairly supporting opportunities for everyone.

The plan was developed based on the conclusions of the gender re-audit conducted at the university from August to October 2024. This re-audit analyzed the progress made in gender equality and identified key challenges and opportunities for further improvement. The gender re-audit was carried out by an internal team from MENDELU in collaboration with an external consultant – gender equality specialist Kateřina Hodická. As part of the re-audit, the fulfillment of the Gender Equality Plan for the previous period (2022–2024) was evaluated, the previous gender audit from 2021 was updated, and qualitative study was conducted among university employees through group and individual interviews. The Employee Satisfaction Survey conducted by MENDELU in 2023 as part of the evaluation of the HR Strategy for Researchers (HR Excellence in Research Award) was also used as a basis.

The new plan also reflects the mandatory requirements defined by the European Commission for participation in the Horizon Europe program:

- The plan is a formal document published on the institution's website and signed by the institution's senior management.
- The institution allocates financial resources for the implementation of the plan and ensures the development of expertise in gender equality.
- The institution collects data on employees and students disaggregated by gender and publishes them in its annual reports.
- The institution raises awareness and provides training on gender equality and unconscious gender biases for employees and decision-makers.

The plan also addresses all recommended areas:

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence, including sexual harassment

Key commitments and goals of the Gender Equality Plan of MENDELU for 2025–2028 are:

1. Ensure institutional support and implementation of the gender equality policy at the university.
2. Build an inclusive and respectful organizational culture that promotes equality, diversity, and mutual respect.
3. Support the work-life balance of university employees through flexible working conditions, accessible support for caregivers, and the creation of a friendly working environment
4. Promote gender balance in leadership and decision-making positions at the university.
5. Promote equal opportunities in recruitment and career advancement through transparent processes, the elimination of gender biases, and active support for diversity in the workplace.
6. Ensure fair and equitable remuneration through transparent and non-discriminatory compensation processes, in line with the EU Pay Transparency Directive, and regularly monitor and evaluate pay equity between male and female employees.
7. Integrate the gender dimension into teaching and research to enhance the quality of knowledge, foster inclusivity, and contribute to addressing societal challenges related to gender inequality.
8. Create a safe, respectful, and inclusive environment by preventing inappropriate behavior such as bullying and gender-based violence, effectively addressing incidents, and supporting victims to minimize such occurrences and strengthen a culture of zero tolerance for violence.

The Gender Equality Plan of MENDELU for 2025–2028 was reviewed by the Rector's Commission for HR Development, the Rector's Advisory Board and the Academic Senate.

We thank everyone who contributed to its creation. This plan is proof that we are truly „changing mindsets” and actively working towards building a modern, responsible, and inclusive work environment.

In Brno

prof. Dr. Ing. Jan Mareš
Rector

The Gender Equality Plan for 2025–2028

Area	Goal	Measure/Action	Indicator	Timeframe	Responsibility	Funding source
Institutional implementation of gender equality policy (including data collection and monitoring)	Ensure institutional support and implementation of the gender equality policy at the university.	Conduct gender re-audits regularly and revise the Gender Equality Plan based on their findings.	Final Report and new Gender Equality Plan	Q4 2028	Vice-rector for human resources and internal affairs	Strategic Management Support Programme
		Educate the team at MENDELU responsible for equal opportunities.	Participation of persons responsible for the equal opportunities agenda in educational activities at least once a year (number of trainings and trained persons)	continuously	Vice-rector for human resources and internal affairs	Strategic Management Support Programme
		Actively seek grant calls and prepare project applications aimed at securing funding for activities supporting gender equality at the university.	Number of obtained projects	continuously	Project Centre, HRMO	Main source (1101)
		Regularly collect, evaluate and publish data on gender equality and continuously monitor the implementation of the plan.	Gender-disaggregated data reports and an annually prepared and published overview of the proportion of: <ul style="list-style-type: none"> • male and female employees and students at the university, • selection procedures (composition of selection panels, interest of male and female job applicants, results of selection processes), • career progression (as defined in the Human Resources Management Directive), • composition of decision-making and advisory bodies of the university, • types of employment (reductions and increases of working hours), • numbers and reasons for employees leaving the university, etc. Published annual report on plan implementation Information in the MENDELU Annual Report	Q2 each year (with the annual report)	HRMO, ED	Strategic Management Support Programme
Organizational culture	Build an inclusive and respectful organizational culture that promotes equality, diversity, and mutual respect.	Enhance the visibility of gender equality among students, employees, and the public through university campaigns using the university website and social media. Include the topic of gender equality in orientation activities at the start of studies (including doctoral programs) and upon commencement of employment.	New informational materials, training, or awareness activities aimed at eliminating gender biases, at least one event per year	2026–2028	HRMO	Strategic Management Support Programme
		Promote and implement gender-sensitive communication in other areas of the university, both written and verbal.	A list of university-wide documents written in gender-sensitive language Min. one training for employees on the use of gender-sensitive language	2028 2026–2028	HRMO	Strategic Management Support Programme

The Gender Equality Plan for 2025-2028						
Area	Goal	Measure/Action	Indicator	Timeframe	Responsibility	Funding source
Organizational culture	Build an inclusive and respectful organizational culture that promotes equality, diversity, and mutual respect.	Implement development training for managers, particularly in the areas of soft skills and leadership.	At least one training per year (depending on financial possibilities), number of trainings and participants	annually	faculties, HRMO	Operational Programme of Jan Amos Komenský Strategic Management Support Programme
		Implement a process of exit management (monitoring of employees leaving the university).	Published methodology	Q1 2025	HRMO	Main source (1101)
			Number of completed exit questionnaires and conducted exit interviews	annually		
		Annual summary report submitted to the university management	annually			
Familiarize university management and senior staff with the principles of age management and the possibilities of its application in the university environment.	Round table for university management and senior staff, number of participants	Q2 2026	HRMO	Strategic Management Support Programme		
Work-life balance	Support the work-life balance of university employees through flexible working conditions, accessible support for caregivers, and the creation of a friendly working environment.	Newly appoint a person responsible for the maternity and parental leave management agenda	Newly appoint a person responsible for the maternity and parental leave management agenda	Q4 2025	HRMO	Strategic Management Support Programme
		Maintain and develop the maternity and parental leave management agenda and information service for working parents. Support managers in maintaining contact with staff on maternity and parental leave and assist with their return to the university.	Revise and develop additional support materials for managers and staff, who are affected by these issues	continuously		
			Hand these materials to managers whenever their employees go on maternity and parental leave	continuously		
		On the HRMO website, in the „Employees – parents“ section, create an information block to support fathers	Q4 2025			
		Implement programmes aimed at improving mental health, workplace wellbeing and stress management.	Organize at least one event each year, e.g. MindFest	annually	ILL Counselling Centre	Strategic Management Support Programme
Propose a work-life balance policy and present it to the senior staff of MENDEL.U.	A document containing practical recommendations for flexible working and time management at the university	Q3 2025	HRMO	Strategic Management Support Programme		
Gender balance in leadership and decision-making	Promote gender balance in leadership and decision-making positions at the university.	Identify and support women with potential for leadership positions.	Established mentoring for women with potential for leadership positions, number of participants	Q4 2027	HRMO	Strategic Management Support Programme
		Create a training programme aimed at supporting women's career development, including topics such as strategic leadership, decision-making, self-confidence (imposter syndrome), time-management, work-life balance.	Number of courses and number of participants	2025-2028	HRMO	Strategic Management Support Programme

The Gender Equality Plan for 2025-2028

Area	Goal	Measure/Action	Indicator	Timeframe	Responsibility	Funding source
Gender equality in recruitment and promotion	Promote equal opportunities in recruitment and career advancement through transparent processes, the elimination of gender biases, and active support for diversity in the workplace.	Ensure gender-balanced composition of selection panels.	Balanced composition of selection panels in reports published once a year	annually	HRMO	Main source (1101)
		Develop and implement an adaptation process for new employees, including those returning to work after long absence (e.g. after parental leave). Develop material for managers and staff in a „buddy“ role (a person who helps new employees adapt to a new environment, processes or culture of the organization).	Developed methodology and related documents	Q4 2025	HRMO	Strategic Management Support Programme
		Provide return grants to academic and research staff returning to work after maternity and parental leave.	Number of calls launched and number of employees who benefited from the grant	annually	Vice-rector for human resources and internal affairs	Strategic Management Support Programme or other grant
Fair remuneration	Ensure fair and equitable remuneration through transparent and non-discriminatory compensation processes, in line with the EU Pay Transparency Directive, and regularly monitor and evaluate pay equity between male and female employees.	Conduct regular analyses of the remuneration of male and female employees to identify any gender pay gaps.	Remuneration analyses carried out	annually	HRMO, ED	Education policy fund to promote wage cohesion at public universities Main source (1101)
		Implement corrective actions based on the results of the analyses.	Revised wage regulation and other related regulations and documents	following the results of the analyses	HRMO, ED	Education policy fund to promote wage cohesion at public universities Main source (1101)
		Revise the rules on remuneration, including criteria for pay grading, awarding bonuses and other components of pay. Include staff on maternity and parental leave.	Revised wage regulation and other related regulations and documents	2027	HRMO, ED	Education policy fund to promote wage cohesion at public universities Main source (1101)
Incorporating the gender dimension into research and teaching content	Integrate the gender dimension into teaching and research to enhance the quality of knowledge, foster inclusivity, and contribute to addressing societal challenges related to gender inequality.	Provide training for academic and research staff on how to integrate the gender dimension into teaching and research.	At least one training per year, number of participants	annually	HRMO	Strategic Management Support Programme
		Create a Gender Dimensions of Research and Teaching section on the university website, which will include explanations, guidelines and links for academic and research staff.	New website	Q4 2027	HRMO, DSPIS	Main source (1101)

The Gender Equality Plan for 2025–2028

Area	Goal	Measure/Action	Indicator	Timeframe	Responsibility	Funding source
Measures against gender-based violence, including sexual harassment	Create a safe, respectful, and inclusive environment by preventing inappropriate behaviour such as bullying and gender-based violence, effectively addressing incidents, and supporting victims to minimize such occurrences and strengthen a culture of zero tolerance for violence.	Further develop the Safe MENDELU platform as a tool for preventing and addressing inappropriate behaviour such as bullying and gender-based violence. Provide regular training for Counsellors for Safe MENDELU.	At least one training or intervention per year for Counsellors for Safe MENDELU	annually	HRMO	Strategic Management Support Programme
		Conduct educational and awareness-raising events on the topic of bullying and gender-based violence for students, staff, senior staff and university management.	Launched e-learning for employees	Q1 2025	HRMO	Strategic Management Support Programme
			At least one additional workshop/lecture or campaign per year for the university community	annually		
			At least one training session for university management	2025–2028		
		Strengthen the visibility of the Safe MENDELU platform among students, employees and the public through the university website, social networks, the My MENDELU mobile application, etc. and include the topic in adaptation activities at the start of studies (including Ph.D.) or upon entering employment (can be combined with awareness raising and training on gender equality in general and gender sensitive communication).	Updated and promoted Safe MENDELU website	continuously	HRMO	Strategic Management Support Programme
			Number of social media posts	continuously		
			Safe MENDELU section in My MENDELU mobile application	Q4 2025		
Presentation/material for initial training of students and employees	Q4 2025					
Monitor the number of reported cases, assess trends and identify areas of risk. Publish regular reports on measures and progress in preventing and addressing violence.	Number of reported cases, number of published reports	annually	Coordinator for Safe MENDELU	Strategic Management Support Programme		

Abbreviations:

- ED: Economic Department
- ILL: Institute of Lifelong Learning
- MENDELU: Mendel University in Brno
- HRMO: Human Resources Management Office
- DSPIS: Department of Scientific and Pedagogical Information and Services