



# The Gender Equality Plan of Mendel University in Brno for 2022 to 2024



HR EXCELLENCE IN RESEARCH



**Mendel  
University  
in Brno**

The Gender Equality Plan of Mendel University in Brno (MENDELU) is a practical tool for promoting and systematically supporting equal opportunities for men and women in research, development and human resources management at the University in compliance with the current European Gender Equality Strategy 2020–2025<sup>1</sup> and the requirements of Horizon Europe<sup>2</sup>.

**The main objectives of the MENDELU Gender Equality Plan are:**

1. To systematically remove barriers to promoting gender equality at the University.
2. To increase the attractiveness and credibility of MENDELU as a fair and prestigious employer for the best quality and most qualified workforce in both the Czech and international environments.
3. To prevent the wasting of human resources and reduce the loss of investments in the female workforce caused mainly by the outflow of women from science after completing their PhDs or after maternity and parental leave.
4. To integrate the gender dimension into research and development content, thus increasing both the quality and innovativeness of results and the chances of MENDELU researchers to obtain grant support.

The proposed sub-objectives for the 2022 to 2024 period are based primarily on the findings and recommendations of a gender audit conducted at MENDELU by the NORA Gender Information Centre<sup>3</sup> during the months of June to October 2021 pursuant to the Gender Audit Standard of the Government Office of the Czech Republic<sup>4</sup>. In addition to an analysis of internal documents and other supporting materials of MENDELU, a university-wide quantitative survey was carried out with the participation of 651 employees (58% women and 42% men). The qualitative research included 5 group discussions and a total of 27 individual in-depth interviews.

**The gender audit covered the following areas:**

1. The objectives of the organisation and institutional measures for gender equality policy
2. Personnel policy
3. Wage policy
4. Work-life balance
5. Organisation culture and workplace relations

**Based on the weaknesses identified in each area, the following sub-objectives have been defined and the following measures proposed:**

1. To systematically monitor and promote equal opportunities at the university level.
  - To conduct regular gender audits.
  - To create equal opportunity controlling.
  - To designate a person(s) who will be primarily responsible for the implementation of the gender equality agenda at the university level and clearly define their scope of work and responsibilities (Gender Focal Point).
2. To set up the use of gender-sensitive language and gender-responsive communication inside and outside the university.
  - To create a document on gender-sensitive communication.
3. To raise awareness on gender equality and unconscious biases at the university.
  - To organize events supporting women in science.
  - To organize trainings focused on recognizing unconscious gender biases.

1 Available at [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

2 See European Commission 2021. Horizon Europe guidance on gender equality plans. Available at <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>

3 <https://www.gendernora.cz/en/>

4 Available at [https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Standard-genderoveho-auditu\\_V2\\_brezen-2016.pdf](https://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/Standard-genderoveho-auditu_V2_brezen-2016.pdf)

4. To integrate the gender dimension into research content.
  - To train academic and research staff on the topic of „Gender dimension in research“.
5. To promote equal pay for women and men.
  - To conduct regular surveys and evaluate data via LOGIB<sup>5</sup> and take corrective actions where necessary.
6. To continue to improve the quality of selection procedures.
  - To continue to support and ensure the presence of a representative of the Human Resources Management Office in the selection process.
  - To monitor whether selection committees in selection procedures are gender-balanced.
7. To support the adaptation process of new employees and those returning to work after a long absence.
  - To prepare a regulation to set up adaptation processes at the university.
  - To prepare a universal template for an adaptation plan for new employees and a form to evaluate the adaptation process.
  - To assign a person to new employees or those returning to work after a long absence who will be available to them during the adaptation process.
  - To implement workshops and/or create additional support for staff members who are moving into a managerial position.
8. To improve the process of employee evaluation.
  - To train managers in conducting assessment interviews and developing personal plans.
9. To promote the stabilisation of university employees.
  - To monitor the terminations of employees, taking into account the gender perspective and identifying the reasons for their termination.
10. To promote a better work-life balance.
  - To identify the possibilities of providing childcare for university employees' and students' children under the age of 3.
  - To determine the interest of employees of the Faculty of Horticulture in childcare for pre-school children, drop-in childcare and camps for children.
  - To address the possibility of online teaching for the part-time form of study on Fridays and Saturdays.
11. To promote cooperation with persons on maternity and parental leave.
  - To focus on targeted outreach to parents who are leaving for, currently on, or returning from maternity and parental leave.
12. To prevent mobbing and sexual harassment.
  - To implement a prevention awareness campaign on mobbing and sexual harassment at the university level.
  - To create a code of good and preferred conduct at MENDELU or as the case may be to extend the existing Code of Conduct to include these topics.
  - To appoint a person or institution to monitor incidents of mobbing and sexual harassment and to which victims or witnesses of such behaviour (both students and staff) can turn.
  - To formalize a procedure for dealing with situations of undesirable conduct.

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<sup>5</sup> Available at <https://rovnaodmena.cz/equal-pay-22-towards-equality/>

## Gender Equality Plan 2022–2024

Area	Objective	Measure/action	Timeframe	Indicator(s)	Responsible Unit	Funding source
Organisational culture	To systematically monitor and promote equal opportunities at the university level.	To conduct regular gender audits.	Q3/2024	Final report of the gender re-audit.	HRMO*/Gender Focal Point	Strategic Management Support Programme
		To create equal opportunity controlling.	Q4/2022	Analyses of equal opportunities at the university are conducted based on real data; including monitoring the proportion of women in management positions.	HRMO, Director of Controlling	Strategic Management Support Programme
		To designate a person(s) who will be primarily responsible for the implementation of the gender equality agenda at the university level and clearly define their scope of work and responsibilities (Gender Focal Point).	Q1/2022	MENDELU has a person(s) responsible for this agenda.	The Vice-Rector for Quality Management and Human Resources	Main university source (1101)
	To set up the use of gender-sensitive language and gender-responsive communication inside and outside the university.	To create a document on gender-sensitive communication.	Q4/2022	A document, guide or recommendation on gender-sensitive communication exists.	HRMO/Gender Focal Point, Communications and Marketing Office	Main university source (1101)
	To raise awareness on gender equality and unconscious biases at the university.	To organize events supporting women in science.	Q4/2022	At least one event per year is organized.	HRMO/Gender Focal Point, The Communications and Marketing Department	Strategic Management Support Programme
		To organize trainings focused on recognizing unconscious gender biases.	Q4/2023	At least one training per year is provided.	HRMO/Gender Focal Point, ILL**	Strategic Management Support Programme
	To integrate the gender dimension into research content.	To train academic and research staff on the topic of "Gender dimension in research".	Q4/2023	At least one training per year is provided.	HRMO/Gender Focal Point, Research and Development Office	Main university source (1101)
	Wage policy	To promote equal pay for women and men.	To conduct regular surveys and evaluate data via LOGIB and take corrective actions where necessary.	Q4/2023	Regularly once every two years, the result of an LOGIB analysis is presented to the university's management, and corrective measures are set, if necessary, in the area of remuneration.	HRMO/Gender Focal Point, Director of Controlling

## Gender Equality Plan 2022–2024

Area	Objective	Measure/action	Timeframe	Indicator(s)	Responsible Unit	Funding source
HR processes / The recruitment and selection of employees	To continue to improve the quality of selection procedures.	To continue to support and ensure the presence of a representative of HRMO in selection procedures.	Q1/2022	Minutes from selection procedures confirming the participation of HRMO.	HRMO/Gender Focal Point	Main university source (1101)
		To monitor whether selection committees in selection procedures are gender-balanced.	Q1/2022	Records of meetings of the selection committees. At the end of each calendar year, gender-segregated data are collected on the composition of selection committees.	HRMO/Gender Focal Point	Main university source (1101)
	To support the adaptation process of new employees and those returning to work after a long absence.	To prepare a regulation to set up adaptation processes at the university.	Q3/2022	The system of the adaptation process is specified in the form of a MENDELU regulation.	HRMO/Gender Focal Point	Strategic Management Support Programme
		To prepare a universal template for an adaptation plan for new employees and a form to evaluate the adaptation process.	Q3/2022	Both a universal adaptation plan template and a form to evaluate the adaptation process exist.	HRMO/Gender Focal Point	Strategic Management Support Programme
		To assign a person to new employees or those returning to work after a long absence who will be available to them during the adaptation process.	Q3/2022	A person is appointed in the role of "buddy" for new employees or those returning to work after a long absence.	HRMO/Gender Focal Point	Strategic Management Support Programme
		To implement workshops and/or create additional support for staff members who are moving into a managerial position.	Q2/2023	Workshops and/or other support is provided for staff members who are assuming a managerial position.	HRMO, ILL	Strategic Management Support Programme
HR processes / Employee evaluation	To improve the process of employee evaluation.	To train managers in conducting assessment interviews and developing personal plans.	Q1 2022,	The training of managers on conducting assessment interviews and developing personal plans is provided.	HRMO/Gender Focal Point	Strategic Management Support Programme
HR processes / Exit management	To promote the stabilisation of university employees.	To monitor the terminations of employees, taking into account the gender perspective and identifying the reasons for their termination.	Q4/2022	At the end of each calendar year, data are collected on the terminations of employees. Reasons for terminations are determined and analysed.	HRMO/Gender Focal Point	Main university source (1101)
Work – family/life balance	To promote a better work-life balance.	To identify the possibilities of providing childcare for university employees' and students' children under the age of 3.	Q3/2022	The possibilities for expanding childcare have been analysed.	HRMO/Gender Focal Point	Strategic Management Support Programme
		To determine the interest of employees of the Faculty of Horticulture in childcare for pre-school children, drop-in childcare and camps for children.	Q2/2022	A survey of interest has been carried out and evaluated.	HRMO/Gender Focal Point	Strategic Management Support Programme
		To address the possibility of online teaching for the part-time form of study on Fridays and Saturdays.	Q4/2022	A decision has been taken at the university management level regarding the possibility of using the online form of teaching for part-time studies on Fridays and Saturdays.	The Vice-Rector for Educational Affairs	Main university source (1101)
	To promote cooperation with persons on maternity and parental leave.	To focus on targeted outreach to parents who are leaving for, currently on, or returning from maternity and parental leave.	Q1/2022	A database of contacts exists and relevant information is distributed.	HRMO/Gender Focal Point	Strategic Management Support Programme
Q1/2022			The parent handbooks are updated regularly.	HRMO/Gender Focal Point	Strategic Management Support Programme	

## Gender Equality Plan 2022-2024

Area	Objective	Measure/action	Timeframe	Indicator(s)	Responsible Unit	Funding source
Undesirable conduct at work	To prevent mobbing and sexual harassment.	To implement a prevention awareness campaign on mobbing and sexual harassment at the university level.	Q3/2022	An awareness-raising campaign has been implemented.	HRMO/Gender Focal Point	Centralised Development Programme or Strategic Management Support Programme
		To create a code of good and preferred conduct at MENDELU or as the case may be to extend the existing Code of Conduct to include these topics.	Q1/2022	A code of good and preferred conduct at MENDELU exists or the existing Code of Conduct has been expanded.	HRMO/Gender Focal Point	Centralised Development Programme or Strategic Management Support Programme
		To appoint a person or institution to monitor incidents of mobbing and sexual harassment and to which victims or witnesses of such behaviour (both students and staff) can turn.	Q3/2022	The responsible person/institution exists at MENDELU.	The Vice-Rector for Quality Management and Human Resources	Centralised Development Programme or Strategic Management Support Programme
		To formalize a procedure for dealing with situations of undesirable conduct.	Q4/2022	A formal solution to the procedure for dealing with negative work conduct exists.	HRMO/Gender Focal Point	Centralised Development Programme or Strategic Management Support Programme

\*HRMO - The Human Resources Management Office

\*\*ILL - The Institute of Lifelong Learning

In Brno on

Prof. Ing. Danuše Nerudová, Ph.D.  
Rector of Mendel University in Brno

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