

**M U N I**  
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# **Equal Opportunities Audit at the Faculty of Education**

April – June 2021

# Audit investigation process

- Content analysis of internal documents and other supporting materials
- Online questionnaire survey for non-academic staff from 30 April 2021 to 16 May 2021 (73 completed questionnaires included in the analysis)

# Audit investigation process – group discussions

- Heads of Academic Departments - 18 May 2021, 7 persons (2 women, 5 men)
- Heads of non-academic departments - 31 May 2021, 4 persons (2 women, 2 men)
- Representatives of Ph.D. students or postdocs - 1 June 2021, 5 persons (2 women, 3 men)

# Audit investigation process – individual interviews

	Online interview		Personal interview	
	men	women	men	women
Employees	5	5	0	2

## Summary findings

Both Masaryk University and its Faculty of Education have focused on gender equality or the topic of diversity in a rather marginal way. No person is responsible for this agenda at the Faculty or even at the university level. First, Gender Action Plans are still in the process of being developed in the university environment. However, many topics related to gender equality or diversity are already being addressed at the MU Faculty of Education in the context of HR Award activities. Within the HR Award Action Plan, e.g., Faculty has established a working group on gender issues (so-called change agents).

## Summary findings

It should be acknowledged that the MU Faculty of Education explicitly declares its support for gender equality in its Strategic Plan for 2021-2028, choosing as one of the indicators in this area the measurement of the representation of women and men in academic bodies and leadership positions. The Faculty is also committed, among other things, to improving the quality of life of caring (for children/ill relatives) employees.

## Summary findings

The MU Faculty of Education is a large organisation, employing 364 people in 2020 (of which 225 were women and 139 were men). Women represented almost 62 % of all employed persons last year. This fact is generally associated with the long-term trend of feminization of the Czech education system, which is reflected in the composition of the student population at the Faculty of Education. In the years 2018-2020, the ratio of male to female students was a stable 21% to 79%. However, the structure of those employed by job positions is characterized by a decline of women upwards in the faculty's organisational hierarchy. In terms of academic positions, there is a significant decline of women in the functional grades assistant professor and associate professor.

## Summary findings

The working environment at the faculty is perceived as friendly. The nature of this environment and related working conditions can vary considerably depending on the workplace. The working environment at individual workplaces, to some extent, depends to some extent on the personality of the Department Head.

## Summary findings

As regards the conditions for work-life balance, it is very the existence of the PiDi Muňátka children's center can be perceived very positively. A challenging moment for combining work-life balance was perceived the realization of teaching on afternoons and Saturdays. Non-academic staff members emphasize the need to establish some sort of home working arrangements even during non-pandemic times.

## Summary findings

A significant survey theme was the remuneration of male and female faculty members. The majority of employees consider salary conditions to be adequate to their expectations. Satisfaction with pay among academics is lower compared to non-academic staff members. The financial remuneration of academic staff at the MU Faculty of Education is perceived as unfavorable, especially with the increase in teachers' salaries in regional education..

## Summary findings

HR processes being developed as part of the HR Award continue to receive attention: evaluation of academic and non-academic staff, the management of maternity and parental leave, and the adaptation process of new staff and parents returning to work after parental leave. There is also room for improvement in preventing and managing negative workplace behaviour between staff and learners.

## Shrnující zjištění

In the context of Masaryk University, it is necessary to emphasize the attention that the faculty devoted to the topic of the gender dimension in research. The faculty has developed a number of research works that take into account gender aspects in research activities. Currently, the faculty also offers two courses to its students focusing on Gender and Sexuality in School and Gender Sensitive Education.

## Shrnující zjištění

Last but not least, the faculty's openness towards people with disabilities and/or social disadvantages should be appreciated. The faculty currently employs 13 persons with reduced working capacity. There is also a training centre on the premises of the fakulty a café run by Podané ruce, o.p.s. and Open Art Studio.

## Organisational culture - recommendations

- Pay attention to the use of gender-sensitive language in internal documents and also in the promotion and presentation of the Faculty (including in the form of annual reports)
- To include male students in the presentation of the Faculty's courses of study
- Collect gender-segregated data and evaluate it regularly. In the case of gender-segregated data in remuneration, in addition to the average wages for men and women for specific jobs, we can also compare their median wages. It is also recommended to compare the level of the individual wage components for men and women (basic pay, personal appraisal, bonuses).

# Organisational culture - recommendations

- Inform about the rules of the transparent remuneration system at the faculty, including transparency in the awarding of non-monetary components of pay
- Consider whether to develop a code of ethics for non-academic staff members as well
- Train senior staff/ice in the development of comprehensive performance appraisals and conducting performance appraisal interviews
- Prepare a gender equality action plan for the faculty and assign responsibility to specific individuals for the implementation of each measure

# Organisational culture - recommendations

- At the university level, create a document on inclusive or gender-sensitive Communication
- Faculty to conduct regular gender audits
- Fulfill the gender objectives defined in the Strategic Plan of the Faculty of Education of Masaryk University for 2021-2028
- At the university level, define visions and goals in the field of gender equality and diversity

# Organisational culture - recommendations

- At the university level, assign a person responsible for the implementation of the agenda Gender Equality and Diversity
- Consider whether, based on feedback from the HR Award and the gender audit, should be modified the appraisal system for academic and non-academic staff
- Consider whether to train faculty staff in email ethics correspondence
- Prepare or modify existing communication strategy for sharing essential information related to personnel matters, including budgeting and rulemaking remuneration for non-senior staff members

# Combining work and parenthood/work-life balance - recommendations

- Allowing non-academic staff to work remotely in some mode
- Systematically set up maternity/parental leave management
- Address the faculty scheduling system
- At the university level, seek to change the conditions in the grant setup of the grants provided by GA CR for people on MD/RD

# Combining work and parenthood/work-life balance - recommendations

- Monitor and analyse data on departures/re-entries to/from MD/RD in the longer term
- At the university level, pursue the opening of a nursery

## Recruitment and selection - recommendations

- At FEd MU, ensure the presence of an HR Department representative in the selection procedures
- Systematically set up an onboarding process for employees, including the preparation of adaptation plans
- Consider whether to set up mentors at individual workplaces for newcomers or those returning to the workplace after a long absence
- Take into account a gender-balanced composition of selection panels in all selection procedures Selection Committees

## Functional and career progression - recommendations

- At the faculty or university level, establish and support mentoring programs for women scientists
- At the university level, ensure that the MU Career Centre provides career counseling to female faculty members, including those in non-academic positions
- At the university level, organize conferences supporting women in science, possibly in this respect, in cooperation with the NKC - Gender and Science

# Gender balance in leadership positions - recommendations

- Presenting examples of successful women in academia to motivate women to become more interested in achieving leadership positions

# M U N I P E D

## **Negative work behavior, including sexual harassment - recommendations**

- Implement a preventive awareness campaign on bullying issues at the university level and sexual harassment
- At the faculty level, regularly implement preventive awareness programs for teachers and students related to the topics of bullying and sexual harassment
- Establish an ombudsman institute at the university level to monitor bullying and sexual harassment cases and to whom victims of this type of behaviour (both students and staff) could contact.

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## **Negative work behavior, including sexual harassment - recommendations**

- Consider whether to allow anonymous submission of complaints to the faculty, e.g., via the complaints box
- Use external supervision in cases of workplace conflict
- Make psychological counseling available to male/female employees

# Gender dimension in research and innovation - recommendations

- Consider whether to raise awareness of the activities and results of the research work of PdF MU academics on the topic of gender, not only among the academic public, or diversity
- Train academic and project staff on the topic of "Gender Dimension in research topics" in cooperation with the National Contact Centre - Gender and Science

# Gender dimension in research and innovation - recommendations

- Focus the attention of the Project Unit on the Horizon Europe programme to identify grant opportunities to support gender-responsive research
- At university level, increase the number of places supported by the "CAREER RESTART" programme
- Consider providing information on grant opportunities provided by IGA MU or GAMU directly on the MU FEd website

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## **Study and student population - recommendations**

- Monitor and analyze reasons for unsuccessful completion of studies at the faculty
- Inform about the rules set for the functioning of Ph.D. students at the faculty