

GENDER AUDIT FINAL REPORT

PROPOSED DRAFT MEASURES (GENDER EQUALITY PLAN)

FACULTY OF SPORTS STUDIES
MASARYK UNIVERSITY

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1. Table of Contents

- 2. Introduction – basic information about the audited constituent part, audit objectives 3
- 3. Provision of the audit 5
- 4. Overview of findings by analysed areas 6
 - 4.1. Organizational culture and work-life balance 6
 - 4.2. Gender balance in leadership and decision-making 7
 - 4.3. Gender equality in recruitment and career progression 7
 - 4.4. Integration of the gender dimension into research and teaching content 10
 - 4.5. Measures against gender-based violence, including sexual harassment 10
 - 4.6. Other (unclassified) areas 10
- 5. Proposed measures 11
- 6. Summary 15
- 7. Documents and data sources analysed 16
 - 7.1. The FSpS documents 16
 - 7.2. MUNI documents 16
 - 7.3. Documents EU/CR legislation 17
 - 7.4. Other relevant documents 17
 - 7.5. Data sources 18

2. Introduction – basic information about the audited constituent part, audit objectives

The Faculty of Sports Studies of Masaryk University (hereinafter also referred to as the Faculty or FSpS MU) is the youngest and second smallest Faculty of Masaryk University (hereinafter also referred to as the University or MU). The Faculty has a total of 7 departments, the University Sport Centre and the Incubator of Kinanthropology Research. The administration is divided into the 7 divisions of the Dean's Office, and the Faculty also has special-purpose facilities – the Lifelong Learning Centre and the MUNI SPORT Lab. The departments provide teaching in the accredited degree programmes of the Faculty for about 1,350 students, while the University Sport Centre provides physical education teaching for students of all faculties of the University (about 5,000 students/year). The following table shows the structure of employees:

2020		Total	of which men		of which women	
Academic staff	registration status	85	51	60%	34	40%
	converted FTE	68.71	41.52	85.24%	27.19	14.76%
Non-academic staff	registration status	41	10	24.39%	31	75.61%
	converted FTE	39.21	9.49	24.20%	29.72	75.80%
Total employees	registration status	126	61	48.41%	65	51.59%
	converted FTE	107.92	51.01	47.27%	56.91	52.73%

Table 1 – FSpS staff numbers for 2020

The reason for the audit is the strategic decision of the Faculty to obtain and subsequently maintain the HR Award certification, of which equal opportunities is an integral part. The audit will be one of the bases for the Gender Equality Plan of Masaryk University. The Gender Audit has not yet been implemented in the organization.

The purpose of the Gender Audit (GA) is to evaluate the promotion of equal opportunities at the FSpS MU workplace, and to propose tools and procedures for improvement in the identified areas.

In accordance with the recommendation of the European Commission, an intersectional approach will be used in the implementation of the Gender Equality Plan, i.e., all the so-called axes of inequality, such as sex/gender, age, nationality, caring responsibilities, etc. will be taken into account in the analysis of the situation, evaluation, and proposal of specific tools.

The findings of the audit will also be elaborated into a human resources development strategy, implemented within the framework of the Human Resources Strategy for Researchers (HRS4R/HR Award (<https://euraxess.ec.europa.eu/jobs/hrs4r>) project, which aims to create high-quality and non-discriminatory working conditions, and to make the human resources management system more efficient. For more information see <https://www.fsp.s.muni.cz/en/research/hrs4r-hr-award>.

The results of the audit will be used to specify further actions and key activities, in particular information resources, training, and adjustments to internal legislation.

The audit is the basis for the implementation of the **FSpS MU Strategic Plan for the period 2021–2028** in the priority area *4 Personnel Management and Staff Development, Strategic Objectives*:

- 4.1 *To be a prestigious Faculty that creates an open and fair working environment for its employees.*
- 4.2 *To create a motivating environment by rewarding high-quality and exceptional work performance, and by providing equal opportunities and conditions for individual development, career growth, and the reconciliation of employees' personal and professional lives.*

4.3 To be a Faculty with international heterogeneous working teams and functional international connections.

https://www.muni.cz/media/3355924/strategicky_zamer_fsp_mu_2021-8.pdf



3. Provision of the audit

The audit was prepared by an internal team under the methodological guidance and supervision of external experts (the authors' collective – see the introductory page). The schedule of the audit was based on the requirements of the MU Rector's Office. The audit was prepared during the COVID-19 pandemic and its processing was affected by this factor (everything had to be done on-line). The main basis was two questionnaires:

1. *40 principles of the HR Award through a questionnaire survey* conducted as a basis for the Gap Analysis of the HR Award and preparation of the HR Award Action Plan. The target group of the questionnaire was the Faculty's academic staff, the return rate was 69%; the questionnaire evaluation and data interpretation was carried out by Mgr. Marcela Leugnerová, Ph.D. (MU Faculty of Social Studies) in March 2021.
2. *The Gender Audit Input Questionnaire*, answered by Faculty management and responsible senior employees and staff. The structure of the questionnaire included the following areas of observation: a) STRATEGY LEVEL, DECISION-MAKING, MONITORING, b) RECRUITMENT, c) CAREER DEVELOPMENT, d) WORKING CONDITIONS, WORK-LIFE BALANCE (WLB), OTHER, for a total set of 54 questions. This was followed by focus groups, document analysis, and quantitative data evaluation.

The structure of the audit reflects the structure proposed by the MU Rector's Office, taking into account the Faculty's specifics and possibilities.

Preparation period: March–July 2021

Place of realization: Faculty of Sports Studies, Masaryk University, Kamenice 5, Brno

Areas audited:

- 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
- Other (unclassified) areas

Methods used:

- Content analysis of documents
- Quantitative data analysis
- Questionnaire survey
- Focus groups

Documents analysed:

- See Chapter 7 – Documents and data sources analysed

4. Overview of findings by analysed areas

4.1. Organizational culture and work-life balance

By the very nature of its activities, the core of which is sport and movement, the Faculty of Sports Studies of Masaryk University is a practically oriented Faculty. This predominantly practical orientation not only means an interconnection of teaching and research with practice and the application sphere, but to a large extent, it also defines the internal organizational culture. The manner of non-verbal and verbal communication and interaction, working methods, choice of activities and their forms, this and much more is influenced by the fact that most Faculty employees and students are active sportsmen and sportswomen. This Faculty “narrative” generates specificities, among which, in relation to the area being audited, we should highlight a preference for direct face-to-face negotiation/communication, distrust of formalization and bureaucracy, preference for quick and clear solutions leading to the goal, practically oriented decision-making, and sensitivity towards fair play/anti-fair play behaviour.

These specificities were also evident in the initial audit questionnaire survey. Many of the areas monitored by the audit are satisfactorily set up in practice at the Faculty, but they operate on the basis of informal, long-established rules. One example is the approach to female employees during career breaks due to the parental phase and return phase. These employees, or female employees, are provided with favourable conditions for reconciling family and professional life which reflect their justified needs (especially in the organization of working hours, the possibility of part-time work, etc.). However, these rules are not formalized in any way and the Faculty does not have a defined personnel policy in this area. In the event of, for example, a change in the person in charge of the department, this good practice might potentially be compromised. Therefore, one of the objectives of the audit is also to identify areas that require the formulation of HR strategies to ensure their long-term sustainability.

The following deficiencies were identified in this audited area:

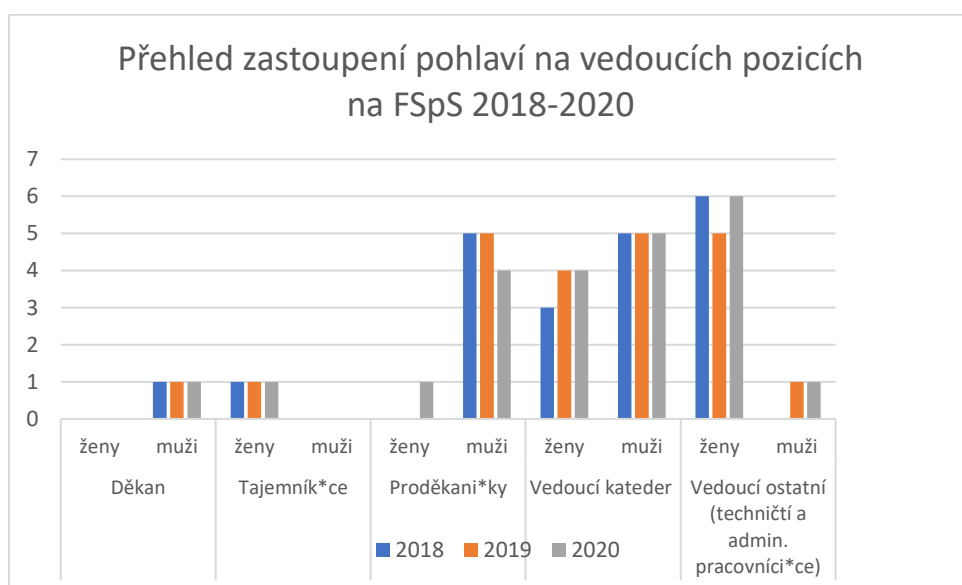
- 1/A The promotion of equal opportunities is not sufficiently declared by the Faculty (website, strategic documents).
- 1/B The HR Award action plan does not currently include the equal opportunities agenda to a sufficient extent. Gender mainstreaming is not a standard part of the Faculty’s evaluation of existing policies and rules.
- 1/C Currently, there is no person/forum/group dedicated to equal opportunities and non-discrimination, or with the necessary knowledge capacity.
- 1/D There are a number of partial tools to support work-life balance within the Faculty, but there is a lack of their systematic adoption, nor is there the setting of uniform and transparent rules for their use by employees (WLB policy).
- 1/E There is a lack of facilities for parents with children (e.g., changing nappies and breastfeeding).
- 1/F Taking maternity/parental leave and returning from it is not dealt with systemically. There is no standardized procedure, information service, or support for employees (including specific support for senior staff members).
- 1/G Rules for the use of home-office are not uniform or transparently communicated (on what basis is it judged, who decides, to what extent?).
- 1/H There is a lack of employee surveys of non-academic staff – no system for the regular collection and evaluation of employee feedback.
- 1/I The Faculty does not have a gender pay gap analysis at its disposal.

1/J No information service for employees on working conditions, WLB tools, maternity/parental leave, etc. has been set up.

Proposed measures to tackle the identified shortcomings are set out in Section 5.

4.2. Gender balance in leadership and decision-making

From the investigation carried out, it can be concluded that the share of leadership and decision-making in senior positions in the 2019–2020 period at the FSpS in terms of gender balance is not symmetrical, but neither can it be described as fundamentally unbalanced. In academic management, men predominate in leadership positions (in the position of Vice-Dean there is only one woman, i.e. 20% of Vice-Deans). In non-academic management, i.e., administration and management, women predominate in senior positions. An overview of the representation of women and men is shown in the following graph:



Graph 1 Overview of gender representation in leadership positions at the FSpS 2018–2020 (source: Magion, PE580)

Legend: Přehled zastoupení pohlaví na vedoucích pozicích na FSpS 2018-2019 – Overview of gender representation in leadership positions at the FSpS 2018–2020, ženy - women, muži – men. Děkan – Dean, Tajemník*ce – Faculty Bursar, Proděkáni*ky – Vice-Deans, Vedoucí kateder – heads of departments, Vedoucí ostatní (techničtí a admin. pracovní*ce) – Other senior staff (technical and administrative workers)

The following deficiencies were identified in this audited area:

2/ Low representation of women at the level of Vice-Dean* and heads of academic units.

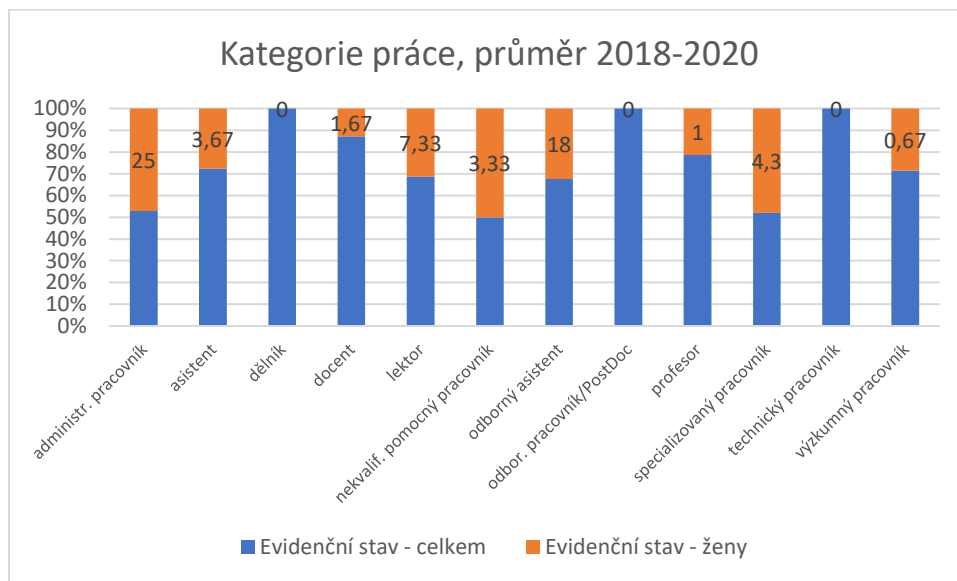
2/B There is no Equal Opportunities Officer at the Faculty management level.

Proposed measures to tackle the identified shortcomings are set out in Section 5.

4.3. Gender equality in recruitment and career progression

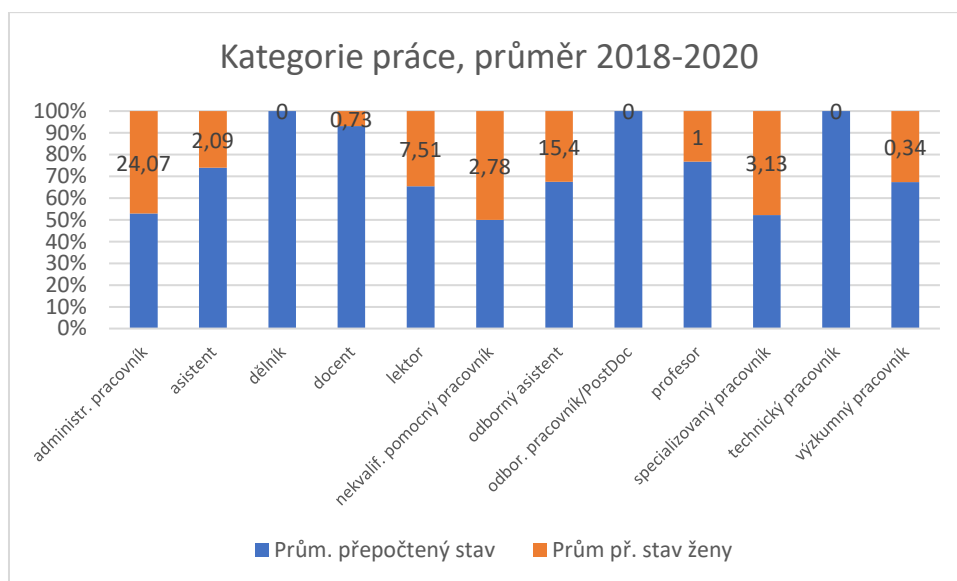
The investigation into gender representation in relation to career progression and recruitment was based on the results of questionnaire surveys and an analysis of Magion data. The gender representation in each position by job category from 2018–2020 (differentiated between recorded status and recalculated status) is shown in the graphs below. The data shows a decreasing representation of women in the standard career progression for academic positions: *assistant professor – associate professor –*

professor. Categories with a minimum number of recorded statuses (e.g. the category of specialist/PostDoc – 1 person represented) are not assessable.



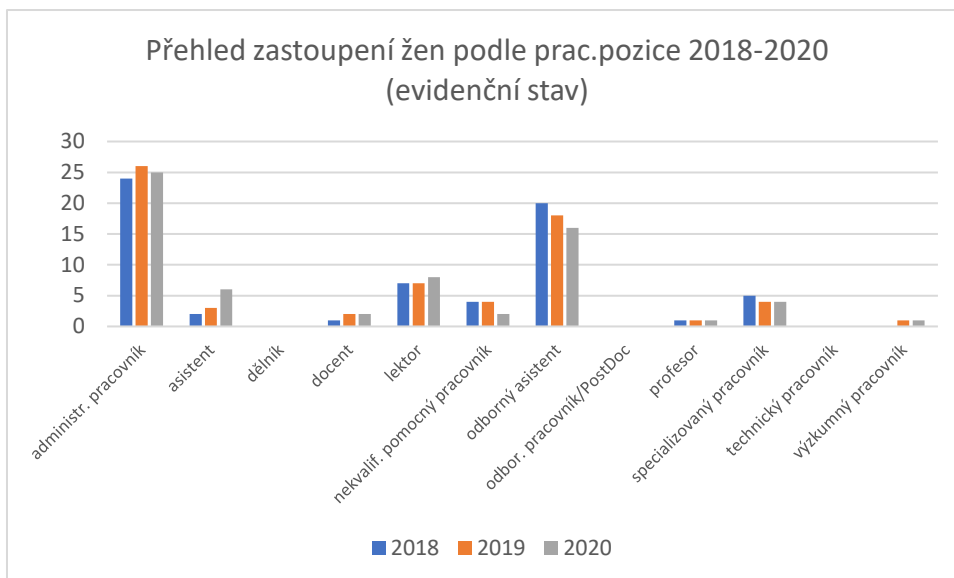
Graph 2 Overview of gender representation by job category 2018–2020 – Recorded status (source: Magion, PE450)

Legend: Kategorie práce, průměr 2018-2020 – Job category, average 2018–2020, Administr. Pracovník – Administrative worker, Asistent – Instructor, Dělník – Worker, Docent – Associate Professor, Lektor – Lecturer, Nekvalif. pomoc. pracovník – Unqualified support worker, Odborný asistent – Assistant professor, Odbor. pracovník/PostDoc – Specialist/PostDoc, Profesor – Professor, Specializ. pracovník – Specialized worker, Technický pracovník – Technical worker, Výzkumný pracovník – Researcher, Evidenční stav - celkem – Recorded status – total, Evidenční stav - ženy – Recorded status – women



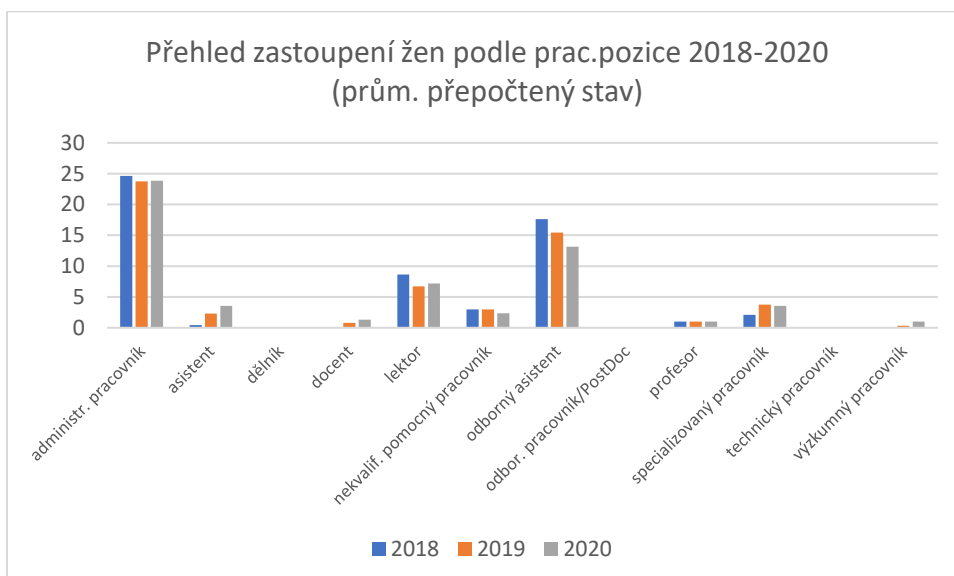
Graph 3 Overview of gender representation by job category 2018–2020 – Average recalculated status (source: Magion, PE450)

Legend: Kategorie práce, průměr 2018-2020 – Job category, average 2018–2020, Administr. Pracovník – Administrative worker, Asistent – Instructor, Dělník – Worker, Docent – Associate Professor, Lektor – Lecturer, Nekvalif. pomoc. pracovník – Unqualified support worker, Odborný asistent – Assistant professor, Odbor. pracovník/PostDoc – Specialist/PostDoc, Profesor – Professor, Specializ. pracovník – Specialized worker, Technický pracovník – Technical worker, Výzkumný pracovník – Researcher, Prům. přepočtený stav – Average recalculated status, Prům. př. stav ženy – Average recalculated status women



Graph 4 Overview of female representation by job position 2018–2020 – Recorded status (source: Magion, PE450)

Legend: Přehled zastoupení žen podle prac. pozice 2018-2020 (evidenční stav) – Overview of female representation by job position 2018–2020 (record-keeping status), Administr. Pracovník – Administrative worker, Asistent – Instructor, Dělník – Worker, Docent – Associate Professor, Lektor – Lecturer, Nekvalif. pomoc. pracovník – Unqualified support worker, Odborný asistent – Assistant professor, Odbor. pracovník/PostDoc – Specialist/PostDoc, Profesor – Professor, Specializ. pracovník – Specialized worker, Technický pracovník – Technical worker, Výzkumný pracovník – Researcher



Graph 5 Overview of female representation by job position 2018–2020 – Average headcount (source: Magion, PE450)

Legend: Přehled zastoupení žen podle prac. pozice 2018-2020 (prům. přepočtený stav) – Overview of female representation by job position 2018–2020 (average recalculated status), Administr. Pracovník – Administrative worker, Asistent – Instructor, Dělník – Worker, Docent – Associate Professor, Lektor – Lecturer, Nekvalif. pomoc. pracovník – Unqualified support worker, Odborný asistent – Assistant professor, Odbor. pracovník/PostDoc – Specialist/PostDoc, Profesor – Professor, Specializ. pracovník – Specialized worker, Technický pracovník – Technical worker, Výzkumný pracovník – Researcher

The following deficiencies were identified in this audited area:

3/A Members of selection committees are not trained in good recruitment practice (including in the role of unconscious bias) or legal obligations.

3/B There is a lack of an evaluation system for non-academic staff.

3/C Staff evaluation does not take into account the period spent on maternity/parental leave.

3/D There is a lack of feedback from employees who leave (not collected or evaluated).

3/E Low representation of women in the positions of associate professor and professor.

Proposed measures to tackle the identified shortcomings are set out in Section 5.

4.4. Integration of the gender dimension into research and teaching content

The topic of gender in research and education is not yet institutionally addressed at the FSpS.

The following deficiencies were identified in this audited area:

4/A There is a lack of staff awareness of the principles defined in the Code of Ethics. There is a lack of training and materials for students and academics on the topic “sex/gender dimension in research”.

Proposed measures to tackle the identified shortcomings are set out in Section 5.

4.5. Measures against gender-based violence, including sexual harassment

The topic of gender-based violence, including sexual harassment, has not yet been institutionally addressed at the FSpS.

The following deficiencies were identified in this audited area:

5/A No prevention system has been set up. There is a lack of training for the entire Faculty on “gender-based violence”.

5/B The current formal complaints process is generic and does not reflect the specificities of sexual violence. There is no body/person within the Faculty that is responsible for this (related to the deficiencies above).

Proposed measures to tackle the identified shortcomings are set out in Section 5.

4.6. Other (unclassified) areas

Beyond the above audited areas, the following deficiencies were identified:

6/A Currently, data are not systematically monitored and reported by gender. There is a lack of gender-disaggregated data analysis.

6/B Gender-sensitive communication/language and visualization across the Faculty is not standard.

Proposed measures to tackle the identified shortcomings are set out in Section 5.

5. Proposed measures

1. Organizational culture and work-life balance					
Č.	Gap/deficiency	Proposed measures	Priority 1–3 (1=highest)	Responsibility (position)	Schedule (year)
1/A	The promotion of equal opportunities is not sufficiently declared by the Faculty (website, strategic documents).	An appropriate section will be created on the Faculty website in which the Faculty will affirm the principles of equal opportunities and gender equality.	1	HR Award Manager + External Relations and Marketing Division	2021
1/B	The HR Award Action Plan does not currently include an equal opportunities agenda to a sufficient extent. Gender mainstreaming is not a standard part of the Faculty's evaluation of existing policies and rules.	The GEP will be an internal part of the overall (updated) HR Award Action Plan. All activities will be evaluated for possible differential impacts on different groups of employees (e.g. by gender, by caring responsibilities, by age).	1	HR Award Manager	2021
1/C	There is currently no person/forum/group dedicated to equal opportunities and non-discrimination, or with the necessary knowledge capacity.	One person within management will be designated to deal with administering this agenda. At the same time, a body appointed by the Dean will be created to deal with equal opportunities and non-discrimination, including the agenda of sexual harassment and other forms of inappropriate work behaviour and gender-based violence. Newly established agenda and activities will be formally assigned to a selected unit (e.g. the Personnel Office). The GEP Implementation Coordinator will participate in training (a plan of training and topics will be prepared and updated annually).	1	Faculty Bursar + Vice-Dean for Science and Research	2021
1/D	Within the Faculty there are a number of partial tools to support work-life balance, but there is a lack of their systematic adoption, nor is there the setting of uniform and transparent rules for their use by employees (WLB policy).	The Faculty formulates a WLB Policy and sets the rules for each tool. The WLB Policy will also be communicated to all employees and published.	2	Head of the Pers. Office + HR Award Manager	2022
1/E	There is a lack of facilities for parents with children (the possibility to change nappies, breastfeed, etc.).	Creating facilities for parents with young children.	2	Secretary + Head of the Technical and Operational Office	2021-2022

1/F	Taking maternity/parental leave and returning from it is not dealt with systemically. There is no standardized procedure, information service, or support for employees or senior staff members.	Supplementing the internal methodology – creating guidelines, brief staff and train senior employees.	3	Head of the Pers. Office	2022
1/G	Rules for the use of home-office are not uniform or transparently communicated (on what basis is it judged, who decides, to what extent?).	Supplementing the internal methodology – creating guidelines, brief staff and train senior employees.	2	Faculty Bursar + Head of the Pers. Office	2021-2022
1/H	There are no employee surveys for non-academic staff – no system for the regular collection and evaluation of feedback from staff.	Proposing a method for obtaining feedback and evaluation from non-academic staff.	3	Head of the Pers. Office	2022
1/I	The Faculty does not have a gender pay gap analysis at its disposal	Conducting a gender pay gap analysis and then deciding whether and what needs to be implemented in relation to its results.	3	Faculty Bursar + Head of the Pers. Office	2022
1/J	No information service for employees on working conditions, WLB tools, maternity/parental leave etc. has been set up.	Identifying areas where it is appropriate to prepare information brochures for staff and their creation. Enhancing staff awareness about whom they can turn to.	2	Head of the Pers. Office + HR Award Manager	2022

2. Gender balance in leadership and decision-making					
Č.	Gap/deficiency	Proposed measures	Priority 1–3 (1=highest)	Responsibility (position)	Schedule (year)
2/A	Low representation of women at the level of Vice-Dean and heads of academic units.	The representation of women and men in the Faculty's decision-making and advisory bodies will be monitored and reported to Faculty management at least once a year. If a persistent imbalance is found, a measure/set of measures will be proposed and taken.	3	Head of the Pers. Office	2021 onwards
2/B	There is no designated equal opportunities officer at the Faculty management level.	See action 1/C above (delegation of a Faculty management member by the Dean and the addition of responsibilities to the Faculty's Organizational Regulations).	2	Faculty Bursar	2021

3. Gender equality in recruitment and career progression					
Č.	Gap/deficiency	Proposed measures	Priority 1-3 (1=highest)	Responsibility (position)	Schedule (year)
3/A	Members of selection committees are not trained in good recruitment practice (including in the role of unconscious bias) or legal obligations.	Providing training for members of selection committees with emphasis on non-discrimination, unconscious bias, candidate evaluation, and legal requirements.	2	Head of the Pers. Office	2022
3/B	There is a lack of an evaluation system for non-academic staff.	Introduce a system of (annual) evaluation of non-academic staff using RMU methodology, implementing discrimination and equal opportunities issues.	2	Faculty Bursar + Head of the Pers. Office	2022
3/C	Staff evaluation does not take into account periods spent on maternity/parental leave.	The staff evaluation rules will be reviewed and adjusted to take into account the fact that someone has e.g. recently returned from maternity/parental leave (impact on publication output and projects, impact on induction, etc.).	3	Vice-Dean for Strategy and Development + Head of the Pers. Office	2021
3/D	There is a lack of feedback from employees who leave (not collected or evaluated).	A system for collecting feedback from employees who leave and evaluating it will be established. The data thus obtained will be used to formulate new or change existing measures. It will be monitored whether the reasons for leaving include discrimination, inappropriate work behaviour, inability to develop a career because of gender, etc.	2	Head of the Pers. Office	2022
3/E	Low representation of women in the positions of associate professor and professor.	The deficiency will be brought to the attention of the Faculty management as a priority issue. An expert working group on career development support (with consideration of gender balance) will be formed to define an appropriate measure/set of measures.	1	Vice-Dean for Science and Research	2021

4. Integration of the gender dimension into research and teaching content

Č.	Gap/deficiency	Proposed measures	Priority 1–3 (1=highest)	Responsibility (position)	Schedule (year)
4/A	There is a lack of staff awareness of the principles defined by the Code of Ethics. There is a lack of training and materials for students and academics on the topic “sex/gender dimension in research”.	Strengthening awareness and sensitization within the Faculty, providing training.	2	Vice-Dean for Science and Research + HR Award Manager	from 2022

5. measures against gender-based violence including sexual harassment

Č.	Gap/deficiency	Proposed measures	Priority 1–3 (1=highest)	Responsibility (position)	Schedule (year)
5/A	There is no prevention system in place. There is a lack of training for all the Faculty on “gender-based violence”.	Prevention: employees will be trained on (in)appropriate work behaviour, including sexual harassment and bullying. Preparation of a brochure and its distribution.	2	Head of the Pers. Office + HR Award Manager	2022 onwards
5/B	The current formal complaints process is generic and does not reflect the specificities of sexual violence. There is no body/person within the Faculty that is responsible for this (related to the deficiencies above).	The Dean’s Advisory Body on Equal Opportunities (with the involvement of an external independent expert) will be established and the scope of its remit and rules of procedure will be defined. Rules for making and dealing with complaints will be defined.	1	Faculty Bursar	2021

6. Other (unclassified) areas

Č.	Gap/deficiency	Proposed measures	Priority 1–3 (1=highest)	Responsibility (position)	Schedule (year)
6/A	Currently, data are not systematically monitored and reported by gender. There is a lack of gender-disaggregated data analysis.	A set of indicators will be developed and reported to the Faculty management on an annual basis, including evaluation.	3	Head of the Pers. Office + HR Award Manager	2021
6/B	Gender-sensitive communication/language and visualization across the Faculty is not the norm.	Provision of staff training (define target groups - External Relations and Marketing Division staff, senior staff, secretariats...)	2	Head of the Pers. Office + HR Award Manager	2022 onwards

6. Summary

The Gender Audit provided valuable insights and suggestions for the further development of the FSpS and its internal culture and environment. It can be concluded that no deficiencies of great severity were identified (e.g., the demonstrable detection of massive discrimination). The identified gaps and proposed measures have been prioritized. The persons responsible for the implementation of the measures have been defined, as well as the schedule.

The implementation of these measures will contribute to the fulfilment of the principles of the *HR Award*, of which the Faculty is currently a recent recipient, fulfilment of the *FSpS MU Strategic Plan for 2021–2028*, and to the overall fulfilment of the social responsibility of the FSpS MU.

The main priority in the near future will be the establishment, positive acceptance, and institutionalization of the topic of equal opportunities, as well as internal capacity building. In order to implement the measures it is necessary to ensure, in particular, staff capacity and financial resources – after the end of the HR Award project, approximately 0.1-0.2 FTE will be allocated at the Faculty level for activities related to equal opportunities and the HR Award. A budget will be allocated annually to the accounting contract for the provision of related activities (training, etc.).

The results of the audit will be forwarded to the RMU Personnel Office, FSpS management, and the Faculty as a whole will also be informed.

Main recommendations for MU:

- Provision of a nursery/children's group with permanent facilities on the UCB campus.
- Establishment of an ombudsman/ombudswoman position for MU employees and students.
- Creation of a system to prevent (and address) all forms of discrimination, including sexual harassment and violence, raising awareness of this issue, cooperation with external experts in this area, and the prevention of secondary victimization.

7. Documents and data sources analysed

7.1. The FSpS documents

40 Principles of the HR Award through a Questionnaire Survey, Faculty of Sports Studies MU, Interpretation of Data, Mgr. Marcela Leugnerová, Ph.D. (Faculty of Social Studies, Department of Psychology)

Entry questionnaire for the Gender Audit, compiled by the expert Ing. Eliška Handlířová, CEITEC MU

Directive of the Faculty of Sports Studies No. 2/2019 – Motivational System for Supporting the Pedagogical, Creative, and Other Activities of Academic Staff at the Faculty of Sports Studies of MU
https://is.muni.cz/do/mu/Uredni_deska/Predpisy_MU/Fakulta_sportovnich_studii/Smernice/SD2019-02/2019-02_Motivacni_system_akad_pracovniku_01_12_2020.pdf

Dean's Instruction No. 1/2018 Modification of the conditions of the internal wage regulation for the FSpS MU.

https://is.muni.cz/do/fsp/osp/hr_award_prilohy/21_-2018-01_Uprava_podminek_vnitriho_mzdoveho_predpisu.pdf

Strategic plan of the Masaryk University Faculty of Sports Studies for the period 2021–2028
https://www.muni.cz/media/3355924/strategicky_zamer_fsps_mu_2021-8.pdf

7.2. MUNI documents

Jana Nová, HR Award Manager, PMO RMU, 03/2021, *Data sources for GEP areas*

Jana Nová, HR Award Manager, PMO RMU, 03/2021, *Methodological material – Final report of GA + proposals for measures/actions for GEP*

National Contact Centre – Gender and Science. 27/04/2021. *Gender Equality Plan Training – MUNI*

Numbers and proportions of women in tables – MU Annual Activity Reports 2018–2020, Strategy Office, MU Rector's Office (tabular appendices)

MU academic and professional employee code of ethics

<https://www.muni.cz/en/about-us/official-notice-board/mu-academic-and-professional-employee-code-of-ethics>

MU Employment Code

<https://www.muni.cz/en/about-us/official-notice-board/masaryk-university-employment-code>

MU Instruction No. 1/2016 Rules of procedure of the MU Equal Opportunity Panel (effective 1 April 2016).

https://is.muni.cz/auth/do/mu/Uredni_deska/Predpisy_MU/Masarykova_univerzita/Pokyny_MU/PO01-16/MU_Instruction_No._1_2016_-_Rules_of_procedure_of_Equal_Opportunities_Panel.pdf

MU Directive No. 5/2017 Staff Evaluation (effective from 1 July 2017).

https://is.muni.cz/auth/do/mu/Uredni_deska/Predpisy_MU/Masarykova_univerzita/Smernice_MU/SM05-17/70400395/MU_Directive_No._5_2017_-_Staff_evaluation.pdf

Internal Wage Regulations of Masaryk University

<https://www.muni.cz/en/about-us/official-notice-board/mu-internal-wage-regulations>

7.3. Documents EU/CR legislation

COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS
Equality Union: a strategy for gender equality 2020–2025

<https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:52020DC0152>

MEYS, *Code of Sports Ethics*

<https://www.msmt.cz/sport/kodex-sportovni-etiky>

Act No. 435/2004 Coll., on Employment, Section 4

<https://www.mpsv.cz/documents/20142/1060370/Act+on+employment+6.9.2019.pdf/62d6b861-d871-b52e-44d5-9aa765965d1a>

Act No. 262/2006 Coll., Labour Code, Section 16 to Section 17

https://www.mpsv.cz/documents/625317/625915/Labour_Code_2012.pdf/a66525f7-0ddf-5af7-4bba-33c7d7a8bdfd

Act No. 198/2009 Coll., on Equal Treatment and Legal Means of Protection against Discrimination and on Amendments to Certain Acts (“Anti-Discrimination Act”)

https://www.ochrance.cz/fileadmin/user_upload/DISKRIMINACE/pravni_predpisy/Anti-discrimination-Act.pdf

Resolution No. 2/1993 Coll., Resolution of the Presidency of the Czech National Council on the proclamation of the CHARTER OF FUNDAMENTAL RIGHTS AND FREEDOMS as part of the constitutional order of the Czech Republic

https://www.usoud.cz/fileadmin/user_upload/ustavni_soud_www/Pravni_uprava/AJ/Listina_English_version.pdf

Constitutional Act No. 1/1993 Coll., Constitution of the Czech Republic – the overall meaning of the Constitution

<https://public.psp.cz/en/docs/laws/constitution.html>

7.4. Other relevant documents

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European Institute for Gender Equality. 2016. *Institutional Transformation: Gender Mainstreaming Toolkit* <https://eige.europa.eu/publications/institutional-transformation-gender-mainstreaming-toolkit>

European Institute for Gender Equality. 2017. *Gender in Sport* <https://eige.europa.eu/publications/gender-sport>

European Commission. 2020. *Gendered Innovations 2: How inclusive analysis contributes to research and innovation* https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ki0320108enn_final.pdf

European Commission. *The Commission's gender equality strategy*. https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en

Technology Agency of the Czech Republic. *Breaking barriers in research and innovation* <https://www.tacr.cz/o-nas/poslani-a-priority/prolamovani-barier/>

Dimitrios Papadimoulis, European Parliament. 2018. *GENDER-NEUTRAL LANGUAGE in the European Parliament* https://www.europarl.europa.eu/cmsdata/187090/GNL_Guidelines_CS-original.pdf

Monika Bartosiewicz-Niziołek, Sławomir Nałęcz, YOUTH IMPACT project. Warsaw 2020. *Youth Employment Evaluation Guide – Your way to better youth employment projects* https://www.youth-impact.eu/wp-content/uploads/2021/01/CZ_EMPLOYMENT_TOOLKIT_web.pdf

She figures 2018 <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>

7.5. Data sources

Quantitative tables – Overview of gender representation in various positions at the FSpS 2018–2020 (source: Magion, PE450)

Job Category 2020	Recorded status – total	Recorded status – women	Average recalculated status	Average recalculated status – women
Admin. worker	28	25	27.23	23.84
Instructor	12	6	8.06	3.53
Worker	1	0	1.5	0
Associate professor	13	2	10.76	1.3
Lecturer	17	8	15	7.2
Unqualified support worker	2	2	2.33	2.33
Assistant professor	38	16	30.28	13.16
Specialist/PostDoc	1	0	1	0

Professor	3	1	3.03	1
Specialized worker	5	4	3.93	3.55
Technical worker	4	0	3.23	0
Researcher	2	1	1.58	1
Total sum	126	65	107.92	56.91

Job Category 2019	Recorded status – total	Recorded status – women	Average recalculated status	Average recalculated status – women
Admin. worker	29	26	26.74	23.74
Instructor	10	3	6.32	2.28
Worker	2	0	2.04	0
Associate professor	11	2	9.4	0.8
Lecturer	17	7	12.86	6.7
Unqualified support worker	4	4	3	3
Assistant professor	37	18	32.1	15.43
Specialist/PostDoc	1	0	0.78	0
Professor	4	1	3.1	1
Specialized worker	4	4	3.75	3.75
Technical worker	3	0	2.9	0
Researcher	3	1	0.52	0.33
Total sum	125	66	103.51	57.04

Job Category 2018	Recorded status – total	Recorded status – women	Average recalculated status	Average recalculated status – women
Admin. worker	27	24	27.19	24.63
Instructor	7	2	3.21	0.45
Worker	2	0	2	0
Associate professor	10	1	9.73	0.09
Lecturer	14	7	14.86	8.64
Unqualified support worker	4	4	3	3
Assistant professor	38	20	33.41	17.61
Specialist/PostDoc	0	0	0.5	0
Professor	4	1	3.77	1
Specialized worker	5	5	2.58	2.08
Technical worker	3	0	1.95	0
Researcher	0	0	0	0
Total sum	114	64	102.51	57.5

Quantitative tables – Overview of gender representation in leadership positions at the FSpS 2018–2020 (source: Magion, PE580)

Positions		2018	2019	2020
Dean	women	0	0	0
	men	1	1	1
Faculty Bursar	women	1	1	1
	men	0	0	0
Vice-Deans	women	0	0	1
	men	5	5	4
Heads of Departments	women	3	4	4
	men	5	5	5
Other senior staff members	women	6	5	6
	men	0	1	1

Quantitative tables – Overview of gender representation – amount of full-time positions at the FSpS 2018–2020 (as of 11 April 2021, source: Magion)

Workload – hours/week	Gender		Total
	M	W	
2		1	1
4	1	1	2
8	1	1	2
12	3	2	5
16	1	3	4
20	6	9	15
24	1		1
25		1	1
28	1	1	2
32		2	2
36		1	1
38.75		1	1
40	45	46	91
Total sum	59	69	128

Quantitative tables – Overview of gender representation – project proposals and project investigations at the FSpS 2018–2020 (source: RMU Grants Department)

2018–2020	total	of which men	of which women	N/A
FSpS # of project proposals	210	107	91	12
FSpS # of projects investigated	101	54	42	5