



**University
of Defence**

Gender Equality Plan of the University of Defence for the period 2022–2030

Brno 2022

Introduction

The Gender Equality Plan of the University of Defence (hereinafter referred to as "UoD GEP") for the period 2022–2030 is a strategic document that expresses the explicit commitment of the University of Defence (hereinafter referred to as "UoD" or "University") to support gender equality. A prerequisite for fulfilling the principle of gender equality in practise is the development of such a University in which belonging to a specific gender does not predispose a person to limited roles and, on the contrary, allows all people to freely develop their abilities, make decisions, and take advantage of opportunities. At the same time, the different behaviour, aspirations and needs of women and men are considered equal, and are equally valued and supported.

The UoD GEP was created in accordance with the documents of the Ministry of Defence (MoD) that regulate equal opportunities for women and men¹ and are in compliance with the current European Strategy for Gender Equality for the period 2020-2025². The need to develop and follow the UoD GEP also stems from the current requirements in the competition for funds within the framework of the research support programme Horizon Europe³, where its existence among applicants is a necessary prerequisite for calls implemented in 2022 and beyond. Similar measures are taken by local providers, such as GACR, TA CR, or MEYS, and are expected to be implemented since 2023 or are already in place.

The University has created a system for the collection and regular evaluation of gender-differentiated data and will continue to do so. The system will be supplemented with current indicators as needed. In addition to these data, findings obtained from internal investigations carried out from June to August 2022 were used for the creation of the UoD GEP. The UoD GEP will be evaluated annually and updated as necessary.

Since the University is financed from the budget of the Ministry of Defence, adequate resources for the implementation of the measures set to promote gender equality in all areas covered by the UoD GEP are allocated annually within its budget.

¹These documents are, in particular, the order of the Minister of Defense No. 29/2002 of the MoD Bulletin "Promotion of the principle of equality between men and women within the competence of the Ministry of Defence", for which the service aid Pers-51-1 "Equal treatment of men and women" was issued. Furthermore, it concerns the Priorities and procedures of the MoD department in the promotion of equality between men and women 2021+ and the Statute and rules of the procedure of the working group for solving the issue of equal treatment of men and women in the Ministry of Defence department.

² See https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_cs

³See https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

Priority areas

The UoD GEP provides a framework for the development and implementation of effective measures to achieve goals in the priority areas of gender equality at the University. **The priority areas** are as follows:

1. Culture in the institution
2. Harmonization of personal and work life
3. Gender equality in leadership and decision-making positions
4. Gender equality in selection and career growth
5. Integration of the gender dimension into creative and educational activities
6. Measures against sexual harassment and other forms of gender-based violence

1. Culture in the institution

The University supports the organizational culture, work and study environment, taking into consideration the principle of gender equality, promotes gender-balanced promotion, cultivates working conditions of all employees⁴, supports the use of gender-sensitive language, and raises awareness of unconscious biases.

2. Harmonization of personal and work life

The University creates conditions for the reconciliation of work and family responsibilities to allow the employees to care for their children and other family members. The University will complete the provision of the preschool facility and will continuously update information on the interest of all employees in placing their children in this facility.

3. Gender equality in leadership and decision-making positions

The University takes into consideration a balanced representation of women and men in leadership and decision-making positions and in advisory bodies based on their genuine potential, qualifications, abilities and skills. The University supports the motivation of women to apply for leadership positions through mentoring activities.

⁴Throughout the document, the generic masculine is used in places where both masculine and feminine genders can be used.

4. Gender equality in selection and career growth

The University does not condition the selection of employees on gender requirements. The University will ensure a gender-balanced composition of selection committees and support new employees and employees after a career break in their professional development through adaptation programmes.

5. Integration of the gender dimension into creative and educational activities

The University will take gender issues into account both in terms of creating conditions for creative activities and in terms of the subject and outputs of creative activities. The University will further integrate gender issues into educational and creative activities through the existing and possibly additional optional courses. The University will support the training activities of academic, scientific and research workers on how to include the dimension of gender equality in teaching and creative activities.

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

The University will conduct preventive awareness campaigns on workplace bullying and sexual harassment. The University uses a complaint reporting system and offers follow-up advisory and consulting services.

The objectives and measures for the UoD GEP priority areas are stated in the appendix.

Brno, November 1, 2022

Brigadier General Prof. RNDr. Zuzana Kročová, Ph.D.
Rector-Commandant

Appendix

Priority area 1: Culture in the institution

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To ensure the implementation of the gender equality principle	<p>To develop and approve the UoD GEP</p> <p>To evaluate the UoD GEP regularly and to update it as necessary</p> <p>To cooperate in this area with MoD SSD - the coordinator of gender equality</p>	The UoD GEP as a publicly accessible document	<p>11/22</p> <p>once a year</p> <p>continuously</p>	<p>VRIMQ</p> <p>VRIMQ, collaboration according to the established responsibilities for individual measures</p> <p>VRIMQ, UoD authorized staff</p>
To respect the principle of gender equality in the management acts of the UoD and its components	To review the existing management acts of the UoD and its components, to supplement them with the provision considering the principle of equal attitude to women and men, and to preserve it during their development and updating	Updated management acts of the UoD and its components	continuously	VRIMQ, cooperation of administrators of management acts at the UoD level, managers of components
To monitor the social structure of the University with regard to gender	To prepare a quantitative gender analysis	Quantitative gender analysis in the form of a separate document	once a year	PM
To raise awareness of gender issues and the elimination of stereotypes, paying attention to using gender-sensitive language	To organize awareness-raising educational activities, seminars, workshops, training; to focus on debunking gender myths	<p>The number of conducted activities</p> <p>The number of people involved</p>	continuously	VRESA
To provide employees and students with up-to-date information on gender issues	To prepare and manage a repository of documents on the UoD Intranet and to publish news on gender issues	Information repository - entitled "Equal Opportunities"	continuously	VRIMQ, in collaboration with bursar

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
		Publishing news	continuously	managers of the UoD and its components and other workplaces, collaboration with the Chancellor
To survey the awareness, opinions, ideas and experience of employees and students	To incorporate gender-oriented questions into regular surveys	Final report from the conducted survey	continuously	CSVCM

Priority area 2: Harmonization of personal and work life

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To support the reconciliation of the personal and work lives of employees	The adjustment of working hours for employees caring for children or a dependent person	The number of employees caring for children or a dependent person with the adjustment of working hours	continuously	PM
	Enabling reduced working hours for employees caring for children or a dependent person	The number of employees caring for children or a dependent person with reduced working hours	continuously	PM
	Extension of a fixed-term contract by the time spent on maternity and parental leave	The number of employees with an extended contract	continuously	PM
	To be mindful of setting the dates and time frame for regular meetings of bodies and committees in the annual plan	The annual plan of the UoD and its components	continuously	DRMA, manages the components

To support employees when returning to work after a career break	To make provision for childcare activities	The preschool facility established	by 31/8/ 2023	bursar
	The establishment of childcare	The number of children in the childcare group		
	The assistance with administrative-organizational matters connected with the return of an employee	The number of persons supported	continuously	managers

Priority area 3: Gender equality in leadership and decision-making positions

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To monitor the representation of women and men in leadership positions and in University bodies	To prepare statistical reports with regard to the representation of women and men	Statistical overviews, part of a quantitative gender analysis	once a year	PM
To support and motivate women to apply for leadership positions	To organize activities focused on mentoring, coaching, acquiring leadership skills with an emphasis on the gender aspect	The number of conducted activities The number of people involved	continuously	VRESA and managers of the components

Priority area 4: Gender equality in selection and career growth

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To strive for a gender-balanced composition of selection committees	To follow the principles of gender equality when setting up selection committees	The proportion of women and men in selection committees	continuously	PM
	To integrate the requirement for a balanced composition of selection committees corresponding to	The update of the rector's measure	by 31/12/2023	VRIMQ

	the field of study and nature of workplaces into the rector's relevant measure			
To support employees in their adaptation period	To create an adaptation programme for employees (reflecting the specifics of different groups of employees - e.g., newly arrived employees, after returning from maternity and parental leave, female scientists)	The number of implemented activities The number of supported employees	continuously	managers
To support the career development of employees caring for a dependent person	To consider the specific position of employees care for a dependent person when compiling and evaluating Career development plans / annual assessment tasks	Career development plans (in academic staff) The annual evaluation of the employee	performed/ not performed	managers

Priority area 5: Integration of the gender dimension into creative and educational activities

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To consider the gender aspect in the subject and outputs of creative activities	To verify whether the applications (proposals, tender documentation, etc.) of the RDI projects contain an evaluation of the gender dimension	The proportion of the RDI projects containing an evaluation of the gender dimension	continuously	VRSEA, managers of the components, project managers in charge
To promote equal opportunities of scientists and researchers	To consider the principle of gender equality when setting up research teams	The proportion of women and men in research teams	continuously	VRSEA, managers of the components, project managers in charge
	To support an open and supportive environment for creative activities considering the gender aspect	Discussions and debates of academic, scientific and DSP researchers and students with trained respected persons (mentors) in the field of practical implementation of the gender aspect in creative activities and in the preparation of grant applications, where the gender dimension of	continuously	VRSEA, managers of the components, project managers in charge

		research is included in the application		
To popularize the results of creative activities achieved by women	To publish articles on the outcomes of creative activities of women scientists, and to support the participation in conferences on women in science	The number of articles and conferences	continuously	VRSEA
To organize educational activities on gender issues for students	To include the topic of gender equality in the education of students as part of the primary prevention of risky behaviour	The number of educational activities	continuously	DRMA
	To continue including the issue of equal opportunities in study programmes	Study programmes	continuously	VRESA
To organize educational activities on gender issues for employees	To include the topic of gender equality in employees education as part of the primary prevention of risky behaviour	The number of educational activities	continuously	DRMA

Priority area 6: Measures against sexual harassment and other forms of gender-based violence

Objectives	Measures	Monitoring indicator	Date / period	Responsibility
To provide education in the field of gender-based violence	To organize awareness-raising educational activities, seminars, workshops, training	The number of conducted activities The number of people involved	continuously	VRESA
	To provide information on sexual harassment through the information repository on the UoD Intranet	Information materials on gender-based violence and sexual harassment	continuously	CSVCM
	To create information material for employees and students describing the procedure for dealing with sexual harassment and other undesirable behaviour, including descriptions of the effects and penalties for perpetrators based on already existing departmental documents regulating this area (aid PERS-51-1, OMoD No. 29/2002)	Information material	31/12/2023	LSM

To record the experience with gender-based violence in the University environment	To detect the manifestations of undesirable behaviour - sexual harassment, and to include the issue in the investigation conducted by the UoD	Final report on the conducted investigation	continuously	CSVCM
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List of abbreviations

CSVCM	Counselling Services and Veterans Care Manager
DRMA	Deputy Rector for Military Affairs
DSP	Doctoral Study program
GACR	Grant Agency of the Czech Republic
LSM	Legal Service Manager
MEYS	Ministry of Education, Youth and Science
MoD SSD	State Secretary Division of the Ministry of Defence
OMoD	Order of the Minister of Defence
PM	Personnel Manager
RDI	Research, Development and Innovation
TA CR	Technology Agency of the Czech Republic
VRESA	Vice-Rector for Education and Students Affairs
VRIMQ	Vice-Rector for Internal Management and Quality
VRSEA	Vice-Rector for Scientific and Expert Activities