

# UMPRUM Gender Equality Plan for 2022–2026



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## INTRODUCTION

The gender equality plan at UMRUM (hereinafter referred to as the “Plan”) reflects the objectives of the *European Union Gender Equality Strategy 2020–2025* and the *Plan for the Support of Gender Equality 2021–2024 of the Ministry of Education, Youth and Sports*. The Plan also fulfils the requirements of the research programme *Horizon Europe*, which, in addition to the creation and implementation of the Plan, also include monitoring of gender-based data, training of all components of the academy in the area of gender equality and related topics, and allocated resources for these activities.

The measures set out in the Plan are based on the gender audit carried out at UMRUM in 2019. The implementation of this Plan will involve the staff responsible for gender equality agenda, academy management and staff who have been assigned responsibility for implementing individual measures. The Plan was discussed by the UMRUM Academic Senate.

## MONITORING AND EVALUATION

The Plan will be evaluated once a year, always at the end of the calendar year, by a staff responsible for the gender equality agenda in cooperation with the academy management. The evaluation of the Plan will monitor the implementation of individual measures. Individual departments and staff are responsible for implementing specific measures. The revision report of the Plan and its annual evaluation will be accessible for internal purposes to all staff and students. The evaluation will be conducted through discussion at the extended Rector's Board and in the Academic Senate. Before the expiry of the current Plan, a new gender audit will be carried out to create a new plan and evaluate the success of the current plan.

Financial resources will be allocated for the evaluation and implementation of the Plan, monitoring of gender-based data and training of all components of the Academy.

## MAIN STRATEGIC OBJECTIVES FOR GENDER EQUALITY

UMPRUM has established four main strategic objectives of this Plan. These objectives were chosen as a reflection of the results of the gender audit that took place at the academy and are based on identified weaknesses. The measures are designed to ensure that UMRUM creates an increasingly open, safer and fairer working and study environment.

The main strategic goals are work-life balance, gender equality in career advancement, gender equality in leadership positions and across all components of the academy, and the prevention and elimination of gender-based violence.

#### **A. AREA OF WORK-LIFE BALANCE**

UMPRUM will strive to support work-life balance as much as possible, especially in the case of parents. The Plan includes support for a childcare facility / children's play area. UMPRUM supports and will continue to support flexible working hours to best balance the activities of personal and work life for both staff and students.

#### **B. GENDER EQUALITY IN RECRUITMENT AND CAREER ADVANCEMENT**

UMPRUM will ensure that staff recruitment for new positions is conducted without gender bias. This area will be carefully monitored. Individual statistics will be prepared annually and their evaluation will be available for internal purposes. Attention will also be paid to the issue of remuneration and efforts to make the remuneration system as transparent as possible.

#### **C. GENDER BALANCE IN MANAGEMENT POSITIONS**

One of the measures is the effort to motivate women into management positions across all working components of UMPRUM, both among academic and non-academic departments. UMPRUM will support greater diversity in the workplace.

#### **D. PREVENTION AND ELIMINATION OF GENDER-BASED VIOLENCE**

UMPRUM will create a system of preventive measures against all forms of gender-based violence, including bullying, and will focus primarily on a reliable and anchored system of support, thus ensuring an equal and safe environment for all. Regular training of all staff and students in the area of gender-based violence and related topics will be part of the preventive measures.

## 1. STRATEGIC OBJECTIVE: WORK-LIFE BALANCE

Specific Objective	Measures	Measure Description	Target Group	The Due Date of the Performance	Responsible
<b>A.1 Time considerations for parents are ensured.</b>	All important and strategic activities within the academy should be scheduled during standard working hours, not in the evening.	<i>Recommendation issued</i>	Staff Students	December 2023	Vice-Rectors, Chair of the Academic Senate
	Establishment of a childcare facility / children's play area.	<i>A childcare facility / children's play area has been created in the academy premises.</i>	Staff Students	December 2025	Staff responsible for creating a childcare facility / children's play area; management

## 2. STRATEGIC OBJECTIVE: GENDER EQUALITY IN RECRUITMENT AND CAREER ADVANCEMENT

Specific Objective	Measures	Measure Description	Target Group	The Due Date of the Performance	Responsible
<b>B.2 Monitoring of the gender balance at UMPRUM is ensured.</b>	Maintain statistics on the representation of women and men in individual positions.	<i>Preparation of the annual statistics on the representation of women and men at UMPRUM. The workload size and potential interruptions, such as those caused by maternity leave / parental leave, will be taken into account. The statistics concern all staff and students.</i>	Staff Students	December 2022; Continuously	Vice-Rector for Science and Research
<b>B.3 Staff activity monitoring at UMPRUM is ensured.</b>	Keep statistics on activities beyond the workload.	<i>Preparation of annual statistics of activities performed beyond the scope of employment, e.g. involvement in projects, CDP SGC, AGC, participation in AS, AC, BoD etc.</i>	Staff Students	December 2022; Continuously	Vice-Rector for Science and Research
<b>B.5 Transparent remuneration of women and men ensured.</b>	Make staff remuneration more transparent, add a verbal description explaining the basis for awarding bonuses.	<i>Adjustment of forms for granting extraordinary bonuses. Communication of managers with subordinates regarding remuneration.</i>	Staff	December 2023	Bursar

### 3. STRATEGIC OBJECTIVE: GENDER BALANCE IN MANAGEMENT POSITIONS

Specific Objective	Measures	Measure Description	Target Group	The Due Date of the Performance	Responsible
<b>C.1.</b> <b>The recruitment of new male and female staff takes into account the principles of gender equality.</b>	Encourage women to apply for leadership positions	<i>A template for Selection Procedure text will be created (highlighting flexibility, consideration for parents, equal opportunities, etc.)</i>	Public Staff	December 2023	Bursar
	Maintain statistics on the representation of women and men in leadership positions.	<i>Preparation of annual statistics on the representation of women and men in leadership positions at UMPRUM.</i>	Staff	December 2022; Continuously.	Vice-Rector for Science and Research
<b>C.2.</b> <b>Gender-balanced representation in committees, boards, selection committees, etc.</b>	Increase the number of represented women to ensure equal representation of men and women.	<i>Consideration of the principle of gender balance when appointing members of the Artistic Council (UR), Board of Directors (SR), selection committees, etc.</i>	Public Staff	December 2026	Rector

#### 4. STRATEGIC OBJECTIVE: PREVENTION AND ELIMINATION OF GENDER-BASED VIOLENCE

Specific Objective	Measures	Measure Description	Target Group	The Due Date of the Performance	Responsible
<b>D.1. Formally anchoring the gender equality agenda.</b>	Allocate a workload for the implementation of the Gender Equality Plan.	<i>At UMPRUM, a position is allocated for carrying out the gender equality agenda within the support workplace.</i>	Staff Students	December 2023	Vice-Rector for Science and Research
<b>D.2. Ensuring education and competency development in the area of gender equality.</b>	Providing training and education in the field of gender equality.	<i>Ensuring continued education for academic and non-academic staff in the area of gender equality and equal treatment.</i>	Staff Students	December 2022 Continuously.	Staff responsible for the gender equality agenda
<b>D.3. An anchored procedure for dealing with problematic situations.</b>	Guide for problematic situations.	<i>A guide will be published with specific procedures for problematic situations, including where to seek help and what options for resolution are available.</i>	Staff Students	December 2025	Staff responsible for the gender equality agenda

<b>D. 4.</b> <b>Awareness of students and staff about gender equality and ethics issues is ensured.</b>	Creation of a section on the academy website.	<i>A section will be created on the academy website that will compile all procedures and information on the issue in one place. The section will be regularly updated.</i>	Staff Students	December 2022; Continuously	Management
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In Prague, on 11 April 2022

**Prof. PhDr. et PaedDr. Jindřich Vybíral, DSc.**

Rector of UMRUM