



GENDER EQUALITY PLAN OF THE BUT

2025-2028



HR EXCELLENCE IN RESEARCH



INTRODUCTION

Context of document creation

The Gender Equality Plan of the BUT 2025-2028 (*the so-called GENDER EQUALITY PLAN – GEP*) builds on the historically first [Gender Equality Plan of the BUT 2022-2024](#) (*so called GEP*), the success of which was evaluated in an evaluation survey that took place in Q3 and Q4/2024. The evaluation confirmed significant progress especially in the area of personnel processes, social security and diversity support. At the same time, it identified areas requiring further systematic attention, especially the integration of the gender perspective into research and education and the promotion of career development.

The following **Gender Equality Plan of the BUT 2025-2028 (GEP)** builds on the results achieved and sets new goals in the following key areas:

- Systematization of the collection and analysis of gender-segregated data.
- Strengthening equal opportunities in academic careers.
- Development of conditions for reconciling personal and professional life.
- Integration of the gender dimension into research and teaching.
- Preventing and addressing gender-based violence, including harassment.

2. Summary of evaluation findings

The evaluation Gender Equality Plan of the BUT 2025-2028 (*GEP*) identified the following key shifts and challenges:

Achievements:

- Systematization of HR processes, including their availability in English.
- Strengthening awareness of the possibilities of reconciling work and personal life.
- Expansion of the benefits system, including support for parents with children.
- Significant progress in the field of social security.
- Creation of a network of contact persons at Faculties, Universities Institutes and Units.

Challenges remaining:

- Insufficient analytical processing and interpretation of gender-segregated data.
- Vertical and horizontal gender segregation in academic positions.
- Limited integration of the gender perspective into research and education.
- Uneven availability of flexible forms of work between workplaces.
- Insufficient capacity of childcare facilities.
- The need for systematic mentoring for starting/returning academics.

3. Structure of Gender Equality Plan of the BUT for 2025-2028

Gender Equality Plan of the BUT 2025-2028 (GEP) is structured into two levels – horizontal (cross-cutting) themes and vertical (thematic) axes.

Horizontal (cross-cutting) themes:

1. Systematic monitoring and analysis of gender-segregated data.
2. Education on gender equality and social safety.
3. Networking and sharing of good practice between workplaces.

Thematic axes (same as for Gender Equality Plan of the BUT 2022-2024):

1. Gender policy and equality representation.
2. Gender equality in recruitment and career growth of employees.
3. Reconciling work and personal life – Work-life balance.
4. Gender dimension in research and in educational content.
5. Preventing gender-based violence, including harassment.

The new Gender Equality Plan of the BUT 2024 – 2028 (GEP) integrates key findings from the evaluation of the previous period. In particular, it responds to the need for systematic data collection and analysis, which will make it possible to monitor developments in individual areas and evaluate the effectiveness of the measures taken. Emphasis is also placed on the sharing of good practice between faculties and units, including systematic education of all employed and PhD. students in the field of promoting equal opportunities, eliminating stereotypes, strengthening ethical principles and ensuring social safety at BUT.

The structure of the individual measures will be similar to the previous **Gender Equality Plan of the BUT 2022-2024 (GEP)**:

- GEP AREA/AREA
- OBJECTIVES
- RESPONSIBILITY
- INDICATOR(S)
- RESPONSIBILITY UNIT
- FINANCIAL RESOURCES
- LEGISLATION/STRATEGY
- TIME PERIOD

Gender Equality Plan of the BUT 2025-2028 and the **Final Report from the Evaluation of Gender Equality Plan of the BUT 2022-2024** were presented to the University Management, the Rector's Board, the HR Award/GEP/Social Safety Coordination Group. The finalization of Gender Equality Plan of the BUT 2025-2028 was consulted with the Department of Internationalization and the Continuing Education and Counselling Centre.

Both documents are displayed in the public section of the BUT website: [ABOUT THE UNIVERSITY/ SUPPORT AND DEVELOPMENT OF EMPLOYEES AND STUDENTS.](#)

4. Monitoring and evaluation

BUT will evaluate the implementation of **Gender Equality Plan of the BUT 2024 – 2028 (GEP)** in the following ways:

1. **A separate summary report of BUT on individual areas of General Equality Plan of the BUT 2025-2028 has been created, always by 28. 2. of the following year. In the case of 2028, the preparation of this summary report will be by 30. 6. 2028.**
 - The BUT report will include:
 - Evaluation of the fulfilment of the specified indicators.
 - Analysis of gender-segregated data.
 - Overview of implemented activities.
 - Recommendations for the following period.
2. **Continuous monitoring**
 - Regular reporting at meetings of the coordination group.
 - Sharing outputs with relevant BUT representatives.
3. **Evaluation at the end of the period**
 - External evaluation survey in 2028 / Q3.
 - Basis for the preparation of the next Gender Equality Plan of the BUT.

5. Final provisions

Brno University of Technology, represented by the Rector, undertakes to do the following:

1. **Implementation of Gender Equality Plan of the BUT 2025-2028** and all measures contained therein.
2. **Allocation of financial and human resources** to ensure its implementation as contained below for each measure. At the same time, the university management will strive to obtain additional funds for its successful implementation and development, including support for the areas addressed.
3. **Raising awareness** of gender equality, eliminating stereotypes and social safety at the university, especially through continuous education and other activities specified below in the individual measures.
4. **Publication of Gender Equality Plan of the BUT 2025-2028** on the university website, including annual reports on its implementation and aggregated statistical data.

Brno, 17/12/2024

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Rector of the BUT

Measures of the Gender Equality Plan of the BUT 2025 – 2028 (GEP)

	GEP AREA	AREA	OBJECTIVES	RESPONSIBILITY	INDICATOR(S)	RESPONSIBILITY UNIT	FINANCIAL RESOURCES	LEGISLATION / STRATEGY	TIME PERIOD
1.	Cross-cutting measure	MONITORING, ANALYSIS AND EVALUATION OF STATISTICAL DATA.	Systematization of the collection and analysis of gender-segregated data as a basis for strategic decision-making and evaluation of the impact of measures.	Human Resources Department	Annual overview of personnel data broken down by gender (representation in managerial positions, by academic level) and comparison with the previous year as part of the BUT Annual Report.	Male/female employees, BUT management, stakeholders	BUT	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
2.	Gender policy and equality representation	INCORPORATING THE TOPIC OF ELIMINATING GENDER STEREOTYPES INTO EDUCATION, INTEGRATION OF EQUAL OPPORTUNITIES AND GENDER PERSPECTIVES INTO THE EVERYDAY OPERATION OF BUT.	<p>Raising awareness of the topic of equal opportunities and eliminating stereotypes as part of education.</p> <p>Collaborating persons across BUT as proactive "ambassadors".</p> <p>(educational events, part of seminars/webinars, relevant articles to share good practice, student events)</p>	Continuing Education and Counselling Centre in cooperation with the Personnel Department and the Internationalisation and Marketing Department	<p>Overview of educational and other actions to support the reduction of stereotyping.</p> <p>(submission: date, annotation, scope, area, number)</p>	Male/female employees, students	BUT / The Ministry of Education, Youth and Sports (MEYS, MŠMT in Czech)	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously

3.	Gender policy and equality of representation	STRENGTHENING THE PROMOTION OF GENDER EQUALITY AND EQUAL OPPORTUNITIES AT ALL LEVELS OF BUT.	Support for equal (proportional) representation in councils, commissions, management, where possible with regard to the gender number of the given F/UI/U and expertise.	F/UI/U management with the support of BUT management	Open and transparent dissemination of information about vacancies and opportunities (committees, boards, recruitment process etc.). Raising awareness of suitability and recommendations for a gender-balanced composition.	Male/female employees, students, applicants for employment	BUT	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
4.	Gender policy and equality of representation	SUPPORT FOR PHD STUDENTS. (EQUAL OPPORTUNITIES, RECONCILIATION - STUDY/INTERRUPTION OF ACADEMIC OR SCIENTIFIC CAREERS IN CUSTODY FOR HARMONIZING FAMILY AND LIVING CONDITIONS, RESEARCH – PROJECTS - CONDITIONS)	Support for PhD students in all phases of study. PhD day, defined conditions and rules resulting from BUT and state standards for PhD students. Support in CZ and EN form.	F/UI/U management with the support of BUT management and SKAS	Sharing good practice and support for PhD students. PhD day BUT.	PhD students	BUT / MEYS / EU projects	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuous / 1x per year meeting of PhD students

5.	Gender equality in recruitment and career growth of employees.	STRENGTHENING EQUALITY OF OPPORTUNITY IN INTERNATIONAL MOBILITY AND RESEARCH.	Within the website on the area of Internationalization (Internationalization website), part of the Internationalization will be raising awareness of the possibilities of foreign internships (including opportunities for caregivers with children, especially for BUT employees and not only students). Domestic persons going abroad and foreign persons arriving at BUT workplaces).	Vice-Rector for International Affairs	<p>1) Within the Internationalization website, it includes an Information section containing the required information ("signpost") and its continuous update.</p> <p>2) Revisions of information on the BUT website so that it is more "family friendly" and contains relevant information and contacts.</p> <p>3) Separate information on mobility activities suitable for male and female employees.</p>	Male/female employees	BUT	HRS4R - HR Award at BUT I Gender Equality Strategy 2021 – 2030 STRATEGIC PLAN FOR THE IMPLEMENTATION OF THE STRATEGIC PLAN educational and creative activities of Brno University of Technology for 2025	1) - 3) until 31.12.2025
6.	Gender equality in recruitment and career growth of employees.	STRENGTHENING GENDER EQUALITY IN REMUNERATION.	Analysis of remuneration in terms of equal opportunities at all F/UI/U BUT.	Rector	<p>1) Output analytical document from the investigation carried out by the Logib tool.</p> <p>2) Proposal of support for the possible elimination of differences depending on the modification of internal legislation related to this area.</p>	Male/female employees under employment relationship	BUT	Gender Equality Strategy 2021 – 2030	<p>1) by 30.4.2025</p> <p>2) by 31.12.2025</p>

7.	Work-life balance	IMPROVING SUPPORT FOR PARENTS WITH PRESCHOOL CHILDREN.	Expand institutional capacities for children employed/studying at BUT within the newly created places to provide care for preschool children on the basis of available funds.	F/UI/U management with the support of BUT management	Increasing the capacity of places to provide care for preschool children within BUT.	Male/female employees, students with parental responsibilities	BUT/MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
8.	Work-life balance	IMPROVING SUPPORT FOR ALL GROUPS OF CARING EMPLOYEES.	Support for returning to work after a career break. Support opportunities within project calls to support returns.	F/UI/U management with the support of BUT management	Sharing good practice in news, articles, podcasts, outputs for possible project support etc.	Male/female employees	BUT/MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
9.	Work-life balance	IMPROVING SUPPORT FOR ALL GROUPS OF EMPLOYEES.	Support for work-life balance and work-life balance for everyone at BUT without distinction.	F/UI/U management with the support of BUT management	<p>Raising awareness of intergenerational needs and the differences between leaders about the possibilities of reconciling the personal and professional lives of employees.</p> <p>Educational support with an overlap into education. E-support.</p>	Male/female employees	BUT/MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously

10.	Gender dimension in research and in educational content	GENDER PERSPECTIVE IN RESEARCH ACTIVITIES.	Support of the topic of gender in the content of science and research (R&D) in the form of e-materials/e-repository in CZ/EN (rules of calls, requirements for the content of documents – relevant from a university-wide perspective).	Vice-Rector for Research and Knowledge Transfer in cooperation with the Personnel Department and individual project departments F/UI	Provide relevant support (training, e-materials) for project applications or final reports requiring a gender dimension of research, gender principles resulting from institutional support.	Male/female employees (primarily AP, VVP, PhD and Project Department)	BUT/ MEYS, EU projects	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
11.	Preventing gender-based violence, including harassment	STRENGTHENING THE PREVENTION AND SOLUTION OF NEGATIVE PHENOMENA AT BUT.	In connection with the revision of the "Directive to ensure social safety at BUT", amendments to the Labour Code, revision of the Disciplinary Code for BUT students, gradual informing of the heads of F/UI/U, members of the BUT Ethics Committee and Disciplinary Committees, BUT AS, AS Faculties (content: Social safety, Ethical principles, Labour law insight, dealing with sanctions).	Human Resources Department	Training: 100 % of BUT management 100 % of F/UI/U management 100 % of members of the BUT Ethics Committee 50 % of members of the Disciplinary Committees of faculties 50% of heads of departments F/UI/U, representatives of AS Faculties and AS BUT (evidence: dates of training, content - presentation, scope, number of participants, attendance lists or otherwise documented participation).	Senior male/female employees, members of the BUT Ethics Committee and Disciplinary Committees of faculties, BUT AS, University Institutes	BUT / MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Ongoing 2025/2026

12.	Prevention of gender-based violence, including harassment	STRENGTHENING THE PREVENTION AND SOLUTION OF NEGATIVE PHENOMENA AT BUT.	Prepare and implement training/meetings/ interventions to strengthen communication skills in dealing with stimuli for negative phenomena (basics of crisis intervention, active listening, conducting an interview, etc.).	Human Resources Department	Regular meetings of all persons involved in solving suggestions in the field of ensuring social safety and equal opportunities at BUT (proof: training dates, content, scope, number of participants, attendance lists or otherwise documented participation)	Primarily contact and cooperating persons for social safety at BUT	BUT / MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Continuously
13.	Prevention of gender-based violence, including harassment	STRENGTHENING THE PREVENTION AND SOLUTION OF NEGATIVE PHENOMENA AT BUT.	Creation of an e-course on social safety, equal opportunities, including ethical principles, containing definitions and types of negative forms of behaviour, prevention, measures, institutional/state norms, forms of support, labour law and disciplinary means to be addressed.	Human Resources Department	Created and communicated between the academic/non-academic community the existence and recommendations for completing the e-course for: a) Academic staff + researchers. b) Students of all forms and levels of study. c) Other employees. E-course in CZ and EN versions. (proof: brief content, number of participants in the e-course)	Male/female employees, students - all forms and levels of study, foreign employees and students	BUT / MEYS	HRS4R - HR Award at BUT Gender Equality Strategy 2021 – 2030	Courses in CZ and EN created and tested as of 30.4.2025. Existence of courses and recommendations for their completion through internal channels (newsletter), meetings, associations, collegium, management – until 30.6.2025) + always at the beginning of the winter semester/ summer semester.