**Gender equality at MU**

Faculty of Science MU is committed to creating and continuously improving friendly working environment and conditions, providing career development, establishing transparent recruitment procedures for researchers and focusing on research ethics, workplace ethics and also open science. The Faculty is a [holder of the HR Excellence in Research Award](https://www.sci.muni.cz/en/about-us/hrs4r) by the European Commission since 2018 and actively implements its HR Strategy for Researchers, which is also embedded in the [Faculty’s Long-Term Development Strategy](https://is.muni.cz/do/sci/normy/OS/rozvojova_strategie_strategic_plan/EN_Long_term_development_strategy_of_the_SCI_MUNI_guide.pdf). In February 2024, the Faculty submitted its [new Action Plan for 2024–27](https://www.sci.muni.cz/do/sci/web/HRA/analyza_a_akcni_plan/Action_Plan_HRS4R_SCI_MUNI_2024_27_ENG_CZ.pdf) and self-assessment for the Award Renewal(External Review). Currently, we are preparing for the Site Visit of HRS4R Experts from the European Commission.

The Faculty of Science, as a part of Masaryk University, actively contributed to formulating the University’s [Gender Equality Plan MUNI 2025-2028](https://www.muni.cz/media/3789145/gep-mu-2025-2028.pdf), which it is currently implementing. In 2024, the Faculty conducted a [second gender audit](https://www.sci.muni.cz/en/about-us/hrs4r/news/first-phase-of-a-gender-equality-re-audit-at-sci-muni-individual-and-group-interviews-successfully-conducted) as part of the project "Introduction of a flexible work culture and support system for parents on maternity and parental leave into the working environment of the Faculty of Science of MU".

Links:

<https://www.sci.muni.cz/o-nas/hrs4r-hr-award>

<https://www.sci.muni.cz/do/sci/web/HRA/analyza_a_akcni_plan/Action_Plan_HRS4R_SCI_MUNI_2024_27_ENG_CZ.pdf>

<https://is.muni.cz/do/sci/normy/OS/rozvojova_strategie_strategic_plan/EN_Long_term_development_strategy_of_the_SCI_MUNI_guide.pdf>

<https://www.muni.cz/media/3789145/gep-mu-2025-2028.pdf>

**Data management and Open Access Policy**

Faculty of Science handles data according to the MU Directive No. 6/2013 on Research Data and follows

[Recommendations for the Usage of Storages](file:///C%3A%5CUsers%5C174936%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5C7MX3L6KF%5CRecommendations%20for%20the%20Usage%20of%20Storages) for storing and backing up the Research Data based on MU directives. The MU has proactively supported the implementation of Open Access and FAIR Data practices since 2020 (<https://openscience.muni.cz/en>). A dedicated Open Science Methodologist at each faculty guides researchers and academics to effectively exploit opportunities to share data for the benefit of their RGs, community, and society. Research activities at the Faculty of Science are guided by the [MU Open Science Strategy 2022-2028](https://openscience.muni.cz/en/open-science-at-mu/strategie-open-science-na-mu-2022-2028). The Strategy follows the principle as open as possible, as closed as necessary; thus, the link between opening science and technology transfer and commercialization is established. This approach enables MU to foster research reproducibility and deliver a better system in finding successful pathways of impact for MU research. In this respect, GACŘ project proposals will have all the institutional support needed to enable Open Science practices and proper RDM Planning.

The projects within Czech Science Foundation (GAČR) will generate two types of data in general –
(i) data supporting a journal article and (ii) individual data sets. Thus, it is important to perform proper RDM planning, where applicable, and design a sustainable RDM plan. MU researchers can use from 06/2022 the university-provided application Data Stewardship Wizard (<https://dsw.muni.cz/wizard/>), as a university tool to assess and manage data at research projects to create the RDM plan. One of this application's advantages is its ability to calculate the level of FAIRness of the RDM Plan.

Links:

<https://it.muni.cz/en/overviews/recommendations-for-the-usage-of-storages>

<https://openscience.muni.cz/en>

<https://openscience.muni.cz/en/open-science-at-mu/strategie-open-science-na-mu-2022-2028>

<https://dsw.muni.cz/wizard/>