



EUROPEAN RESEARCH
UNIVERSITY

Planned Measures to Promote Gender Equality in Research at the European Research University (ERUNI)

While ERUNI maintains a naturally inclusive environment and already demonstrates a high proportion of women in leadership roles at the university level, it recognises the underrepresentation of women among high-performing researchers in the R&D&I environment. Addressing this imbalance is a strategic objective for the upcoming period.

Key Planned Measures (2025–2029):

- Establish a mentoring and support programme for early-career female researchers.
- Monitor and analyse gender distribution and research performance across units.
- Include gender balance criteria in internal grant evaluations and staff development plans.
- Promote participation of female staff in international conferences and scientific bodies.
- Integrate gender-awareness modules in doctoral and postdoctoral training.
- Ensure gender-sensitive communication and visuals in university publications and calls.

These actions are aligned with the ERUNI Gender Equality Plan, the institutional Strategic Plan (2024–2030), and the Gender Equality Strategy 2021–2030 of the Czech Republic. The university will evaluate the implementation annually as part of its HR strategy and continue to pursue a culture of openness, fairness, and diversity in science.

In Ostrava, 6 January 2025

Assoc. Prof. Zuzana Machová, PhD, signed
Rector

Published on the ERUNI's official notice board: 6 January 2025