

Outputs from the employee questionnaire survey

at

Faculty of Social Studies

Masaryk University 2023



"We have come a long way, but we still have room for improvement."

„We are very grateful for your open feedback. We will use the feedback to improve working conditions for all employees."



We appreciate your cooperation, openness and time, that you've given to moving the faculty to a higher level of quality.

Thank you.

As an academic institution, the Faculty of Social Studies prides itself on a high level of interpersonal relations and considers it a matter of course to create a dignified and respectful environment for all its employees. That's why, throughout the Czech version of this guide, we use masculine forms of persons (employee, academic, researcher, administrative, colleague) to refer to male and female employees, male and female academic staff, male and female researchers, male and female administrative staff, male and female administrative staff, male and female administrative staff, male and female colleagues, etc.

Introduction of the survey:

In 2021, the Faculty of Social Studies of Masaryk University was awarded the HR Excellence in Research Award, and thus committed to supporting the principles of the [European Charter and Code of Conduct for Researchers](#) and improving conditions for research and academic staff, as well as administrative staff of the faculty. As part of these procedures, the first questionnaire survey of all staff and PhD students was launched in 2020 and gaps were mapped, which we aim to improve in 2020-2023. This included the creation of documents and the setting up of working and support measures. More outputs can be found here: [HR Award/ HRS4R outputs and documents](#).

In January 2023, we conducted a second faculty survey of all staff to determine staff needs and how familiar the employees are with the new processes that were created with the support of the HR4MUII project. In this publication, we would like to present the results to you.

The questionnaire was sent out to all faculty staff, contained 17 questions and staff had 10 days in the exam period (January 2023) to complete it, the questionnaire was anonymous. The survey return rate was 65% for staff in general and 29% for Ph.D. students, which we are pleased with. This shows that both staff and students are interested in improving working conditions and want to work together to shape them.

We consider the results of the 2023 survey to be satisfactory. The suggestions collected from employees are used to complete the HR Award action plan for 2023-2026.

Who is who when reading the outputs:

Admin is a staff member working in the administration, ensuring the running of the faculty. The questionnaire was completed by 63 out of 84 respondents (39 women, 9 men, 14 did not want to specify gender, 1 Ø).

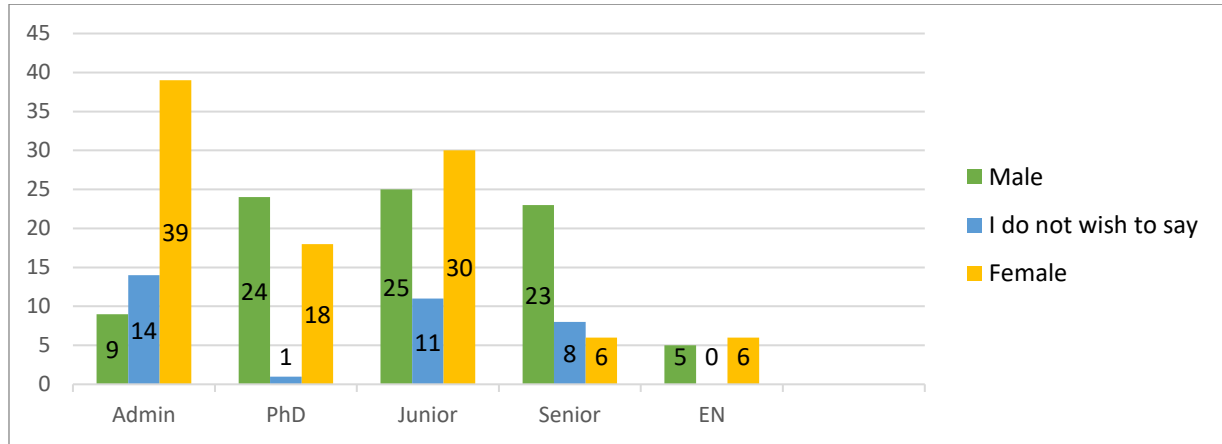
Ph.D. is a student studying at FSS in the doctoral program. The questionnaire was completed by 43 respondents out of 148 respondents (18 women, 24 men, 1 did not want to specify gender).

Junior is an academic researcher, classified as R1 and R2 internationally. The questionnaire was completed by 67 respondents out of 113 contacted (30 women, 25 men, 11 did not want to specify gender, 1 Ø).

Senior is an academic researcher with a high degree of research autonomy, classified internationally as R3 and R4. The questionnaire was completed by 37 respondents out of 58 contacted (6 women, 23 men, 8 did not want to specify gender).

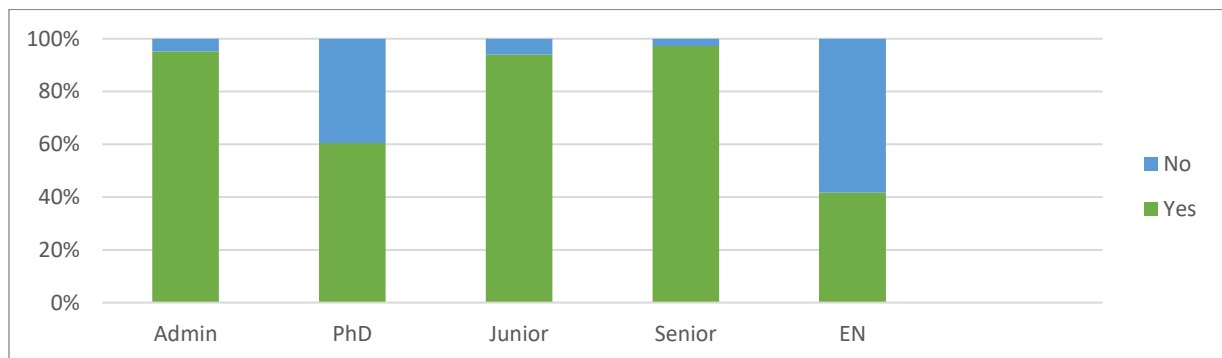
EN is a foreign worker. The questionnaire was completed by 12 of the 17 respondents (5 women, 6 men, 0 did not want to indicate their gender, 1 Ø).

Demographic distribution of employees who completed the questionnaire and had an employment relationship at FSS MU (as of January 1, 2023):

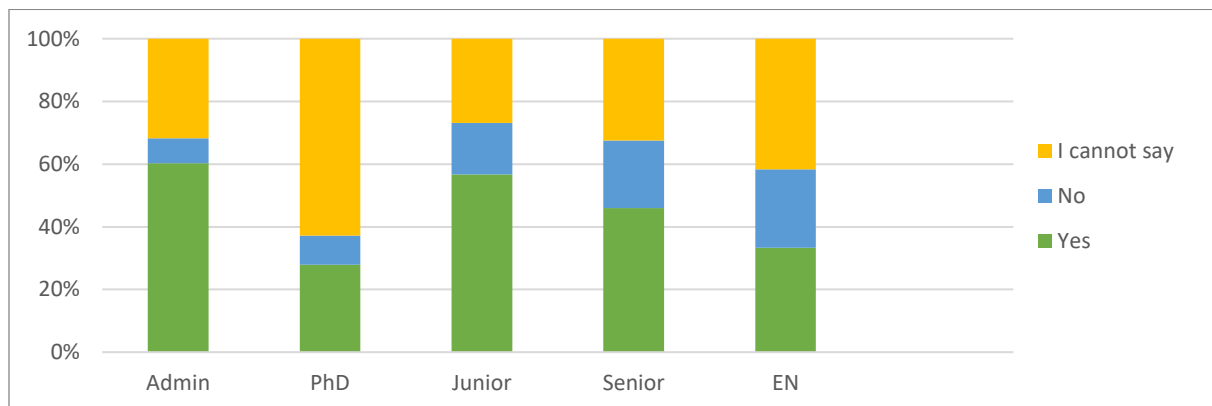


BLOCK 1: HR Award and its outcomes:

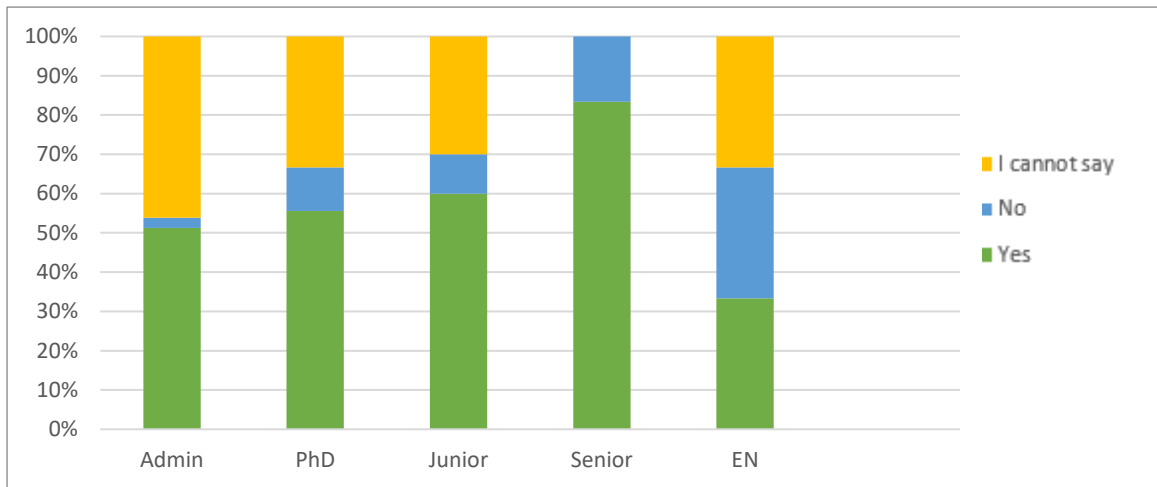
Did you know that the Faculty of Social Studies was awarded the HR Award by the European Commission in April 2021? (N=222)



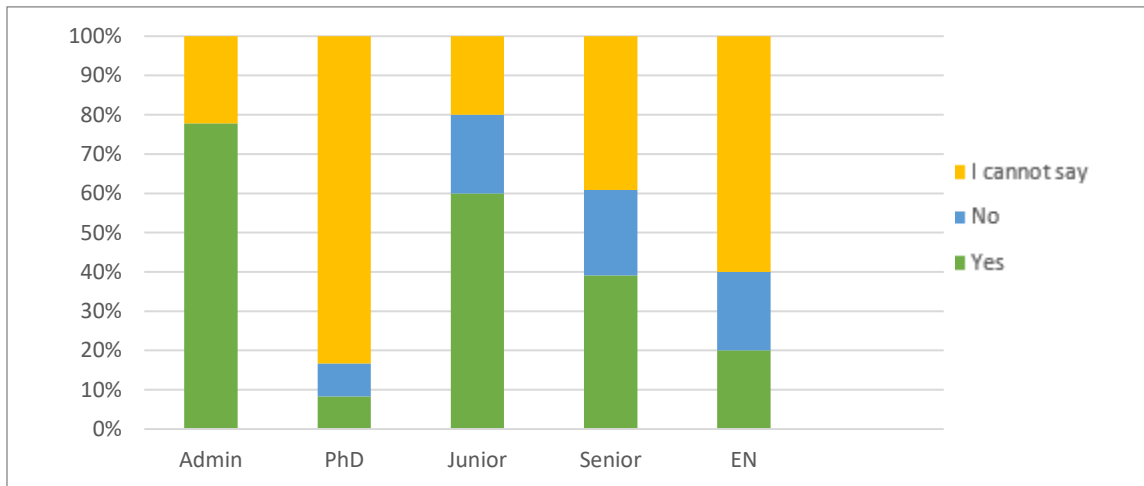
In your opinion, is it evident in the daily functioning of the faculty that the FSS has improved its HR processes and made systems and procedures clearer for employees in recent years? (N=222)



Women answered the previous question as follows:

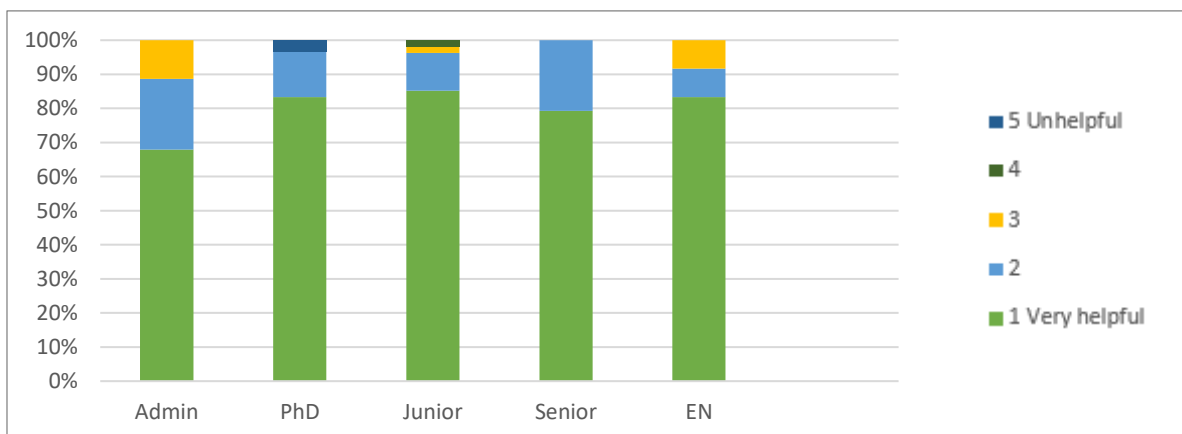


Men like this:

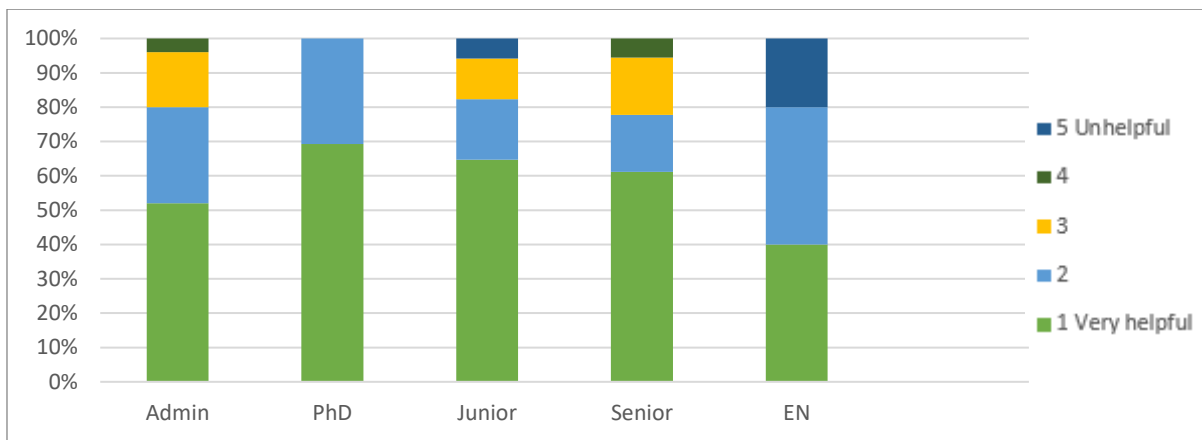


In the next question, respondents were asked to assess how they perceived the benefits of the steps already implemented in the new HR strategy (N=222).

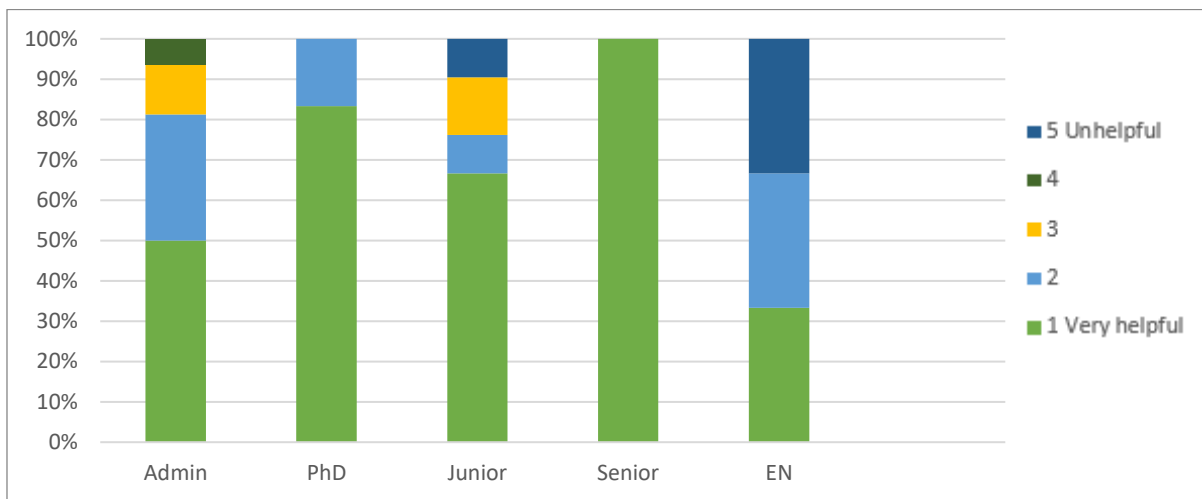
Employees stated that they perceived bilingual communication of the faculty management as:



The following percentage of respondents perceived the establishment of the Eláneek children's group as:

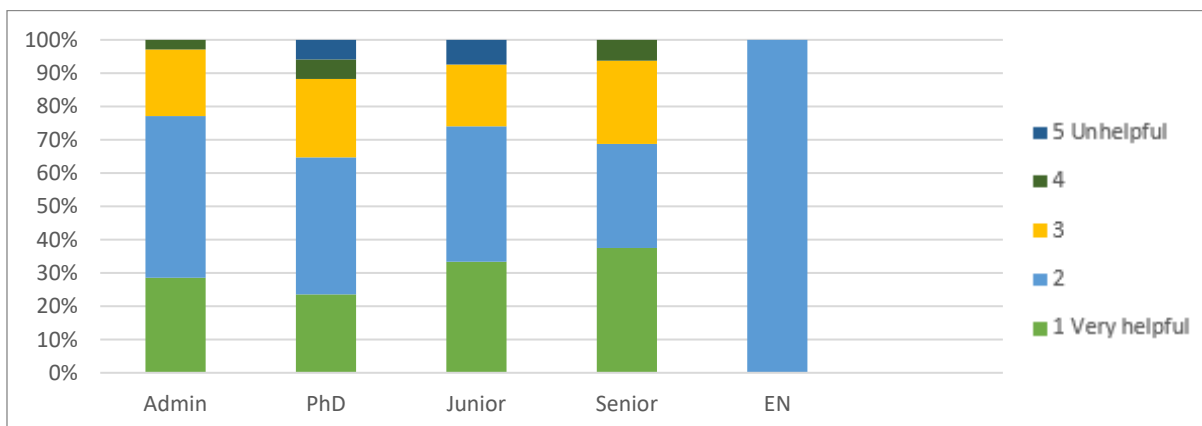


Women responded as follows:

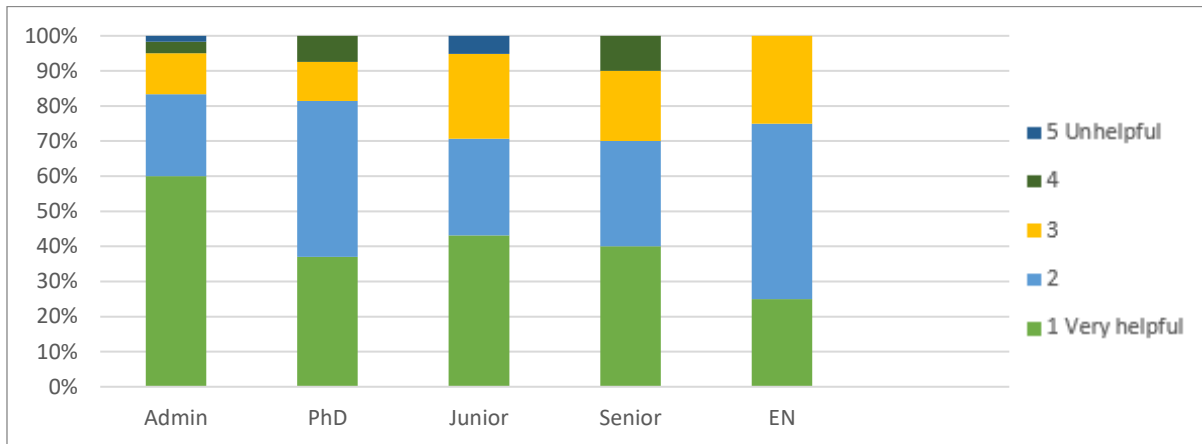


The graph shows that women in senior positions and subsequently Ph.D. students perceive the formation of a children's group as very important.

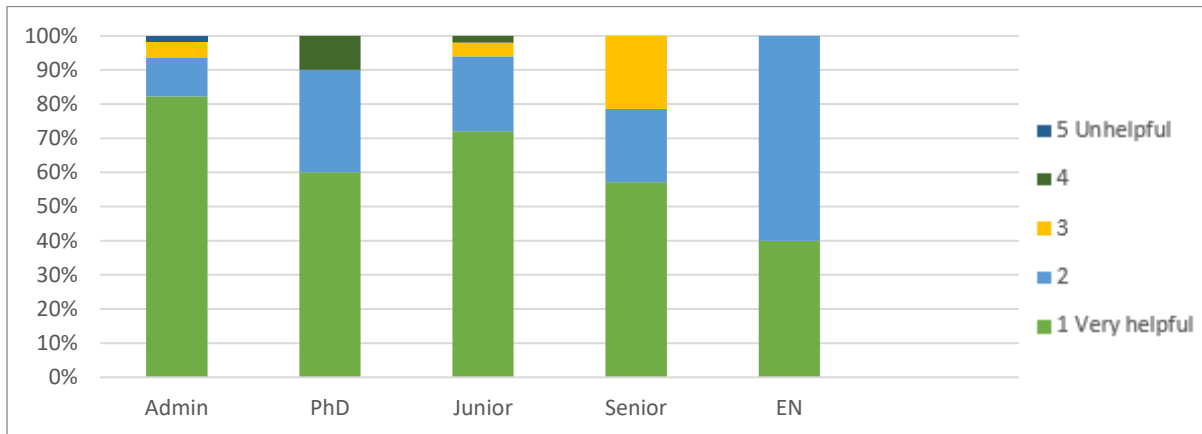
Employees perceive the benefit of the set procedures for filing complaints in order of importance as:



Employees perceive training as follows:

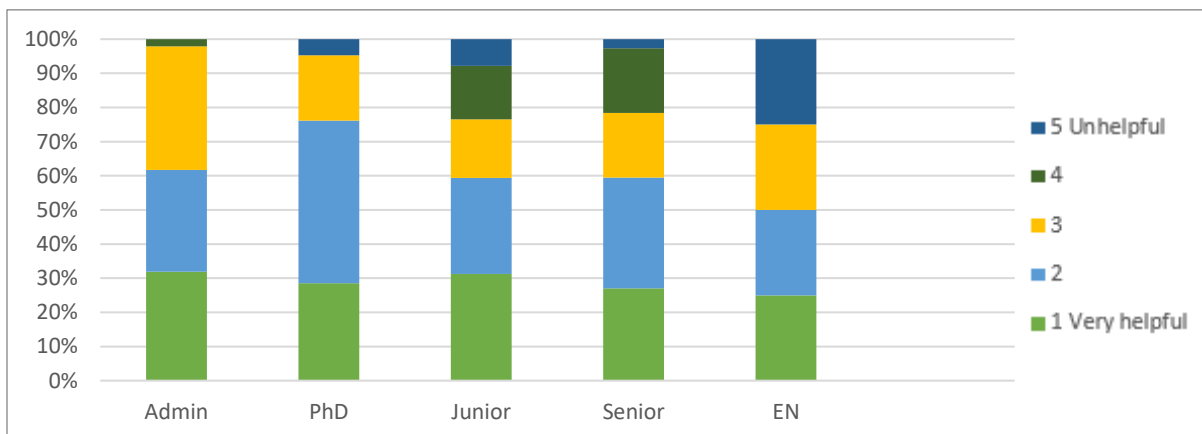


The faculty benefit of CZK 4,000 (about 160 Euro) for development and education has the following response rate among employees:



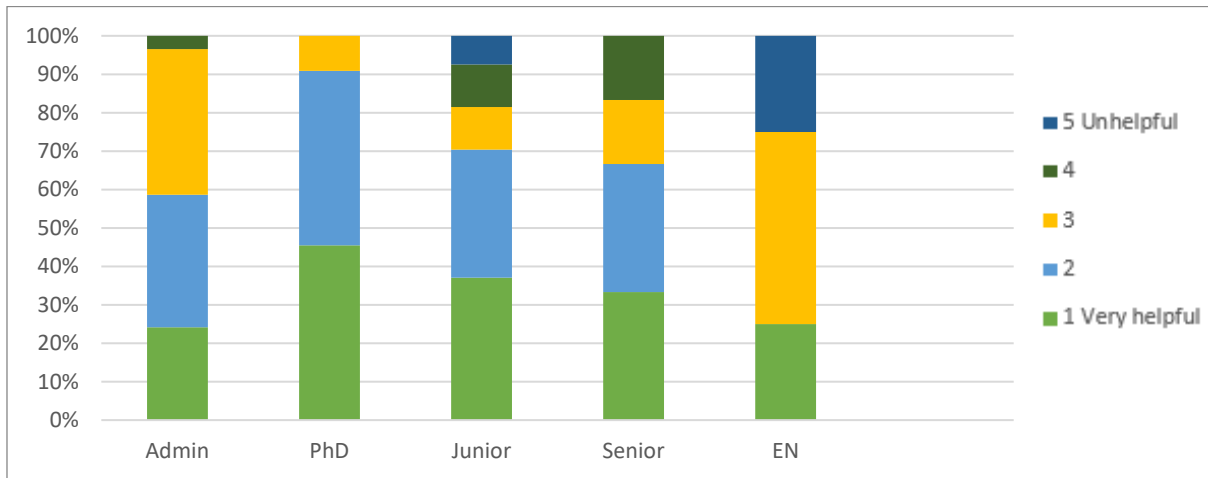
The faculty development training benefit is very important for administrative staff and junior staff.

The annual "EVAK" rating is perceived by respondents as follows:

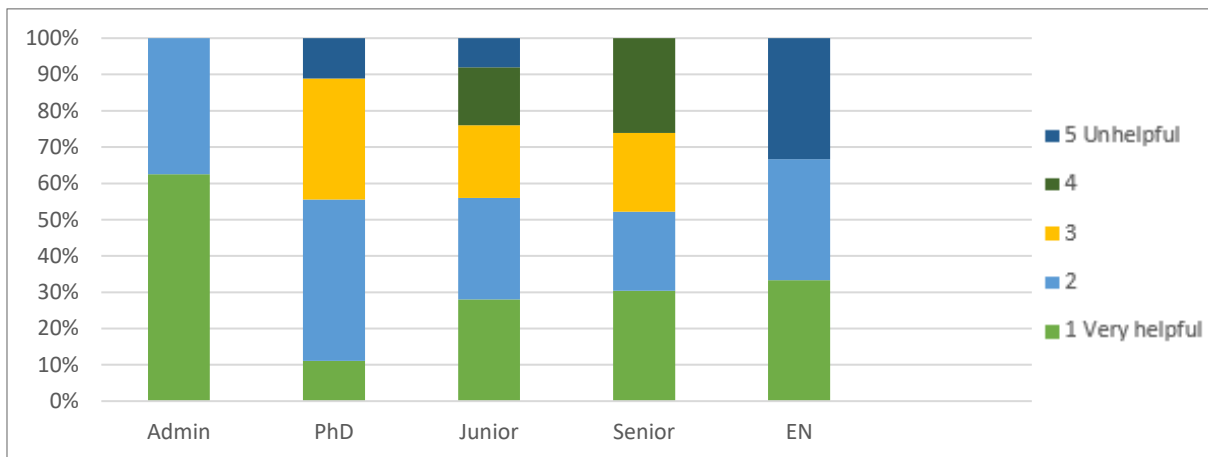


For Ph.D. students, regular annual evaluations and getting feedback from their supervisors is very important.

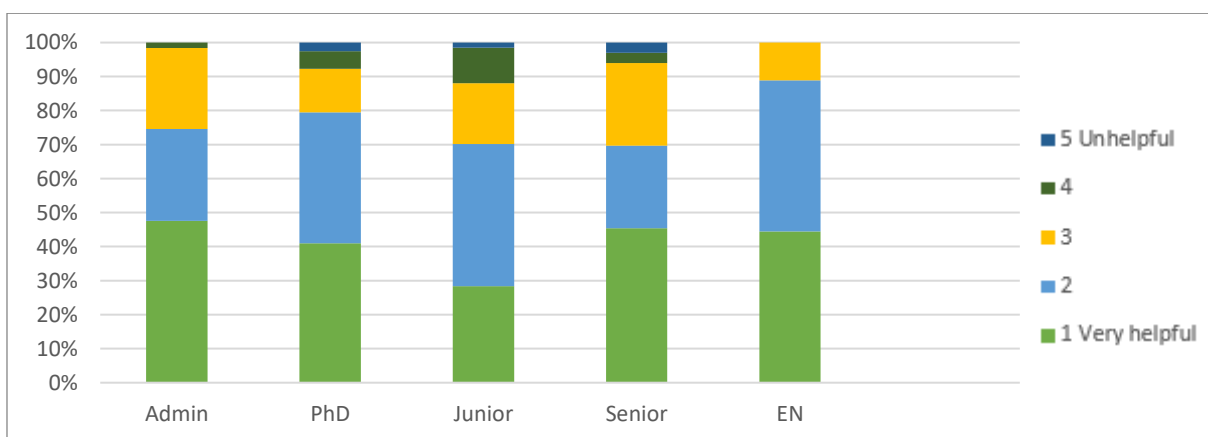
Women responded as follows:



Men:

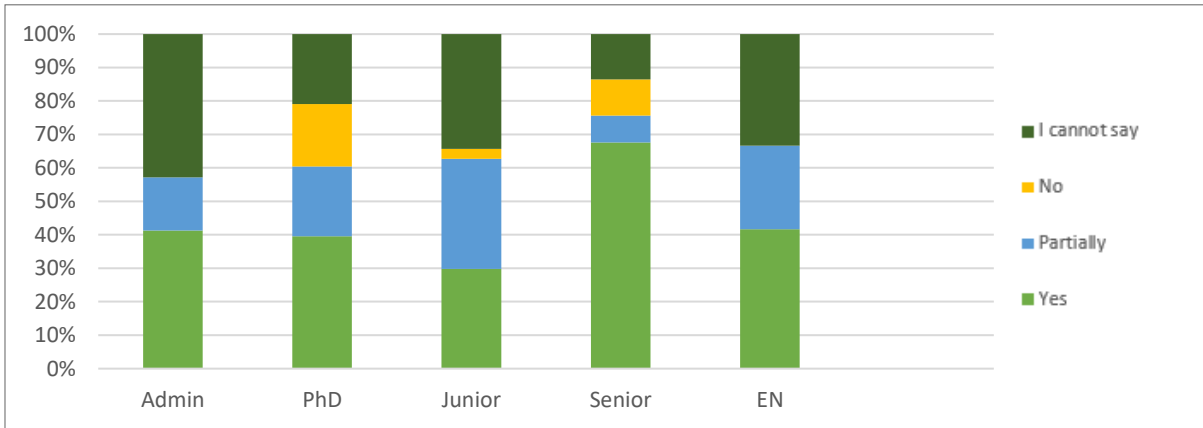


Internal communication (faculty NewFSSletter, Faculty Day...) is evaluated as follows:

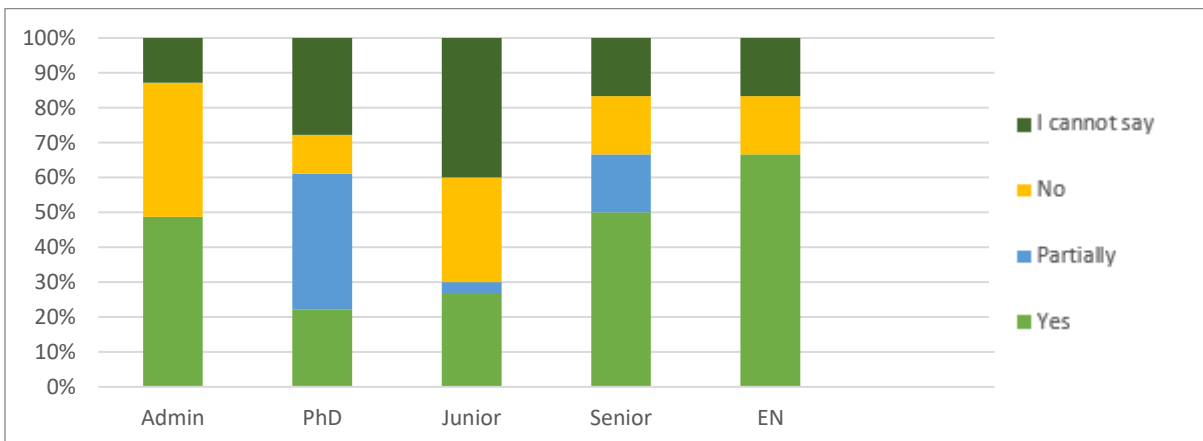


BLOCK 2: Career Development Opportunity at the Faculty

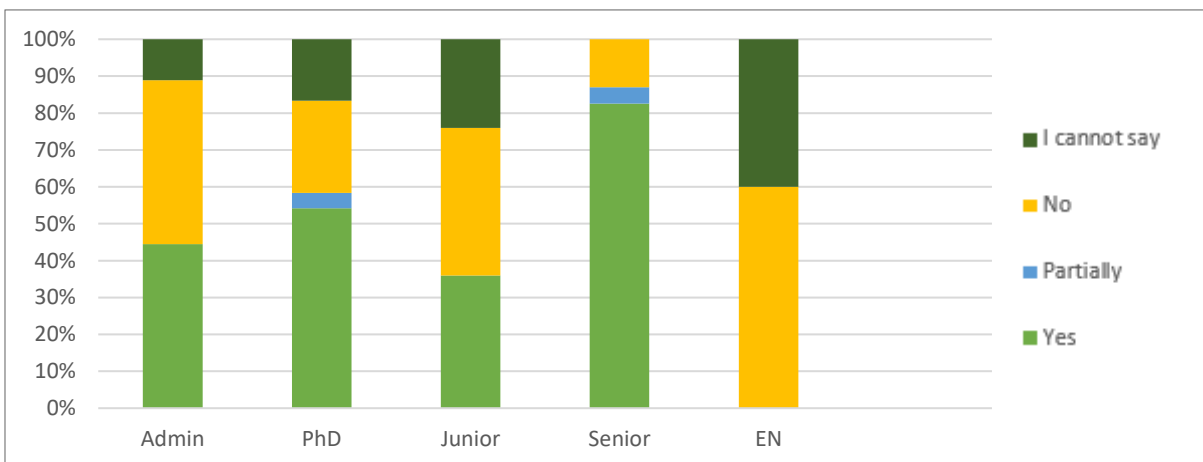
Do you think that the faculty is currently doing enough to ensure that women and men have comparable conditions for career development? (N=222)



Women responded as follows:

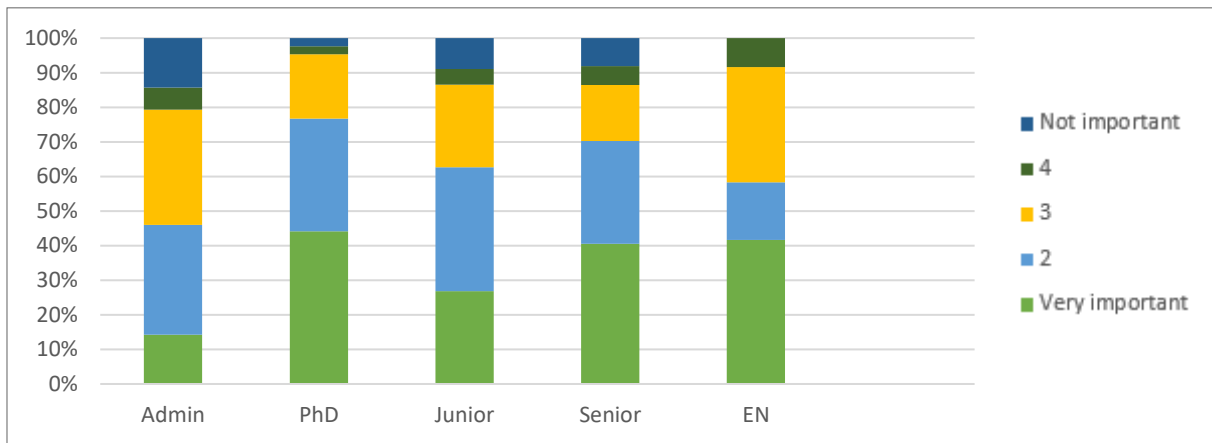


Men:



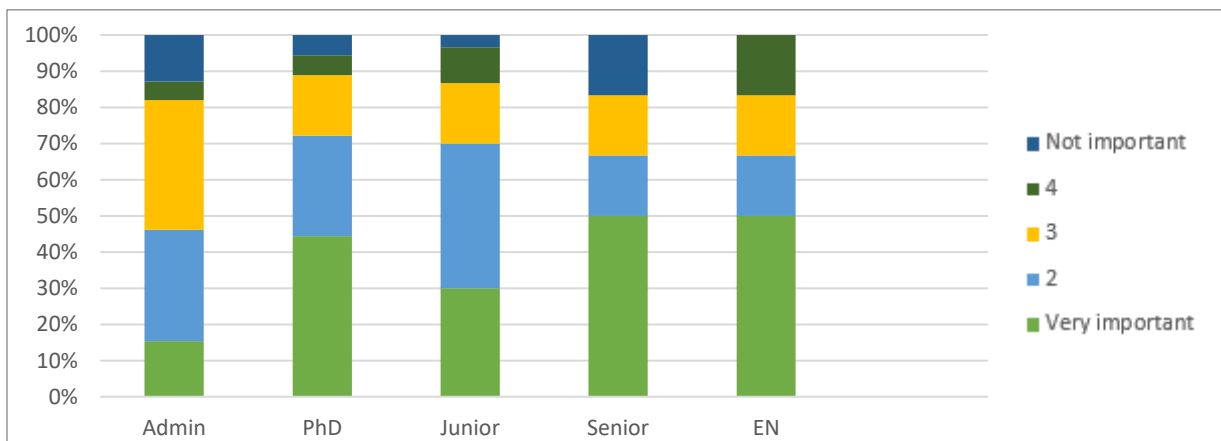
Men from abroad, men in administration and men in junior positions do not perceive comparable conditions for career development.

How important is it for you to be able to advance in your career? (Both advancement in academic rank and advancement to a higher position, e.g., manager.) (N=222)

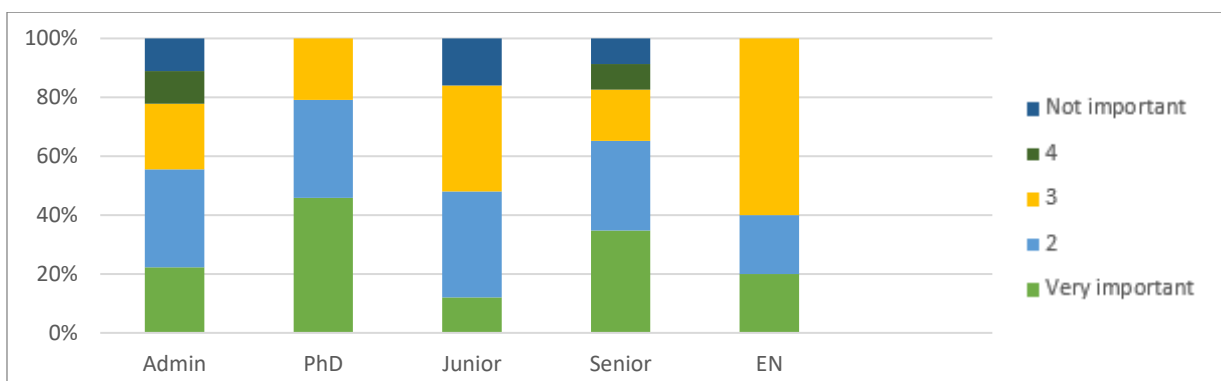


Having the opportunity for career progression is very important for Ph.D. students as well as senior, junior and international staff.

Women responded as follows:

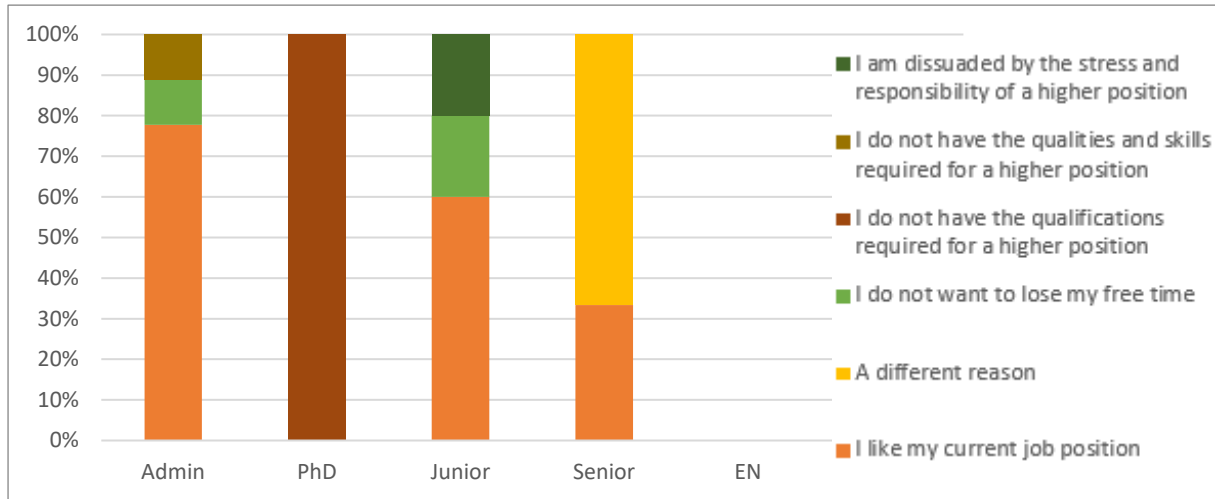


Men:



Both men and women, especially when studying for a Ph.D., see it as important to be able to advance their careers.

Respondents gave the following answers as the most common reasons for the unimportance of career progression:

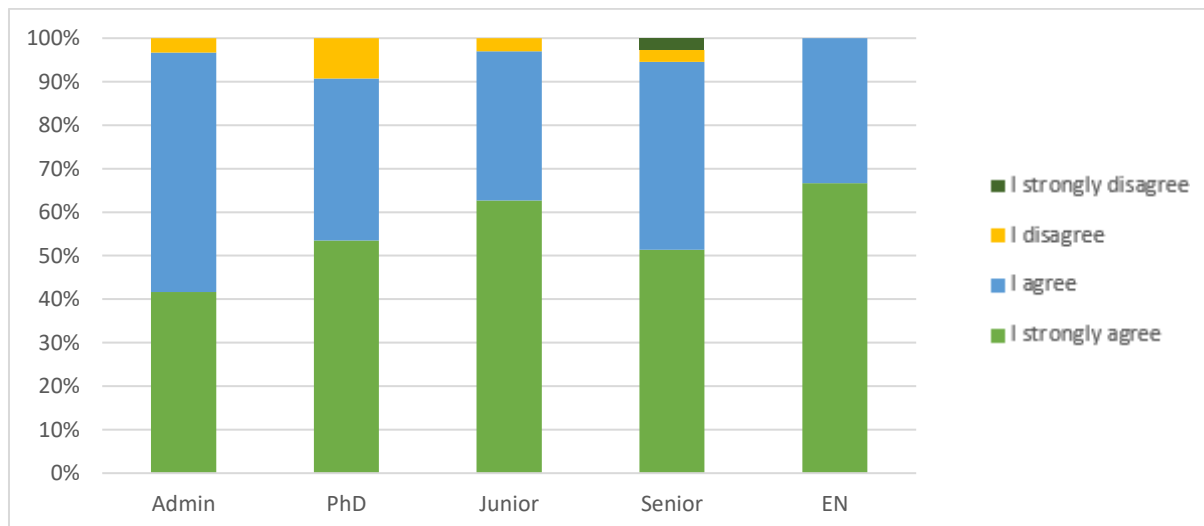


Foreign workers did not respond to this question.

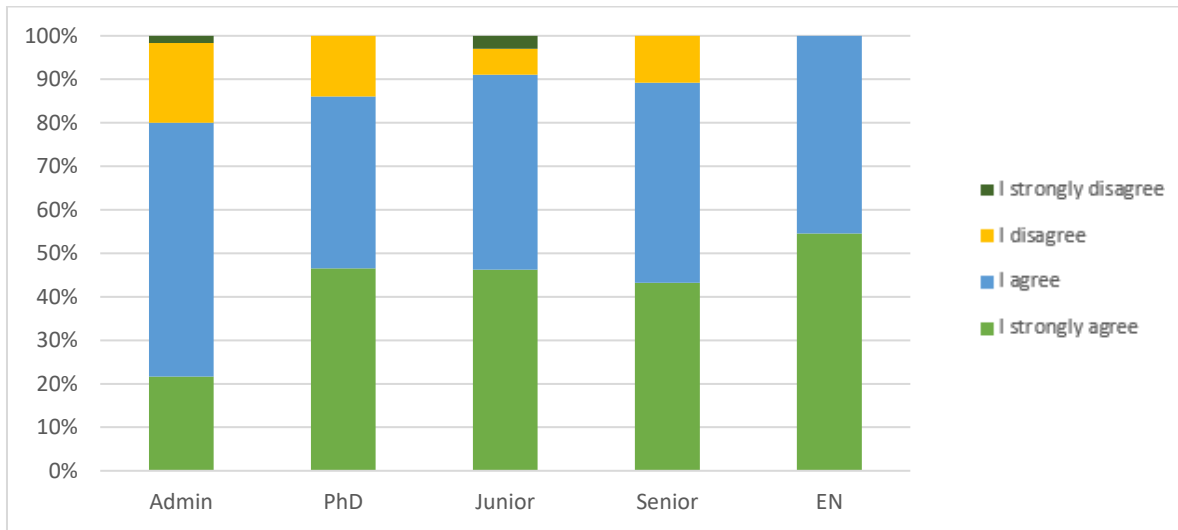
BLOCK 3: Working conditions at the faculty

To what extent do you agree with the following statements about the opportunities to balance work and family life while working at the faculty? (N=222)

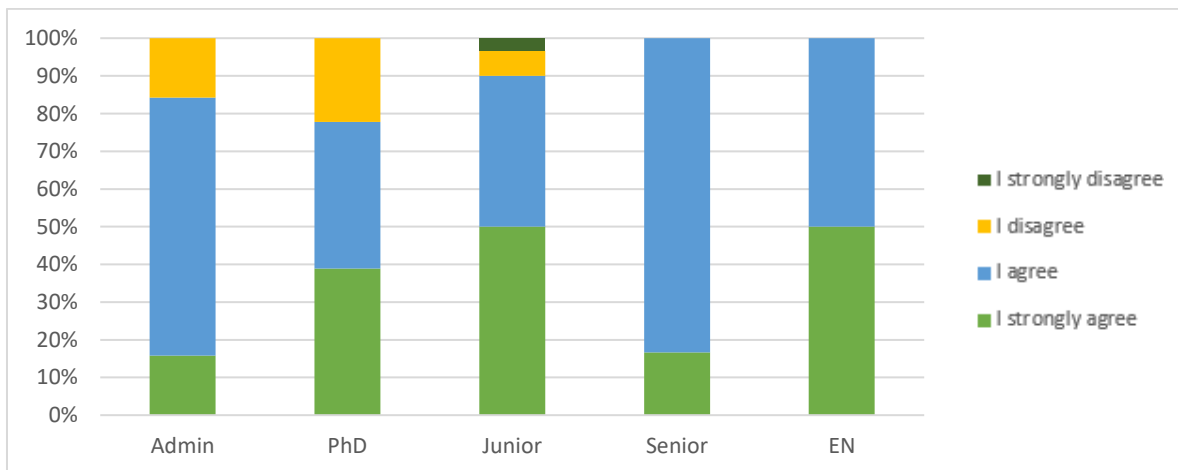
Work flexibility is not a problem when working with colleagues.



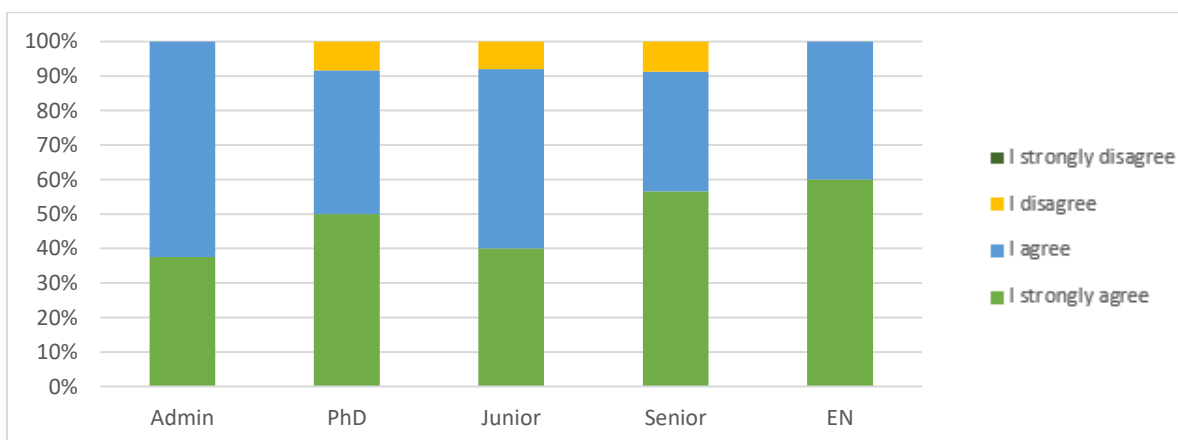
At the faculty, employees can adapt the scope and hours of work to their needs.



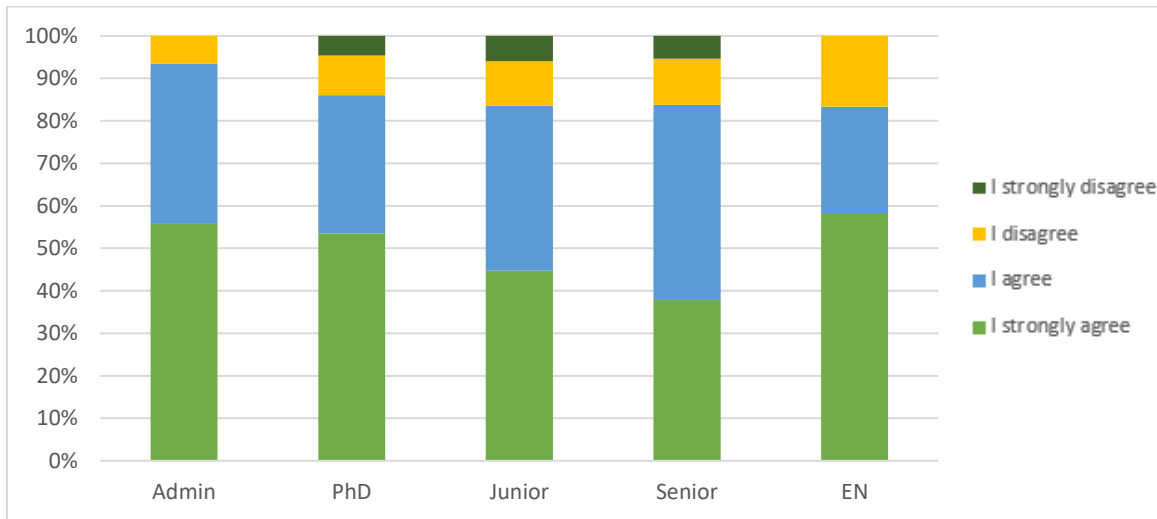
Women responded as follows:



Men:

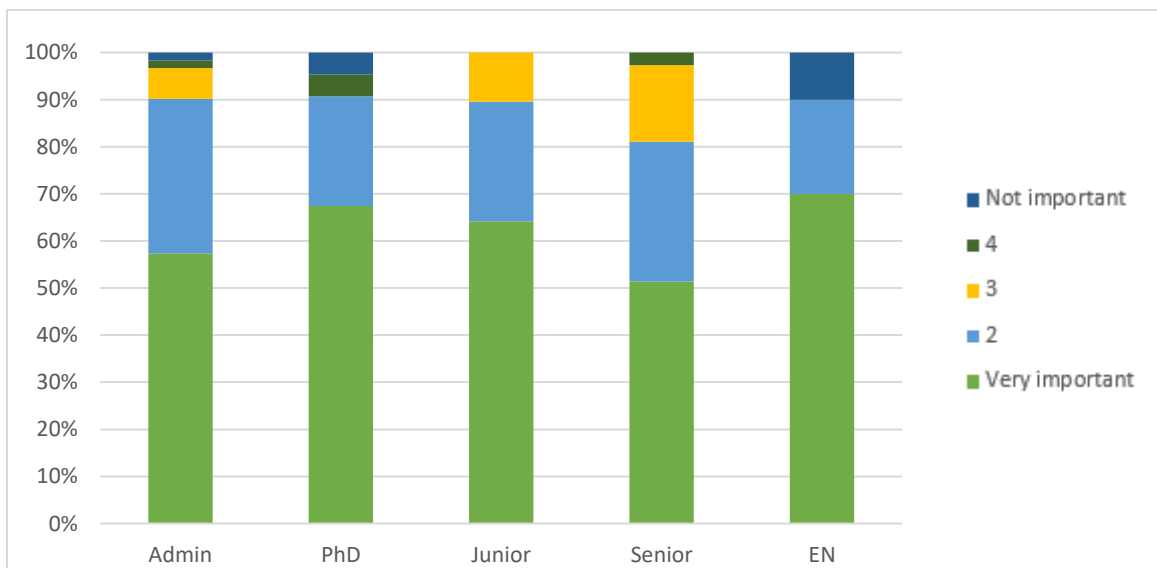


My manager actively seeks to enable employees to balance work and personal life.

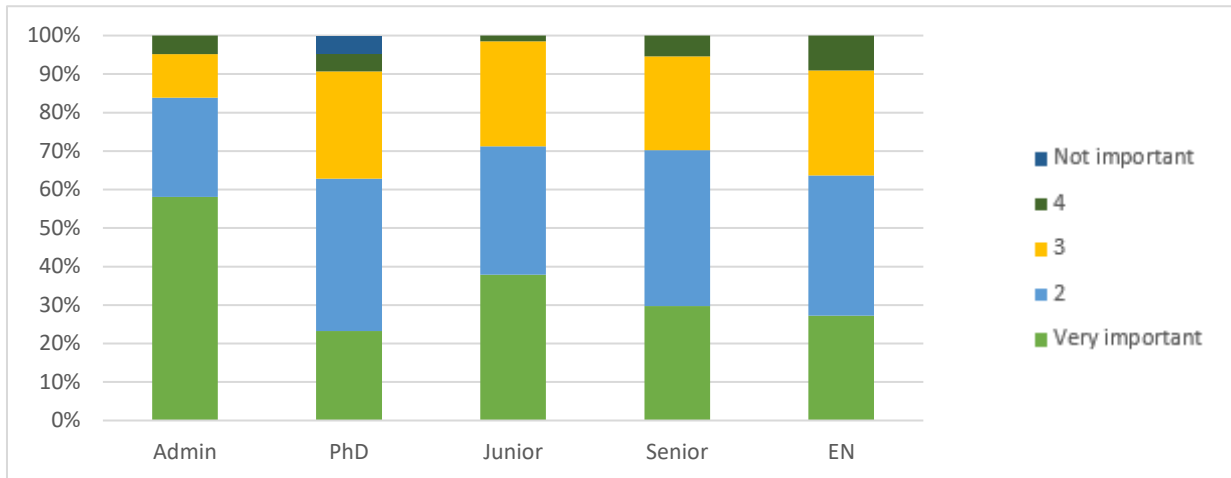


Which areas of care for staff should we focus on at FSS in the future? (N=222)

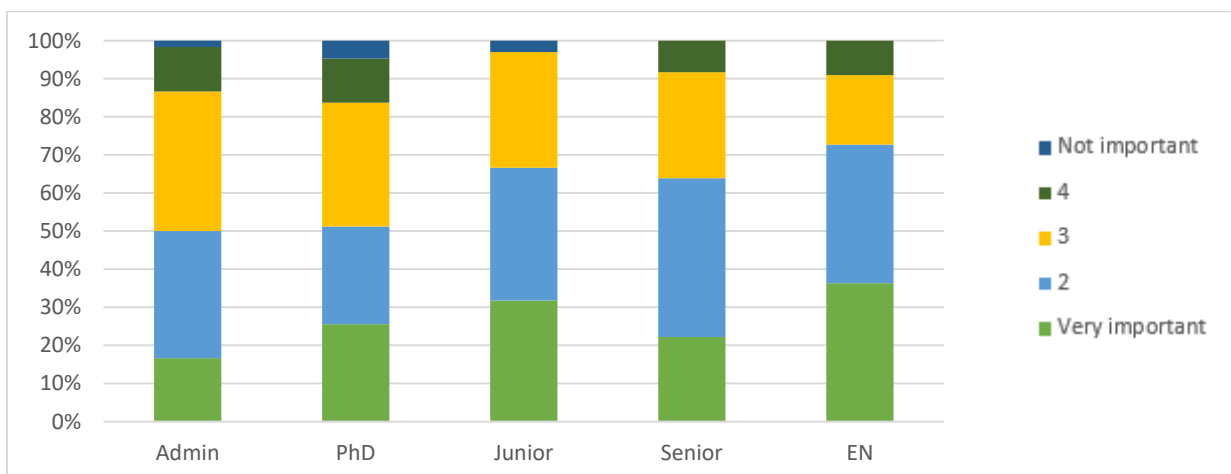
Training and professional development



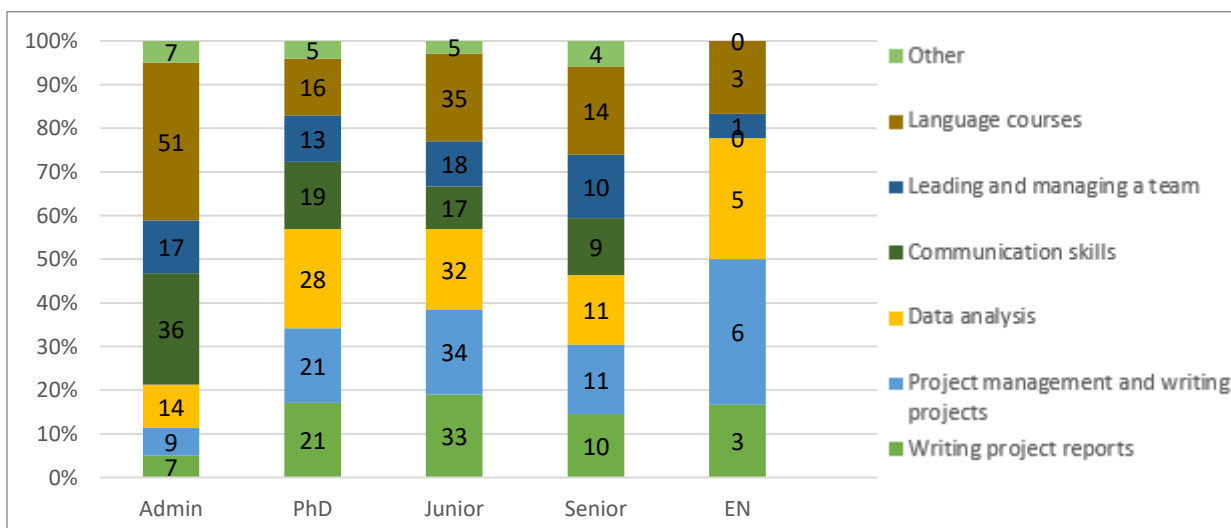
Informing about events at the faculty



Increase in administrative support

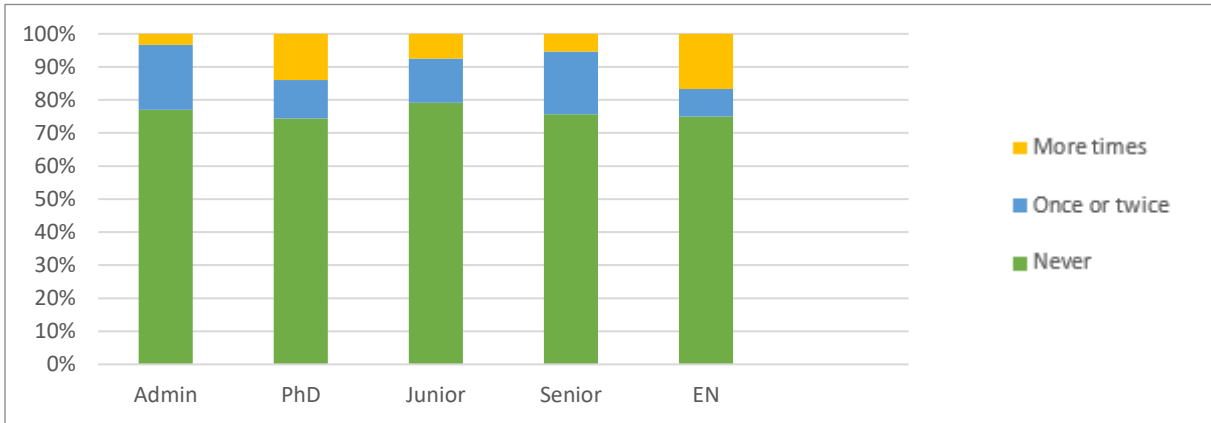


What training would you welcome as part of your work?

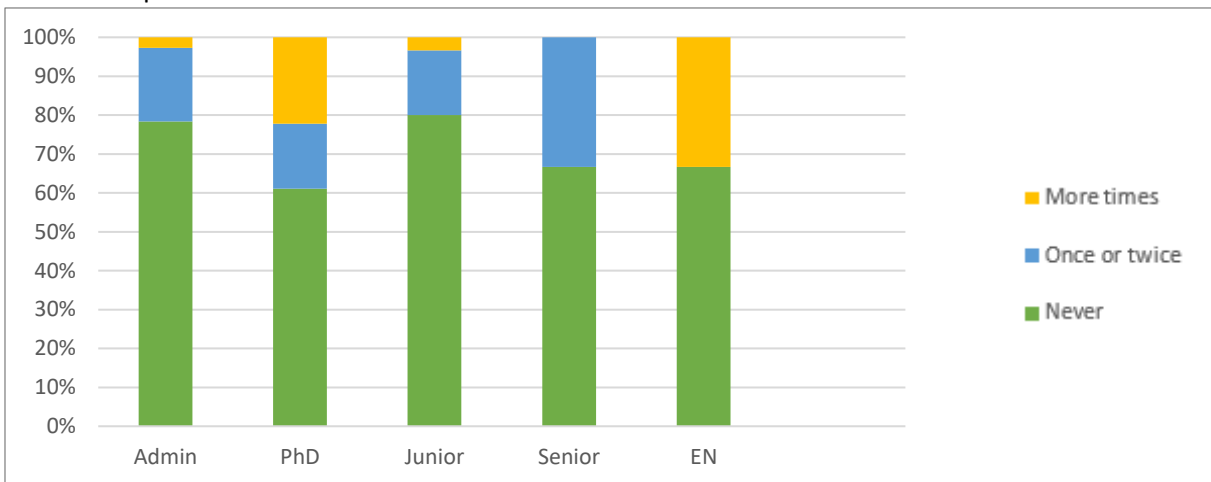


BLOCK 4: Discrimination and equal treatment

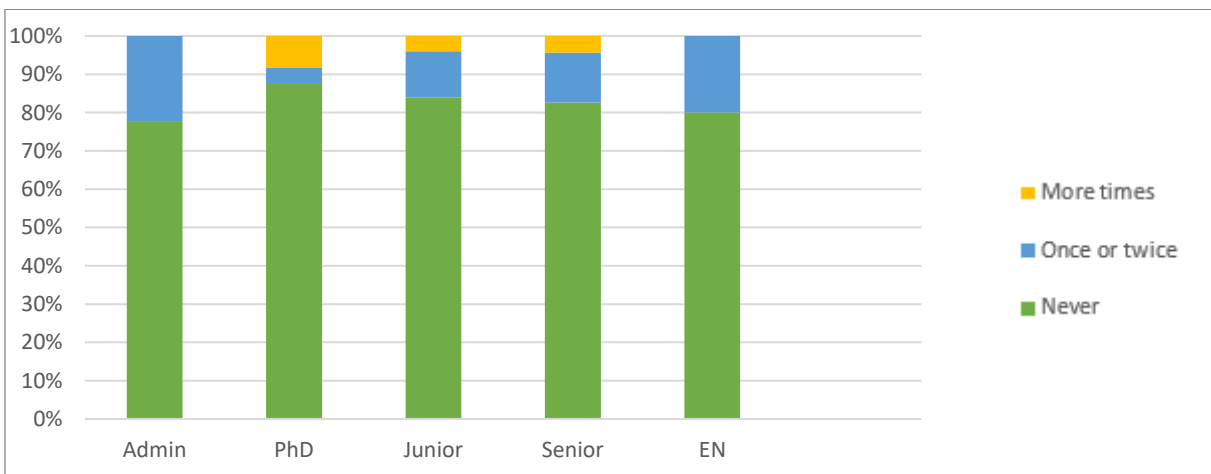
In the last year, did you feel that you were discriminated against or treated unfairly? (N=222)



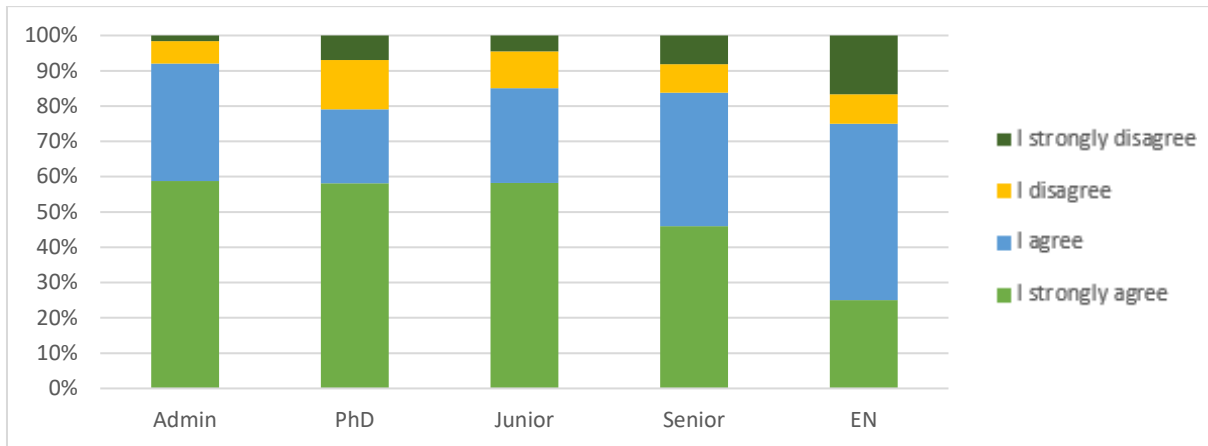
Women responded as follows:



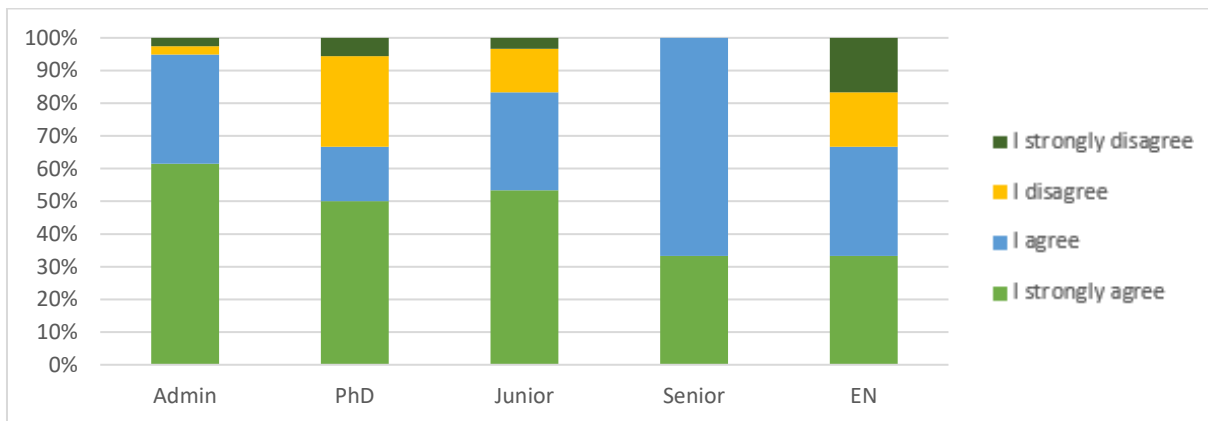
Men:



To what extent do you agree with the following statement? The manager of my workplace treats all my colleagues fairly. (N=222)

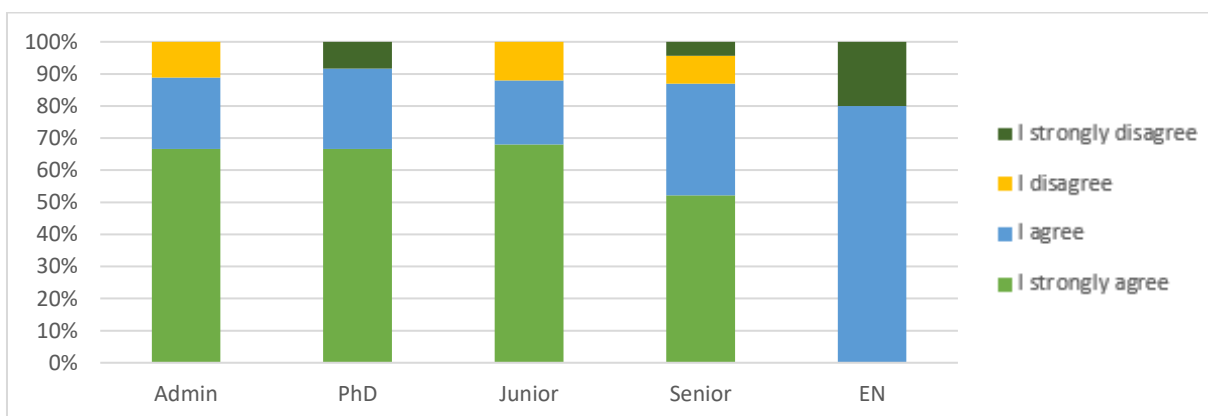


Women responded as follows:



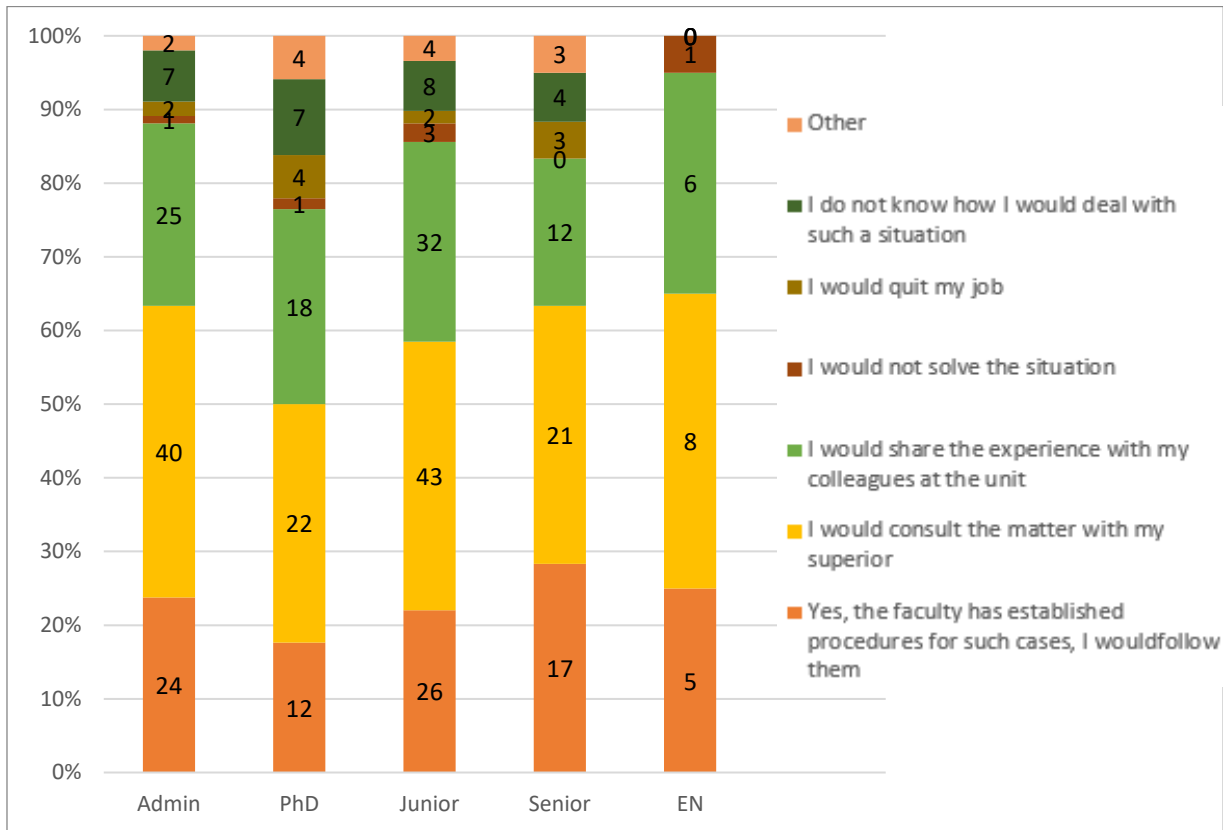
Ph.D. students and foreign female employees do not feel that their supervisor treats everyone fairly in the workplace.

Men:



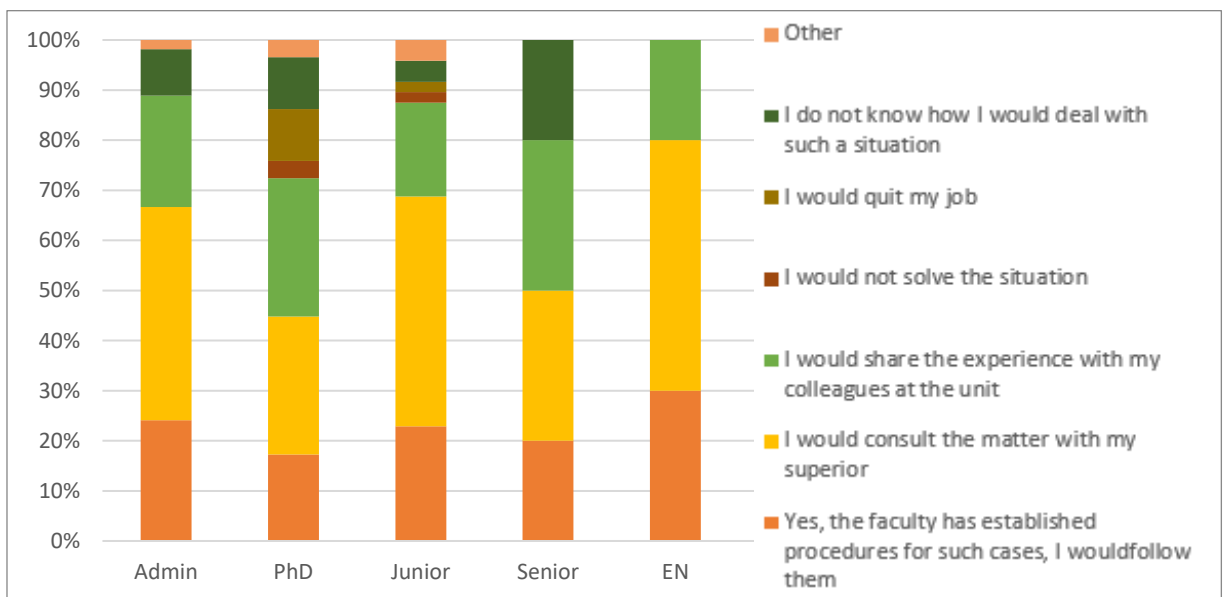
Expatriate, junior and administrative men report that their supervisor does not treat all colleagues fairly.

Do you know how to deal with discriminatory and unfair behaviour?

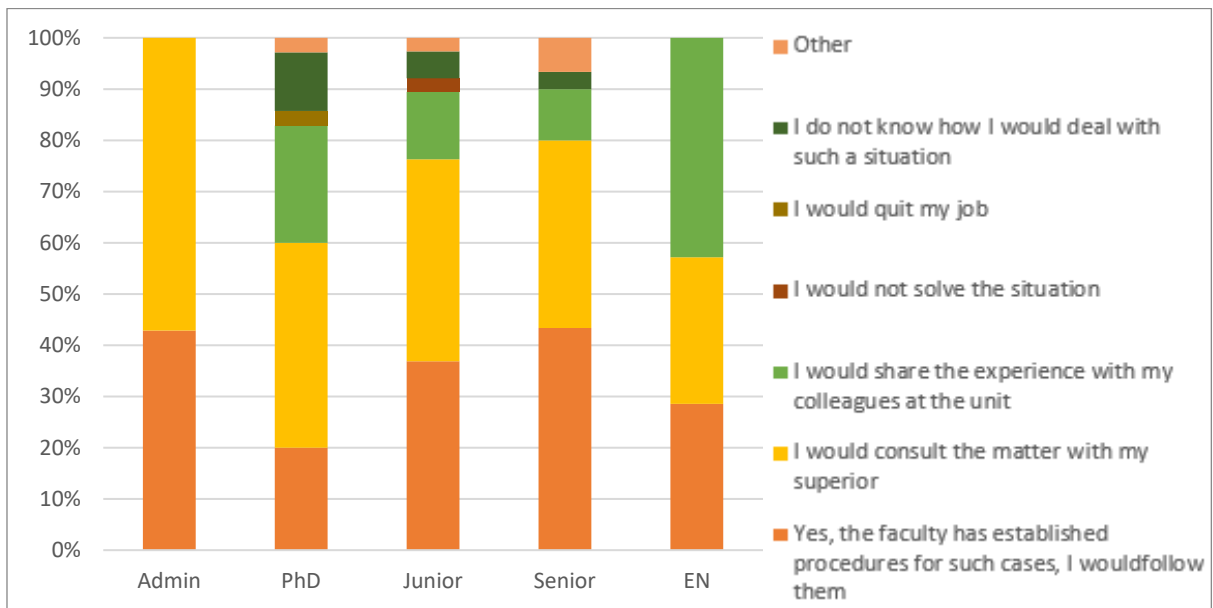


A large number of employees said they would contact their supervisor or address the situation with their colleagues. A larger group of employees said they would resign.

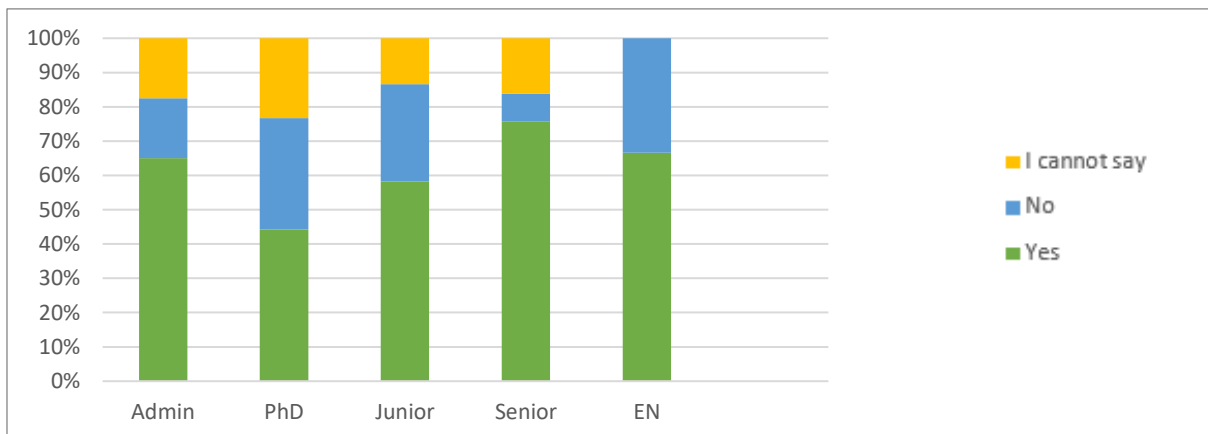
Women responded as follows:



Men:

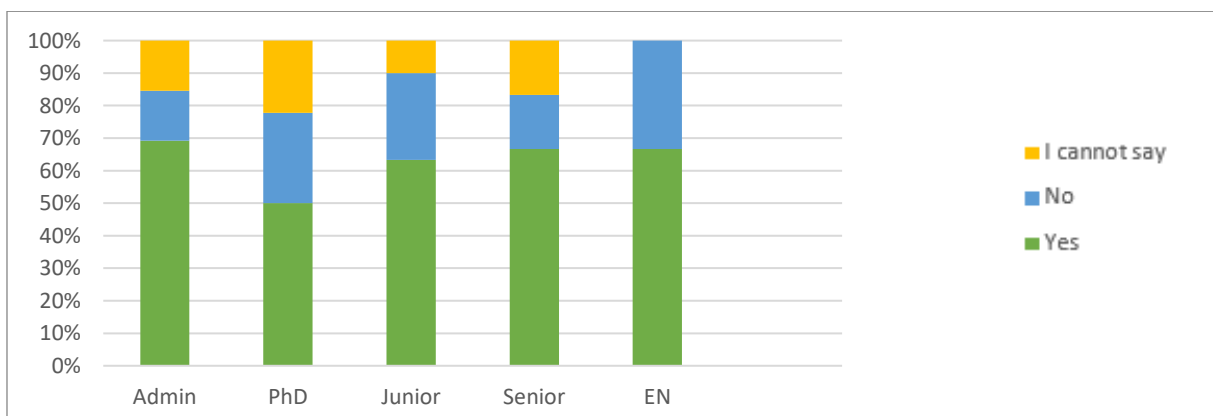


Does the faculty provide you with attractive working conditions and salary? (N=222)

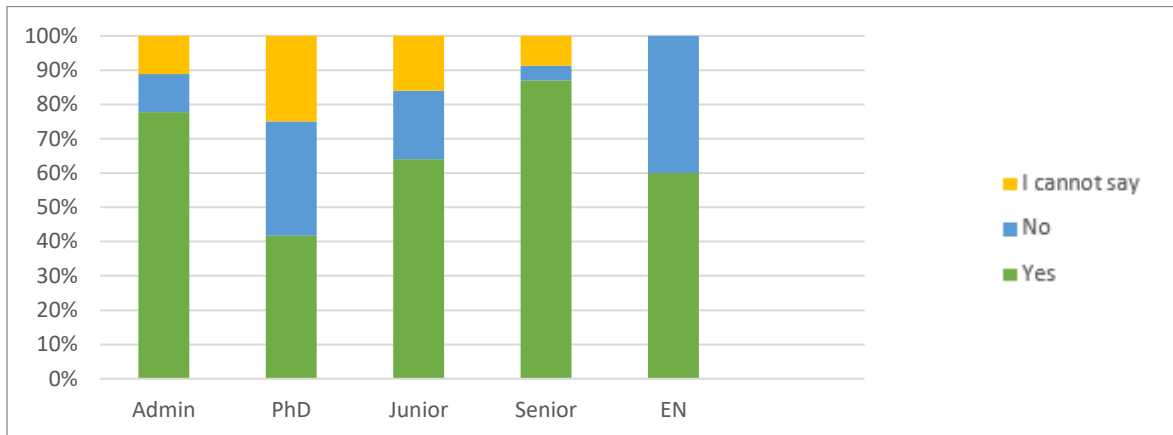


The least satisfied are Ph.D. students, foreign employees and junior staff.

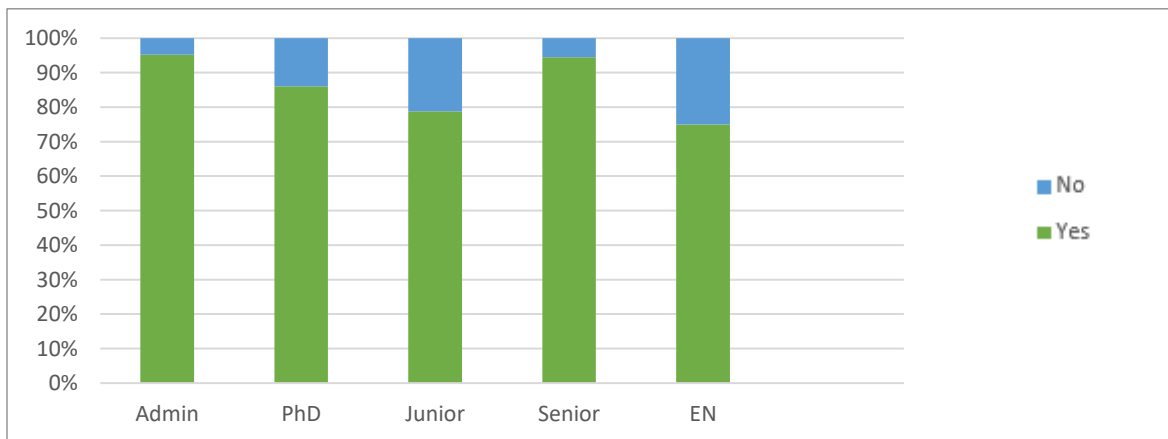
Women responded as follows:



Men:



Would you recommend employment at FSS MU to your friends and family? (N=222)



Thank you for all your verbal responses.

Here are some of your positive findings and recommendations for improvement:

- *Although some of my answers are obviously not entirely positive, thank you very much for what you have done so far and for what you are doing for the staff.*
- *FSS still has gaps in its support for women. They are often burdened with administrative activities because of their diligence and hard work. Yet it is clear that if given the opportunity, they can achieve excellence in research and education. The Children's Group is a great achievement, but it could have been set up much earlier and on a larger scale! Let's support women with benefits (e.g. childcare allowance) and take away the administration. Let's open the playing field for those who want to work more. It will pay back the faculty many times over.*
- *Thank you for the Elanek children's group. It allowed me to return to work after maternity leave.*
- *It would be advisable to press the Institute of Computer Science to adapt the Czech version of the IS to the fact that women work at the university. It is surprisingly uncomfortable to be forced to become a male teacher, a male supervisor, a male opponent, a male supervisor in IS. Every semester, when I hand in my thesis reports, I feel like I don't belong at this university, that women don't count. I understand that Czech is a difficult language in this, but we already have it, so we'll have to deal with it somehow. If the dean can handle it in his emails to the faculty, IS can handle it. Working with IS in English is only partially helpful. In the thesis archive, when uploading assessments, the Czech language remains and one is still the male opponent and male supervisor.*
- *Thank you for this questionnaire, I perceive a great effort on the part of the FSS to improve the conditions of the staff, but it is clear that it is impossible to satisfy everyone. It is good that you are trying to map where there gaps might be.*
- *The financial reward does not match the amount of work involved and the stressors that come with a scientific/academic environment.*
- *It would be helpful to have a clear delineation of the do's and don'ts when it comes to intimate relationships between faculty and students.*
- *The decrease (or not increase) in salary in the year-on-year comparison 2022 compared to 2021 did not correspond to the higher volume of my work, nor to the broader circumstances (inflation in the Czech Republic, wage indexation from July 1, 2022). I would imagine that if an employee is doing their job consistently well and doing it even more than in the past year, that will be appreciated. Which hasn't happened.*
- *I haven't noticed anything, everything is going the same as years ago (I'm not necessarily saying badly).*

- *In my opinion, FSS was already performing very well in HR before winning the HR Award.*
- *Require full-time PhD students as the standard rather than the exception.*
- *For increases in admin support, I lobby for more automation of processes.*
- *We are very overworked. We are expected to be the best teachers, the best researchers, and the best authors in the most highly regarded journals. There is no time for family and personal regeneration. We also don't get paid for overtime.*
- *Low salary.*
- *Thank you for your work and for the friendly working conditions and excellent communication from the faculty management.*
- *Internal relationships and communication across the faculty were disrupted in the past by a not-so-sensitive process in implementing organizational changes. I also see the current setup as an effort to have more discussion, which has been lacking. Ideally, some of the events and activities will in time take on the dimension of casual encounters and useful feedback.*
- *I feel that non-Czech employees are not treated equally, are less integrated in the university, less informed of the rights and ongoing events as most information on the faculty level is only sent in Czech, and have less opportunities to cooperate and to advance professionally.*
- *The salary of PhD students is not attractive. The rest of the faculty is attractive. It is great to work at FSS.*
- *If it was possible, I would welcome an allowance for physical activities (the multisport card does not include exercises offered at my place of residence).*
- *I like working at FSS, I like the atmosphere of the building itself and the atmosphere at the workplace :-)*
- *I have already changed several jobs and FSS is the best. Everyone here treats me nice and friendly and we always agree on everything in the end. I am absolutely satisfied and have no problem here.*



We are pleased with the thanks and critical feedback will not let us rest on our laurels. Thanks for that!

By: HR Award Manager Gabriela Vybíralová and Data Analyst Martin Jáni