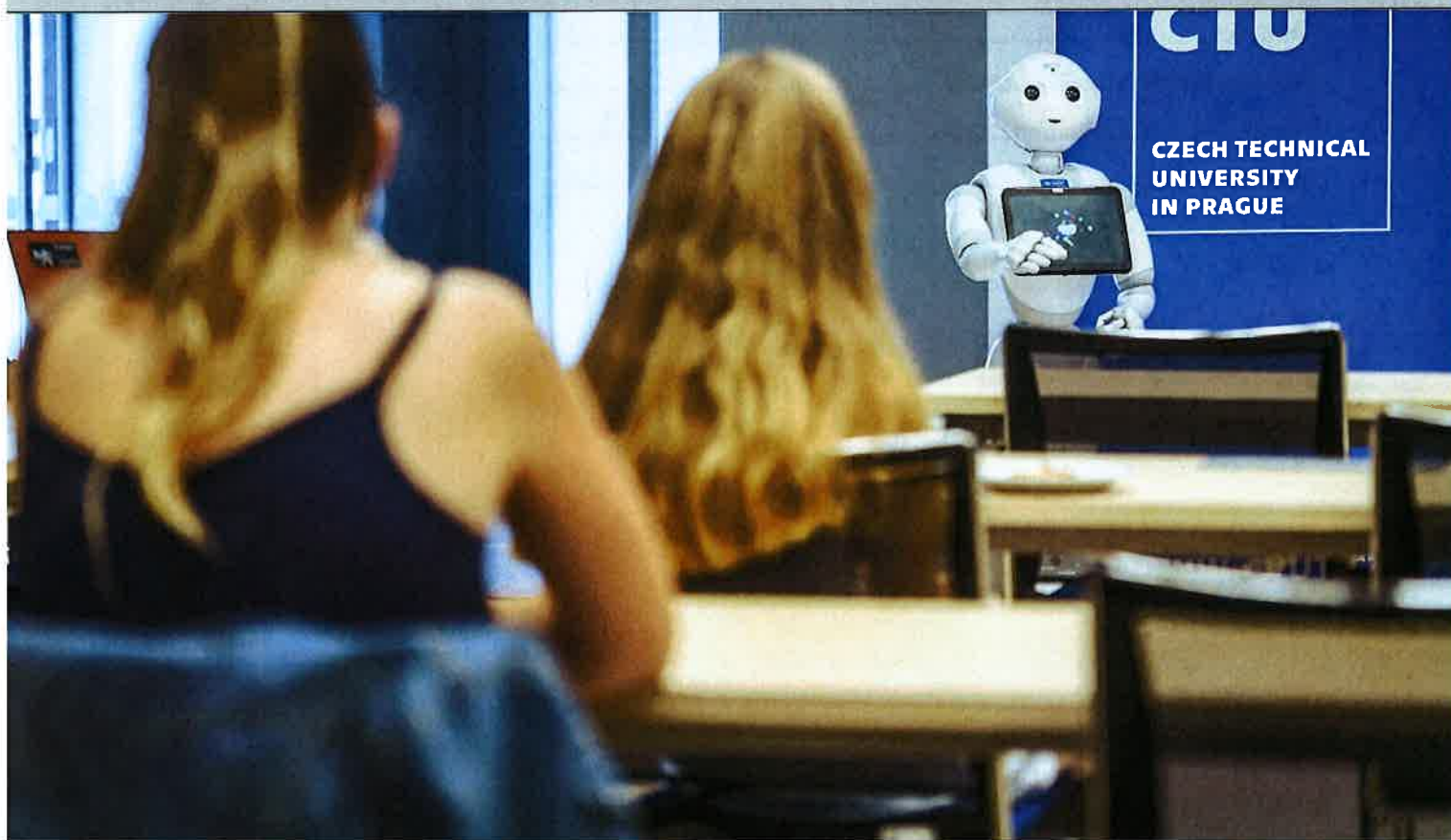




GENDER EQUALITY PLAN

2021-2024



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Introduction

Gender equality in research and innovation is a priority of the European Research Area (ERA). Under the ERA Communication 2012 framework, the European Commission has set three objectives to work with EU countries and foster institutional change: gender equality in scientific careers, gender balance in decision making, integration of the gender dimension into the content of research and innovation.

The European Commission's Gender Equality Strategy for 2020-2025¹ sets out a vision, policy objectives, and actions to make concrete progress in gender equality in Europe and toward achieving the Sustainable Development Goals. This strategy is the EU's contribution to shaping a better world for women and men, girls and boys. It delivers on the Sustainable Development Goal for Gender Equality (SDG 5). Gender equality as a cross-cutting priority in the 2030 Agenda for Sustainable Development² has been declared by United Nations.

The European Commission reaffirms its commitment to gender equality in research and innovation in Horizon Europe, which is a key funding programme for research and innovation in ERA. The programme facilitates collaboration and strengthens the impact of research and innovation in developing, supporting and implementing EU policies while addressing global challenges. Horizon Europe supports European partnerships in which the EU, national authorities and the private sector jointly commit to support the development and implementation of a programme of research and innovation activities.

The Gender Equality Plan (GEP) becomes an eligibility criterion for all public bodies, higher education institutions, and research organisations of EU countries and associated countries who are wishing to participate in Horizon Europe for calls with deadlines in 2022 and onwards. The integration of the gender dimension into research and innovation content is, by default, a requirement, an award criterion evaluated under the excellence criterion unless the topic description explicitly specifies otherwise.

She Figures 2021³ presents data on the European Commission's gender equality priorities in the field of research and innovation policy. Women are close to reaching gender parity among doctoral graduates but are still underrepresented in technical professions and decision-making positions.

Equality between women and men is one of the fundamental values of the Czech Republic as expressed in the Charter of Fundamental Rights and Freedoms and the Labour Code. The promotion of gender equality falls within the competence of the Prime Minister and the Department of Gender Equality. It conducts an annual assessment of progress

¹ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

² <https://sdgs.un.org/2030agenda>

³ <https://op.europa.eu/s/sPKR>

in meeting the goals and objectives in the field of gender equality and the Strategy for Gender Equality and the Promotion of Gender Equality 2021-2030⁴.

The rector of CTU underlines the importance of the European Commission Gender Equality Strategy, objectives, and planned actions on gender equality at Czech Technical University in Prague and supports awareness of gender equality in an academic environment through addressed and concrete activities. CTU focuses on gender equality recruitment and career progression in line with activities in the CTU Action Plan⁵ Human Resources Strategy for Researchers (HRS4R) and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. CTU creates welcoming working conditions, social security, professional development opportunities, and transparent recruitment procedures as described in the following chapter. This plan contains measures, activities and policies for 2021 to 2024 that support our gender equality goals.

Description of CTU

The Czech Technical University in Prague (CTU) is one of the largest and oldest technical universities in Europe. CTU currently has eight faculties (Civil Engineering, Mechanical Engineering, Electrical Engineering, Nuclear Science and Physical Engineering, Architecture, Transportation Sciences, Biomedical Engineering, Information Technology) and six Institutes, more than 17,800 students and 4,177 FTE employees. CTU is particularly strong in science, technology, engineering and mathematics (STEM) and is also active in a wide range of academic disciplines⁶.

The mission of CTU is loyal to more than 300 years of tradition, pledges to respect academic liberties, democratic principles, independence from political power, moral and ethical principles, and to observe the principles of equality, cooperation, and unity. CTU cooperates with all institutions that honour the same principles. CTU seeks to participate in the development of society and strives to be an embodiment of scholarship, technological progress, and artistic creativity. CTU fully concentrates on accomplishing the role of a respected authority in educational, scientific, research, and engineering creative activities; to do so it draws on the experience of the past generations of engineers and architects while also taking advantage of the skills of present and future academic workers and students.

CTU meets the requirements of the Human Resources Excellence in Research Award from the European Commission. The award promotes a stimulating and favourable work environment for researchers in our institution. The Human Resources Strategy for Researchers

⁴ <https://www.vlada.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf>

⁵ <https://www.cvut.cz/en/hr-award-hrs4r>

⁶ www.cvut.cz/en

(HRS4R) at CTU reflects a commitment to continuously improve human resource (HR) policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, notably the commitment to achieve fair and transparent recruitment and evaluation procedures. CTU is introducing a list of measures to promote gender equality within the HRS4R Action Plan, such as ethical and professional aspects, recruitment and selection, working conditions and social security, training, and development. CTU has also implemented its Code of Ethics and Career System as an internal regulation.

CTU has recently joined a new prestigious project of European technical universities: EuroTeQ Engineering University⁷ which together with the CTU Action Plan HRS4R and GEP, allows further institutional transformation in engineering education for the future and a quality working environment.

According to Methodology 2017+⁸, CTU received an A grade, the highest possible in the ranking of universities in the Czech Republic in 2021 by the national government. According to the 2022 QS World University, CTU is now in the 403rd position globally.

Gender equality ongoing measures at CTU

Equal opportunities within the university are supported by a wide range of activities. Women and men have equal rights and self-determination in all aspects and stages of their lives. Diversity, inclusion, and equality are thus the main principles within the university community of students and staff. Our community and the quality of our education and research thrive on mutual respect, an open-minded culture, the free exchange of opinions, ideas and experiences, and reciprocal appreciation. This includes various components of diversity, in particular: social diversity, nationality, ethnicity, gender diversity, sexual orientation, educational background, disability, religion, world view and age. CTU creates working conditions for different generations of employees, from early-stage researchers to senior positions.

CTU is also the founder of University Primary School and Preschool named “Lvicata”. The school is located at the university campus. It represents support for parents who work at university. The school is focused on science and technology.

Other activities that promote gender equality and present an attractive study and research environment at the University include the annual event Become a Woman Scientist Day on the occasion of the International Day of Women and Girls in Science at the Faculty of Nuclear and Physical Engineering.

⁷ <https://euroteq.eurotech-universities.eu/>

⁸ <https://www.vyzkum.cz/FrontClanek.aspx?idsekce=695512>

CTU holds a week-long CTU Children's University each summer. The event is organized and sponsored by the Rector's Office of CTU, with the cooperation of individual faculties and university institutes. The aim is to open the university to primary school children and to introduce them to individual fields of research in a fun and accessible way while providing a full-day programme for children. Children have the opportunity to experience the university way of education and to become familiar with different technical fields in a creative way. An equally important goal is to provide a full-day program for children of working parents.

The girls studying at the Faculty of Electrical Engineering named wITches organize events for primary school children to increase children's interest in electrical engineering and computer science. The focus of the activities is on cooperation between boys and girls in a fun way.

The Children's Transport Academy at the Faculty of Transport of the CTU is for children who are interested in transport and everything around it. It is a one-week program organized as a daily camp in the summer.

The PR Department at the Rector's Office of CTU organizes Girls Days designed for girls from secondary school and the popularization of technical sciences at the university.

Galibi is the LGBTQ+ university club of the CTU Student Union. The club is for CTU students, alumni and friends.

Other activities promoting gender equality and the attractiveness of technical IT fields at the university include a long-standing close collaboration with the Czechitas association, which has the primary idea of educating women to get a job in IT.

The Centre for Support of Students with Specific Needs (ELSA) is an organizational unit that provides support to national and international students. It develops activities that lead to the adjustment of the examination course so that the specific needs of the applicant are individually respected. A student with specific needs has the right to adjust the course of study following the Methodological Standard of the Ministry of Education, Youth and Sports.

The CTU also runs a Centre for Information and Counselling Services (CIPS), which offers support and coaching in the areas of study, psychological, social, legal, spiritual, and speech issues. CIPS puts special emphasis on solving study risk situations and psychological counselling in Czech, English or other languages for all CTU students and employees.

The CTU strictly complies with the provisions of the Labour Code (Act No. 262/2006 Coll.) concerning discrimination based on gender, particularly concerning employee salaries, meal allowances, training and career opportunities.

The CTU Career Guide, which has become the general standard at CTU, states the provisions in Article 6, paragraph 2. Ensuring career or professional growth is implemented through creating a background for creative work, especially by harmonizing and balancing research and teaching activities and by providing quality equipment at workplaces, adjusting working

conditions of employees after returning from parental leave, supporting faster involvement or re-engagement in work, adjustments to working conditions for workers with preschool children to harmonise family and working life, adjustments to working conditions for workers whose career development may stagnate due to objective external constraints (health, care of immediate family members), adjustments to time limits depending on the recognised period of parental leave. CTU internal document "Recommended procedures for the recruitment of academic and scientific staff and the organisation of selection procedures for senior staff at CTU" includes gender aspect and recommendation: "It is recommended that at least one member of the selection committee be a member of staff of the relevant department is at least one woman."

Statistics

Gender equality indicators and the availability of data disaggregated by gender and further categories (such as age, positions, etc.) play an important role in implementing gender mainstreaming. Data are presented in the annual report on the activities of the University.

34% of the total number of employees, totalling 6,075, were women in 2020. The proportion of women in professor positions is 8.5%, 25% of technical assistant positions were women. The highest female representation of 54% is in the position of non-academic staff.

Total number of students is 17,442, of which 30 % are women. There were 3,255 international students at CTU in 2020.

Appendix 1 contains additional statistical data from gender perspective.

Planned Gender Equality Activity

Gender Equality Plan activities are targeting an organisation gender equality objective, they reflect European Commission Gender Equality Strategy for 2020-2025 and five thematic areas set up for the Horizon Europe programme:

- work-life balance and organisational culture
- gender balance in leadership and decision-making
- gender equality in recruitment and career progression
- integration of gender dimension into research and teaching content
- measures against gender-based violence including sexual harassment

In the initial phase, a questionnaire survey will be conducted, targeting these thematic areas. The results of the survey will be used in the implementation of the individual GEP activities presented in the tables below.

A website dedicated to gender equality will be established and continuously updated on the CTU website, <https://www.cvut.cz/en/gender-equality-plan>. The website will include contact details for the Gender Equality Team, explanations of terms, relevant legislation and internal regulations, as well as links to relevant videos, lectures, and documents.

The Gender Equality Team will oversee the implementation of the gender equality objectives and, together with experts, will implement the various planned activities.

The gender equality activities are designed as realistic, measurable and needed with the aim to promote gender equality in the respective policy.

The activities will be based on the current activities and also on the new activities listed in the table below.

The list of actions does not present a fixed framework. The concrete actions depend on more interrelated internal and external influences changing in time; the flexibility should reflect current needs in connection with the further development of institutional transformation in human resources. All measures to promote equal opportunities between men and women will be in line with activities in the CTU Action Plan Human Resources Strategy for Researchers (HRS4R) and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

For the purposes of integrating the gender dimension into research and innovation, the European Committee recommends the policy document Gendered Innovations 2: How Inclusive Analysis Contributes to Research and Innovation⁹. This document is an inspiration for promotion and reception of gender equality in research at CTU and developing planned activities.

⁹

https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ki0320108enn_final.pdf

Work-life balance and organisational culture			
Action	Measures	Stakeholders	Expected impact
<p>Create a Guide for the use of gender-sensitive language at the CTU.</p> <p>Implementation of seminars and workshops on the following topics:</p> <ul style="list-style-type: none"> - Ethics in science and research - Integrating the gender dimension into science and research - Work-life balance. <p>Information campaign on career and study opportunities and support for employees and student parents.</p>	<p>Reconciliation of work, studies and family life: interviews, life stories and inspirations.</p> <p>Social events to thank the girls and women who successfully represent CTU.</p> <p>Organise a panel discussion, for example, "Women in science and research - can we reconcile professional career and personal life" on the occasion of the International Day of Girls and Women in Science.</p> <p>Processing and presenting stories of outstanding women in leadership, scientific and academic positions.</p> <p>Inform how CTU supports parents in their careers and helps in the area of childcare support, for example, the University Primary School and the Preschool.</p> <p>Analysis of babysitting needs and related measures. Realization of a sample "Baby point".</p> <p>Non-barrier access analysis.</p>	<p>All staff</p> <p>Students</p>	<p>Increase the number of women in different positions.</p> <p>Improve the work environment in line with HRS4R and gender equality.</p> <p>Involve more enthusiastic women in collaborative research and education.</p> <p>The use of gender-sensitive language and communication (verbal, nonverbal, and visual) will contribute to the elimination of stereotypes and inequalities.</p> <p>Strengthening the principles of ethical and gender equality in the university environment.</p> <p>Creating better working conditions for women and men caring for small children.</p> <p>Institutional support for work-life balance, such as conditions for teleworking, part-time jobs, examples of good practices.</p>
<p>Gender equality in the study:</p>	<p>Raise awareness of the Centre for Support of Students with Specific</p>	<p>Students</p>	<p>Increase awareness of CTU services for students.</p>

Gender Equality Plan 2021-2024



<p>Implementation of seminars and workshops on the following topics: Gender equality in study.</p> <p>Information campaigns and promotions of the CTU as an open and safe place for study and career.</p>	<p>Needs (ELSA) and present their activities through training and seminars in line with gender equality objectives.</p> <p>The Centre for Information and Counselling Services (CIPS), which offers mainly support and coaching in the areas of study, psychological, social, legal, spiritual, and speech issues, will participate in training and seminars.</p>		<p>Increase equal opportunities for women and men in the study.</p> <p>Increase the attractiveness of technical fields, especially for women and girls.</p> <p>Scholarship programme for students with parental responsibilities.</p>
<p>Creation of the Gender Equality Team at CTU and its discussion platform.</p>	<p>Co-creation of an information gender equality website by Gender equality team, academic and non academic staff.</p>	<p>All staff</p>	<p>Promoting gender equality in work and study programmes.</p>

Gender balance in leadership and decision-making			
Action	Measures	Stakeholders	Expected impact
<p>An overview of services, bonuses and flexible working conditions for employed women.</p>	<p>Presentations of successful female scientists, representatives of minorities, researchers, students, and graduates of CTU who significantly contribute to the development of science and education in the Czech Republic and abroad.</p>	<p>All staff</p>	<p>Monitoring of a number of women and men in leadership positions and professorships.</p>
<p>Raising awareness of HR policy.</p>	<p>Promoting CTU Career Guide, Collective agreement, and the equal</p>	<p>HR staff Management</p>	<p>Increase awareness of recruiting processes following HRS4R and gender equality for</p>

	<p>recruitment processes of women and men.</p> <p>Training of HR staff and management.</p>		<p>women and men in leadership positions. An amendment to the internal document Selection Procedure Rules.</p>
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Gender equality in recruitment and career progression

Action	Measures	Stakeholders	Expected impact
<p>Raising awareness of HR policy.</p>	<p>Training and seminars will focus on raising awareness of gender equality in recruiting and internal regulations, for example, in Career Guide, Collective agreement, Rules of selection procedure to appoint academic workers, Code of Ethics of CTU. Implementation of Welcome office to ensure onboarding and full integration of new employees based on equality for women and men. Gender neutral vacancy texts to ensure gender neutrality in the job description.</p>	<p>All staff</p>	<p>An increasing number of women at all levels of managerial educational and scientific positions.</p> <p>Job description is inclusive and appealing to all genders.</p>
<p>Promoting an attractive working environment.</p> <p>Media campaign about working and study conditions.</p>	<p>Promote new job positions in a gender-equal way.</p> <p>Motivate female students to study at CTU via promoting activities, for example, Girls Day, Become a Scientist Woman Day event, etc. Presenting stories of outstanding women in</p>	<p>Students</p> <p>All staff</p>	<p>Increase the number of women in different positions.</p> <p>Long-term career perspective.</p>

	leadership, scientific and academic positions.		
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Integration of the gender dimension into research and teaching content

Action	Measures	Stakeholders	Expected impact
<p>Gender in research and teaching</p> <p>Implementation of seminars and workshops on the following topics:</p> <ul style="list-style-type: none"> - Ethics in science and research - Integrating the gender dimension into science and research. 	<p>Present examples of good practice on the CTU website.</p> <p>Increase the gender dimension in research.</p> <p>Encourage women participation in research</p>	Academic and research staff	Increase the attractiveness of technical fields, especially for women and girls.

Measures against gender-based violence, including sexual harassment

Action	Measures	Stakeholders	Expected impact
<p>Measures against gender-based violence, including sexual harassment.</p> <p>Creation of internal regulations and procedures at CTU in the field of social</p>	<p>Organize courses on the prevention of sexual and gender-based harassment.</p> <p>Publish and communicate relevant guides and documents.</p> <p>Needs analysis of employees and students in the context of gender-based violence and negative behaviour in the workplace.</p>	<p>Students</p> <p>All staff</p>	<p>Making relevant documents and manuals available on the CTU website, setting up procedures, and the mechanism of reporting complaints.</p> <p>Increase awareness among target groups about the procedures and reporting complaints.</p>

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security, protection against negative phenomena and non-discriminatory environment.	Creation of measures to address sexual harassment and gender-based discrimination. Creation of an information website on gender equality and prevention of gender-based violence, including sexual harassment.		Define procedures for dealing with life situations and contacts.
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Monitoring and evaluation

The systematic monitoring of the gender mainstreaming implementation process strengthens an organisation's accountability and ensures that the initial process is not lost in daily business. The continuous review of progress forms the basis for systematic process management and will be implemented by the gender equality team and controlled by top management. A monitoring system provides evidence of how much progress has been made in the process of organisational change, where reinforced efforts or new priorities are needed, and whether adjustments should be made to the strategy, for example, due to unexpected changes in conditions.

The topic of gender equality will be continuously monitored in the Horizon Europe programme, in the European structural and investment funds as well as in other programs providing financial support for the potential involvement and subsequent development of CTU in Prague.

The key actions will be updated and supplemented regularly. Their implementation will be monitored and progress will be reported on a 3-year basis.

Dedicated resources and gender expertise to implement GEP actions will be provided by different sources, first of all by the project which receives support from the Operational Programme Research, Development and Education (OP RDE) "Development of capacity for strategic management of research at CTU in Prague - CZ.02.2.69/0.0/0.0/16_028/0006215". Its primary activity is to establish the strategic management of the research organisation following the requirements for the HR Award.

Date: 16 -11- 2021

Name and Function: Vojtěch Petráček, rector



Signature of the legal representative:

Appendix 1

Table 1 – Academic and scientific staff and other employees (FTE), 2020

Academic and scientific staff and other employees (FTE)											
CTU In Prague	Academic staff							Researchers and professionals		Other staff	Total
	Total academic staff	Professors	Associate Professors	Technical assistants	Assistants	Lectures	Scientific, research and development staff involved in teaching activities	Researchers not falling into other categories			
Faculty of Civil Engineering	370	52	106	211	0	0	0	82	220	672	
Number of women	93	7	19	67	0	0	0	25	128	245	
Faculty of Mechanical Engineering	274	29	38	173	28	2	4	24	257	555	
Number of women	26	0	3	20	0	2	1	4	89	119	
Faculty of Electrical Engineering	257	51	68	112	0	25	0	196	203	656	
Number of women	23	2	3	15	0	3	0	16	104	143	
Faculty of Nuclear Sciences and Physical	150	26	34	87	1	1	0	119	114	383	
Number of women	23	3	1	18	1	0	0	32	72	126	
Faculty of Architecture	116	15	24	77	0	0	0	7	58	181	
Number of women	36	1	6	29	0	0	0	3	40	79	
Faculty of Transportation Sciences	130	9	30	89	3	0	0	17	130	277	
Number of women	39	2	6	31	1	0	0	7	68	114	
Faculty of Biomedical Engineering	103	9	16	26	50	1	0	26	41	171	
Number of women	37	1	3	11	21	0	0	8	26	70	
Faculty of Information Technology	99	4	17	78	0	0	0	21	59	179	
Number of women	15	0	3	12	0	0	0	2	34	51	
Masaryk Institute of Advanced Studies	43	2	10	31	0	0	1	1	29	73	
Number of women	26	2	5	19	0	0	0	1	20	46	
Other departments	63	6	6	40	2	0	9	242	713	1 031	
Number of women	7	0	1	4	2	0	0	35	403	445	
Total	1 605	205	347	924	85	29	14	735	1 824	4 177	
Total women	325	18	50	226	25	5	1	132	981	1 439	

Table 3 – Students in accredited study programmes (number), 2020, part 1

Students in accredited study programmes (number)											
CTU in Prague		Bachelor's Degree		Master's studies		Continuing Master's studies		Doctoral study		Total	
		P	C/D	P	C/D	P	C/D	P	C/D		
Faculty of Civil Engineering											
	Broadly defined fields of ISCED-F	kód									
	Technology, manufacturing and construction	07	2105				853		228	175	3361
	Total faculty	X	2105				853		228	175	3361
	Number of women	X	830				349		81	53	1313
	Number of international students	X	314				126		23	11	474
Faculty of Mechanical Engineering											
	ISCED-F broadly defined fields	kód									
	Business, Administration and Law	04					20	4			24
	Technology, manufacturing and construction	07	1293	78			666	41	183	119	2380
	Total faculty	X	1293	78			686	45	183	119	2404
	Number of women	X	90	11			73	3	32	18	227
	Number of international students	X	186	5			114	7	27	15	354
Faculty of Electrical Engineering											
	ISCED-F broadly defined fields	kód									
	Business, Administration and Law	04							5	3	8
	Natural sciences, mathematics and statistics	05							9	1	10
	Information and communication technologies	06	747	3			338		52		1140
	Technology, manufacturing and construction	07	1048	40			389	21	149	110	1757
	Total faculty	X	1795	43			727	21	215	114	2915
	Number of women	X	255	8			120	1	21	21	426
	Number of international students	X	426	3			162	3	65	23	682
Faculty of Information Technology											
	ISCED-F broadly defined fields	kód									
	Information and communication technologies	06	1651	149			418		39	24	2281
	Total faculty	X	1651	149			418		39	24	2281
	Number of women	X	221	34			46		2	4	307
	Number of international students	X	516	17			92		1	4	630
Faculty of Transportation Sciences											
	Broadly defined fields of study ISCED-F	kód									
	Technology, Manufacturing and Construction Services	07							8	16	24
		10	750	46			226	71	62	38	1193
	Total faculty	X	750	46			226	71	70	54	1217
	Number of women	X	147	15			68	14	22	16	282
	Number of international students	X	209	8			35	10	11	8	281
Faculty of Nuclear Sciences and Physical Engineering											
	ISCED-F broadly defined fields	kód									
	Natural sciences, mathematics and statistics	05	592				90		16	3	701
	Information and communication technologies	06	83				117				200
	Technology, manufacturing and construction	07					1		181	87	269
	Health and social care, welfare	09	31								31
	Total faculty	X	706				208		197	90	1201
	Number of women	X	251				68		51	21	391
	Number of international students	X	176				28		37	14	255
Faculty of Architecture											
	ISCED-F broadly defined fields	kód									
	Arts and Humanities	02	104				44		8		156
	Technology, manufacturing and construction	07	874				436		78	49	1437
	Total faculty	X	978				480		86	49	1593
	Number of women	X	612				299		39	22	972
	Number of international students	X	236				128		13	4	381
Faculty of Biomedical Engineering											
	ISCED-F broadly defined fields	kód									
	Information and communication technologies	06	18				12		14	5	49
	Technology, manufacturing and construction	07	194	19			40	7	22	27	309
	Health and social care, welfare	09	652				67	50	20	11	800
	Services	10	96	83			77	141	9	43	449
	Total faculty	X	960	102			196	198	65	86	1607
	Number of women	X	658	30			114	88	35	30	955
	Number of international students	X	83	1			20	9	6	6	125

Table 3 – Students in accredited study programmes (number), 2020, part 2

Gender Equality Plan 2021-2024



Institutes (without faculties)									
ISCED-F broadly defined disciplines	kód								
Programmes and qualifications - general education	00								
Education and training	01		163						163
Arts and humanities	02						1	6	7
Social sciences, journalism and information sciences	03								
Business, administration and law	04	407			154	98	1	1	661
Natural sciences, mathematics and statistics	05								
Information and communication technologies	06								
Technology, manufacturing and construction	07						13	19	32
Agriculture, forestry, fishing and veterinary science	08								
Health and social care, welfare	09								
Services	10								
Total	X	407	163		154	98	15	26	863
Number of women	X	229	75		96	45	2	7	454
Number of international students	X	33	3		19	16	2		73
CTU in Prague									
ISCED-F broadly defined fields	kód								
Education and training	01		163						163
Arts and humanities	02	104			44		9	6	163
Business, administration and law	04	407			174	102	6	4	693
Natural sciences, mathematics and statistics	05	592			90		25	4	711
Information and communication technologies	06	2499	152		885		105	29	3670
Technology, manufacturing and construction	07	5514	137		2385	69	862	602	9569
Health and social care, welfare	09	683			67	50	20	11	831
Services	10	846	129		303	212	71	81	1642
Total	X	10645	581		3948	433	1098	737	17442
Number of women	X	3293	173		1233	151	285	192	5327
Number of international students	X	2179	37		724	45	185	85	3255

P = Present

C/D = combined/distance

Table 4 - Newly appointed associate professors and professors in 2020 (numbers)

Newly appointed associate professors and professors in 2020 (numbers)				
CTU in Prague	Number			Average age of new appointees
	Total	Of these, core staff of the CTU	Academic staff appointed to another university	
Faculty of Civil Engineering				
Professors appointed	2	1		55
Number of women	1	0		56
Associate professors appointed	3	3		53
Number of women	0	0		
Faculty of Mechanical Engineering				
Professors appointed	2	2		44
Number of women	0	0		
Associate Professors appointed	3	3		43
Number of women	1	1		42
Faculty of Electrical Engineering				
Professors appointed	1	1		48
Number of women	0	0		
Associate professors appointed	5	5		38
Number of women	0	0		
Faculty of Nuclear Sciences and Physical Engineering				
Professors appointed	0	0		
Number of women	0	0		
Associate Professors appointed	3	2		44
Number of women	0	0		
Faculty of Architecture				
Professors appointed	1	0		62
Number of women	1	0		62
Associate Professors appointed	4	4	2	49
Number of women	1	1	0	56
Faculty of Transportation Sciences				
Professors appointed	0	0		
Number of women	0	0		
Associate professors appointed	0	0		
Number of women	0	0		
Faculty of Biomedical Engineering				
Professors appointed	0	0	1	
Number of women	0	0	0	
Associate Professors appointed	2	1	1	43
Number of women	1	1	1	42
Faculty of Information Technology				
Professors appointed	1	0		54
Number of women	0	0		
Associate professors appointed	1	1		38
Number of women	0	0		
TOTAL professors	7	4	1	51
Number of women	2	0	0	59
TOTAL associate professors	21	19	3	44
Number of women	3	3	1	47

Table 5 – CTU Student Grant Competition (2018-2021)

CTU Student Grant Competition (2018-2021)								
	2018		2019		2020		2021	
	Number	%	Number	%	Number	%	Number	%
Submitted Applications	219		226		231		208	
Men	166	76%	157	69%	176	76%	148	71%
Women	53	24%	69	31%	55	24%	60	29%
Grants awarded	205		209		215		186	
Men	156	76%	146	70%	164	76%	133	72%
Women	49	24%	63	30%	51	24%	53	28%
Application evaluators	243		229		254		241	
Men	209	86%	192	84%	215	85%	208	86%
Women	34	14%	37	16%	39	15%	33	14%
Report evaluators	77		139		149		-	
Men	67	87%	113	81%	124	83%	-	-
Women	10	13%	26	19%	25	17%	-	-

CTU Student Grant Competition table shown above shows gender participation and success rates in research projects, which uses targeted funding for specific academic research. The grants are available for academic staff, master and doctoral students. Table contains the number of applications submitted, the number of grants awarded, and the number of reviewers of the final grant reports for the period 2018-2021. The data show, for example, that the number of men submitting grants is higher than the number of women. However, the success rate of women and men submitting applications is consistent with the ratio of women and men submitting applications. This analysis demonstrates equal opportunities for women and men in the grant applications process and equal quality of the proposals. Nevertheless, there is still a need to further increase the representation of women in research positions.

[1] https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

[2] <https://sdgs.un.org/2030agenda>

[3] <https://op.europa.eu/s/sPKR>

[4] <https://www.vlada.cz/assets/ppov/gcfge/Gender-Equality-Strategy-2021-2030.pdf>

[5] <https://www.cvut.cz/en/hr-award-hrs4r>

[6] www.cvut.cz/en

[7] <https://euroteq.eurotech-universities.eu/>

[8] <https://www.vyzkum.cz/FrontClanek.aspx?idsekce=695512>

[9]

https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ki0320108enn_final.pdf