Gender balance in working relationships and research at the University of Chemistry and Technology, Prague

Anna Mittnerová
Anna.mittnerova@vscht.cz
Specialists in science and technology EU(27)
Science, Research and Innovation

**Graf 8-3 Výzkumní pracovníci ve vládním a VŠ sektoru ve vědních oblastech v roce 2022**

*Researchers in the government sector and the higher education sector by field of science in 2022*

<table>
<thead>
<tr>
<th>Field of Science</th>
<th>Men</th>
<th>Women</th>
<th>Share of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>přírodní vědy (Natural sciences)</td>
<td>4,239</td>
<td>1,786</td>
<td>25%</td>
</tr>
<tr>
<td>technické vědy (Engineering and technology)</td>
<td>5,367</td>
<td>1,786</td>
<td>25%</td>
</tr>
<tr>
<td>lékařské vědy (Medical and health sciences)</td>
<td>2,777</td>
<td>4,201</td>
<td>48%</td>
</tr>
<tr>
<td>sociální vědy (Social sciences)</td>
<td>2,361</td>
<td>3,813</td>
<td>46%</td>
</tr>
<tr>
<td>humanitní vědy (Humanities and the arts)</td>
<td>2,154</td>
<td>1,631</td>
<td>43%</td>
</tr>
<tr>
<td>zemědělské vědy (Agricultural sciences)</td>
<td>1,241</td>
<td>976</td>
<td>44%</td>
</tr>
</tbody>
</table>

GENDER STATISTICS - ČSÚ/CSO
https://www.czso.cz/csu/gender/2-gender_uvod
Looking at the history, influence on education and women's university studies

The Czech Republic was part of the Austro-Hungarian Habsburg Empire until 10/1918

In 1774 Empress Maria Theresa introduced at least six years of schooling for children from the age of six

Women were not allowed to study at higher education schools, universities

In 1918 – the end of the WW I, the First Republic of Czechoslovakia was established

Czech became the official language, women gained the right to vote and to study at all types of secondary schools and universities

1939- Closure of Czech universities by the German Nazis during World War II, until 1945

1945 – end of the WW II, third Republic of Czechoslovakia

1948 – Takeover of power by the Communist Party, until 1989

1989 - the establishment of a democratic Czechoslovakia

1993 - Czechoslovakia splits into 2 separate states, the Czech Republic and Slovakia
Looking back over the last 105 years at UCT Prague

Representation of male and female students

- 2005-2015
- 1989-2005
- 1968-1989
- 1955-1968
- 1945-1955
- 1938-1945
- 1928-1938
- 1918-1928
- up to 1918

Male Students
Female students
The unbalance at senior levels has led to looking at ways of changing the institutional culture.

- We decided we needed a project because it was an unpopular topic.
- We managed to get involved in a project funded by the EU's 7th Framework Programme and carried out by an international consortium of five universities
  - Name of the project **TRIGGER** „Transforming institution by gendering contents and gaining equality in research“
  - Duration 01/2014 – 12/2017
  - [https://cordis.europa.eu/project/id/611034](https://cordis.europa.eu/project/id/611034)
  - Coordinated by Department for Equal opportunities of Italian government
- **Partners:** University Pisa, Politecnica Madrid, Paris Diderot, Birkbeck College London, UCT Prague + Institute of Sociology AS CR
- Each partner developed and implemented its own Action Plan focusing on areas where a gender imbalance was indicated
UCT Prague Action Plan was very comprehensive

3 priorities

– Actions supporting gender balance in research teams including work life balance (from early carriers)
– Actions supporting women’s career development and leadership
– Integration of gender or sex analysis in the content of research works

Project team was based in the R&D department, the team leader was A. Mittnerová, with a participation of team memebres from departments of FFBT and FET, other rectorate units.
What we've worked on and what we've been able to achieve

• We started with a survey of statistical data and a questionnaire on employee needs and attitudes
• We did a review of the content of internal documents and did a review of where the wording could be updated.
• We brought together professors from all the faculties and in meetings we discussed ideas where we could improve the situation
• We created communication strategy on gender, launched web page GRO - Genderová rovnováha [https://gro.vscht.cz/](https://gro.vscht.cz/)
• We interviewed 20 female and 20 male scientists and academics, the interviews were published in two books
• we organized workshops for women aimed at strengthening management skills, we launched the first year of the mentoring program
• Support of the University Kindergarten, part time jobs and flexible working hours
• We revived the history of the first woman professor Julia Hamáčková
• We designed and launched a new contest "Julia Hamačkova Award“ which honours women for their significant contribution to research and academia
• We teach our students about the importance of gender analysis in certain research topics.
Create communication strategy

• Keep on explaining what gender is about – in a friendly manner
• Use the internet – created a web site to promote our activities: https://gro.vscht.cz/ (in Czech)
• Two books of interviews were written and published by our partner, ISAS:
  – *Searching for a Dynamic Equilibrium: Three Generations of Women Researchers at the University of Chemistry and Technology Prague* (2015)
  – *Dynamic Equilibrium within Reach: With UCT Prague chemists on science and equality* (2017)
  – Poster exhibition of significant women at university events
We have revived the nearly forgotten history of Julie Hamáčková, the first female student at the Prague Technical University (predecessor to UCT Prague), as well as the first female professor and the first female dean at UCT Prague (1956). She was a founder of the Czechoslovak hydrochemistry. The newly established Award bears her name.
Julie Hamáčková Award (JHA) since 2015

There are three categories for the Award:

a) Recognition of outstanding achievements of UCT Prague female employee in the field of scientific research, innovation or educational activities.

b) Recognition of outstanding achievements of a UCT Prague employee for his/her significant contribution to internal development or for supporting equal opportunities in work relations and research.

c) An award for the best student work or theseis that includes gender or sex analysis in the content of its research topic.
Actions and achievements

Counselling and Career Centre
https://pkc.vscht.cz/?jazyk=en

- Personal development
- Lectures and courses
  - https://pkc.vscht.cz/personal-development

- Mentoring programme for early stage researchers
  https://pkc.vscht.cz/personal-development/mentoring
- The pilot year of mentoring took place in 2017 and is still running
  - https://www.youtube.com/watch?v=QKB8H8iUp4M&list=PLFrGuvXvjnQNTvvPeByroKSLPptsHBe2q&index=3
Thanks for your attention!

http://gro.vscht.cz/