

Speakers



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Gender Equality in ERA Gender Equality Plan (GEP)

ERA politics of equality



1999: first policy attention to “women in science” in EU policy making for R&I

2012: Gender equality becomes a priority for the ERA with the “institutional change” approach at the centre ([COM/2012/0392 final](#))

- from “fixing women” to “fixing institutions” through Gender Equality Plans

2021: Gender equality is confirmed as a priority of the renewed ERA

- Communication from the Commission “A new ERA for Research and Innovation“ ([COM/2020/628 final](#)) –

2022: Gender Equality as a crosscutting priority of the Horizon Europe Programme

- Gender Equality Plan – eligibility criterion
- Gender Dimension in research content – award criterion
- Gender balance in research teams – ranking criterion

Gender equality plan

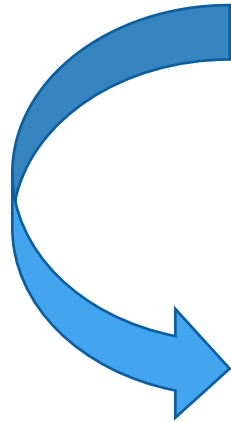


- Eligibility criterion aiming to reach cultural and institutional change
- 4 building blocks
 - Public document
 - Allocation of resources
 - Collection of gender segregated data
 - Training plan
- 5 thematic areas
 - Organisational culture and work-life balance
 - Gender balance in leadership and decision-making positions
 - Gender equality in recruitment and career progression
 - Integration of gender dimension in the research content
 - Measures to combat gender based violence including sexual harassment

How it began at Charles University...

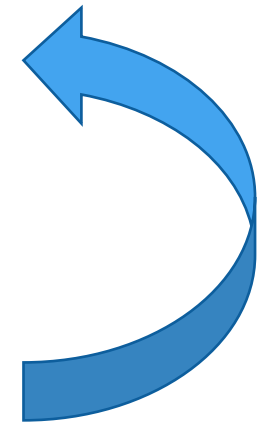


**Horizon Europe Eligibility Criteria
HR Excellence in Research (HR Award)**



Complex Gender Audit

Equal Opportunities Plan 2022-2024



Student Initiatives

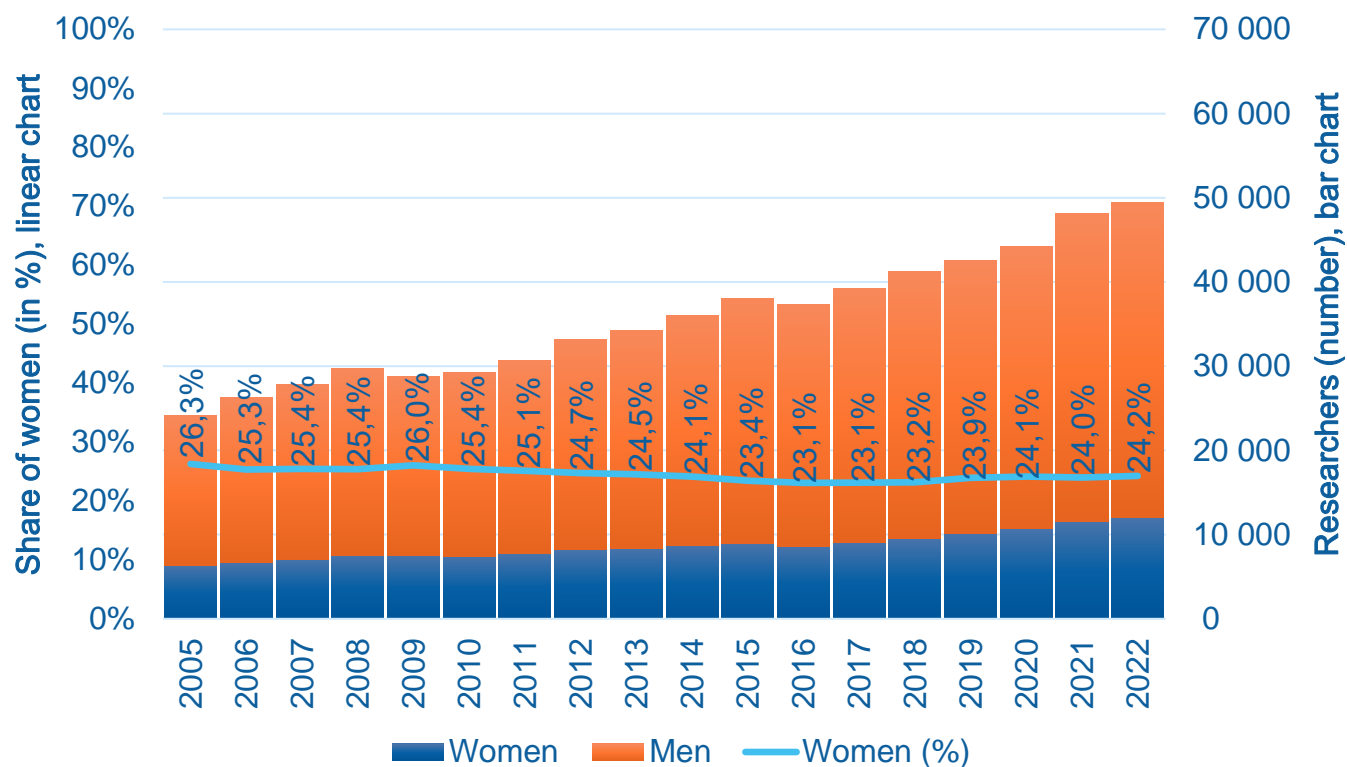


Representation of Women in Czech Academia

She figures – Czech Republic 2022



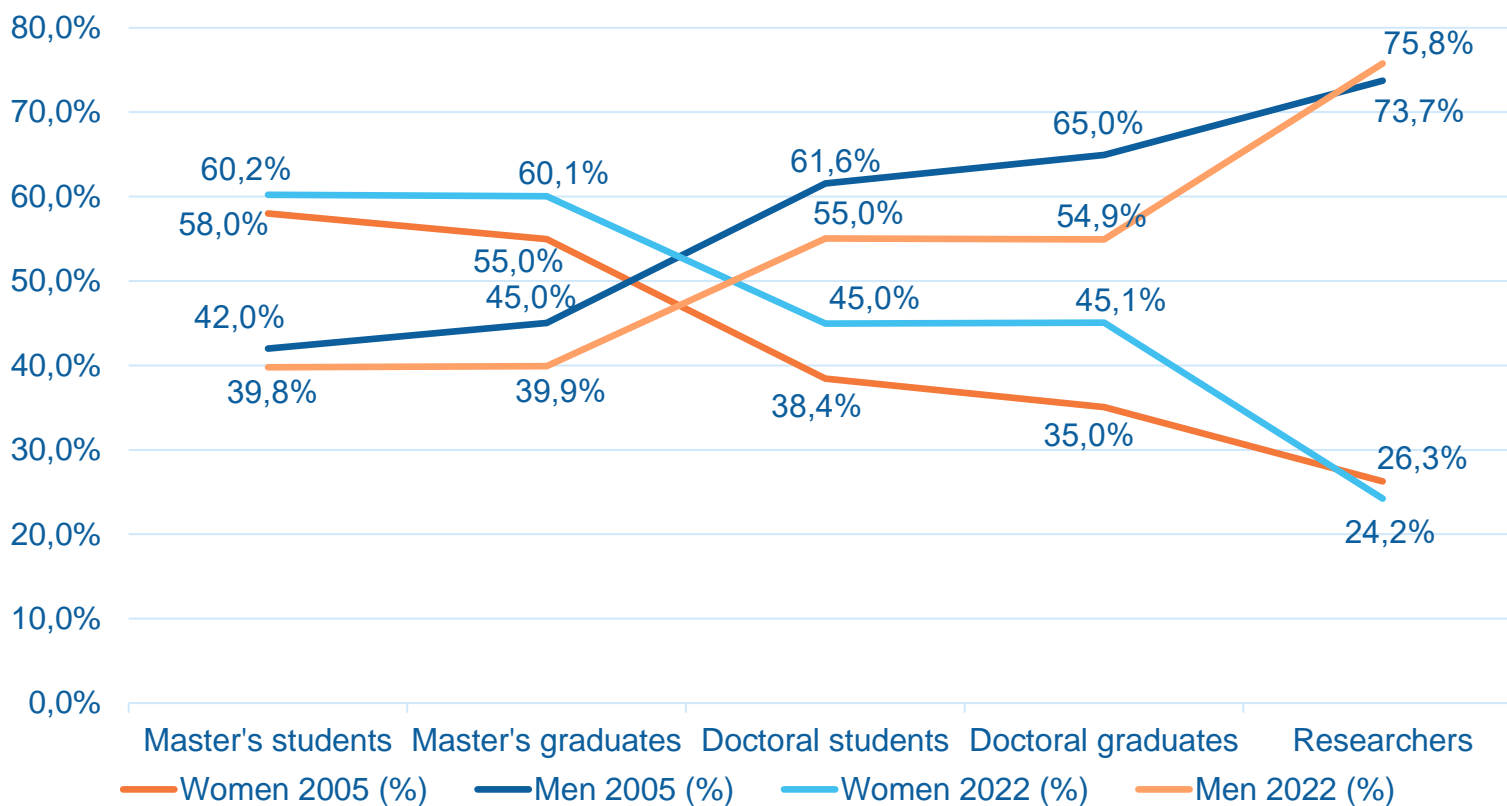
Compound annual growth rate (%) in the number of researchers, by sex, 2005–2022 (FTE)



She figures – Czech Republic 2022



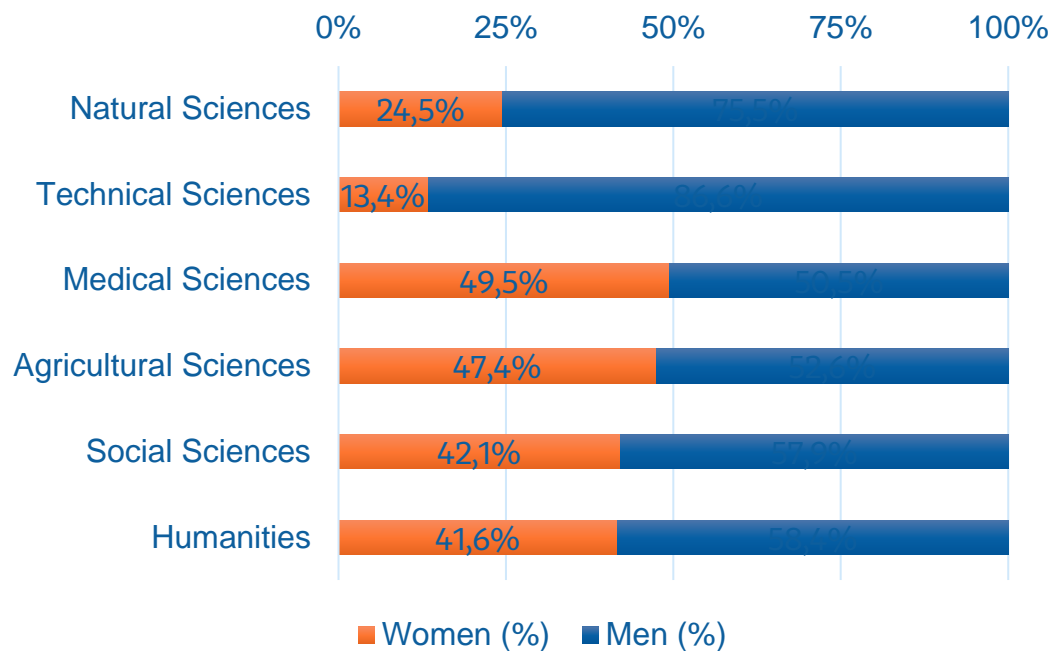
Proportion (%) of men and women in a typical academic career, students and academic staff, 2005 vs 2022, all disciplines



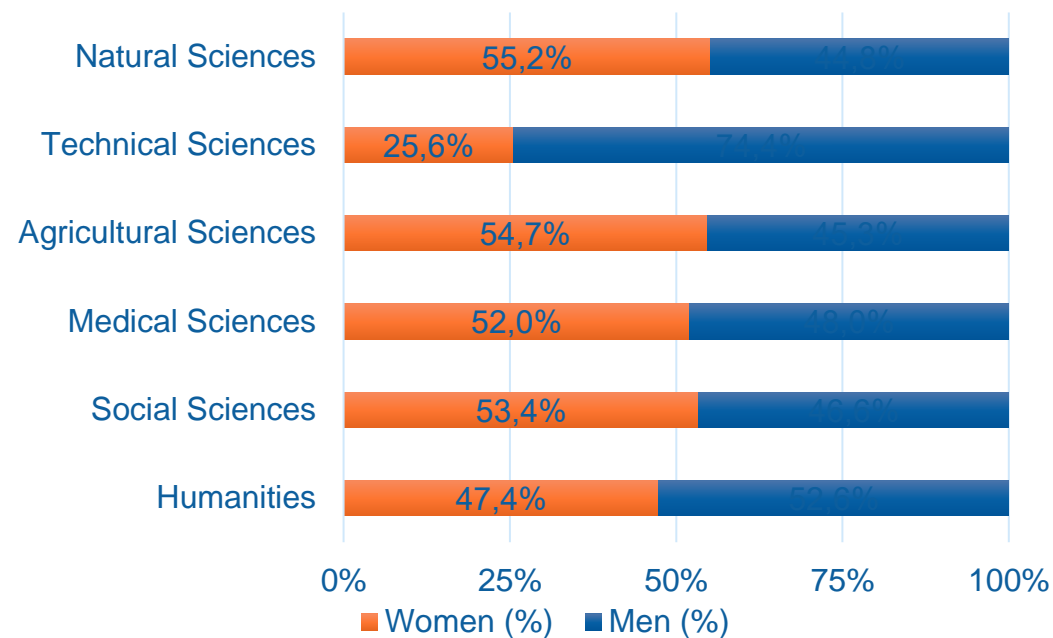
She figures – Czech Republic 2022



Researchers by sex and field, 2022 (FTE) (in %)



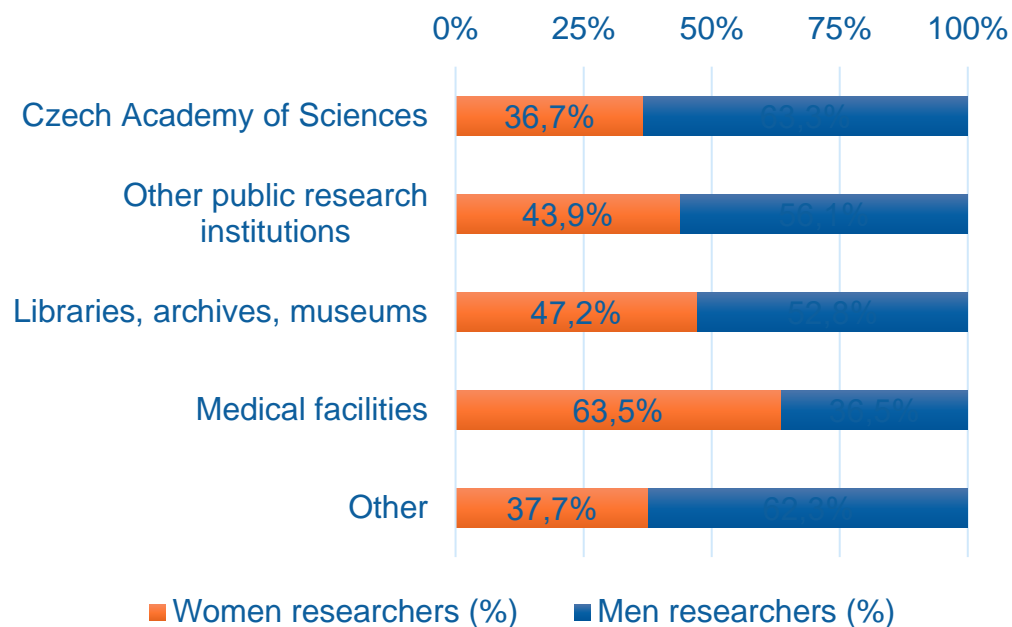
Proportion of doctoral graduates, by sex and by field, 2022 (in %)



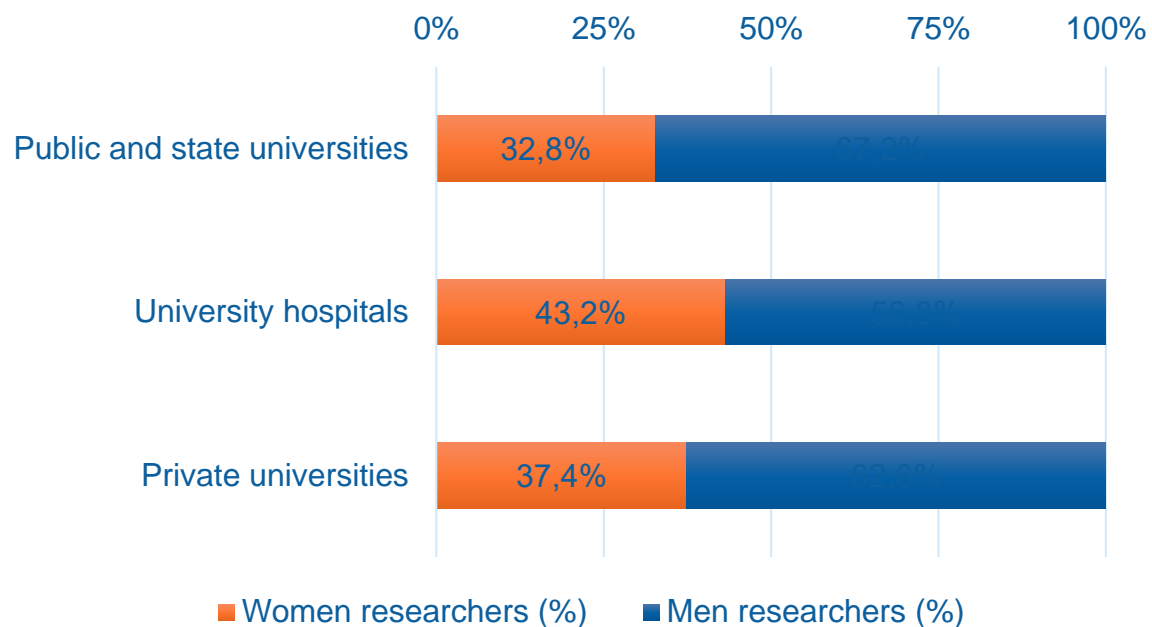
She figures – Czech Republic 2022



Proportion of researchers in the government sector in 2022, by sex (FTE) (in %)



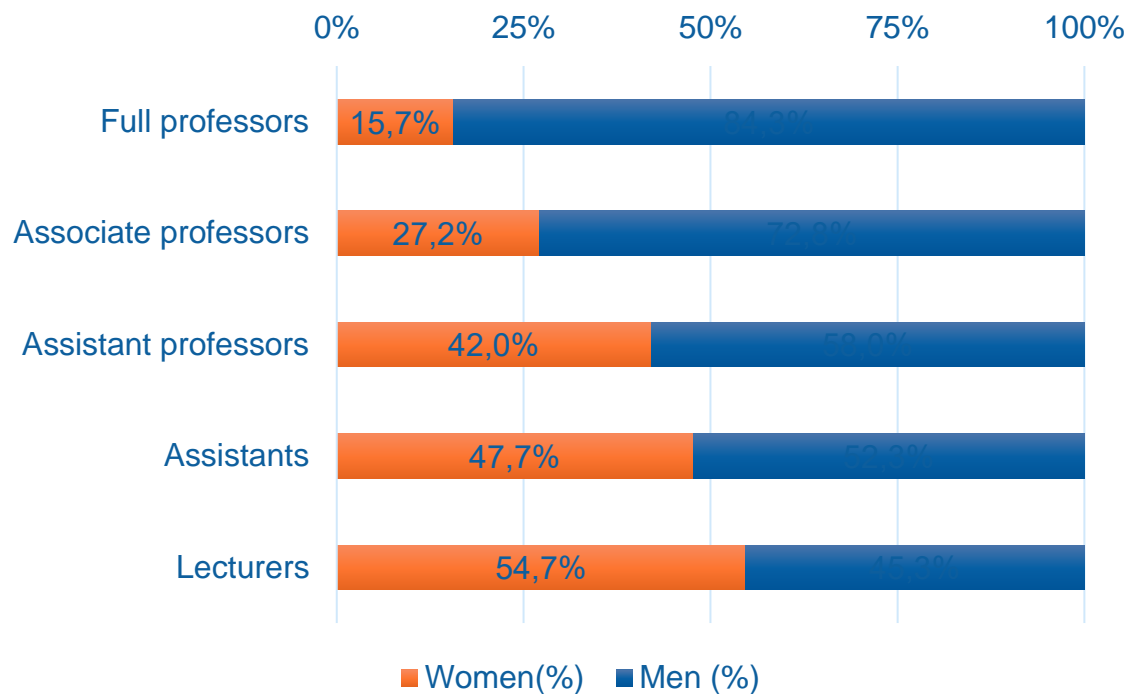
Proportion of researchers in the higher education sector in 2022, by sex (FTE) (in %)



She figures – Czech Republic 2022



Structure of academic staff (FTE), in 2022, by sex and academic position



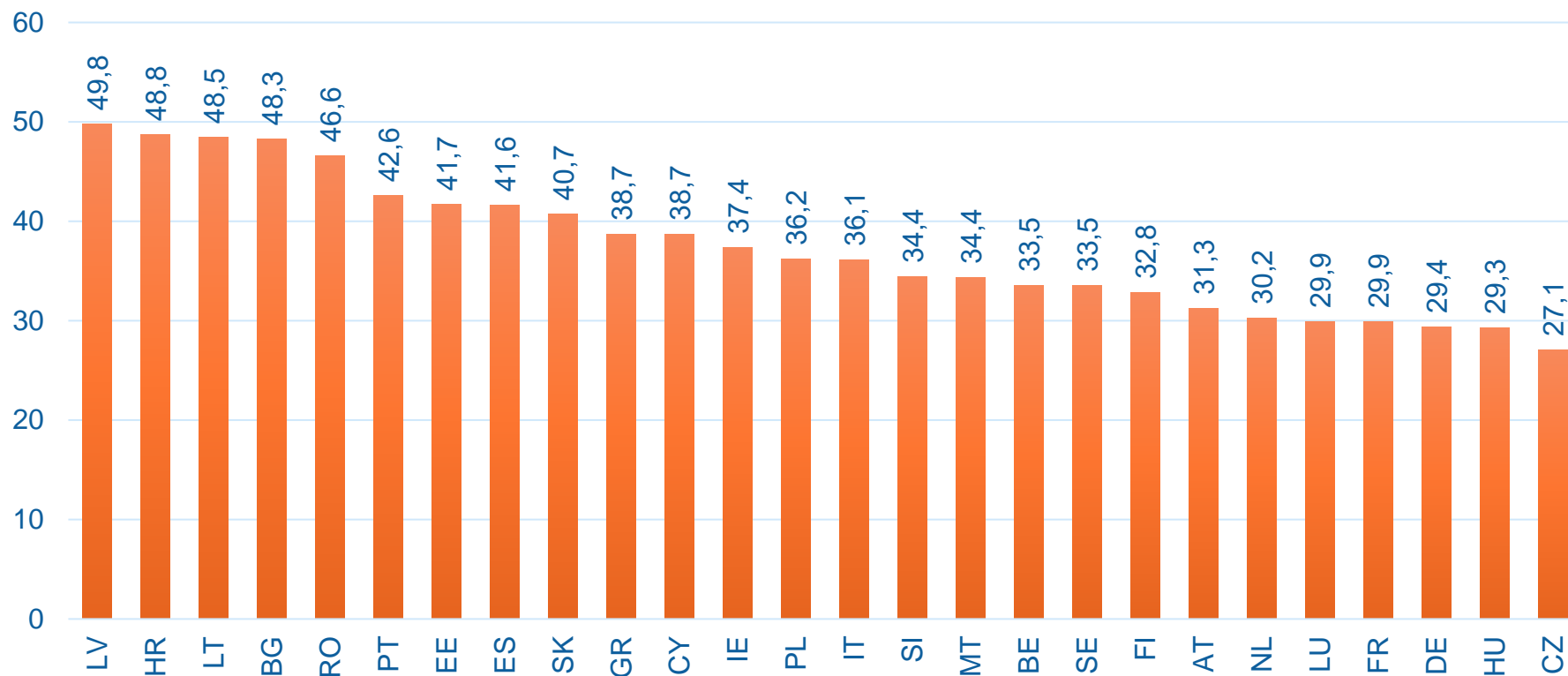
A forecast based on the developmental trend over the last 10 years indicates that:

- it will take until 2114 at the earliest before at least one-quarter of professor positions will be held by women
- it will be 2362 before parity will be achieved
- for associate professors, parity between men and women could be reached by 2200

She figures - Czech Republic 2022



Proportion (HC) (in %) of women among researchers in the European Union, 2021



Representation of Women at CU



University established in 1378
First woman-rector in 2022

Representation of Women at CU



	Men	Women
Assistant	51.4 %	48.6 %
Assistant Professor	56.2 %	43.8 %
Associate Professor	72.5 %	27.5 %
Professor	85.5 %	14.5 %

	Men	Women
Researcher 1	43,9 %	56,1 %
Researcher 2	64,5 %	35,5 %
Researcher 3	78,7 %	21,3 %
Lecturer 1	37,5 %	62,4 %
Lecturer 2	48,7 %	51,3 %

Data from Gender audit at CU, 2022

Representation of Women at CU



- Since the introduction of the GEP, we have been raising awareness about the importance of balance across university structures
- Balance was prioritized namely within nominations to Equal Opportunities Board and new Ethics Commission
- Certain university bodies requires certain qualifications (associate professors, professors) – hard to balance with „leaking pipeline“

Equal Opportunities Board



- New advisory body of the rector
- Establishment as one of first implemented measures from Equal Opportunities Plan
- Members representing all faculties
- Meeting at least 3 times a year
- Providing input on significant materials and strategies where EDI (Equality, Diversity, and Inclusion) considerations are essential, such as pedagogical skills development and the ombudsperson's agenda
- Creating new recommendations (e. g. Inclusive Communication Principles)
- Permanent guests: rector, member of the rector's board for social affairs and sustainable development, CU ombudswoman, head of Science and Research department, head of CU Point department



Attitudes towards GE in Academia

The main obstacles to gender equality



- Neoliberal influence in academia (Linková et al., 2021)
- "A woman can be free-to choose not to have children, and then I believe that she has the same employment opportunities as a man.,, (Topolánek, 2007)
- Logic of care vs. logic of choice (Mol, 2008)
- "When I do something, I do it to the fullest, which means I want to give my full attention to my family and not leave it for another...to the back burner. But at the same time, I would like to do science to the fullest. I will gonna have to compromise. It's a big dilemma for a woman."(biologist, in Tupá 2007, 21)
- Maternal wall (Williams and Segal, 2003; Williams, 2015)
- "When I came back from my second maternity leave, I was constantly being asked ridiculous questions like, oh, you're already here and where she put the kids and who's watching them and wouldn't you rather still be at home?" (Independent Researcher, CAS Research Institute)
- Careless academia (Lynch, 2010)
- "Postdoc has only one job: to publish as much as possible, postdoc will leave his soul...Postdoc will leave his soul in science.,, (head of lab, in Červinková, Vohlídalová, 2012)
- "Saturdays, Sundays, there's always work, some people call it workholism, but there's no other way, either you enjoy it or you don't, then you have to walk away from it... I expect this commitment, who doesn't want to be here, he shouldn't be here.,, (head of lab, in Červinková, Vohlídalová, 2012)

Implementing GEP: moving towards caring culture



- Equal Opportunities Board and respective member of the Rector's Board
- Ombudsperson institute
- Equal Opportunities Prize: Carl and Gerty Cori Prize
- University-wide survey on caregivers needs
- Focus on topic in university media
- Introduction of trainings (including compulsory training for new employees on social safety)
- Introduction of mentoring for early-career researchers
- Raising awareness of the topic (16 days of activism against GBV)

We Care about Tackling Inappropriate Treatment: Ombuds Institute



- University-wide ombudswoman since January 2023
- Faculty ombudspersons at every faculty
- Releasing Methodology for Investigating Complaints of Inappropriate Behaviour
- For both students and employees

We Care about Outstanding Activities in EDI: New University Prize



- Carl and Gerty Cori Prize for Contribution to Equal Opportunities
- Any student or employee of CU can nominate student, employee or group of them for extraordinary activity in field of equal opportunities
- Prize awarded for the first time on November 17 to **prof. Alena Macurová** for her contributions to the Deaf community and in memoriam to **dr. Hana Havelková** for lifetime contribution to the development of equal opportunities
- Equal Opportunities Boards serves as a Commission of the Prize

We Care about Care: University-wide Survey



- Cooperation with Institute of Sociology, Czech Academy of Sciences
- Focused both on students and employees, caregivers and non-caregivers (and not only parents)
- First half of 2024
- Findings used as input for Equal Opportunities Plan 2025-2027

We Care about Awareness: EDI in University Media



We Care about Social Safety: Trainings



- Introduction of compulsory training in social safety
- Cooperation with NGOs
- Cooperation with Paedagogium Platform at CU

We Care about Vulnerable Groups: Mentoring



We Care about Tackling Gender-Based Violence: 16 Day of Activism



Why am I
ORANGE .?

Pondělí 25. 11.

Zahájení **ORANGE THE WORLD:**
16 dní aktivismu
proti **GENDEROVĚ PODMÍNĚNÉMU NÁSILÍ.**

Panelová diskuze na téma:
V jaké jsme momentálně situaci?



We Do Care...



Charter against Domestic Violence



Pride Business Forum





Community of Practice

Benefits of Being Part of Community of Practice



- Sharing best (and worse) practice and new ideas
- Co-creation of relevant methodologies
- Competitiveness as a catalyst of changes
- Peer-support
- A „shoulder to lean on“

...and sharing is caring 😊



Caring Academy?

Becoming Caring Institution by Analysing Conditions for Care



Survey among employees

- Return rate 15,8 % (2015 respondents)
- 81% of academic staff and 71% of administrative staff share a household with at least one minor child
- 11.5% of parents have a child with special needs that significantly increase the demands on care
- Care for dependent adult: 10% of men and 13% of women among academic staff, 7% of men and 12% of women among administrative staff

Becoming Caring Institution by Analysing Conditions for Care



Survey among students

- Return rate 15 % (1588 respondents)
- 14% of students are parents
- 7% of students take care of dependent adult member of the shared household

Becoming Caring Institution by Analysing Conditions for Care



Main findings

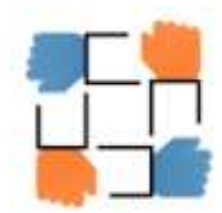
- Need for accessible, understandable and transparent information
- Need for flexibility
- Need for available forms of care facilities for young children
- Need for broader acceptance of care as a core value and „normalise“ care within university life

Becoming Caring Institution by Implementation of Equal Opportunities Plan



- From 6 measures in first Plan to 15 measures in second Plan within Work/Study-Life balance area
- Plan to introduce special newsletter for caregivers, enhancing information service
- Plan to educate relevant staff for counseling (HR, student administration offices)
- Plan to include the topic in education of teachers
- Support for introducing new forms of care facilities
- Other practical measures

International Cooperation



International networks and projects are crucial for change towards equality in academia

GenderSAFE

GENDERACTIONplus

ERA Forum Subgroup

**Coimbra Group:
Equality and Diversity
Working Group**

4EU+

