

# GENDER EQUALITY

## at The University of Chemistry and Technology in Prague, Czech Republic

### Chemistry belongs to the STEM disciplines



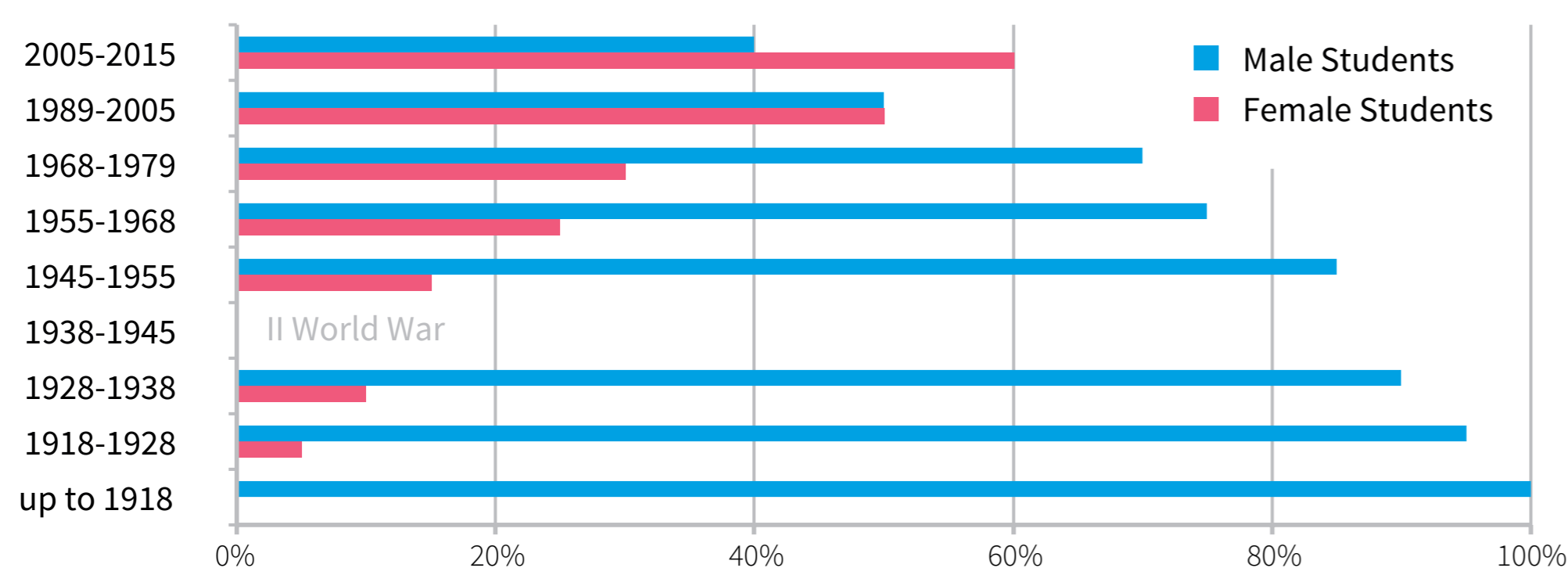
UNIVERSITY OF  
CHEMISTRY AND TECHNOLOGY  
PRAGUE

[www.triggerproject.eu](http://www.triggerproject.eu)  
[gro.vscht.cz](http://gro.vscht.cz)

#### HISTORICAL CONTEXT

Representation of male and female students over the past 100 years from the Austro-Hungarian Empire, through former Czechoslovakia, the Second World War, the socialist era to the present democratic regime.

##### Representation of male and female students over the past 100 years at UCT Prague



##### Julie Hamackova

- 1918 one of the first female students at the former Czech Technical University
- 1954 – the first woman to be appointed as a professor in a technical discipline
- 1955 – the first female dean at UCT Prague
- The founder of the Czechoslovak Hydrochemistry School

#### The project TRIGGER

##### TRansforming Institutions by Gendering contents and Gaining Equality in Research

TRIGGER aims to promote systematic interventions designed to have deep, lasting and widespread impacts at all the various levels in the five universities from the different EU countries. Each of the five universities involved has designed and is implementing their own tailored action plan that is focused on areas where a gender imbalance is indicated. Added value of the project is yielded through fostering mutual learning among partners and the different European structural change projects.

The project is implemented by an international consortium composed of the following partners:

##### Coordinator

Dipartimento per le pari opportunità della  
Presidenza del Consiglio dei Ministri, DPO, IT

##### Participants

1. Assemblea delle donne per lo sviluppo e la  
lotta all'esclusione sociale, ASDO, IT

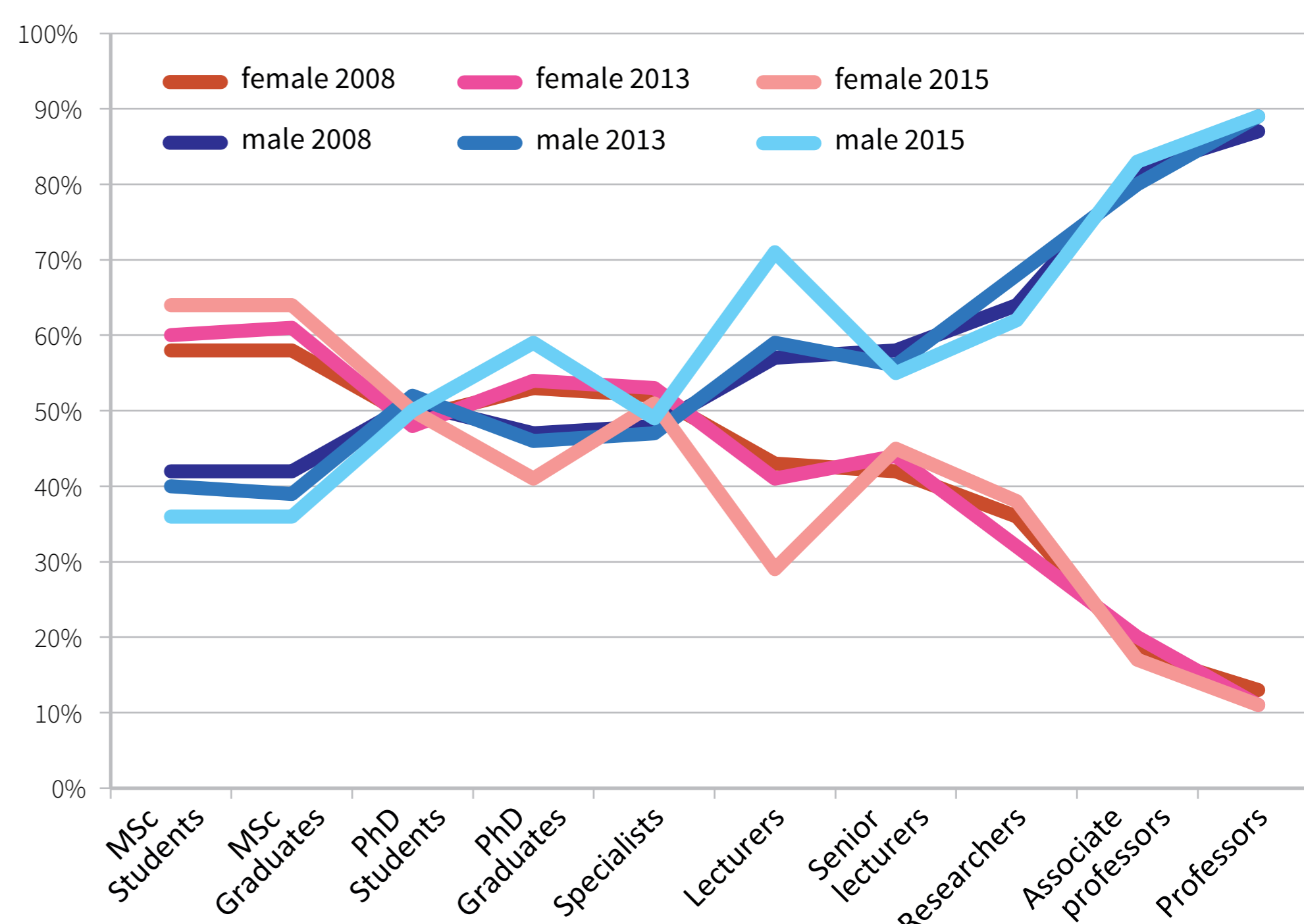
2. Università Di Pisa, UNIPI, IT
3. University of Chemistry and Technology, Prague, UCT Prague, CZ
4. Institute of Sociology of the Czech Academy of Sciences, IS AS, CZ
5. Birkbeck College - University of London, BBK, UK
6. Université Paris Diderot - Paris 7, UPD, FR
7. Universidad Politécnica De Madrid, UPM, ES
8. Istituto per la ricerca sociale, IRS, IT

#### CURRENT SITUATION

Currently women constitute 60% of students at Masters Degree Programmes, but only 10% at the highest academic positions. The latter are 60+ years old; the generation of 50+ years of age is missing. Where does our young talent disappear?

Reflection on the current situation has resulted in the idea of engaging in an international project under the 7<sup>th</sup> Framework Programme. The proposal was submitted within the call SCIENCE-IN-SOCIETY-2013, Topic: Supporting changes in the organisation of research institutions to promote Gender Equality. Upon succeeding, the Grant agreement No. 611034 was concluded between EC and Consortium of beneficiaries and the four-year project started on 1<sup>st</sup> January 2014.

##### Representation of men and women from students to academic positions at UCT Prague



#### UCT Prague Action plan aims to improve institutional culture, namely in three basic areas:

**1. A working environment** that should better meet the needs of young researchers, particularly female scientists taking care of small children (awareness-raising; collection of gender-sensitive data; support during the early stages of their scientific careers; promotion of work-life balance, etc.).

- Kindergarten "Test tube", for pre-school children of employees and PhD students
- Rules for flexible working hours and possibility to work from a remote location
- Aggregated statistical surveys on representation of male/female in different study and working positions, decision making and evaluation boards
- Report on the survey findings of needs, obstacles and challenges of employees at UCT Prague, reporting to Academic Senate
- Mentoring programme and career advice for early-career researchers

**2. A wider engagement of women in scientific leadership** at different levels (in selection procedures and criteria for the evaluation of scientific merit, introduction of equality targets in decision making bodies, enhancement of women researchers' visibility, etc.).

- Trainings and courses on enhancing soft and managerial skills for senior female scientists
- Workshops on gender diversity for management
- Negotiating with the institution's management to adopt gender-sensitive rules when updating internal regulations
- Writing and publishing a book of interviews with significant female researchers titled "Searching for a dynamic equilibrium - Three generations of female scientists at UCT Prague"
- Julie Hamackova Award for significant contribution of women to science or the pedagogical process.
- Poster exhibitions, web pages, networking activities

**3. Gender in content and scientific research methods,** stimulation of students and researchers to include gender or sex analysis in particular topics of research works where it is relevant, gendering the design of technological innovation, updating of teaching curricula in terms of gender sensitivity.

- The Julia Hamackova Award, category c)
- Contest of the best student's works that includes gender or sex analysis
- Created rules, proposed a status, designed a graphics of JH Award
- The 1<sup>st</sup> edition of the contest was held in November 2015
- the 2<sup>nd</sup> edition in November 2016
- Winners, outputs, abstract of works on <http://gro.vscht.cz/cjh>



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