



UNIVERSITY OF
CHEMISTRY AND TECHNOLOGY
PRAGUE

Gender Equality Plan (GEP) 2022–2026

Gender Equality Plan – GEP for 2022–2026



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2. Basic information about UCT Prague

The University of Chemistry and Technology in Prague is a public university and an education and research institution focused on technical chemistry, chemical and biochemical technology, chemical and materials engineering, bioengineering, food chemistry, food technology and environmental technology. UCT Prague was founded in 1952, but its origins date back to 1807, to the beginnings of chemistry teaching at the Prague Polytechnic. UCT Prague has four faculties, which are: Faculty of Chemical Technology, Faculty of Environmental Technology, Faculty of Food and Biochemical Technology and Faculty of Chemical Engineering. An integral part of the university is Technopark Kralupy, which is an institute according to Act 111/1998 Coll. on Higher Education Institutions. The characteristic features of UCT Prague are balanced, quality basic and applied research, active transfer of scientific knowledge into practice, participation in innovation and industrial research and development. According to the prestigious QS World University Rankings, UCT Prague maintained its second place among Czech universities in the year 2021. Globally, it attained the 373rd – 376th position.

3. Analysis of the current situation

3.1 Baseline: statistical data on students and staff

The situation in the field of gender equality and the status of women at the University of Chemistry and Technology in Prague, including the analysis of needs for a questionnaire survey, was thoroughly mapped in 2014–2017 and the outputs of these surveys are available as analytical reports on the status of men and women, institutional facilities, transformation plan and Action Plan for the period 2017–2017 (<https://gro.vscht.cz/aktualne>). Further analytical data on gender equality was obtained as part of the preparatory work for the Gap analysis and the HR Award Action Plan, which were finalised and internally approved in April 2021. Baseline data monitoring gender balance is published annually in the Annual Report on the activities of the University of Chemistry and Technology in Prague and some of it is presented in the Annex of this document.

3.1.1 A look into history – representation of female students over the past 100 years

From 1918 to 2020, the share of female students at UCT Prague rose from zero to 60%, with a breakthrough in the period of 1989–2005, when the share of female students increased by 20% (Fig. 1).

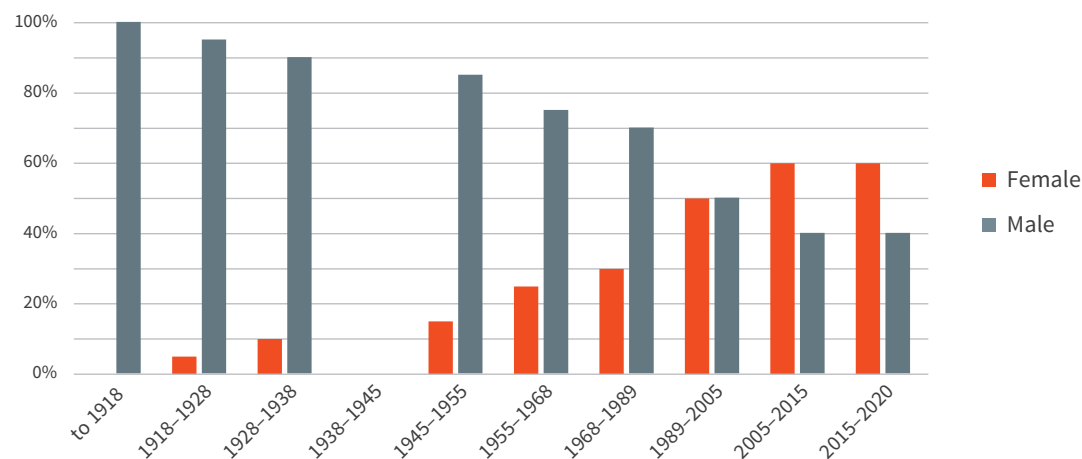


Figure 1

Number of male and female students over the last 100 years

3.1.2 Statistical survey on the representation of men and women from the start of education up to academic positions 2008–2020

In the monitored period, there is a clear trend at UCT Prague that women outnumber men at the student level, there is a balanced representation of men and women at the doctoral level, however we notice a sharp decline in the representation of women starting at the career level of a researcher **Fig. 2**.

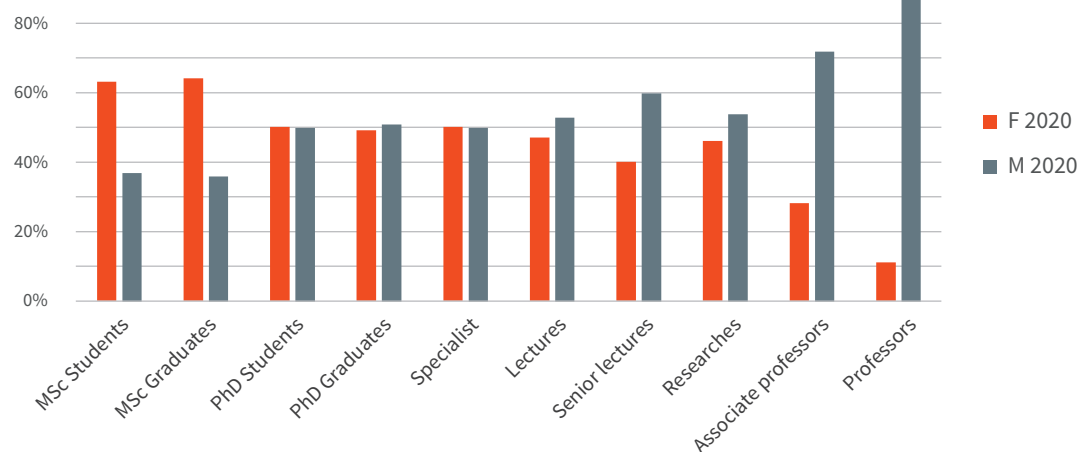


Figure 2
Gender representation
from students to
academic positions

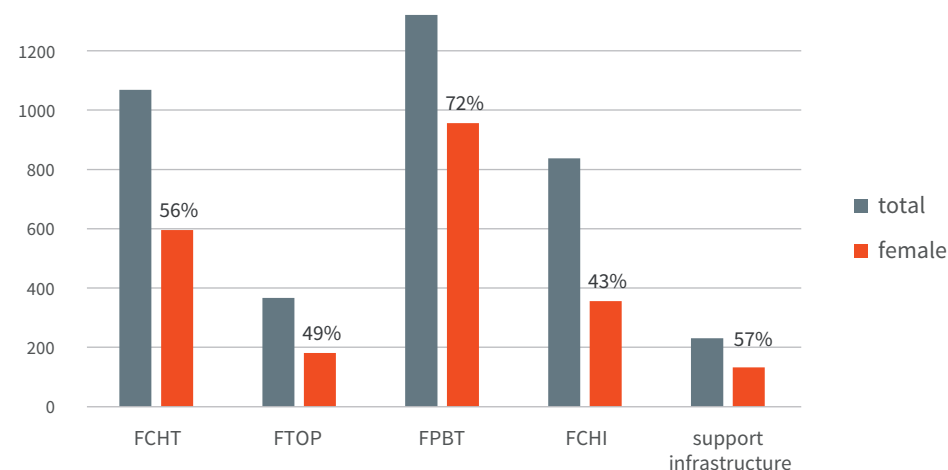
3.1.3 Current data for 2019 and 2020

The percentage of women among students and staff is almost identical in 2019 and 2020. A total of 3,765 students studied at UCT Prague in 2019, of which 60% were women, and similarly in 2020, of the total 3,823 students, 58% were women (Annex 4: Students in accredited study programmes).

Number of male and female students per faculty

The highest percentage of female students (in 2020) is at the Faculty of Food and Biochemical Technology (FFBT) (72%), while the lowest percentage is at the Faculty of Chemical Engineering (FCE) (43%). The Faculty of Chemical Technology (FCT) has 56% female students, and the Faculty of Environmental Technology (FET) has 49% female students (**Fig. 3**).

Figure 4
Total numbers of students and number of female students per faculty 2020



UCT Prague employed a total of 1,250 academic and research staff in 2020. In this category, UCT Prague employed 544 women, of whom 433 were academic staff and 111 were research staff. Women were more represented in research staff (50%) than in academic staff (42%). The highest representation of women among academic staff was in the category of scientific, research and development staff involved in teach activities (49%), while the lowest representation of women was among professors (13%). The largest number of female academics was in the age range up to 29 years (128 women), while the largest number of female researchers was in the age range 30–39 years (47 women). In general, the proportion of women among academic and researchers is higher in the lower age groups and decreases as we move into the higher age groups. The average age of academic staff in 2020 was 41,6 years. Academic and research staff at UCT Prague were most often working full-time in 2020. There is a total of 318 people in management positions at the university, of which almost 19% are held by women. In terms of the representation of women in leadership positions at the faculties, we are at an average of 19%, with the highest representation of women in leadership positions at FFBT with almost 40%, followed by FET with 15%, followed by FCE and FCT equally with 11% of women in leadership positions.

- Total number of staff in 2020: 1222,5 employees, of which 580 (47%) are women
- The total number of administrative technical and other staff was 328, of whom 204 were women (62%)
- For more detailed statistics on the number of men and women in 2020, please see [Annex, Tables 1–4](#).

Involvement of PhD students in the IGA Student Grant Competition in IGA Research Student Projects in 2020

The comparison for individual faculties shows that female students significantly predominate at FCT and FFBT, while the number of students involved in student grant competitions is higher only at FCE. In the overall total at UCT Prague, the number of female students is predominant (97 female students and 77 male students), i.e., 56% female (**Fig. 4**).

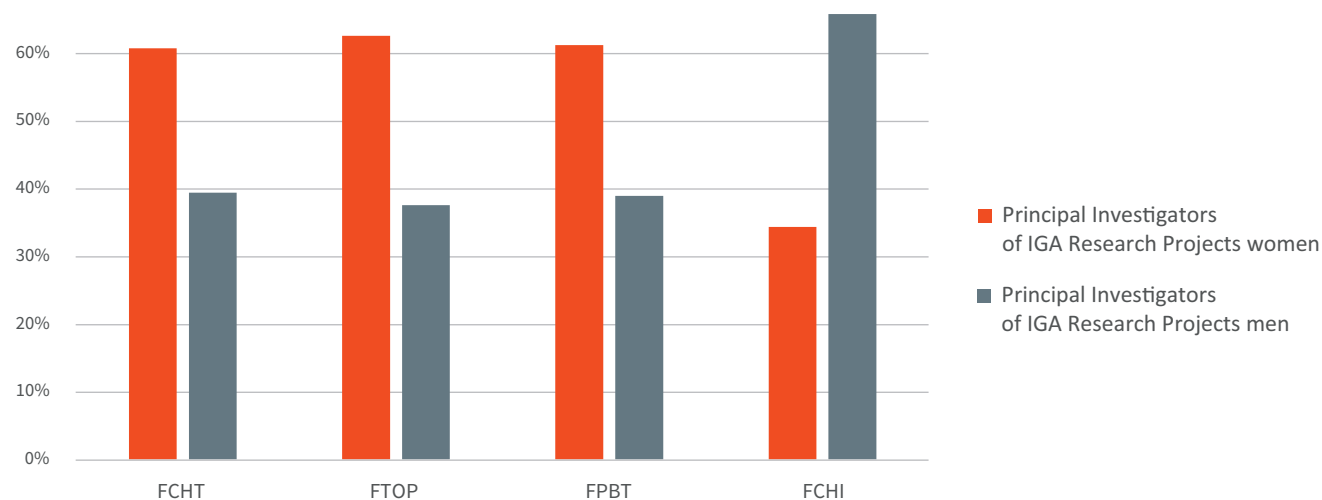


Figure 5
Principal Investigators
of IGA Research Projects

3.2 Main areas of focus for creating gender equality

3.2.1 Analysis of processes and documents for the given area

Working conditions and Gender balance

UCT Prague complies with the principles of equality and non-discrimination within the framework of existing legislation. In accordance with the general principles of human rights protection, it provides equal opportunities for women and men and relies on pillars such as education and moral integrity.

The general framework is set by national and internal legislation in line with European legislation.

At the national level, this area is defined by the strategic documents of the [Government Strategy for Gender Equality of the Czech Republic for the years 2014–2020](#) and the annually updated [Action Plan for Gender Equality](#). The key documents at the European level are the [Europe 2020 Strategy](#) and the [Strategy for Gender Equality for the period 2020–2025](#). The area of education, higher education, science, and research in terms of gender equality strategy is included in the [Plan for Supporting Women and Men of the Ministry of Education, Youth and Sports for 2021–2024](#).

The legislative framework at the national level consists of Act No. 262/2006 Coll., the Labour Code, and Act No. 198/2009 Coll., the Anti-Discrimination Act.

Internal regulations of UCT Prague ensuring equal opportunities and non-discrimination:

- Code of Ethics (English version)
- Collective agreement (English version)
- Work rules
- Disciplinary Regulations of UCT Prague (English version)
- Internal wage regulation
- Creative leave at UCT Prague (English version)
- Prevention of Sexual and Gender-based Harassment at UCT Prague 5. 11. 2018 (English version)
- Home office guidelines valid from 1. 1. 2021.

UCT Prague declares in these documents that, in accordance with the general principles of human rights protection, it does not tolerate discrimination, gender inequality, sexual or gender-based harassment in any form, both in the environment of the institution and in the environment related to UCT Prague. UCT Prague fully supports a positive environment and respect for everyone. The Guidelines on Prevention of Sexual and Gender-based Harassment at UCT Prague inform employees and students how to deal with cases of sexually and gender-based harassing behaviour. The Ethics Committee considers complaints in accordance with the above regulations and issues on whether there has been a violation of internal standards and proposal for possible measures or sanctions.

3.2.2 Work and personal life balance

Since 2013, the day care centre Zkumavka, which is intended for children of employees and students, has been supporting parents among the employees and students of UCT Prague. The Zkumavka day care centre focuses on all-day care for pre-school children, allowing parents to join the work process even if they are unable to place their child in a kindergarten or other facility. The day care centre Zkumavka is designed for children from two to seven years old. The day care centre thus significantly helps the employees and students of UCT Prague to facilitate their return from maternal/parental leave to the work process and to reconcile their family and working life. The children of foreign researchers employed at UCT Prague, including foreign employees involved in public grants to support the mobility of researchers, are also enrolled, and attend the day care centre.

With regards to the specific conditions of the individual workplaces of the employer and the nature of the employee's work, flexible weekly working hours or other individual adjustments may be agreed, if the nature of the work allows it, as well as work at another agreed upon location (work from home). Finally, UCT Prague allows (again, considering the conditions at the workplace and the nature of the work) the return of parents after maternity/parental leave to part-time work, which will enable them to better balance their family and working life.

Other benefits for the employees of UCT Prague:

- employee training
- discounted recreation in the buildings of UCT Prague
- interest groups (chemistry club), chemical competitions for primary and secondary school children, summer camps
- meal allowances
- exercises for employees, sports courses for students

- health care in the general practitioner's office of UCT Prague
- psychological counselling
- supplementary pension insurance.

A transparent and non-discriminatory recruitment and career development process is ensured by internal regulations, all of which clearly state criteria based on research and teaching activities, so gender and sex play no role.

In key parts of the organisational structure of UCT Prague there is a predominance of men. The possibility of joining the management of the school and faculties is non-discriminatory, as these are elected positions by the respective Academic Senate. The ratio of men and women varies within faculties and specialisations.

3.3 Steps taken thus far in the implementation of gender equality, which are followed up in the current Action Plan

The following activities have been implemented at UCT Prague in recent years:

- TRIGGER Project (2014–2017) (*TRansforming Institutions by Gendering contents and Gaining Equality in Research*);
- Gender Equality Transformation Plan (2015);
- Julie Hamáčková Award (since 2015);
 - Category a) Award for exceptional contribution of women employees of UCT Prague to the development of science, research, pedagogy, and innovation,
 - Category b) Award for the outstanding contribution of women employees of UCT Prague in the field of support and promotion of equal opportunities in labour relations and research at UCT Prague,
 - Category c) Competition for student theses by female and male students in bachelors, masters, and doctoral programmes, which incorporate gender or sex analysis in their research,
- Promotion activities: interview books *Search for a dynamic balance* (2015–2017).

3.3.1 Recommendations arising from analytical investigations regarding the specifics of UCT Prague

Based on the evaluation of the analytical survey, it was recommended to focus in the future on removing barriers to parents' involvement in the work process, supporting female talents, which are undoubtedly abundant at UCT Prague, and motivating talented female academics to strive to obtain associate professorships and professorships. In addition, attention should be paid to encouraging women to enter the research and academic workforce. Finally, attention should be focused on increasing the proportion of women at all levels of the management of UCT Prague, including decision-making bodies.

For the period 2015-2020, the areas to be targeted for the implementation of gender balance have been proposed, see the TRIGGER Transformation Plan.

1. Human Resources Development

a) Work-life balance,

- support for flexible forms of work
- development of technical and care infrastructure (VPN, day care centre)
- early career development (mentoring development, refresher courses for parents on maternity and parental leave)

b) Gender balance at different levels of leadership

c) Gender-sensitive evaluation of research and teaching work continuous monitoring of the proportion of men and women involved),

2. Consideration of the gender dimension in research topics

In particular, the Julie Hamáčková prize category c) Competition for student theses by female and male students in bachelors, masters, and doctoral programmes who incorporate gender or sex analysis into their research.

3. Monitoring the gender dimension in the implementation of strategic plans of UCT Prague.

3.3.2 Different economic impacts of the covid-19 crisis on men and women in the Czech Republic

Based on a survey prepared by the *Institute for Democracy and Economic Analysis*, the following measures were recommended for the employer:

— Pay urgent attention to childcare facilities, nurseries, and schools.

- UCT Prague fulfils this requirement by ensuring the operation of the day care centre *Zkumavka*.

- Employers should maintain the flexible teleworking arrangements they have put in place during the quarantine period and after it has ended. Again, the government should encourage and support employers to do so and push for the enactment of this policy in the public sector.
 - UCT Prague has integrated guidelines on flexible working hours and home office in its internal regulations.

The survey among students for the university sector was conducted by the **Institute of Sociological Studies of the Charles University**. The report with the evaluation of the responses of UCT Prague contains the following findings:

- The advantages of the situation are mainly perceived as the possibility to work from home and the possibility to teach from anywhere. The most significant difficulties to teachers are the lack of personal interaction, the impossibility to fully implement practical teaching and the lack of feedback from students.
- According to statements of some UCT Prague students, their financial situation has worsened.
- More than half of the students surveyed (53%) believe that their study load has increased significantly during the emergency.
- Four-fifths (80%) of students are satisfied with the way the university has implemented protective measures in the context of the pandemic.
- Under a third of students (27%) are worried about not completing the year, and 8% said they are prolonging their studies because of the pandemic.

4. Action Plan for 2022–2026

An Action Plan for the period 2022–2026 was drawn up by the HRS4R (*Human Resources Strategy for Researchers*) working group. The plan was divided into two parts: support and development of already implemented measures (**Table 1**) and an Action Plan for new measures (**Table 2**).

Table 4.1: Support and development of already implemented measures

Action	Indicator(s)	Time period	Responsible unit	Personnel and financial security	
Institutional / structural level					
WORK AND PERSONAL LIFE BALANCE					
1	Internal rules are in place for flexible working hours and home office, part-time work is used	Implementation of internal regulations in the working conditions of employees	Throughout the period under review	Personnel Department (PD)	Provided by the heads of department and PD within their working hours
2	Childcare for pre-school children of male/female employees and students	Day care centre Zkumavka – providing the operation and services of the facility	Throughout the period under review	PD	Staffing and material support from public sources
PROMOTING WOMEN IN LEADERSHIP POSITIONS					
3	Monitoring the percentage of women and men in management positions	Annual Activity Report	Throughout the period under review	PD and the Department for Strategic Planning (DSP)	To be provided by the designated PD and DSP staff as part of their working time
4	Open and transparent dissemination of information about vacancies and opportunities, transparent recruitment	Revision of internal regulations based on OTM-R	Throughout the period under review	PD	To be provided by designated PD and Department of Communication (DC) staff as part of their working hours

Cultural level					
5	Raising awareness and gender sensitivity, eliminating stereotypes, target group: employees and students	Offering training for those interested 1-2 times a year, publishing articles on this topic in SPIN magazine/external expert Updating website information https://gro.vscht.cz/	Throughout the period under review	PD, R&D Department	To be provided by designated PD and R&D department staff as part of their working hours, external lecturer specialised in gender issues, financial security from IP or CRP
6	Increasing visibility of female researchers: publishing articles and interviews with successful female scientists at UCT Prague	Publications, presentations during Researcher's Night, once per year	Throughout the period under review	DC, R&D	To be provided by designated Counselling and Career Centre (CCC) staff as part of their working hours
7	Elimination of sexism or sexual harassment, training for the target group employees and students	Compliance with internal guidelines, training offered to interested parties once a year, information on external training on this topic on the web Web editing – information and procedures to promote social security	Throughout the period under review	PD, CCC	To be provided by PD and CCC staff as part of their working hours Partial financial security from 2022 CRP2
Individual level					
SPECIFIC SUPPORT FOR WOMENN					
8	Providing direct support to researchers through an informal mentoring programme for PhD students and early career researchers	Mentoring programme	Throughout the period under review	PD, CCC, Pedagogical Department	To be provided by designated staff as part of their working hours
9	Providing career guidance and training to early career researchers	Career counselling	Throughout the period under review	CCC	To be provided by designated CCC staff as part of their working hours
EVENTS FOCUSING ON GENDER IN RESEARCH AND DEVELOPMENT CONTENT AND METHODS					
10	Continue work with students, Julie Hamáčková Award category c) – introduction and monitoring of analyses of gender and sex in students' research papers	Ensuring the competition	Throughout the period under review	R&D	To be provided by R&D staff as part of their working hours, financial security from the Institutional plan (IP)
11	Julie Hamáčková Award categories a) and b) recognising the contribution of women, recognising the contribution to gender balance	Annual competition	Throughout the period under review	R&D	To be provided by R&D staff as part of their working hours, financial security from the Institutional plan (IP)

Table 4.2: New Action Plan measures

Proposed ACTIONS	Indicators / Objectives	Timing	Responsible unit	Personnel and financial security
WORKING ENVIRONMENT				
1. Formulation of rules for easier return from maternal/parental leave back to research work for researchers	Implementation in internal regulations		PD, faculties, R&D	To be provided by designated staff, possibility of funding from structural funds.
2. Survey of needs, barriers, and opportunities: reflecting the results in changes to internal regulations for equal opportunities	Mid-term survey and evaluation	November 2024	PD	To be provided by designated PD staff as part of their working hours.
3. Gradual digitalisation of administrative processes: Personnel area	Implementing a system for the electronic circulation of personnel documents, electronic records of training	December 2025	Computer Center (CC), PD	To be provided by designated PD and IT staff as part of their working hours.
4. Gender audit as a basis for evaluation of the Action Plan and preparation of a new Action Plan	Gender audit report	November 2025	PD, R&D	To be provided by an external contractor in co-operation with PD and R&D department staff, possible financial support from structural funds.
GREATER INVOLVEMENT OF WOMEN IN SCIENTIFIC LEADERSHIP				
5. To ensure that women are nominated to evaluation panels, selection committees, councils, and boards, in accordance with established procedures and internal regulations	Monitoring the nomination process	Throughout the period under review	PD, faculties	To be provided by designated faculty staff as part of their working hours.
6. Supporting leadership and early career development – a series of courses to enhance management skills and competencies of scientists aspiring to leadership positions	Training cycle	Throughout the period under review	PD, faculties	To be provided by designated PD staff as part of their working hours.

* (at least by quarter/semester of the year)

GENDER IN THE CONTENTS AND METHODS OF SCIENTIFIC RESEARCH

7.	Promotion of theses with the inclusion of the gender dimension regarding the specific of the faculties	Continuous monitoring of the number of theses and their publicity	Throughout the period under review	Faculties	To be provided by designated faculty staff as part of their working hours.
8.	Incorporation of gender monitoring into the rules of internal grant competitions regarding the relevance of research topics	Competition rules	Throughout the period under review	R&D	To be provided by designated R&D staff as part of their working hours.
9.	Training and popularisation of the gender dimension in R&D, target group R&D employees and students	Offer of training for interested parties once a year, information about external training on the web, publication in the internal SPIN magazine.	Throughout the period under review	R&D	To be provided by designated R&D staff as part of their working hours, external lecturer specialised in gender issues, financial support from IP or CRP

5. GEP implementation

The GEP was developed in co-operation with the HRS4R Working Group, which is divided into 4 thematic subgroups (Ethical and Professional Aspects, Recruitment Selection, Working Conditions and Social Security, Training and Development) and was expanded to include additional members, representative of the Academic Senate and the School's management. This Working Group will be responsible for following up the steps described in the Action Plan. The progress of implementation will be monitored according to the timetable and individual activities.

Responsibilities and staff are defined for each activity.

Progress in the implementation of individual activities will be monitored and controlled by the staff responsible for the implementation of the GEP (HRS4R Working Group and Steering Committee) in co-operation with the persons responsible for the achievement of individual objectives. Control mechanisms will be set up in the form of regular meetings of the persons involved and subsequent reporting. The staff responsible for the implementation of the GEP will report to the management of UCT Prague on the implementation of individual measures.

A timetable will be developed for the delivery of key outputs, which will be followed by those responsible for these activities and the members of the working group. Semi-annual monitoring of the process will take place.

If some steps cannot be implemented or there is a time delay, it will be necessary to explain everything and take further action to correct the problem.

The essential indicators necessary for the fulfilment of the Action Plan objectives are:

- Issuance of the regulations and internal standards in question, or the issuance of revised documents
- Implementation of specific training for individual target groups
- Arranging and implementing specific competitions and other events
- Introduction of new electronic tools for HR work and reduction of the administrative burden on employees

6. Evaluation and continuous monitoring

The GEP is planned for 2022–2026 and after its evaluation a new plan will be prepared for the next four-year period.

An internal evaluation will be carried out during the implementation process, together with a check on the implementation of the Action Plan. Further sub-surveys of employee satisfaction will also be conducted. The results will be compared with the implementation schedule. This process should allow to assess the progress and show further gaps that need to be addressed by the measures of the Action Plan for the next period.

The evaluation of the effectiveness of the Action Plan will also include an external gender audit, which will also serve as a baseline for the preparation of the Action Plan for the following period. Based on the results of the gender audit, priority areas will be defined to focus the actions of the Action Plan for the next four-year period. Ongoing monitoring will focus on:

- work-life balance measures
- increasing the gender-balance in expert groups and evaluation panels
- integrating the gender dimension into the content of research and innovation
- increasing the balance between men and women in leadership positions
- gender equality in recruitment and promotion
- measures against gender-based violence, including sexual harassment
- implementation of all proposed actions of the Action Plan according to the timetable

The HRS4R Working Group will oversee evaluating the implementation of the GEP and its continuous monitoring.

The Working Group will evaluate the progress in the implementation of the measures according to the timetable and the set indicators. It will report on the implementation of the Action Plan to the Steering Committee.

The evaluation of the GEP implementation will take place at regular working group meetings twice a year.

Regular information on the implementation of the Action Plan will be provided by the Steering Committee to the Rector's Collegium and the Academic Senate.

At the end of the reporting period, a final report will be prepared by the HRS4R Working Group to serve as a basis for the preparation of the GEP for the following four-year period.

7. Annex (Staff statistics for 2020)

Table 7.1: Academic, research and other staff total

VŠCHT Praha	Akademičtí pracovníci							Vědeckí pracovníci *			Ostatní zaměstnanci ****	CELKEM zaměstnanci
	CELKEM akademičtí pracovníci	Profesoři	Docenti	Odborní asistenti	Asistenti	Vědečtí, výzkumní a vývoj. pracovníci podílející se na pedagogické činnosti	Mimořádní profesoři	Postdoktorandi **	Vědečtí pracovníci nespádající do ostatních kategorií	Ostatní vědečtí, výzkumní a vývojoví pracovníci ***		
FCHT *****	205,194	20,050	29,742	55,766	2,000	96,636	1,000	46,721	6,000	19,970	17,865	295,750
Počty žen na FCHT	73,945	0,000	7,299	20,268	0,000	46,378	0,000	15,390	4,300	13,950	15,425	123,010
FTOP *****	74,704	4,541	15,067	28,914	4,071	22,111	0,000	12,201	0,650	3,374	5,000	95,929
Počty žen na FTOP	27,177	0,458	2,250	12,164	2,071	10,234	0,000	4,760	0,650	2,000	5,000	39,587
FPBT *****	150,751	21,025	29,707	37,027	2,000	60,992	0,000	33,823	1,500	17,006	11,050	214,130
Počty žen na FPBT	82,098	4,708	15,070	23,242	2,000	37,078	0,000	15,622	1,500	12,409	10,210	121,839
FCHI *****	162,761	18,800	24,596	53,358	2,208	63,799	0,000	17,486	3,500	15,200	12,774	211,721
Počty žen na FCHI	45,788	2,000	2,533	21,850	0,000	19,405	0,000	5,403	1,200	7,800	12,103	72,294
Ostatní pracoviště celkem	96,978	6,250	6,066	39,303	4,110	41,249	0,000	9,935	2,982	13,964	281,156	405,015
Počty žen na ostat. pracovištích	46,975	0,667	2,658	22,466	1,660	19,524	0,000	4,341	1,380	9,300	161,588	223,584
CELKEM	690,388	70,666	105,178	214,368	14,389	284,787	1,000	120,166	14,632	69,514	327,845	1 222,545
Celkem žen	275,983	7,833	29,810	99,990	5,731	132,619	0,000	45,516	9,030	45,459	204,326	580,314

* -***** Viz poznámky tabulky č. 7.2.

***** Fakulta nebo jiná součást vysoké školy uskutečňující akreditovaný studijní program.

Table 7.2: Age structure of academic, research, and other staff (number of natural persons)

VŠCHT Praha	Akademičtí pracovníci												Vědeckí pracovníci *						Ostatní zaměstnanci ****		CELKEM	z toho ženy
	Profesoři		Docenti		Odb. asistenti		Asistenti		Vědeckí, výzkumní a vývoj. pracov. podílející se na pedagog. činnosti		Mimořádní profesoři		Postdoktorandi **		Vědeckí pracov. nespádající do ostatních kategorií		Ostatní vědeckí, výzkumní a vývojoví pracovníci ***					
	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy	CELKEM	ženy
do 29 let	0	0	0	0	2	0	2	1	259	125	0	0	9	4	19	12	11	8	23	10	325	160
30–39 let	1	0	12	3	138	58	14	7	93	45	0	0	101	38	3	2	10	7	47	33	419	193
40–49 let	11	1	48	13	116	52	5	0	48	25	1	0	9	3	1	1	23	16	103	78	365	189
50–59 let	21	1	34	14	51	33	1	1	18	13	0	0	0	0	0	0	21	14	99	74	245	150
60–69 let	35	6	28	10	29	12	2	1	12	3	0	0	1	0	0	0	9	5	68	31	184	68
nad 70 let	22	4	14	2	5	1	0	0	4	2	0	0	0	0	0	0	7	1	21	7	73	17
CELKEM	90	12	136	42	341	156	24	10	434	213	1	0	120	45	23	15	81	51	361	233	1611	777

* Vědeckým pracovníkem se v tomto případě rozumí vědecký pracovník, který není akademickým pracovníkem dle § 70 zákona č. 111/1998 Sb., o vysokých školách.

** Pracovník/pracovnice dané výzkumné instituce nebo vysoké školy do pěti let po obhájení akademického titulu Ph.D. nebo jeho ekvivalentu. Pracuje jako součást vědeckého týmu dané instituce obvykle pod vedením zkušených vědeckých pracovníků na konkrétním úkolu a publikuje své výsledky samostatně i v rámci tvůrčího týmu. Má s výzkumnou institucí uzavřen pracovní poměr na dobu určitou (v trvání 1–3 let) na jedno, maximálně tři období po sobě. Jeho/její mzda podléhá pravidlům mzdového systému dané instituce, přičemž vedle toho může získat odměny v rámci výzkumných grantových projektů.

*** Kategorie *Ostatní vědeckí, výzkumní a vývojoví pracovníci* zahrnuje technické a odborné pracovníky, kteří se přímo nepodílejí na výzkumu, ale jsou pro výzkumnou činnost nepostradatelní (např. obsluha research facility).

**** Ostatními zaměstnanci se rozumí všichni další pracovníci, kteří se přímo nepodílejí na vzdělávání a výzkumu. Jedná se tedy zejména o administrativní, technické a jiné zaměstnance.

Tab 7.3: Management (natural persons)

VŠCHT Praha	Rektor/ děkan	Prorektor /proděkan	Akademický senát	Vědecká /umělecká /akademická rada	Kvestor /tajemník **	Správní rada	Ředitel ústavu, vysokoškolského zemědělského či lesnického statku	Vedoucí katedry/institutu výzkumného pracoviště	Vedoucí pracovník CELKEM ****
VŠCHT Praha (úroveň VŠ)	1	4	24	38	1	9	x	x	77
z toho ženy	0	0	7	2	1	1	x	x	11
FCHT	1	3	11	35	1	x	x	12	63
z toho ženy	0	0	5	1	1	x	x	0	7
FTOP	1	3	9	34	1	x	x	5	53
z toho ženy	0	0	3	4	1	x	x	0	8
FPBT	1	3	11	35	1	x	x	7	58
z toho ženy	0	1	6	13	1	x	x	2	23
FCHI	1	3	12	31	1	x	x	6	54
z toho ženy	0	0	4	1	1	x	x	0	6
Vysokošk. ústavy a zeměděl. nebo lesnické statky	x	x	x	9	0	x	1	–	10
z toho ženy	x	x	x	0	0	x	0	–	0
Ostatní pracoviště celkem ***	x	x	x	–	–	x	–	12	12
z toho ženy	x	x	x	–	–	x	–	5	5
Fakulty* celkem	4	12	43	135	4	x	1	42	250
z toho ženy	0	1	18	19	5	x	0	5	49
Vysoká škola CELKEM *****	5	16	67	173	5	9	1	42	327
z toho ženy	0	1	25	21	6	1	0	5	60

Do tabulky se zaznamenávají pouze součásti vysoké školy a pracoviště pro vzdělávací a výzkumnou, vývojovou a inovační, uměleckou nebo další tvůrčí činnost nebo pro poskytování informačních služeb nebo převod technologií. Neuvádí se údaje za administrativní, účelová zařízení pro kulturní a sportovní činnost, pro ubytování a stravování nebo k zajišťování provozu školy.

* Pouze fakulty a součásti pod ně spadající (dle výše uvedené charakteristiky)

** Podle zákona o vysokých školách, § 25. čl. 2.

- *** Pracoviště pro vzdělávací a výzkumnou, vývojovou a inovační, uměleckou nebo další tvůrčí činnost nebo pro poskytování informačních služeb nebo převod technologií dle § 22 odst. c) zákona č. 111/1998 Sb.
- **** Vyjmenovaná a obdobná pracoviště pro vzdělávací a výzkumnou, vývojovou a inovační, uměleckou nebo další tvůrčí činnost nebo pro poskytování informačních služeb nebo převod technologií dle § 22 odst. c) zákona č. 111/1998 Sb., spadající pod součást vysoké školy.
- ***** Údaj celkem nemusí odrážet reálný stav fyzických osob (jedna osoba může v rámci VŠ či fakulty zastávat více pozic), jedná se o prostý součet buňek.

Table 7.4: Students in accredited study programmes

Skupiny akreditovaných studijních programů	kód	Bakalářské studium		Navazující magisterské studium		Doktorské studium		CELKEM
		prezenční	kombin./distanč.	prezenční	kombin./distanč.	prezenční	kombin./distanč.	
FCHT								
Umění a humanitní vědy	02	36	–	–	–	–	–	36
Přírodní vědy, matematika a statistika	05	27	–	52	–	67	18	164
Technika, výroba a stavebnictví	07	469	–	254	1	116	28	868
Fakulta celkem	x	532	0	306	1	183	46	1 068
z toho počet žen na FCHT	x	297	–	183	–	99	16	595
z toho počet cizinců na FCHT	x	94	–	74	–	50	7	225
FTOP								
Technika, výroba a stavebnictví	07	107	1	129	2	69	59	367
Fakulta celkem	x	107	1	129	2	69	59	367
z toho počet žen na FTOP	x	50	1	62	2	42	24	181
z toho počet cizinců na FTOP	x	16	–	63	1	26	5	111
FPBT								
Přírodní vědy, matematika a statistika	05	422	–	249	–	107	37	815
Technika, výroba a stavebnictví	07	236	1	163	–	66	40	506
Fakulta celkem	x	658	1	412	0	173	77	1 321

z toho počet žen na FPBT	x	484	1	321	-	108	42	956
z toho počet cizinců na FPBT	x	90	-	61	-	39	13	203
FCHI								
Přírodní vědy, matematika a statistika	05	254	-	87	-	69	19	429
Technika, výroba a stavebnictví	07	194	2	97	-	95	20	408
Fakulta celkem	x	448	2	184	0	164	39	837
z toho počet žen na FCHI	x	205	-	84	-	57	10	356
z toho počet cizinců na FCHI	x	79	-	32	-	41	8	160
Studium mimo fakulty								
Vzdělávání a výchova	01	9	-	-	-	-	-	9
Obchod, administrativa a právo	04	107	-	114	-	-	-	221
Studium mimo fakulty celkem	x	116	0	114	0	0	0	230
z toho počet žen	x	66	-	66	-	-	-	132
Z toho počet cizinců	x	24	-	29	-	-	-	53
VŠCHT Praha								
Vzdělání a výchova	01	9	-	-	-	-	-	9
Umění a humanitní vědy	02	36	-	-	-	-	-	36
Obchod, administrativa a právo	04	107	-	114	-	-	-	221
Přírodní vědy, matematika a statistika	05	703	-	388	-	243	74	1 408
Technika, výroba a stavebnictví	07	1 006	4	643	3	346	147	2 149
VŠ CELKEM	x	1 861	4	1 145	3	589	221	3 823
z toho počet žen celkem	x	1 102	2	716	2	306	92	2 220
z toho počet cizinců celkem	x	303	0	259	1	156	33	752