

Annex No. 3

The Current State of Gender Equality at UPJŠ in Košice

From the available quantitative data, which are included in Annex No. 3 to the **Strategic Framework for Gender Equality Policy at UPJŠ in Košice**, it is possible to find out the following:

- 1. Vertical gender segregation in the academic environment.** which is based on differences in the academic career between women and men, as follows:
 - a) a) With the increasing level of academic careers, the percentage representation of women is becoming significantly reduced, i.e. the effect of the so-called "leaky pipe" is manifested (the higher the rank of the academic rank, the lower the number of women, the share of professors at the University level being no more than a quarter - 22%);
 - b) b) Representation of women in the field of management at UPJŠ is conditioned by horizontal segregation, which means that at the Faculties with a significant prevalence of female scholars (the Faculty of Public Administration and the Faculty of Arts), the effect of "glass ceiling" is being overcome (the Faculties represented by female deans); the Dean of the Faculty of Law is also a woman despite the under-representation of women academics at that Faculty;
 - c) c) The occurrence of vertical gender segregation at the level of the management bodies of the University is then conditioned by the significantly low share of female professors in the academic milieu of the University - there is less than a third of the share of women in the UPJŠ Academic Council and a high proportion of women in the academic milieu of some of the Faculties - also thanks to the UPJŠ Rector Managing Board (3 male Vice-Rectors and 3 female Vice-Rectors) and the UPJŠ Academic Senate is characterized by a relative gender balance in the representation of women and men as members of the above collective management bodies of the University, although it is necessary to state that in the UPJŠ Academic Senate management, there is not a single woman.

- 2. Horizontal gender segregation in the academic milieu.** which is observable in the underrepresentation of women in natural sciences (Faculty of Science, UPJŠ - 37% of female academics) and in legal sciences (Faculty of Law - 42% of female academics), a marked representation of women in social sciences (the Faculty of Public Administration - 70% of female academics) and in humanities (UPJŠ Faculty of Arts - approximately 60% of female academics).

Quantitative Data for Identifying the State of Gender Equality at UPJŠ 2016

GENERAL DATA

		UPJŠ		Faculty of Medicine		Faculty of Science		Faculty of Law		Faculty of Public Administration		Faculty of Arts		Rectorate and University Units	
Year	Category	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)
				38.85%	61.15%	37.27%	62.73%	52.31%	47.69%	45.55%	54.45%	27.08%	72.92%	34.16%	65.84%
2016	Employees	610	960	221	372	181	165	41	49	13	35	55	106	99	223
	Academics	436 (50.11%)	434 (49.89%)	193 (46.84%)	219 (53.15%)	140 (63.35%)	81 (36.65%)	36 (58.06%)	26 (41.94%)	9 (30%)	21 (70%)	50 (38.46%)	80 (61.54%)	8 (53.33%)	7 (46.67%)
	researchers	60 (48.78%)	63 (51.21%)	19 (33.93%)	37 (66.07%)	40 (62.5%)	24 (37.5%)	1 (33.33%)	2 (66.67%)						

1a. CAREER DEVELOPMENT																													
Age category	UPJŠ				Faculty of Medicine				Faculty of Science				Faculty of Law				Faculty of Public Administration				Faculty of Arts				Rectorate and University Units				
	Up to 40 years	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Do 50	Over 50	Do 40	Up to 45	Up to 50	Na 50	Up to 40	Up to 45	Up to 50	Over 50	Do 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Do 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	
Female assoc. prof.-s	7	15	13	46	3	4	8	14		3	3	12	1	2		6	1		1	4	2	5	1	9			1		1
Female professors		1		20		1		12				3								1				4					
Assoc. prof.-s	8	15	14	54	2	4	4	23	3	6	9	17	1	1	1	3	1			1	1	4		8					2
Prof.-s		2	5	70			3	26		1	2	26				8				1		1		8					1

1b. TEACHING														
	UPJŠ		Faculty of Medicine		Faculty of Science		Faculty of Law		Faculty of Public Administration		Faculty of Arts		Rectorate and University Units	
	Men (%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men(%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men (%)	Women(%)
Senior assistants	170 (46.07%)	199 (53.93%)	89 (49.72%)	90 (50.28%)	31 (49.21%)	32 (50.79%)	17 (58.62%)	12 (41.38%)	6 (30%)	14 (70%)	25 (35.21%)	46 (64.79%)	2 (28.57%)	5 (71.43%)
Male/female assoc. prof.	91 (52.91%)	81 (47.09%)	33 (53.22%)	29 (46.78%)	35 (66.04%)	18 (33.96%)	6 (35.29%)	9 (52.94%)	2 (25%)	6 (75%)	13 (43.33%)	17 (56.66%)	2 (50%)	2 (50%)
Male/female prof.	77 (78.57%)	21 (21.43%)	29 (69.05%)	13 (30.95%)	29 (90.63%)	3 (9.37%)	8 (100%)		1 (50%)	1 (50%)	9 (69.23%)	4 (30.76%)	1 (100%)	

2015

GENERAL DATA

		UPJŠ		Lekárska fakulta		Prírodovedecká fakulta		Právnická fakulta		Fakulta verejnej správy		Filozofická fakulta		RaUP	
Year	Category	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)
		38.95%	61.05%	37.89%	62.11%	51.42%	48.58%	43.01%	56.99%	31.91%	68.09%	36.05%	63.95%	27.96%	72.04%
2015	employees	599	939	216	354	181	171	40	53	15	32	62	110	85	219
	Academics	428 (50.65%)	417 (49.35%)	187 (48.07%)	202 (51.93%)	133 (63.03%)	78 (36.97%)	35 (53.85%)	30 (46.15%)	11 (36.67%)	19 (63.33%)	55 (39.86%)	83 (60.14%)	7 (58.33%)	5 (41.67%)
	Researchers	57 (48.72%)	60 (51.28%)	20 (35.71%)	36 (64.29%)	36 (64.29%)	20 (35.71%)	1 (20%)	4 (80%)						
	University teachers	370 (51.32%)	351 (48.68%)	167 (50.3%)	165 (49.7%)	96 (63.58%)	55 (36.42%)	34 (57.63%)	25 (42.37%)	11 (36.67%)	19 (63.33%)	55 (40.15%)	82 (59.85%)	7 (58.33%)	5 (41.67%)
	Young researchers up to 35 years - post PhD	1 (14.29%)	6 (85.71%)		1 (100%)	1 (25%)	3 (75%)		1 (100%)				1 (100%)		

1a. CAREER DEVELOPMENT																													
	UPJŠ				Faculty of Medicine				Faculty of Science				Faculty of Law				Faculty of Public Administration				Faculty of Arts				Rectorate and University Units				
Age category	Up to 40 years	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Do 50	Over 50	Do 40	Up to 45	Up to 50	Na 50	Up to 40	Up to 45	Up to 50	Over 50	Do 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Do 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	
female associate prof.-s	5	12	11	46	3	4	7	14		2	3	12		2		7	1			4	1	3	1	9			1		
female prof.-s				22				12				4								1				5					
associate prof.-s	6	15	16	56	1	2	4	23	2	7	11	17	1	1	1	4	1			1	1	5		9					2
Prof.-s			5	73			3	28			2	26				8				1				10					

1b. TEACHING														
	UPJŠ		Faculty of Medicine		Faculty of Science		Faculty of Law		Faculty of Public Administration		Faculty of Arts		Rectorate and Uni. units	
	Men (%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men(%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men (%)	Women(%)
Senior assistants	172 (45.14%)	209 (54.86%)	89 (48.37%)	95 (51.63%)	31 (50%)	31 (50%)	16 (51.61%)	15 (48.39%)	8 (40%)	12 (60%)	26 (32.91%)	53 (67.09%)	2 (40%)	3 (60%)
Male/female assoc. prof.	93 (55.69%)	74 (44.31%)	30 (51.72%)	28 (48.28%)	36 (67.92%)	17 (32.08%)	7 (43.75%)	9 (56.25%)	2 (25%)	6 (75%)	16 (55.17%)	13 (44.83%)	2 (66.67%)	1 (33.33%)
Male/female prof.	78 (78%)	22 (22%)	31 (72.09%)	12 (27.91%)	28 (87.5%)	4 (12.5%)	8 (100%)		1 (50%)	1 (50%)	10 (66.67%)	5 (33.33%)		

2014

GENERAL DATA

		UPJŠ		Faculty of Medicine		Faculty of Science		Faculty of Law		Faculty of Public Administration		Faculty of Arts		Rectorate and University Units	
Year	Category	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)
2014	employees	597 (39.25%)	924 (60.75%)	205 (37.41%)	343 (62.59%)	189 (52.07%)	174 (47.93%)	41 (45.05%)	50 (54.95%)	15 (30%)	35 (70%)	63 (36.63%)	109 (63.37%)	84 (28.28%)	213 (71.72%)
	Academics	431 (51.01%)	414 (48.99%)	177 (47.2%)	198 (52.8%)	142 (64.25%)	79 (35.75%)	36 (57.14%)	27 (42.86%)	11 (34.38%)	21 (65.63%)	57 (40.71%)	83 (59.29%)	8 (57.14%)	6 (42.86%)
	researchers	67 (52.76%)	60 (47.24%)	21 (37.5%)	35 (62.5%)	44 (65.67%)	23 (34.33%)	1 (33.33%)	2 (66.67%)	1 (100%)					
	university teachers	364 (51.12%)	348 (48.88%)	156 (49.21%)	161 (50.79%)	98 (64.9%)	53 (35.1%)	35 (59.32%)	24 (40.68%)	10 (32.26%)	21 (67.74%)	57 (40.71%)	83 (59.29%)	8 (57.14%)	6 (42.86%)
	Young researchers to 35		6 (100%)		1 (100%)		3 (100%)		1 (100%)				1 (100%)		

1a. CAREER DEVELOPMENT																													
	UPJŠ				Faculty of Medicine				Faculty of Science				Faculty of Law				Faculty of Public Administration				Faculty of Arts				Rectorate and University Units				
Age category	Up to 40 years	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	Up to 40	Up to 45	Up to 50	Over 50	
female associate prof.-s	9	13	9	47	5	6	4	13		3	4	11				7	2	1		4	2	2	1	11			1		1
Female prof.-s.				23				14				4								1				4					
associate prof.-s	9	19	9	54	1	3	2	22	4	10	4	17	1	1	1	5	1			1	2	4	1	8			1		1
Prof.-s		3	4	74		1	3	27		2	1	24				8				1				14					

1b. TEACHING														
	UPJŠ		Faculty of Medicine		Faculty of Science		Faculty of Law		Faculty of Public Administration		Faculty of Arts		Rectorate and University Units	
	Men (%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men(%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men (%)	Women(%)
Senior assistants	167	202	82	90	35	30	16	16	7	13	24	51	3	2
Male/female assoc. prof.	91 (53.85%)	78 (46.15%)	28 (50%)	28 (50%)	35 (66.04%)	18(33.96%)	9 (56.25%)	7 (43.75%)	2 (22.22%)	7 (77.78%)	15 (48.39%)	16 (51.61%)	2 (50%)	2 (50%)
Male/female prof.	81 (77.88%)	23 (22.12%)	31 (68.89%)	14 (31.11%)	27 (87.1%)	4 (12.9%)	8 (100%)		1 (50%)	1 (50%)	14 (77.78%)	4 (22.22%)		

