## 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
- c) 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;
- d) 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**

		UI	ΡJŠ	Faculty	of Medicine	Faculty o	of Science	Faculty	of Law	Faculty of Public Administ		Faculty of	Arts	Rectorate Universit	
Year	Category	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Male s (%)	Fem ales (%)
2016	Employees	38.85% 610	61.15% 960	37.27% 221	62.73%	52.31% 181	47.69% 165	45.55% 41	54.45% 49	27.08%	72.92% 35	34.16% 55	65.84% 106	29.82%	70.18%
	Academics	436 (50.11%)	434	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%)						

	University	371	367	173	182	97 (63.4%)	56 (36.6%)	34	22 (39.29%)	9 (30%)	21 (70%)	50	79	8	7
	teachers	(50.27%)	(49.73%)	(48.73%)	(51.27%)			(60.71%)				(38.76%)	(61.24%		(46.67
													)	%)	%)
	Young researchers	5	4	1 (100%)		3 (75%)	1 (25%)	1 (33.33%)	2 (66.67%)				1		
	up to 35 years – post-PhD	(55.55%)	(44.45%)										(100%)		
			] 			] [	 				 	] 	 		
Ē	Associate professors	91	81	33	29	35	18	6 (35.29%)	9 (52.94%)	2 (25%)	6 (75%)	13	17	2 (50%)	2 (50%
	·	(52.91%)	(47.09%)	(53.22%)	(46.78%)	(66.04%)	(33.96%)					(43.33%)	(56.66%		
													,		
	Professors	77	21	29	13	29	3 (9.37%)	8 (100%)		1 (50%)	1 (50%)	9 (69.23%)	4	1	
	1	(78.57%)	(21.43%)	(69.05%)	(30.95%)	(90.63%)						l	(30.76%	(100%)	
L													)		
	students nat. for.														
	Bacc. st.														
	MA st. PhD st.														

											1	a. CA	REER	DEVE	ELOPI	MENT												
		UP	'nŠ			ulty c				aculty cience			Fa	culty	of La	W		•	of Pu		Fac	ulty c	of Ar	ts		rate and sity Unit		
Age	Up	Up	Up	Ove	Up	Up	D	Ove	D	Up	Up	Na	Up	Up	Up	Ove	D	Up	Up	Ove	Up	Up	D	Ove	Up to	Up to	Up	Ove
category	to	to	to	r	to	to	0	r	0	to	to	d	to	to	to	r	0	to	to	r	to	to	0	r	40	45	to	r
	40	45	50	50	40	45	50	50	40	45	50	50	40	45	50	50	40	45	50	50	40	45	5	50			50	50
	years																						0					
Female	7	15	13	46	3	4	8	14		3	3	12	1	2		6	1		1	4	2	5	1	9		1		1
assoc.																												
profs																												
Female		1		20		1		12				3								1				4				
profess																												
ors																												
Assoc.	8	15	14	54	2	4	4	23	3	6	9	17	1	1	1	3	1			1	1	4		8				2
profs																												
Profs		2	5	70			3	26		1	2	26				8				1		1		8				1

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

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							GENERAL	DATA			•	•	•		
		UP.	JŠ	Lekársk;	ka fakulta	Prírodovede	lecká fakulta	Právnic <sup>°</sup>	cká fakulta	Fakulta vo sprá		Filozofická	á fakulta	Ral	JP
Year	Category	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Wo men (%)
	7	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		6 (85.71%)		1 (100%)	1 (25%)	3 (75%)		1 (100%)				1 (100%)		

	ssociate ofessors		93 (55.69%)	74 (44.31%)	30 (51.72%)	28 (48.28%)	36 (67.92%)	17 (32.08%)	7	9 (56.25%)	2 (25%)	6 (75%)	16 (55.17%)	13 (44.83%	2 (66.67	1 (33.33
pro	01633013		(55.65%)	(44.51%)	(51.72%)	(40.20%)	(67.92%)		(43.75%)		(2370)		(55.17%)	)	%)	(33.33
	professo	ors	78 (78%)	22 (22%)	31	12	28 (87.5%)	4	8 (100%)		1 (50%)	1 (50%)	10	5		
					(72.09%)	(27.91%)		(12.5%)					(66.67%)	(33.33%		
st	tudents	nat.														
		int.														
<u> </u>	Bacc. st.															
	<u>Magister</u>	st.														
	PhD stu	udents														
																I

											1	a. CA	REER	DEVE	ELOPI	MENT												
		Uſ	PJŠ			ulty c				aculty cience			Fa	culty	of La	W		aculty dmini			Fac	ulty o	of Art	ts	Rectora Universi	te and ty Units		
Age	Up	Up	Up	Ove	Up	Up	D	Ove	D	Up	Up	Na	Up	Up	Up	Ove	D	Up	Up	Ove	Up	Up	D	Ove	Up to	Up to	Up	Ove
category	to	to	to	r	to	to	0	r	0	to	to	d	to	to	to	r	0	to	to	r	to	to	0	r	40	45	to	r
	40	45	50	50	40	45	50	50	40	45	50	50	40	45	50	50	40	45	50	50	40	45	5	50			50	50
	year																						0					
	S																											
female	5	12	11	46	3	4	7	14		2	3	12		2		7	1			4	1	3	1	9		1		
associate																												
profs																												
female				22				12				4								1				5				
profs																												
associate	6	15	16	56	1	2	4	23	2	7	11	17	1	1	1	4	1	_		1	1	5		9				2
profs																												
Profs			5	73			3	28			2	26				8				1				10				

						1b.	TEACHING							
		UPJŠ	Faculty	of Medicine	Faculty Science	,	Faculty	of Law	_	of Public histration	Faculty o		Rectorate and Uni. units	
	Men (%)	Women(%)	Men(%)	Women( %)	Men (%)	Women(%	Men(%)	Women(%)	Men(%)	Women(%)	Men (%)	Women(%)	Men (%)	Women( %)
Senior assistants	172 (45.14%)	2 209 (54.86%) 89 95 4%) (48.37%) (51.63		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/fema le 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/fem ale 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%)		

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	UF	PJŠ	Faculty	of Medicine	Faculty of S	cience	Faculty	of Law	Public		Faculty of	Arts	Rectorate and Unive Units	
Category	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)	Wo men (%)
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%)		
	employees  Academics  researchers  university teachers	Category Men (%)  employees 597 (39.25%)  Academics 431 (51.01%)  researchers 67 (52.76%)  university 364 teachers (51.12%)  Young	employees 597 (39.25%) (60.75%)  Academics 431 (414 (51.01%) (48.99%)  researchers 67 (52.76%) (47.24%)  university 364 (51.12%) (48.88%)  Young 6 (100%)	Category Men (%) Women (%)  employees 597 (39.25%) (60.75%) (37.41%)  Academics 431 (48.99%) (47.2%)  researchers 67 (52.76%) (47.24%) (37.5%)  university teachers (51.12%) (48.88%) (49.21%)  Young 6 (100%)	Category Men (%) Women (%) Women (%)  employees 597 (39.25%) (60.75%) (37.41%) (62.59%)  Academics 431 (51.01%) (48.99%) (47.2%) (52.8%)  researchers 67 (52.76%) (47.24%) (37.5%) (37.5%)  university 364 (48.88%) (49.21%) (50.79%)  Young 6 (100%) 1 (100%)	Category Men (%) Women (%) Women (%) Women (%) Men (%)  employees 597 (39.25%) (60.75%) (37.41%) (62.59%) (52.07%)  Academics 431 (51.01%) (48.99%) (47.2%) (52.8%) (64.25%)  researchers 67 (52.76%) (47.24%) (37.5%) 35 (62.5%) 44 (65.67%)  university 364 (51.12%) (48.88%) (49.21%) (50.79%) 98 (64.9%)  Young 6 (100%) 1 (100%)	Category Men (%) Women (%) Women (%) Women (%) Men (%) Women (%)  employees 597 924 205 343 189 174 (47.93%)  Academics 431 414 177 198 142 79 (52.07%) (35.75%)  researchers 67 60 21 35 (62.5%) (62.59%) (35.75%)  university teachers 364 (48.88%) 156 (49.21%) (50.79%) 98 (64.9%) 53 (35.1%)  Young 6 (100%) 1 (100%) 3 (100%)	Category Men (%) Women (%) Women (%) Women (%) Women (%) Women (%) Men (%)  employees 597 (39.25%) (60.75%) (37.41%) (62.59%) 189 (52.07%) 41 (47.93%) (45.05%)  Academics 431 (51.01%) (48.99%) (47.2%) (52.8%) (64.25%) (35.75%) (57.14%)  researchers 67 (52.76%) (47.24%) (37.5%) 35 (62.5%) 44 (23 (34.33%) (34.33%) (65.67%) (35.75%) (59.32%)  university a64 (51.12%) 48.88%) 49.21%) (50.79%) 98 (64.9%) 53 (35.1%) 35 (59.32%)  Young 6 (100%) 1 (100%) 3 (100%)	Category         Men (%)         Women (%)         Women (%)         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)         Women (%)         Women (%)         Men (%)         Women (%)         Women (%)         Men (%)         Women (%) <td>Category         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)</td> <td>  Public Administration   Publ</td> <td>  Category   Men (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)  </td> <td>  Men (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men (%)</td> <td>  Category   Men (%)   Women   Men (%)   Women   (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men (%)   Men</td>	Category         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)         Women (%)         Men (%)	Public Administration   Publ	Category   Men (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)	Men (%)   Women (%)   Women (%)   Women (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men (%)	Category   Men (%)   Women   Men (%)   Women   (%)   Women (%)   Women (%)   Men (%)   Women (%)   Men (%)   Women (%)   Men

	years – promotion PhD students														
	associate professors	91	78	28 (50%)	28 (50%)	35	18	9 (56.25%)	7 (43.75%)	2 (22.22%)	7	15	16	2 (50%)	2 (50%
		(53.85%)	(46.15%)			(66.04%)	(33.96%)				(77.78%)	(48.39%)	(51.61%		
	professors	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% )		
-			<del> </del>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<del> </del>	<del>                                     </del>	<u> </u>	<del>                                     </del>	<del>                                     </del>
	students <u>nat.</u> int.														
-	Bachelor st.														
-	Magister st.					<u> </u>	<u> </u>		<u> </u>	<u> </u>		<u> </u>	<u> </u>	<u> </u> '	
	PhD students	<u>                                      </u>	1		<u> </u>					<u> </u>	<u>                                      </u>		<u> </u>	'	
		1												<u> </u>	

											1	a. CAF	REER	DEVE	LOPI	MENT												
		Uf	PJŠ			ulty c				aculty cience			Fa	culty	of La	aw		•	of Pu		Fac	ulty o	of Ar	ts	Rectora Universi			
Age category	40 45 50 40 45 50 years							Over 50	Up to 40	Up to 45	Up to 50	Ove r 50	Up to 40	Up to 45	Up to 50		Up to 40	Up to 45		Over 50	Up to 40	to		Over 50	Up to 40	Up to 45	•	Over 50
female associate profs	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 profs	9	19	9	54	1	3	2	22	4	10	4	17	1	1	1	5	1			1	2	4	1	8		1		1
Profs		3	4	74		1	3	27		2	1	24				8				1				14		_		

1b. TEACHING														
	l	JPJŠ	Faculty	of Medicine	Faculty o	f Science	Faculty	of Law		of Public stration	Faculty o	of Arts	Rectorate University	
	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/fema le 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/fem ale 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%)		

III. GRANT SOURCES																																
	UPJŠ					Faculty of Medicine					Faculty of Science						Faculty of Law						Faculty of Public Administration					Faculty of Arts				
		EU funds	APVV	VEGA	KEGA	VVGS	EÚ	APVV	VEGA	KEGA	VVGS	EU funds	APVV	VEGA	KEGA	VVGS	EÚ	APVV	VEGA	KEGA	VVGS	EÚ	APVV	VEGA	KEGA	VVGS	EU funds	APVV	VEGA	KEGA	VVGS	
Principal investigator (%)	Men	100	66	54	48	45	0	43	38	50	40	0	89	75	67	42	0	50	75	0	100	0	0	0	0	0	100	40	29	0	25	
	Wom	0	34	46	52	55	0	57	62	50	60	0	11	25	33	58	0	50	25	0	0	0	0	100	0	0	0	60	71	100	75	
Co- investigators	Men	43	45	42	50	42	0	33	40	49	40	100	56	50	54	41	0	47	47	0	53	0	0	20	0	0	43	36	44	0	38	
(%)	Wom	57	55	58	50	58	0	67	60	51	60	0	44	50	46	59	0	53	53	0	47	0	0	80	100	0	57	64	56	0	62	
Amount of funds (%)	Men																															
	Wom																															