## Annex No. 3 <br> 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

|  |  | 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 <br> (\%) | Males (\%) | Females <br> (\%) | Males (\%) | Females (\%) | Males (\%) | Females (\%) | Males (\%) | Females <br> (\%) | Males (\%) | Females (\%) | Male s (\%) | Fem ales (\%) |
|  |  | 38.85\% | 61.15\% | 37.27\% | 62.73\% | 52.31\% | 47.69\% | 45.55\% | 54.45\% | 27.08\% | 72.92\% | 34.16\% | 65.84\% | 29.82\% | 70.18\% |
| 2016 | Employees | 610 | 960 | 221 | 372 | 181 | 165 | 41 | 49 | 13 | 35 | 55 | 106 | 99 | 223 |
|  | Academics | $\begin{gathered} 436 \\ (50.11 \%) \end{gathered}$ | $\begin{gathered} 434 \\ (49.89 \%) \end{gathered}$ | $\begin{gathered} 193 \\ (46.84 \%) \end{gathered}$ | $\begin{gathered} 219 \\ (53.15 \%) \end{gathered}$ | $\begin{gathered} 140 \\ (63.35 \%) \end{gathered}$ | $\begin{gathered} 81 \\ (36.65 \%) \end{gathered}$ | $\begin{gathered} 36 \\ (58.06 \%) \end{gathered}$ | 26 (41.94\%) | 9 (30\%) | 21 (70\%) | $\begin{gathered} 50 \\ (38.46 \%) \end{gathered}$ | $\begin{array}{c\|} \hline 80 \\ (61.54 \% \\ ) \end{array}$ | $\begin{gathered} 8 \\ (53.33 \\ \%) \end{gathered}$ | $\begin{gathered} 7 \\ (46.67 \\ \%) \end{gathered}$ |
|  | researchers | $\begin{gathered} 60 \\ (48.78 \%) \end{gathered}$ | $\begin{gathered} 63 \\ (51.21 \%) \end{gathered}$ | $\begin{gathered} 19 \\ (33.93 \%) \end{gathered}$ | $\begin{gathered} 37 \\ (66.07 \%) \end{gathered}$ | 40 (62.5\%) | 24 (37.5\%) | 1 (33.33\%) | 2 (66.67\%) |  |  |  |  |  |  |


| University teachers | $\begin{gathered} 371 \\ (50.27 \%) \end{gathered}$ | $\begin{gathered} 367 \\ (49.73 \%) \end{gathered}$ | $\begin{gathered} 173 \\ (48.73 \%) \end{gathered}$ | $\begin{gathered} 182 \\ (51.27 \%) \end{gathered}$ | 97 (63.4\%) | 56 (36.6\%) | $\begin{gathered} 34 \\ (60.71 \%) \end{gathered}$ | 22 (39.29\%) | 9 (30\%) | 21 (70\%) | $\begin{gathered} 50 \\ (38.76 \%) \end{gathered}$ | $\begin{array}{c\|} \hline 79 \\ (61.24 \% \\ ) \end{array}$ | $\begin{gathered} 8 \\ (53.33 \\ \%) \end{gathered}$ | $\begin{gathered} 7 \\ (46.67 \\ \%) \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Young researchers up to 35 years -post-PhD | $\begin{gathered} 5 \\ (55.55 \%) \end{gathered}$ | $\begin{gathered} 4 \\ (44.45 \%) \end{gathered}$ | 1 (100\%) |  | 3 (75\%) | 1 (25\%) | 1 (33.33\%) | 2 (66.67\%) |  |  |  | $\begin{gathered} \hline \hline 1 \\ (100 \%) \end{gathered}$ |  |  |
| Associate professors | $\begin{array}{c\|} \hline \hline 91 \\ \text { (52.91\%) } \end{array}$ | $\begin{gathered} 81 \\ (47.09 \%) \end{gathered}$ | $\begin{gathered} 33 \\ \hline(53.22 \%) \end{gathered}$ | 29 $(46.78 \%)$ | $\begin{gathered} \hline \hline 35 \\ \text { (66.04\%) } \end{gathered}$ | $\begin{gathered} \hline \hline 18 \\ (33.96 \%) \end{gathered}$ | 6 (35.29\%) | 9 (52.94\%) | 2 (25\%) | 6 (75\%) | $13$ (43.33\%) | $\begin{gathered} 17 \\ (56.66 \% \end{gathered}$ | 2 (50\%) | 2 (50\% |
| Professors | $\begin{gathered} \hline \hline 77 \\ (78.57 \%) \end{gathered}$ | $\begin{gathered} 21 \\ \hline \hline(21.43 \%) \end{gathered}$ | $\begin{array}{c\|} \hline 29 \\ (69.05 \%) \end{array}$ | $\begin{gathered} 13 \\ (30.95 \%) \end{gathered}$ | $\begin{gathered} 29 \\ (90.63 \%) \end{gathered}$ | 3 (9.37\%) | 8 (100\%) |  | 1 (50\%) | 1 (50\%) | 9 (69.23\%) | $\begin{gathered} 4 \\ (30.76 \% \end{gathered}$ | $\begin{gathered} 1 \\ (100 \%) \end{gathered}$ |  |
| students nat. for. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bacc. st. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| MA st. PhD st. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

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 | $\begin{aligned} & \hline \text { Up } \\ & \text { to } \\ & 40 \\ & \text { years } \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Ove } \\ & r \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{array}{\|c\|} \hline \mathrm{D} \\ \mathrm{o} \\ 50 \end{array}$ | Ove <br> r <br> 50 | $\begin{array}{\|c\|} \hline \mathrm{D} \\ 0 \\ 40 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \mathrm{Na} \\ & \mathrm{~d} \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \hline \text { Ove } \\ & r \\ & 50 \end{aligned}$ | $\begin{array}{\|c\|} \hline D \\ 0 \\ 40 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Ove <br> $r$ <br> 50 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{array}{l\|} \hline D \\ 0 \\ 5 \\ 0 \end{array}$ | Ove r 50 | Up to <br> 40 | Up to 45 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Ove $r$ 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 profess ors |  | 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

| 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 | $\begin{gathered} 170 \\ (46.07 \%) \end{gathered}$ | 199 (53.93\%) | $\begin{gathered} 89 \\ (49.72 \%) \end{gathered}$ | $\begin{gathered} 90 \\ (50.28 \%) \end{gathered}$ | $\begin{gathered} 31 \\ (49.21 \%) \end{gathered}$ | $\begin{gathered} 32 \\ (50.79 \%) \end{gathered}$ | $\begin{gathered} 17 \\ (58.62 \%) \end{gathered}$ | $\begin{gathered} 12 \\ (41.38 \%) \end{gathered}$ | 6 (30\%) | 14 (70\%) | $\begin{gathered} 25 \\ (35.21 \%) \end{gathered}$ | $\begin{gathered} 46 \\ (64.79 \%) \end{gathered}$ | $\begin{gathered} 2 \\ (28.57 \% \\ ) \end{gathered}$ | $\begin{gathered} 5 \\ (71.43 \% \\ ) \end{gathered}$ |
| Male/fema le assoc. prof. | $\begin{gathered} 91 \\ (52.91 \%) \end{gathered}$ | 81 (47.09\%) | $\begin{gathered} 33 \\ (53.22 \%) \end{gathered}$ | $\begin{gathered} 29 \\ (46.78 \%) \end{gathered}$ | $\begin{gathered} 35 \\ (66.04 \%) \end{gathered}$ | $\begin{gathered} \hline 18 \\ (33.96 \%) \end{gathered}$ | $\begin{gathered} 6 \\ (35.29 \%) \end{gathered}$ | 9 (52.94\%) | 2 (25\%) | 6 (75\%) | $\begin{gathered} 13 \\ (43.33 \%) \end{gathered}$ | $\begin{gathered} 17 \\ (56.66 \%) \end{gathered}$ | 2 (50\%) | 2 (50\%) |
| Male/fem ale prof. | $\begin{gathered} 77 \\ (78.57 \%) \end{gathered}$ | 21 (21.43\%) | $\begin{gathered} 29 \\ (69.05 \%) \end{gathered}$ | $\begin{gathered} 13 \\ (30.95 \%) \end{gathered}$ | $\begin{gathered} 29 \\ (90.63 \%) \end{gathered}$ | 3 (9.37\%) | 8 (100\%) |  | 1 (50\%) | 1 (50\%) | 9 (69.23\%) | 4 (30.76\%) | $\begin{gathered} 1 \\ (100 \%) \end{gathered}$ |  |

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 (\%) | Wo men (\%) |
|  |  | 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\% | 2.04\% |
| 2015 | employees | 599 | 939 | 216 | 354 | 181 | 171 | 40 | 53 | 15 | 32 | 62 | 110 | 85 | 219 |
|  | Academics | $\begin{gathered} 428 \\ 50.65 \%) \end{gathered}$ | $\begin{gathered} 417 \\ 49.35 \%) \end{gathered}$ | $\begin{gathered} 187 \\ 48.07 \%) \end{gathered}$ | $\begin{gathered} \hline \hline 202 \\ (51.93 \%) \end{gathered}$ | $\begin{gathered} 133 \\ (63.03 \%) \end{gathered}$ | $\begin{gathered} 78 \\ (36.97 \%) \end{gathered}$ | $\begin{gathered} 35 \\ (53.85 \%) \end{gathered}$ | 30 (46.15\%) | $\begin{gathered} 11 \\ (36.67 \%) \end{gathered}$ | $\begin{gathered} 19 \\ (63.33 \%) \end{gathered}$ | $\begin{gathered} 55 \\ (39.86 \%) \end{gathered}$ | $\begin{gathered} 83 \\ 60.14 \% \\ 1 \end{gathered}$ | $\begin{gathered} 7 \\ (58.33 \\ \%) \end{gathered}$ | $\begin{gathered} 5 \\ (41.67 \\ \%) \end{gathered}$ |
|  | Researchers | $\begin{gathered} 57 \\ 48.72 \%) \end{gathered}$ | $\begin{gathered} 60 \\ 51.28 \%) \end{gathered}$ | $\begin{gathered} 20 \\ 35.71 \%) \end{gathered}$ | $\begin{gathered} 36 \\ (64.29 \%) \end{gathered}$ | $\begin{gathered} 36 \\ (64.29 \%) \end{gathered}$ | $\begin{gathered} 20 \\ (35.71 \%) \end{gathered}$ | 1 (20\%) | 4 (80\%) |  |  |  |  |  |  |
|  | University teachers | 370 $51.32 \%)$ | $\begin{gathered} 351 \\ 48.68 \%) \end{gathered}$ | $\begin{gathered} 167 \\ (50.3 \%) \end{gathered}$ | $\begin{gathered} 165 \\ (49.7 \%) \end{gathered}$ | $\begin{gathered} 96 \\ (63.58 \%) \end{gathered}$ | $\begin{gathered} 55 \\ (36.42 \%) \end{gathered}$ | $\begin{gathered} 34 \\ (57.63 \%) \end{gathered}$ | 25 (42.37\%) | $\begin{gathered} 11 \\ (36.67 \%) \end{gathered}$ | $\begin{gathered} 19 \\ (63.33 \%) \end{gathered}$ | $\begin{gathered} 55 \\ (40.15 \%) \end{gathered}$ | $\begin{gathered} 82 \\ (59.85 \% \\ 1 \end{gathered}$ | $\begin{gathered} 7 \\ (58.33 \\ \%) \end{gathered}$ | 5 <br> (41.67 <br> \%) |
|  | Young <br> researchers up to <br> 35 years - post | $\begin{gathered} 1 \\ 14.29 \%) \end{gathered}$ | $\begin{gathered} 6 \\ 85.71 \%) \end{gathered}$ |  | 1 (100\%) | 1 (25\%) | 3 (75\%) |  | 1 (100\%) |  |  |  | $\begin{gathered} 1 \\ (100 \%) \end{gathered}$ |  |  |


| associate professors | $\begin{aligned} & \hline 93 \\ & \text { (55.69\%) } \end{aligned}$ | $\begin{aligned} & 74 \\ & (44.31 \%) \end{aligned}$ | $\begin{aligned} & \hline 30 \\ & \text { (51.72\%) } \end{aligned}$ | $\begin{aligned} & \hline \hline 28 \\ & \text { (48.28\%) } \end{aligned}$ | $\begin{aligned} & \hline 36 \\ & (67.92 \%) \end{aligned}$ | $\begin{aligned} & \hline 17 \\ & \text { (32.08\%) } \end{aligned}$ | $\begin{aligned} & 7 \\ & (43.75 \%) \end{aligned}$ | 9 (56.25\%) | $\begin{array}{\|l} \hline 2 \\ (25 \%) \end{array}$ | 6 (75\%) | $\begin{array}{\|l\|} \hline 16 \\ (55.17 \%) \end{array}$ | $\begin{aligned} & 13 \\ & (44.83 \% \\ & \quad) \end{aligned}$ | $\begin{gathered} 2 \\ (66.67 \\ \%) \end{gathered}$ | $\begin{gathered} 1 \\ (33.33 \\ \%) \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| professors | 78 (78\%) | 22 (22\%) | $31$ (72.09\%) | $\begin{aligned} & 12 \\ & (27.91 \%) \end{aligned}$ | 28 (87.5\%) | $\begin{aligned} & 4 \\ & (12.5 \%) \end{aligned}$ | 8 (100\%) |  | $\begin{aligned} & 1 \\ & (50 \%) \end{aligned}$ | 1 (50\%) | $\begin{aligned} & 10 \\ & \text { (66.67\%) } \end{aligned}$ | $\begin{gathered} 5 \\ (33.33 \% \end{gathered}$ |  |  |
| students nat. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| int. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bacc. st. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Magister st. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| PhD students |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

## 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 year s | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{array}{l\|} \hline \text { Up } \\ \text { to } \\ 50 \end{array}$ | $\begin{aligned} & \text { Ove } \\ & r \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{array}{\|c\|} \hline \mathrm{D} \\ \mathrm{o} \\ 50 \end{array}$ | $\begin{array}{\|l\|} \hline \text { Ove } \\ r \\ 50 \\ \hline \end{array}$ | $\begin{array}{\|c\|} \hline \mathrm{D} \\ 0 \\ 40 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \mathrm{Na} \\ & \mathrm{~d} \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Ove } \\ & r \\ & 50 \end{aligned}$ | $\begin{array}{\|c\|} \hline \mathrm{D} \\ 0 \\ 40 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{array}{\|l\|} \hline \text { Ove } \\ r \\ 50 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \hline D \\ & 0 \\ & 5 \\ & 0 \end{aligned}$ | $\begin{aligned} & \text { Ove } \\ & \text { r } \\ & 50 \end{aligned}$ | $\begin{aligned} & \text { Up to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{gathered} \hline \text { Ove } \\ r \\ 50 \end{gathered}$ |
| 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(\% <br> ) | Men(\%) | Women(\%) | Men(\%) | Women(\%) | Men (\%) | Women(\%) | Men (\%) | Women \%) |
| Senior assistants | $\begin{gathered} 172 \\ (45.14 \%) \end{gathered}$ | 209 (54.86\%) | $\begin{gathered} 89 \\ (48.37 \%) \end{gathered}$ | $\begin{gathered} 95 \\ (51.63 \%) \end{gathered}$ | 31 (50\%) | 31 (50\%) | $\begin{gathered} 16 \\ (51.61 \%) \end{gathered}$ | $\begin{gathered} 15 \\ (48.39 \%) \end{gathered}$ | 8 (40\%) | 12 (60\%) | $\begin{gathered} 26 \\ (32.91 \%) \end{gathered}$ | $\begin{gathered} 53 \\ (67.09 \%) \end{gathered}$ | 2 (40\%) | 3 (60\%) |
| Male/fema le assoc. prof. | $\begin{gathered} 93 \\ (55.69 \%) \end{gathered}$ | 74 (44.31\%) | $\begin{gathered} \hline 30 \\ (51.72 \%) \end{gathered}$ | $\begin{gathered} 28 \\ (48.28 \%) \end{gathered}$ | $\begin{gathered} \hline 36 \\ (67.92 \%) \end{gathered}$ | $\begin{gathered} 17 \\ (32.08 \%) \end{gathered}$ | $\begin{gathered} 7 \\ (43.75 \%) \end{gathered}$ | 9 (56.25\%) | 2 (25\%) | 6 (75\%) | $\begin{gathered} 16 \\ (55.17 \%) \end{gathered}$ | $\begin{gathered} 13 \\ (44.83 \%) \end{gathered}$ | $\begin{gathered} 2 \\ (66.67 \%) \end{gathered}$ | $\begin{gathered} 1 \\ (33.33 \%) \end{gathered}$ |
| Male/fem ale prof. | 78 (78\%) | 22 (22\%) | $\begin{gathered} 31 \\ (72.09 \%) \end{gathered}$ | $\begin{gathered} 12 \\ (27.91 \%) \end{gathered}$ | $\begin{gathered} 28 \\ (87.5 \%) \end{gathered}$ | 4 (12.5\%) | 8 (100\%) |  | 1 (50\%) | 1 (50\%) | $\begin{gathered} 10 \\ (66.67 \%) \end{gathered}$ | 5 (33.33\%) |  |  |

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 <br> (\%) | Men (\%) | Women (\%) | Men (\%) | Women (\%) | Men (\%) | Women (\%) | Men (\%) | Women (\%) | Men (\%) | Women (\%) | Men (\%) | Wo men (\%) |
| 2014 | employees | $\begin{gathered} 597 \\ (39.25 \%) \end{gathered}$ | $\begin{gathered} 924 \\ (60.75 \%) \end{gathered}$ | $\begin{gathered} 205 \\ (37.41 \%) \end{gathered}$ | $\begin{gathered} 343 \\ (62.59 \%) \end{gathered}$ | $\begin{gathered} 189 \\ (52.07 \%) \end{gathered}$ | $\begin{gathered} \hline 174 \\ (47.93 \%) \end{gathered}$ | $\begin{gathered} 41 \\ (45.05 \%) \end{gathered}$ | 50 (54.95\%) | 15 (30\%) | 35 (70\%) | $\begin{gathered} 63 \\ (36.63 \%) \end{gathered}$ | $\begin{gathered} 109 \\ (63.37 \% \\ ) \end{gathered}$ | $\begin{gathered} 84 \\ (28.28 \\ \%) \end{gathered}$ | 213 <br> (71.72 <br> \%) |
|  | Academics | $\begin{gathered} 431 \\ (51.01 \%) \end{gathered}$ | $\begin{gathered} 414 \\ (48.99 \%) \end{gathered}$ | $\begin{gathered} 177 \\ (47.2 \%) \end{gathered}$ | $\begin{gathered} 198 \\ (52.8 \%) \end{gathered}$ | $\begin{gathered} 142 \\ (64.25 \%) \end{gathered}$ | $\begin{gathered} 79 \\ (35.75 \%) \end{gathered}$ | $\begin{gathered} 36 \\ (57.14 \%) \end{gathered}$ | 27 (42.86\%) | $\begin{gathered} 11 \\ (34.38 \%) \end{gathered}$ | $\begin{gathered} 21 \\ (65.63 \%) \end{gathered}$ | $\begin{gathered} 57 \\ (40.71 \%) \end{gathered}$ | $\begin{gathered} 83 \\ (59.29 \% \\ \text { ) } \end{gathered}$ | $\begin{gathered} 8 \\ (57.14 \\ \%) \end{gathered}$ | $\begin{gathered} 6 \\ (42.86 \\ \%) \end{gathered}$ |
|  | researchers | $\begin{gathered} 67 \\ (52.76 \%) \end{gathered}$ | $\begin{gathered} 60 \\ (47.24 \%) \end{gathered}$ | $\begin{gathered} 21 \\ (37.5 \%) \end{gathered}$ | 35 (62.5\%) | $\begin{gathered} 44 \\ (65.67 \%) \end{gathered}$ | $\begin{gathered} 23 \\ (34.33 \%) \end{gathered}$ | 1 (33.33\%) | 2 (66.67\%) | 1 (100\%) |  |  |  |  |  |
|  | university teachers | $\begin{gathered} 364 \\ (51.12 \%) \end{gathered}$ | $\begin{gathered} 348 \\ (48.88 \%) \end{gathered}$ | $\begin{gathered} 156 \\ (49.21 \%) \end{gathered}$ | $\begin{gathered} 161 \\ (50.79 \%) \end{gathered}$ | 98 (64.9\%) | 53 (35.1\%) | $\begin{gathered} 35 \\ (59.32 \%) \end{gathered}$ | 24 (40.68\%) | $\begin{gathered} 10 \\ (32.26 \%) \end{gathered}$ | $\begin{gathered} 21 \\ (67.74 \%) \end{gathered}$ | $\begin{gathered} 57 \\ (40.71 \%) \end{gathered}$ | $\begin{gathered} 83 \\ (59.29 \% \\ \text { ) } \end{gathered}$ | $\begin{gathered} 8 \\ (57.14 \\ \%) \end{gathered}$ | $\begin{gathered} 6 \\ (42.86 \\ \%) \end{gathered}$ |
|  | Young <br> researchers to 35 |  | 6 (100\%) |  | 1 (100\%) |  | 3 (100\%) |  | 1 (100\%) |  |  |  | $\begin{gathered} 1 \\ (100 \%) \end{gathered}$ |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |



## 1a. CAREER DEVELOPMENT

| 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 <br> to <br> 40 <br> years | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{array}{\|l\|} \hline \text { Up } \\ \text { to } \\ 50 \end{array}$ | Over 50 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Over 50 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | $\begin{aligned} & \hline \text { Ove } \\ & \text { r } 50 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Over 50 | $\begin{array}{\|r\|} \hline \text { Up } \\ \text { to } \\ 40 \end{array}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Over 50 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 40 \end{aligned}$ | $\begin{aligned} & \hline \text { Up } \\ & \text { to } \\ & 45 \end{aligned}$ | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | Over 50 | $\begin{aligned} & \text { Up to } \\ & 40 \end{aligned}$ | Up to 45 | $\begin{aligned} & \text { Up } \\ & \text { to } \\ & 50 \end{aligned}$ | 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

| 1b. TEACHING |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  | 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(\% <br> ) | 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. | $\begin{gathered} 91 \\ (53.85 \%) \end{gathered}$ | 78 (46.15\%) | 28 (50\%) | 28 (50\%) | $\begin{aligned} & 35 \\ & (66.04 \%) \end{aligned}$ | 18(33.96\%) | 9 (56.25\%) | 7 (43.75\%) | 2 (22.22\%) | 7 (77.78\%) | $\begin{gathered} 15 \\ (48.39 \%) \end{gathered}$ | $\begin{gathered} 16 \\ (51.61 \%) \end{gathered}$ | 2 (50\%) | 2 (50\%) |
| Male/fem ale prof. | 81 $(77.88 \%)$ | 23 (22.12\%) | $\begin{gathered} 31 \\ (68.89 \%) \end{gathered}$ | $\begin{gathered} 14 \\ (31.11 \%) \end{gathered}$ | $\begin{gathered} 27 \\ (87.1 \%) \end{gathered}$ | 4 (12.9\%) | 8 (100\%) |  | 1 (50\%) | 1 (50\%) | $\begin{gathered} 14 \\ (77.78 \%) \end{gathered}$ | 4 (22.22\%) |  |  |

III．GRANT SOURCES

|  |  | UPJŠ |  |  |  |  | Faculty of Medicine |  |  |  |  | Faculty of Science |  |  |  |  | Faculty of Law |  |  |  |  | Faculty of Public Administration |  |  |  |  | Faculty of Arts |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | $\underset{\frac{2}{⿺}}{>}$ | $\begin{aligned} & \mathbb{U} \\ & \stackrel{y}{>} \end{aligned}$ | $\begin{aligned} & \underset{0}{\circlearrowleft} \\ & \underset{\sim}{\underset{1}{2}} \end{aligned}$ | $\begin{aligned} & \grave{0} \\ & 3 \end{aligned}$ | 邑 | $\underset{\substack{2}}{\gtrless}$ | $\begin{aligned} & \mathbb{U} \\ & \text { M } \end{aligned}$ | $\begin{aligned} & \mathbb{ভ} \\ & \underset{\sim}{u} \end{aligned}$ | $\begin{aligned} & n \\ & 3 \end{aligned}$ | 글 | $\begin{aligned} & \gg \\ & \vdots \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { 《 } \\ & \text { > } \end{aligned}$ | $\begin{aligned} & \underset{0}{\underset{\sim}{y}} \end{aligned}$ | $\begin{aligned} & \dddot{y} \\ & 3 \end{aligned}$ | 次 | $\underset{\substack{<}}{\gg}$ | $\begin{aligned} & \text { 《 } \\ & \stackrel{~}{>} \end{aligned}$ | $\begin{aligned} & \text { థ్ } \\ & \underset{\sim}{u} \end{aligned}$ | $\begin{aligned} & 3 \\ & 3 \end{aligned}$ | 邑 | $\begin{aligned} & 3 \\ & \frac{2}{4} \end{aligned}$ | $\begin{aligned} & \text { ¢ } \\ & \text { > } \end{aligned}$ | $\begin{aligned} & \mathbb{ভ} \\ & \underset{\sim}{u} \end{aligned}$ | $\stackrel{y}{3}$ | 己 | $\underset{\substack{2}}{3}$ | $\begin{aligned} & \text { ¢ } \\ & \text { > } \end{aligned}$ | 㞧 | ¢ 3 |
| Principal investigator （\％） | $\underset{\Sigma}{\text { ¢ }}$ | 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 |
|  | E | 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 （\％） | $\stackrel{\text { ¢ }}{\Sigma}$ | 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 |
|  | $E$  <br> 0  <br> 3  <br> 3  | 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（\％） | $\stackrel{\text { coum }}{ }$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | $\begin{array}{ll}\text { E } \\ \vdots \\ 3 & \\ 3\end{array}$ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

