The Position of Women in Czech Science

Monitoring Report

2023

Centre for Gender and Science

Sociologický ústav
Akademie věd ČR

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Monitoring Report for 2023

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Petra Poncarová

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INTRODUCTION

This Monitoring Report on the Status of Women in Czech Science provides an overview of current statistical indicators for the period 2005–2023. The publication aims to provide information on the representation of women and men across scientific disciplines and research sectors, including the Czech Republic's position in an international comparison.

A basic idea of the current status of women in Czech science can be obtained from the Main Findings section. Selected data for the given year is presented in the second part of the publication. The third part presents the values of selected statistical indicators and time series created on the basis of data from the Czech Statistical Office, the Ministry of Education, Youth and Sports, and data obtained by collecting information from the websites of individual institutions or by contacting them directly.

The aim of the publication is to highlight one of the many manifestations of gender culture in Czech higher education and research. Although statistical data narrows the issue of gender equality in science down to the measured (available) and measurable (nominal) representation of women and men, these values demonstrate significant disparities that have persisted in Czech science and research for a long time. International comparisons underscore the persistence of these gaps. Czech research has long been unable to provide opportunities for qualified, highly educated women, thus losing the potential that would move us forward as a society.

MAIN FINDINGS

The ideal typical path from study to scientific profession

With the exception of technical sciences, we can observe **a long-term trend of women predominance** among master's programme students. In 2023, 97,213 people were studying at the master's level in the Czech Republic, of which 58,275 were women (i.e. 59.9%). Women have also long been in the majority among master's degree graduates. Of the total number of 25,203 graduates in 2023, 14,924 were women (i.e. 59.2%). The number of doctoral programme students in 2023 was 19,654, of which 8,910 were women (45.3%). Similar to graduates of master's programmes, we can observe equal representation of women and men among graduates of doctoral programmes, with the exception of technical sciences, where men predominate (74.4%). **In 2023, the loss of women at the transition between master's and doctoral studies was 13%.** However, an even higher loss is evident at the transition **from doctoral studies to research positions**, where in 2023 the loss of women reached **almost one-fifth – 19.5%.**

In 2023, a total of 71,241 individuals (HC) worked in research and development, which corresponds to **48,775** full-time **equivalents (FTE) working as researchers**. The most occupied scientific fields are **technical sciences** (42.9% FTE) and **natural sciences** (36.8% FTE). In 2023, almost **80% of people working** in the Czech Republic in research positions were employed in these fields The lowest relative representation of women among researchers in 2023 was in technical sciences, where women accounted for 13.9%. The business sector and, to a much lesser extent, the higher education sector offer the greatest opportunities for people in research positions in the Czech Republic. However, the representation of women among people working in research positions in the business sector is the lowest of all sectors, at only 14.9% (FTE).

Between 2005 and 2023, **there was an increase in the representation of women in patents granted** in the Czech Republic. In 2023, the proportion of women was 11.3%, which is the highest proportion since monitoring began in 2005. The proportion of women in patents granted for 2023 is therefore twice as high as in 2005.

Higher education sector

In the higher education sector, most people in research positions were employed at public and state universities. In 2023, 19,111 people worked at universities in academic positions, calculated as full-time equivalents (FTE). The highest representation among them was assistant professors, who accounted for 51% (9,745) in 2023. Associate professors accounted for 22.6% (4,323) and professors for 11.9% (2,273) of employees. Assistants accounted for 8.8% (1,680) and lecturers for 5.7% (1,090). **The proportion of women in the position of associate professor was 25.2% in 2023 and only 15.4% in the position of professor.**

Gender pay gaps for women academic staff can be found at all qualification levels in the higher education sector. In 2023, they ranged from 6.1% to the detriment of women assistants to 15.6% to the detriment of women lecturers.

Decision-making positions

Women are beginning to appear in the management of some institutions, such as the Czech Academy of Sciences, the Czech Rectors' Conference and the Council of Higher Education Institutions. Men still dominate the management of state and public higher education institutions (75.2%). The same is true of public research institutions, where **the proportion of women in management** was **only 6.9%.**

Czechia in European comparison

Compared to other European countries, the representation of women in research positions is the lowest, even across individual sectors of research work. Only in the government sector does the proportion of women approach the European average. Chart 46 shows the differences in **the representation of women in research positions** among EU Member States in 2023, including the average, which is 34.3% (HC). The highest representation of women was in Croatia (49.1%, HC), Lithuania (49%, HC) and Latvia (48.8%, HC). The lowest representation of women in research positions was in the **Czech Republic (28.1%)**, Germany (29.6%) and Hungary (29.8%).

NOTES ON DATA SELECTION, AVAILABILITY AND PROCESSING

The data used in this publication are based primarily on ongoing statistical reports from the Ministry of Education, Youth and Sports (hereinafter referred to as MEYS) and data published by the Czech Statistical Office (hereinafter referred to as CSO), as well as annual reports from public research institutions and higher education institutions (HEIs).

This publication aims to analyse the representation of women and men in research from both a structural perspective and in terms of long-term development. Due to changing data collection methodologies and irregular collection of some indicators, the publication uses only those indicators that are either comparable in the long run or allow for a relevant, even if time-limited, perspective on the issue. In the latter case, we draw attention to this fact in the text itself.

For the purposes of the analyses published in this report, unless otherwise stated, the key indicator used is the full-time equivalent (FTE), which, compared to the headcount (HC), allows us to work with the fact that people work different hours. However, it is important to note that in the section describing the ideal career path from graduate education to an academic position, where the numbers of individual graduates are listed, the data are compared with the head-count numbers of researchers (HC).

In relation to the indicators used in this publication, we also point out the following facts:

- Due to a change in the Czech Statistical Office's data collection methodology, time series are available from 2005 onwards, although the oldest data available dates back to 2000 and some of the previous monitoring reports used them.
- The time series on students published by the MEYS in the Statistical Yearbooks of Education are regenerated every year, covering the entire data series since 2001. HEIs have the option of retroactively adjusting data on student numbers and graduates, which they frequently do. The data generated this year may therefore differ from the data published in previous years and, consequently, in previous monitoring reports.

For the sake of clarity and comparability with the source, this publication uses the terminology used in statistics (data from the Czech Statistical Office and the Ministry of Education, Youth and Sports) (see Appendix – Glossary of Terms).

Overview of the main abbreviations used

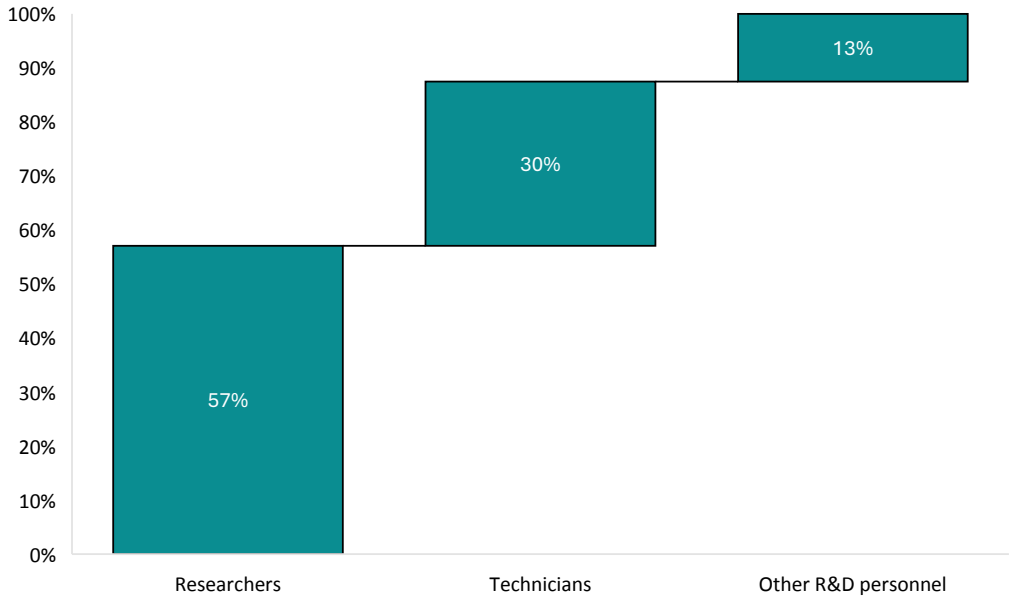
Abbreviation	Definition	Source
HC	Number of natural persons (HC) fully or partially active in research and development activities as of 31 December, employed on a full-time or part-time basis in the entities surveyed.	CSO: Methodology – Research and development personnel (link: https://csu.gov.cz/metodika-pracovnici-ve-vyzkumu-a-vyvoji)
FTE	Average number of R&D personnel converted to full-time equivalents (FTE) devoted to research and development activities. One FTE equals one year of work (full-time) by an employee who is 100% devoted to R&D activities.	CSO: Methodology – Research and development personnel (link: https://csu.gov.cz/metodika-pracovnici-ve-vyzkumu-a-vyvoji)
GPG	Gender pay gap. The relative difference between the average gross wages of men and women (relative to the average gross wages of men).	Rovnaodmena.cz (link: https://rovnaodmena.cz/rovne-odmenovani/gender-pay-gap/)

PERSONS WORKING IN RESEARCH AND DEVELOPMENT

The total number of persons working in research and development showed an upward trend in the period from 2005 to 2023 In terms of the number of persons employed, researchers remain the most significant group. However, this category also has the lowest proportion of women, whose representation showed a slight downward trend between the years under review. Conversely, the fewest people are employed in other positions, where the percentage of women and men is equal. Women account for approximately one-third of those working as technical staff.

Data from the Czech Statistical Office (CSO) show that in 2023, 122,903 individuals (HC) worked in various research and development professions, which is 85,468 individuals in converted annual full-time equivalents (FTE). The most significant group among persons in research and development in 2023 were researchers, who accounted for 57% of employees. The second most represented group were persons in technical positions, who accounted for 30%. The least represented group is other personnel, accounting for 13% (see Chart 1).

Chart 1: Overall structure of R&D staff in 2023 (FTE, %)[1]



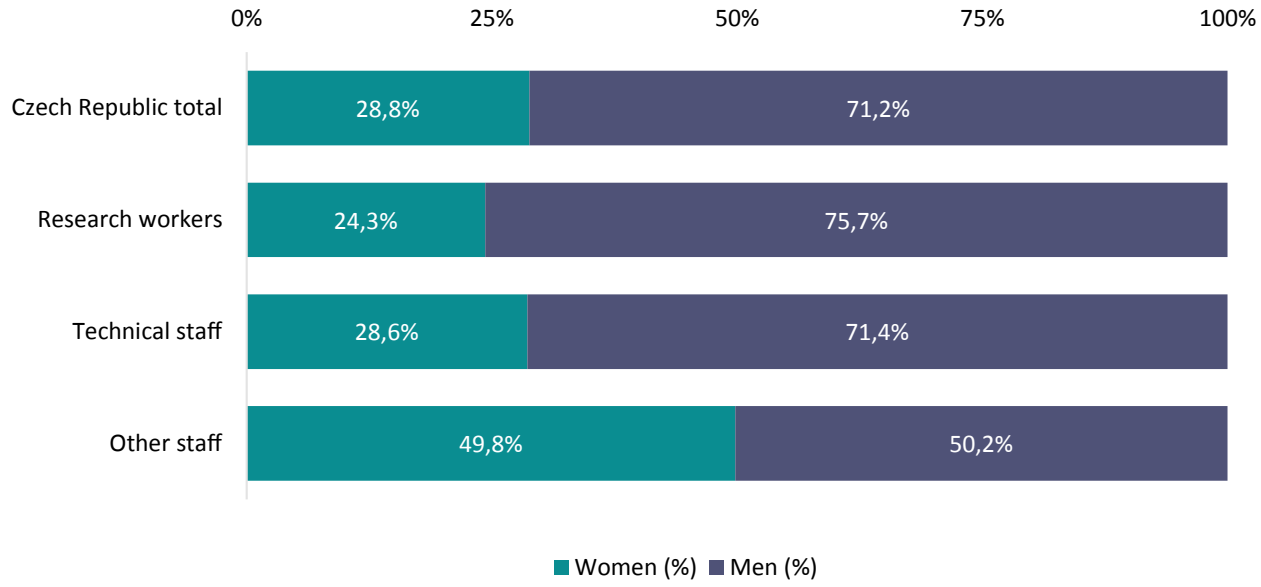
Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

Between 2005 and 2023, the overall proportion of women among R&D staff decreased slightly. While in 2005 women accounted for 32.6% of R&D staff, in 2023 they accounted for 28.7% (a decrease of 3.9 percentage points). Men, on the other hand, accounted for 71.2% of R&D staff in 2023. However, the relative proportion of women in individual R&D personnel did not change significantly during the period under review (in the order of tenths of a percentage point per year) (see Chart 2).

Gender balance was achieved in 2023 in the R&D staff category of other workers, where women accounted for 49.8% and men for 50.2%. This category recorded the lowest number of R&D staff (10,713 in 2023). The highest number of employees (48,775 in 2023) was in the staff category of researchers, where the proportion of women was the lowest (24.3%). In the technical workers category, women accounted for one third of R&D staff members (28.6%) (see Chart 2).

1 For data see Appendix, Table 1

Chart 2: Structure of R&D staff by gender in 2023 (FTE, in %)[2]



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

The total number of R&D staff shows an upward trend in the period under review, doubling between 2005 and 2023. The increase occurred both in the case of women (14,135 employed in 2005 compared to 24,630 in 2023) and even more so in the case of men (29,235 employed in 2005 compared to 60,839 employed in 2023).

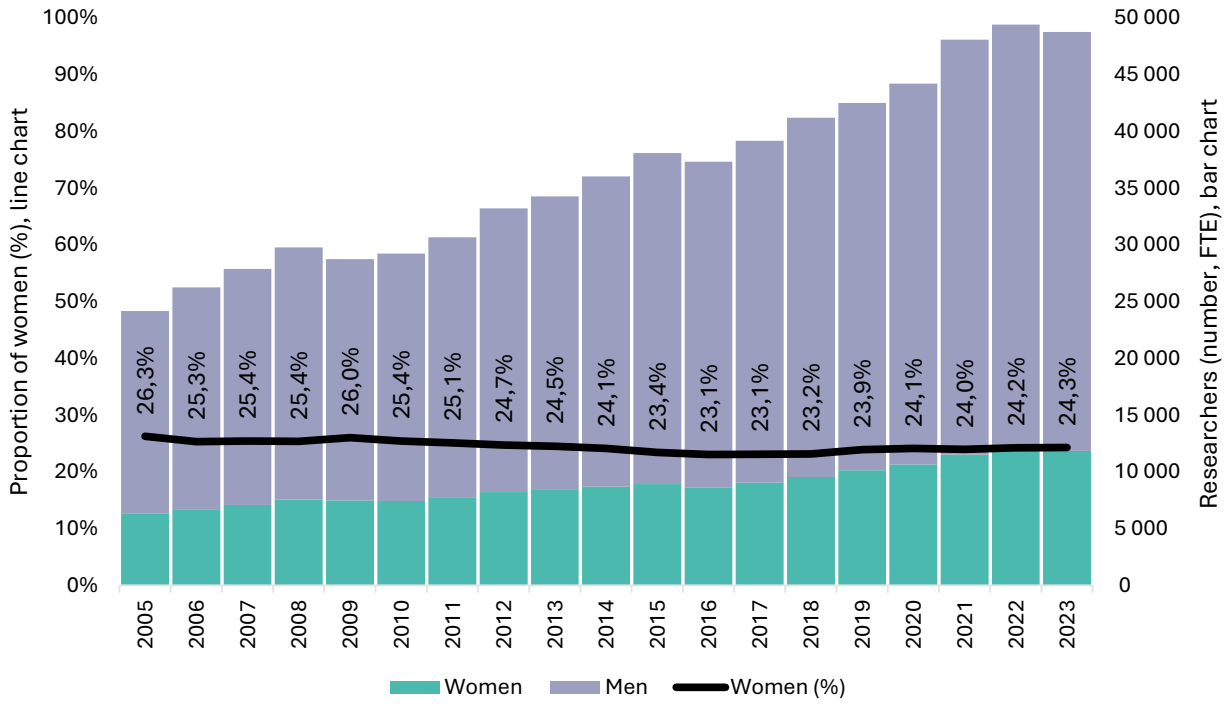
2 For data see Appendix, Table 1

RESEARCHERS

The proportion of women in research positions ranged between 23% and 26% in the period 2005–2023 and did not show any significant fluctuations. As shown in Chart 3, deviations of a few tenths of a percentage point are common over time, but there is no significant or sustained change in the representation of women. The data also show that the percentage of women among researchers does not show an upward trend, and has stagnated at around 25%.

Compared to 2005, the total number of people working as researchers increased by 24,606 to 48,775. The absolute number of women and men researchers doubled between the years under review. While in 2005 there were 6,349 women and 17,820 men working as researchers, in 2023 there were 11,859 women and 36,916 men (see Chart 3).

Chart 3: Development of the number of researchers, broken down by gender, in the period 2005–2023 (in FTE)[3]



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

3 For data see Appendix, Table 1

THE IDEAL TYPICAL PATH FROM STUDY TO RESEARCH PROFESSION

This chapter focuses on the gender aspects of higher education and the path from study to research. Among master's programme students, with the exception of the technical sciences, we can observe a long-term trend of women predominance, despite the fact that the absolute number of master's students has been declining since 2011. In the case of doctoral students, the representation of women and men is close to parity, again with the exception of the technical sciences. In the ideal typical path from study to research, the greatest attrition of women in all research fields occurs at the transition between master's and doctoral degrees and then between doctoral degrees and research positions. These losses are highest in the natural and medical sciences.

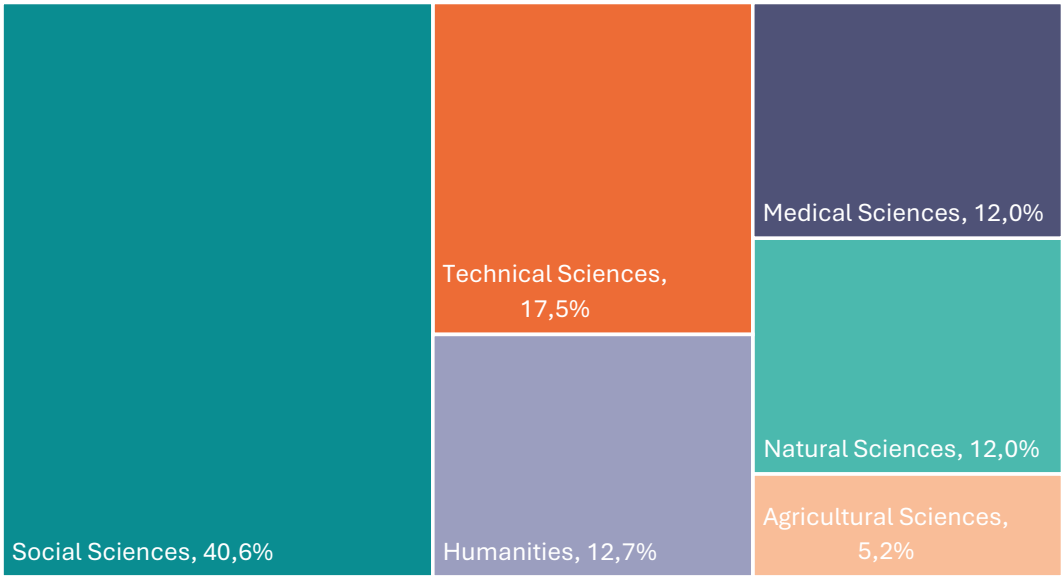
Higher education

This subchapter focuses on gender aspects of master's and doctoral education in the Czech Republic. The data source is the annual performance indicators of public and private universities based on the ISCED-F classification of fields of study[4]. The analysis included students regardless of nationality and form of study (full-time, distance and combined) from both public and private higher education institutions.

In 2023, 97,213 people were studying at the master's level in the Czech Republic, of which 58,275 were women (i.e. 59.9%) and 38,938 were men (i.e. 40.1%). From 2005 to 2010, the number of students increased slightly (peaking in 2010 at 121,931), with a gradual decline since 2011. The proportion of women among master's students has long exceeded that of men, with this proportion remaining relatively stable over time at around 60%.

Women have also long been in the majority among master's degree graduates. Of the total number of 25,203 graduates in 2023, women accounted for 14,924 (i.e. 59.2%) and men for 10,279 In terms of fields of study, the social sciences had the highest proportion of graduates in master's programmes in 2023 (40.6%), followed by the technical sciences (21.9%) and the medical sciences (14.5%), with the agricultural sciences having the lowest number of master's programme graduates (3.9%) (see Chart 4).

Chart 4: Structure of master's programme graduates by field of study in 2023 (v HC)[5]

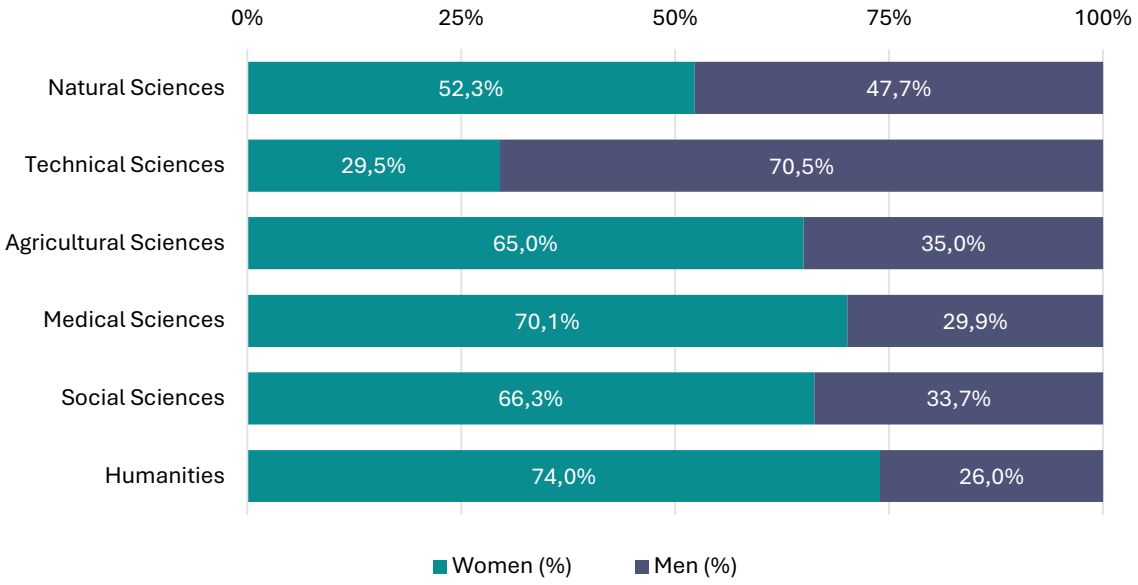


Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; own processing

In terms of the proportion of women among graduates of master's programmesin 2023, women predominated among graduates in the natural sciences, agricultural sciences, medical sciences, social sciences and humanities (see Chart 5). Only in the technical sciences was the representation of women one-third – 29.5% – in 2023.

4 Ministry of Education, Youth and Sports: Classification of fields of education (CZ-ISCED-F 2013)
5 For data see Appendix, Tables 4-9

Chart 5: Master's degree graduates by gender in 2023, by field of study (HC, in %)[6]



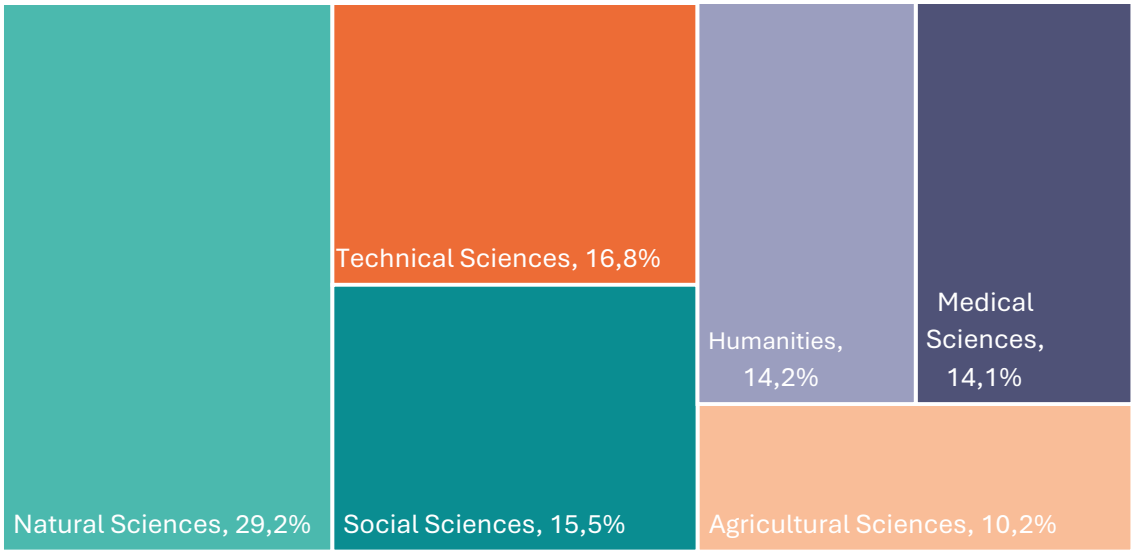
Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; own processing

The total number of doctoral programme students in 2023 was 19,654. Of these, 8,910 were women (45.3%) and 10,744 were men (54.7%). The higher increase in the number of women contributed significantly to this growth. While in 2005 their representation was 38.4%, in 2010 they already accounted for 43.0% of students (an increase of 4.5 percentage points). After 2011, this increase stopped and the representation of women stabilised at 44–45%.

The situation is similar among doctoral graduates. In 2023, 994 women (i.e. 43.8%) and 1,277 men (i.e. 56.2%) obtained a doctoral degree. The proportion of women graduates increased by eight percentage points between 2005 and 2023 (from 35.0% in 2005 to 43.8% in 2023), while the proportion of men graduates fell from 65.0% in 2005 to 56.2% in 2023.

In 2023, the proportion of doctoral graduates was the highest in the technical (28.4%) and natural sciences (24.0%), followed by the social sciences (18.3%) and humanities (12.5%). The lowest number was recorded in the agricultural sciences (4.3%) (see Chart 6).

Chart 6: Structure of doctoral programme graduates by field of study in 2023 (v HC)[7]

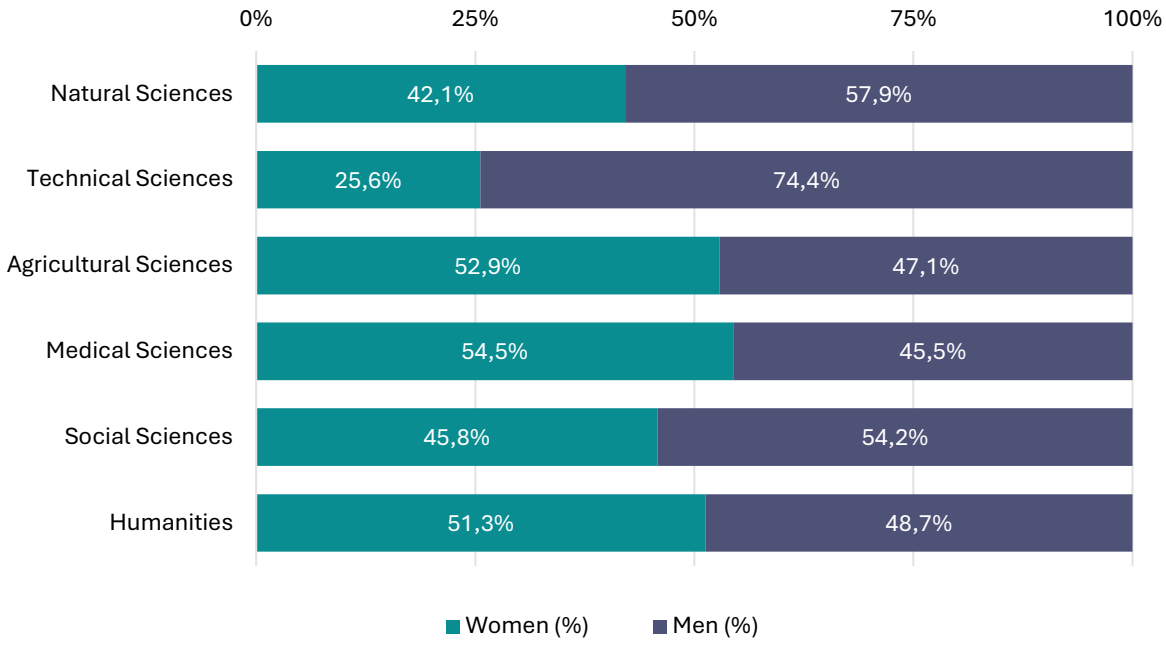


Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; own processing

6 For data see Appendix, Tables 4-9
7 For data see Appendix, Tables 4-9

Similar to graduates of master's programmes, we can observe an equal representation of women and men among graduates of doctoral programmes, with the exception of the technical sciences. In 2023, women slightly outnumbered men among graduates in the agricultural, medical and humanities programmes. In the technical sciences, women accounted for a quarter of graduates (see Chart 7).

Chart 7: Doctoral graduates by gender in 2023, by field of study (HC, in %)[8]



Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; own processing

The above-mentioned development shows that over the last ten years there has been a downward trend in the number of students enrolled in master's programmes. With the exception of the technical sciences, women outnumber men among students. It is therefore not surprising that women outnumber men among doctoral programme graduates, too, again with the exception of the technical sciences. The representation of women among doctoral programme students has long been stable, ranging between 40% and 45%. Among doctoral programme graduates, the difference between men and women is significantly smaller than among master's programme graduates. However, even in this case, women constitute a slight majority, with the exception of the technical and humanities programmes

From study to research

In the following section, we focus on analysing inequalities between men and women in terms of the imaginary, ideally typical path of an individual from study to a research position. Detailed analyses are presented in a series of graphs 8–14. The following text presents the results for study and career paths for all fields of research as a whole and separately, taking into account the development of the given indicators between 2005 and 2023.

The basic form of a typical career path is shown in Graph 8 – in 2023, women predominated among students and graduates at the master's level (their representation at both levels was around 60%). In contrast, men predominated among doctoral students and graduates and among researchers.

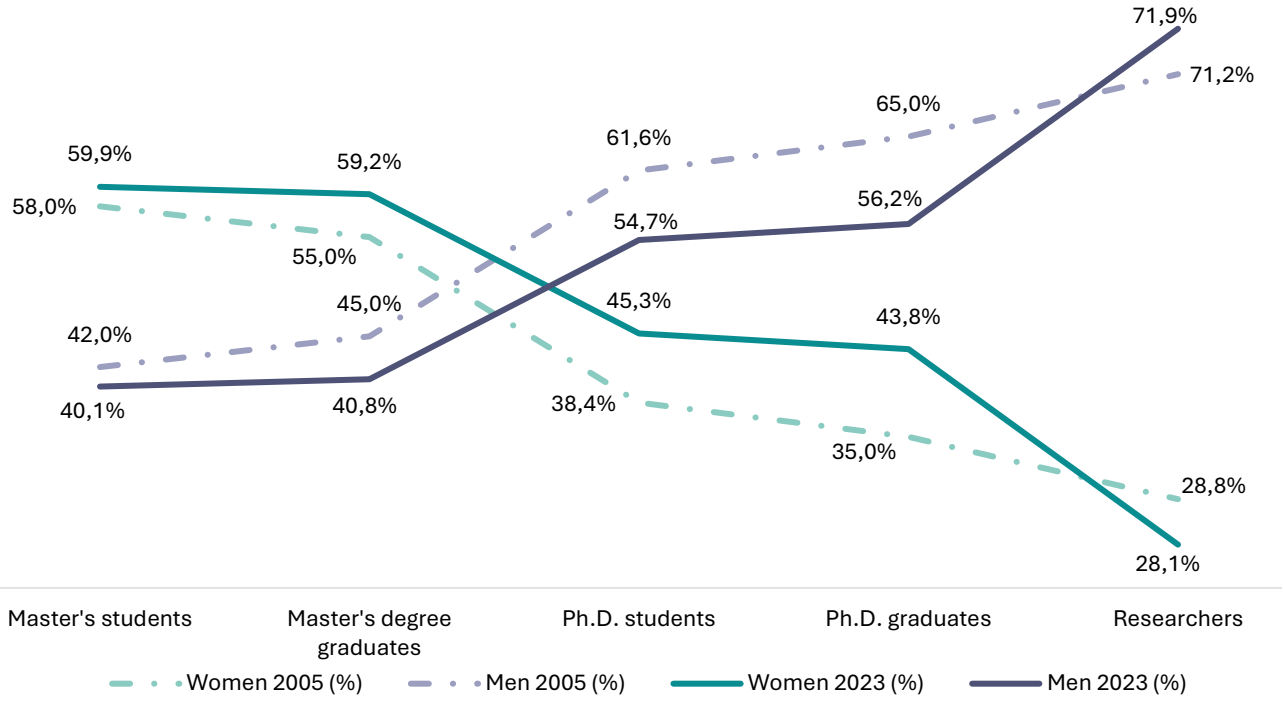
Significant changes in the representation of women can be observed between the reference years 2005 and 2023 in the categories of graduates of master's programmes (an increase of 4.2 percentage points), doctoral programme students (an increase of 6.9 percentage points) and doctoral programme graduates (an increase of 8.8 percentage points) (see Chart 8). The proportion of women in doctoral studies (both students and graduates) has thus been levelling out over the years. In 2023, the proportion of women in both categories was around 45%.

8 For data see Appendix, Tables 4-9

Despite the levelling proportion of women and men at the doctoral level, a significant proportion of women graduates of master's programmes still decide not to continue in doctoral studies. In 2023, the loss of women at the transition between master's and doctoral studies was 13.9 percentage points (16.6 percentage points in 2005). However, an even greater loss is evident at the transition from doctoral studies to research positions. In 2023, the loss of women reached 19.5 percentage points (in 2005, the loss was 6.2 percentage points) (see Chart 8). The total representation of women among researchers is 24.3%, which means a total loss of 19.5 percent points.

The assumption of the "natural development" – i.e. that over time the proportion of women in research will gradually even out with that of men thanks to their growing representation in higher education – is not proving true. The increase in the proportion of women graduating with master's and doctoral degrees in all fields is not reflected in the proportion of women among researchers.

Chart 8: From study to scientific profession, time comparison of the representation of women and men at individual stages of a typical career path (in %), all fields and scientific areas in total (HC), 2005 and 2023[9]



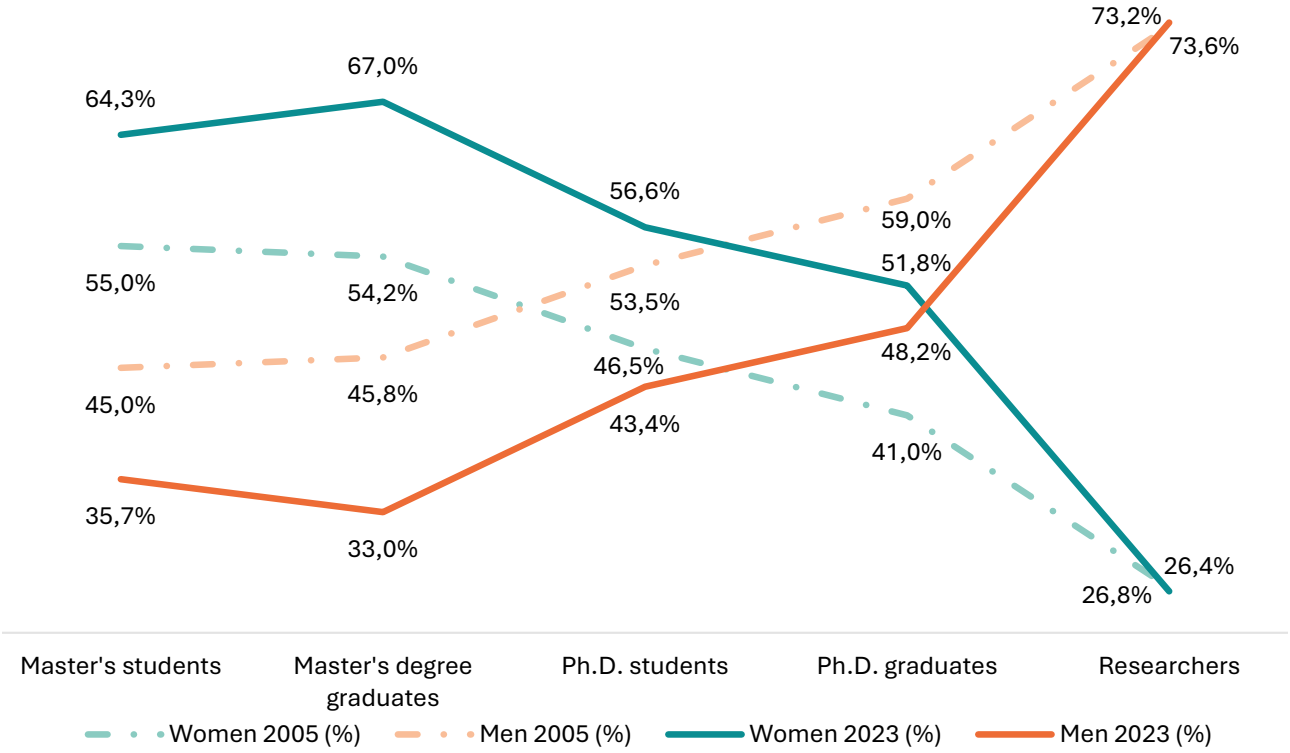
Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

The following graphs (9–14) focus on the above-mentioned issue in more detail, broken down by individual fields of research between 2005 and 2023.

In the natural sciences, the greatest losses of women occur at the transition between master's and doctoral degrees and between completing doctoral studies and becoming a researcher. Among women graduates of master's programmes and doctoral students, the loss of women in 2023 was 10.4 percentage points (in 2005, this loss was7.6 percentage points). In 2023, the highest loss of women was recorded at the transition from doctoral studies to research positions at 30.2 percentage points, twice as much as in 2005, when this loss was 15.2 percentage points (see Chart 9).

9 For data see Appendix, Table 3

Chart 9: Natural sciences (HC) – from study to scientific profession, time comparison of the representation of women and men[10]

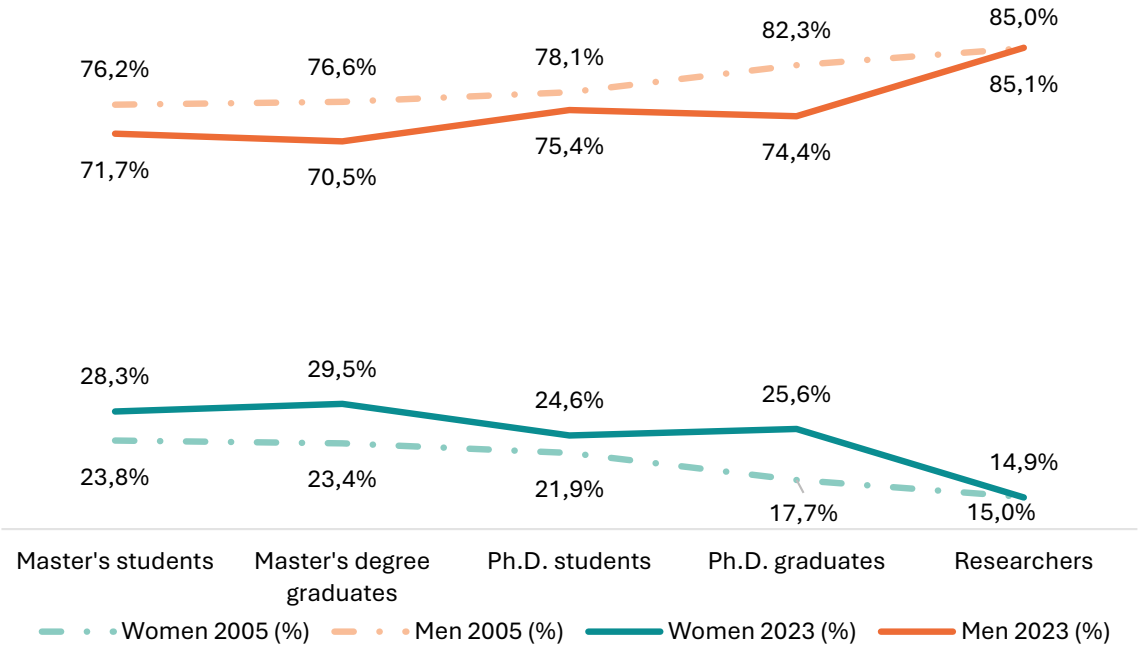


Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

The worst situation in terms of women's representation on the ideal path to a scientific profession is in the early stages of **the technical sciences**. The numbers of women decline at each successive stage from study to the research position. Between the reference years 2005 and 2023, there was an increase in the representation of women at all stages of the ideal typical career path, but only in the order of a few percentage points. From the perspective of all scientific fields, the increase in the representation of women at individual stages of the ideal typical career path is slowest in the technical sciences. In all categories, the proportion of women ranged between 25% and 30%, falling to meagre 14.9% among researchers (see Chart 10).

10 For data see Appendix, Table 4

Chart 10: Technical sciences (HC) – from study to scientific profession, time comparison of the representation of women and men at individual stages of an ideal typical career path (in %), 2005 and 2023[11]

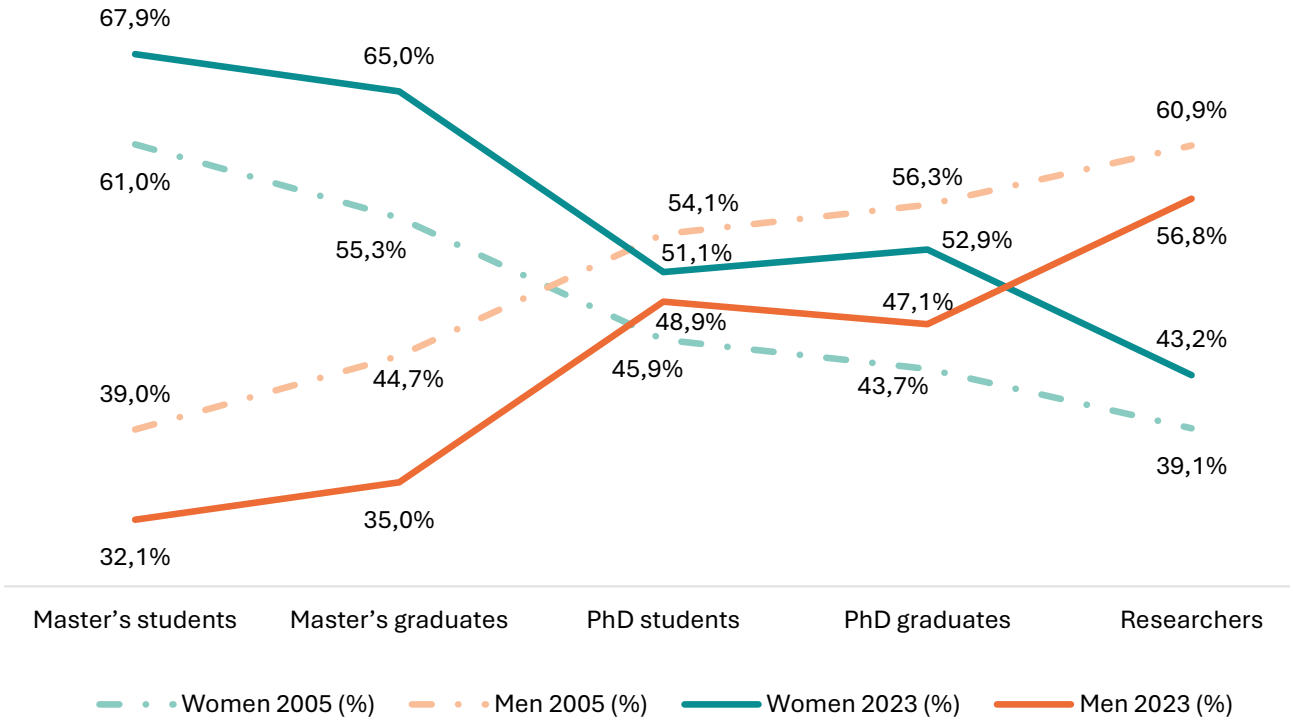


Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

The representation of women in **the agricultural sciences** reached approximately 68% among students and graduates of master's programmes in 2023. In the case of doctoral studies, the representation of women and men is close to parity, and the representation of women among researchers is also favourable – 43.2% in 2023. In the agricultural sciences, the proportion of women researchers increased by 4.1 percentage points between 2005 and 2023 (from 39.9% in 2005 to 43.2% in 2023). A significant increase was also recorded among students and graduates of master's programmes (an increase of 6.9 and 9.7 percentage points respectively) and graduates of doctoral programmes (an increase of 9.2 percentage points) (see Chart 11).

11 For data see Appendix, Table 5

Chart 11: Agricultural sciences (HC) – from study to scientific profession, time comparison of the representation of women and men at individual stages of an ideal typical career path (in %), 2005 and 2023[12]



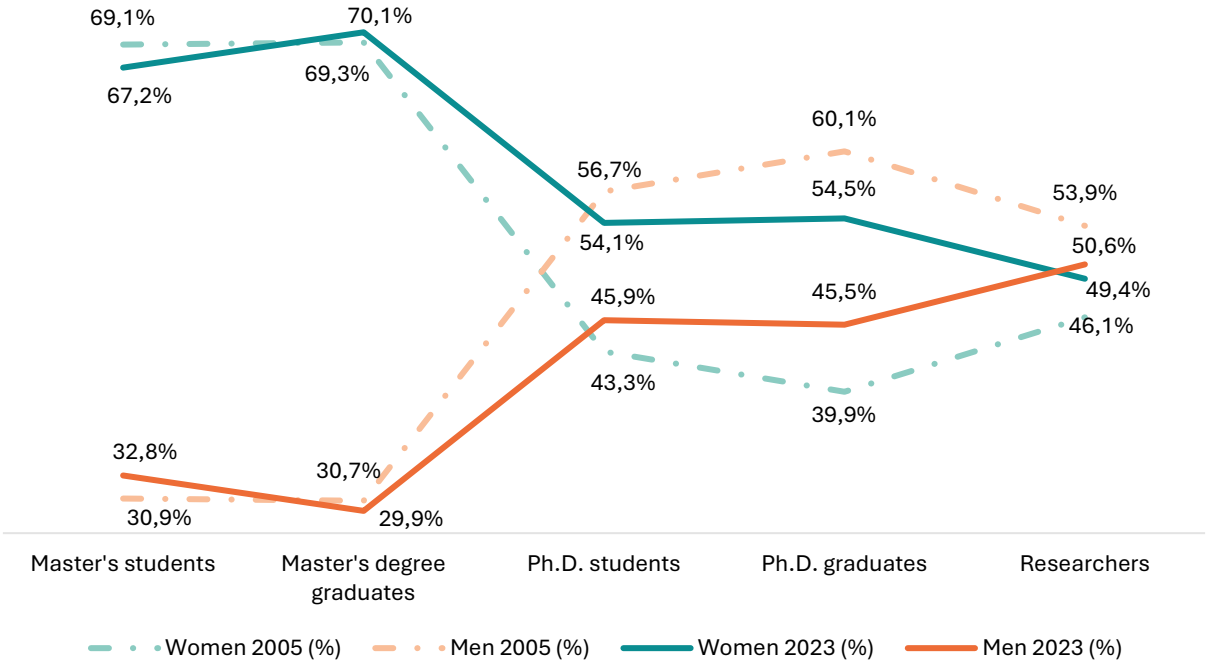
Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

In the medical sciences, women accounted for 67.2% of master's degree students and 70.1% of graduates. In doctoral programmes, women accounted for 54.1% of students and 54.5% of graduates. The representation of men and women among researchers was also practically equal, with women accounting for 49.4% in 2023 (see Chart 12).

Between 2005 and 2023 the proportion of women among students increased by 10.8 percentage points and among graduates by 14.6 percentage points. The increase of women among researchers was smaller, 3.3 percentage points.

12 For data see Appendix, Table 6

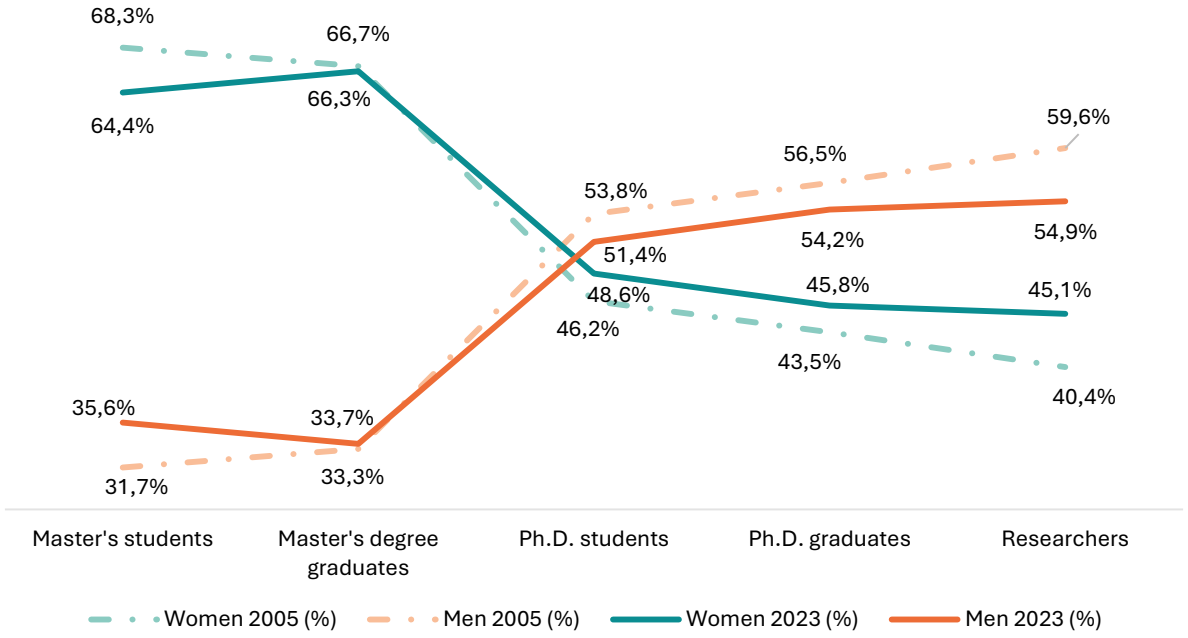
Chart 12: Medical sciences (HC) – from study to scientific profession, time comparison of the representation of women and men at individual stages of an ideal typical career path (in %), 2005 and 2023[13]



Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

Between 2005 and 2023, the proportion of women also changed in **the social sciences**. Among students in master's programmes, there was a 3.9 percentage point decline. Despite this, women continued to account for more than three-fifths of students (64.4% in 2023). Women's representation among graduates was similar at 66.3% in 2023. Relatively equal representation can be observed at the doctoral level, both among students (48.6% women in 2023) and graduates (45.1% women in 2023) too (see Chart 13).

Chart 13: Social sciences (HC) – from study to scientific profession, time comparison of the representation of women and men at individual levels of an ideal typical career path (in %), 2005 and 2023



Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

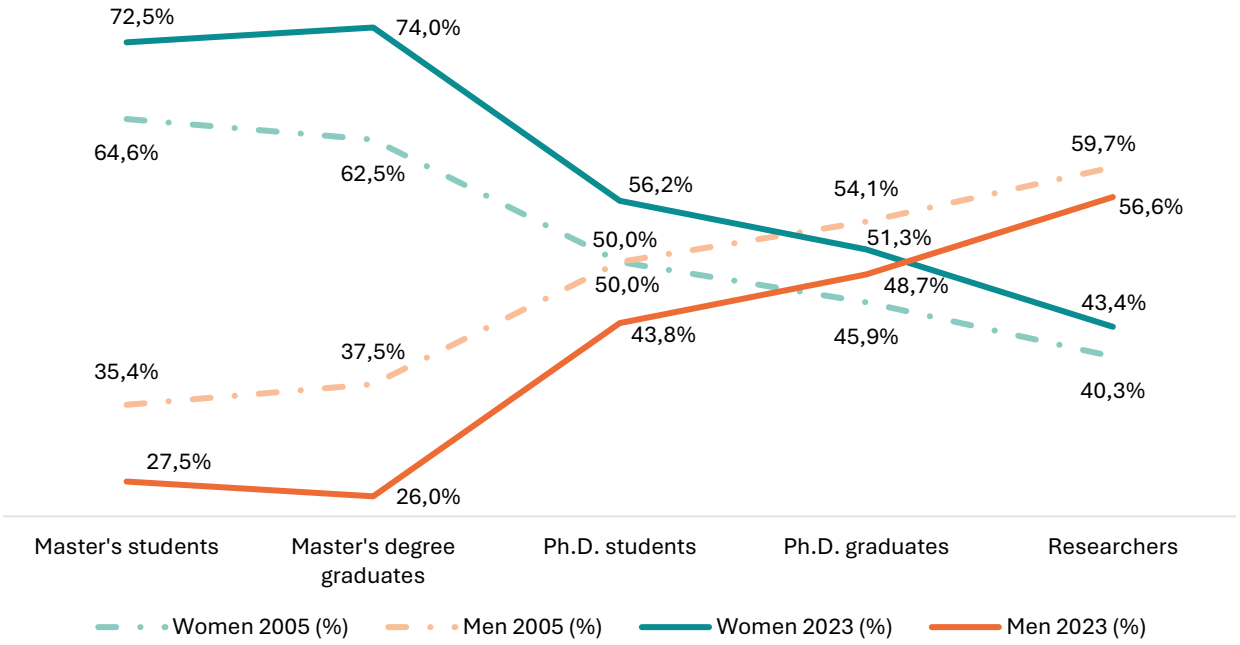
13 For data see Appendix, Table 7

After completing their master's studies, a significant proportion of women decide not to continue with doctoral studies. In 2023, the loss of women between these two levels was 17.7 percentage points (in 2005, the loss reached 20.5 percentage points). When transitioning from doctoral studies to research positions, almost zero loss (0.7%) was recorded in 2023 (see Chart 13).

Similar trends to those in the social sciences can be observed in the humanities. Here, too, women are more represented than men at the master's level (see Chart 14). The representation of women was 56.2% among students and 51.3% among graduates in 2023.

In the humanities, too, the largest attrition of women occurred at the transition from master's and doctoral degrees – 17.7 percentage points. A slight increase was recorded in the category of researchers, where the representation of women increased by 3 percentage points between 2005 and 2023. However, a slight decline in women's proportion was recorded at the transition between doctoral degrees and research careers, with a loss of 7.9 percentage points in 2023 (compared to 5.6 percentage points in 2005) (see Chart 14).

Chart 14: Humanities (HC) – from study to scientific profession, time comparison of the representation of women and men at individual stages of an ideal typical career path (in %), 2005 and 2023[14]



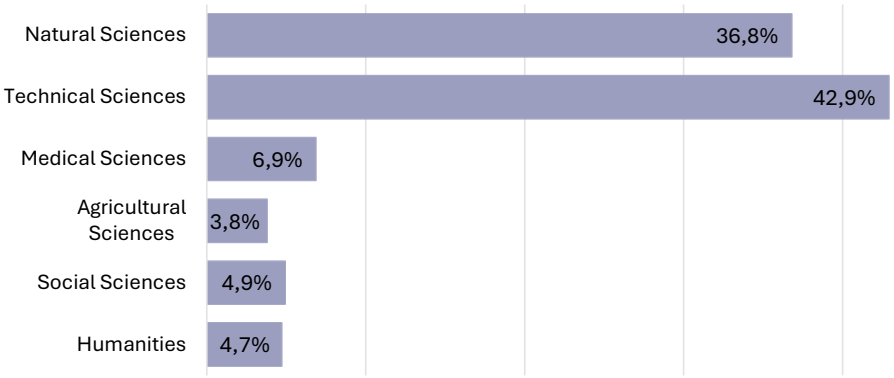
Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private universities in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

14 For data see Appendix, Table 9

RESEARCHERS BY FIELD OF SCIENCE

According to the Czech Statistical Office data, a total of 71,241 individuals (HC) worked in research and development in 2023, which translates to 48,775 full-time equivalents (FTE) working as researchers**. In this report, we will continue to use the converted number of persons, as it more accurately reflects the actual human capacity**. The research fields with the highest number of researchers are the technical (42.9%) and natural (36.8%) sciences. In 2023, together, they employed almost 80% of researchers in the Czech Republic. This was followed at a considerable distance by the medical sciences (6.9%), social sciences (4.9%) and humanities (4.7%). The agricultural sciences had the lowest representation (3.8%) (see Chart 15).

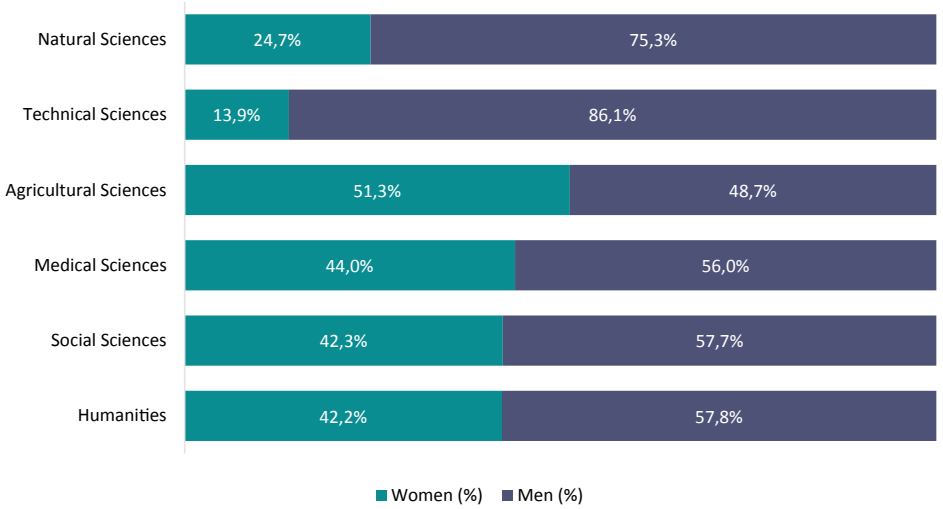
Chart 15: Persons working as researchers by scientific field in 2023 (FTE, in %)



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

The lowest relative representation of women among researchers in 2023 was in the technical sciences, where women accounted for 13.9%, while men accounted for 86.1%, followed by the sciences, with 24.7%. There was a relatively equal representation of men and women in the other disciplines: medical sciences – 51.3% women, agricultural sciences – 44% women, social sciences – 42.3% women, and humanities – 42.2% women (see Chart 16).

Chart 16: Persons working as researchers by scientific field and gender in 2023 (FTE, in %)[15]



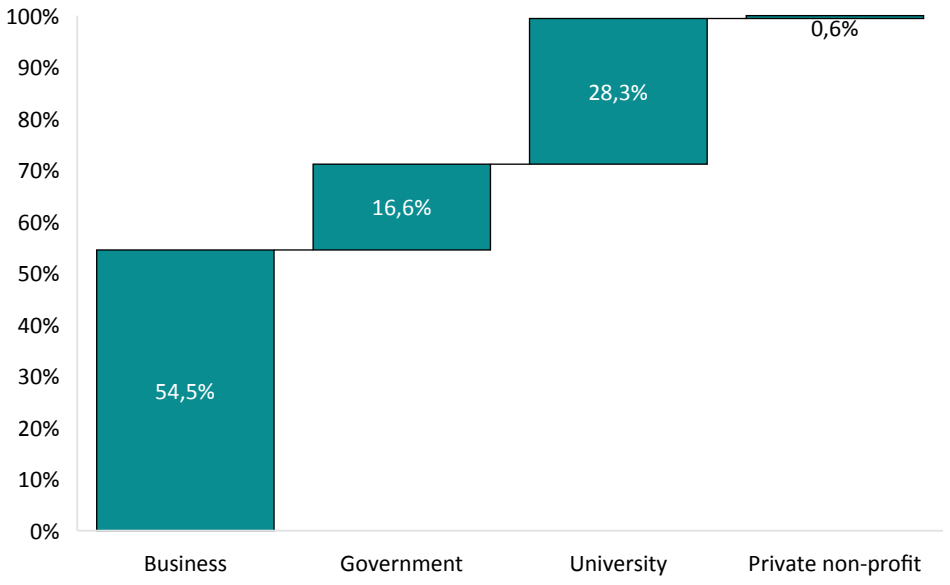
Source: Czech Statistical Office, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

15 For data see Appendix, Table 10

RESEARCHERS BY SECTOR OF RESEARCH ACTIVITY

The largest employment opportunities for researchers in the Czech Republic are provided by the Business Enterprise Sector (BES) and, at a considerable distance, the Higher Education sector (HES). In 2023, these sectors together employed 82.8% of researchers, with 54.5% in BES and 28.3% in HES. The government sector (GOV) employed 16.6% of persons working as researchers and the private non-profit sector (PNS) only 0.6% (see Chart 17).

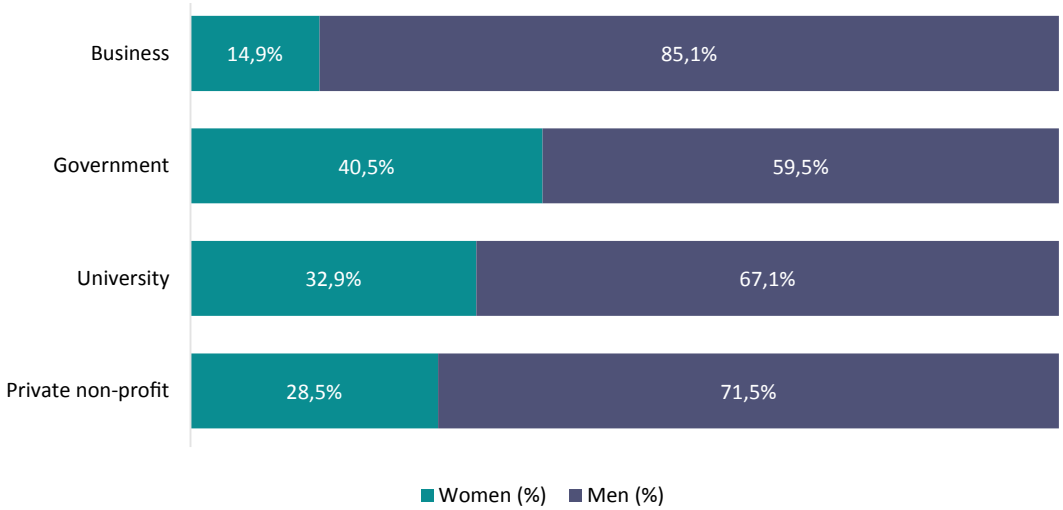
Chart 17: Representation of persons working as researchers by sector of research activity in 2023 (FTE, in %)[16]



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

The representation of women among researchers in the BES is the lowest of all the sectors (see Chart 18). In 2023, women accounted for only 14.9% of researchers in BES (in 2005, the proportion of women was 14.1%). In other sectors, the representation of women among researchers is significantly higher. In the GOV, women accounted for 40.5% (in 2005, they accounted for 36.4%). In the HES, women accounted for 32.9% in 2023 (in 2005, 32.4%). In the PNS, women accounted for 28.5% (in 2005, 59.6%).

Chart 18: Representation of persons working as researchers by sector of research activity and gender (FTE, in %)[17]



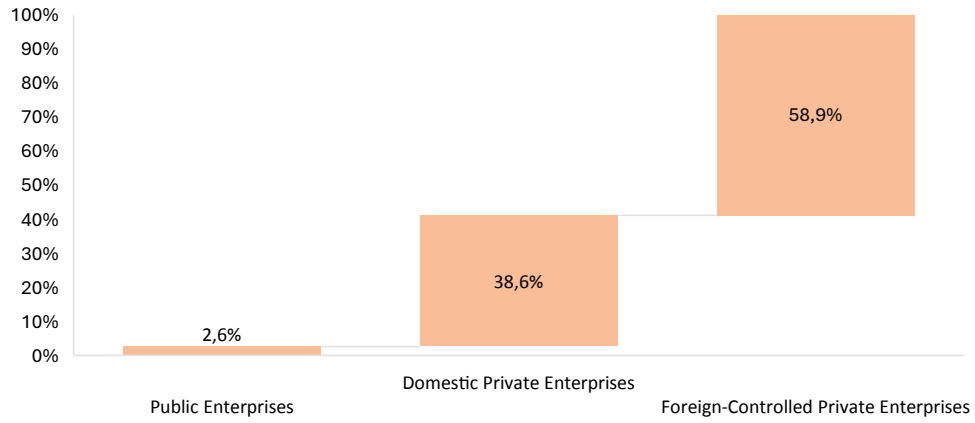
Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

16 For data see Appendix, Table 24
17 For data see Appendix, Table 24

Business Enterprise Sector

In 2023, research in the BES was concentrated mainly in private companies, which together employed 97.4% of researchers. Within private enterprises, the highest representation was in those under foreign control, which employed 58.9% in 2023, while private domestic enterprises employed 38.6% (see Chart 19). Public enterprises had a share of only 2.6% of researchers.

Chart 19: Representation of persons in research positions in the business sector by type of workplace in 2023 (FTE, in %)[18]

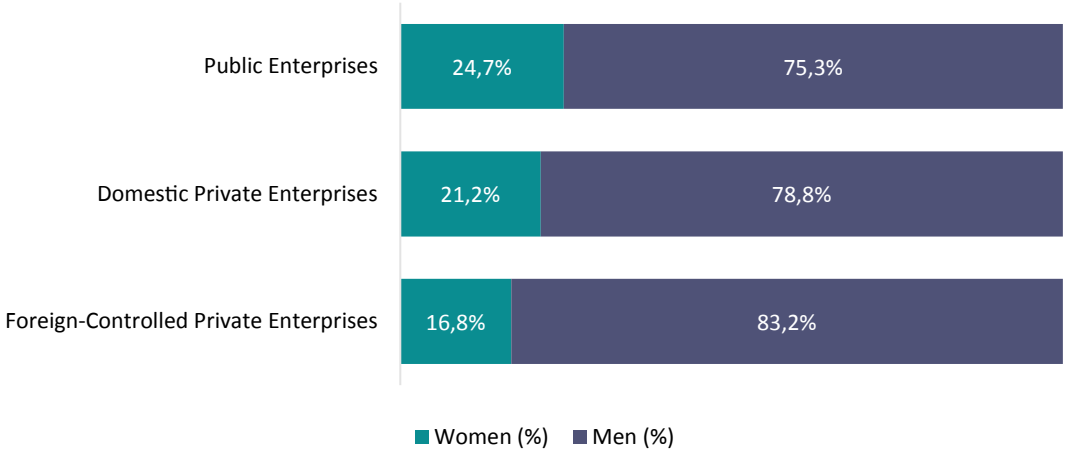


Source: Ministry of Education, Youth and Sports, Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Czech Statistical Office, Research and development indicators; own processing

The representation of researchers in the BES is very uneven. Men significantly dominate in all types of enterprises, while women do not even reach a fifth of the total. Although numerically, more women are employed in private enterprises than in public enterprises, proportionally, the highest number of women in relation to men was employed in public enterprises, with 24.7% women and 75.3% men in 2023.

If we look at the development of women's representation among researchers in the BES between 2005 and 2023, we can see that while their representation in domestic private enterprises and private enterprises under foreign control did not change significantly, in public enterprises, there was an increase of 3.6 percentage points.

Chart 20: Representation of persons in research positions in the business sector by gender in 2023 (FTE, in %)[19]



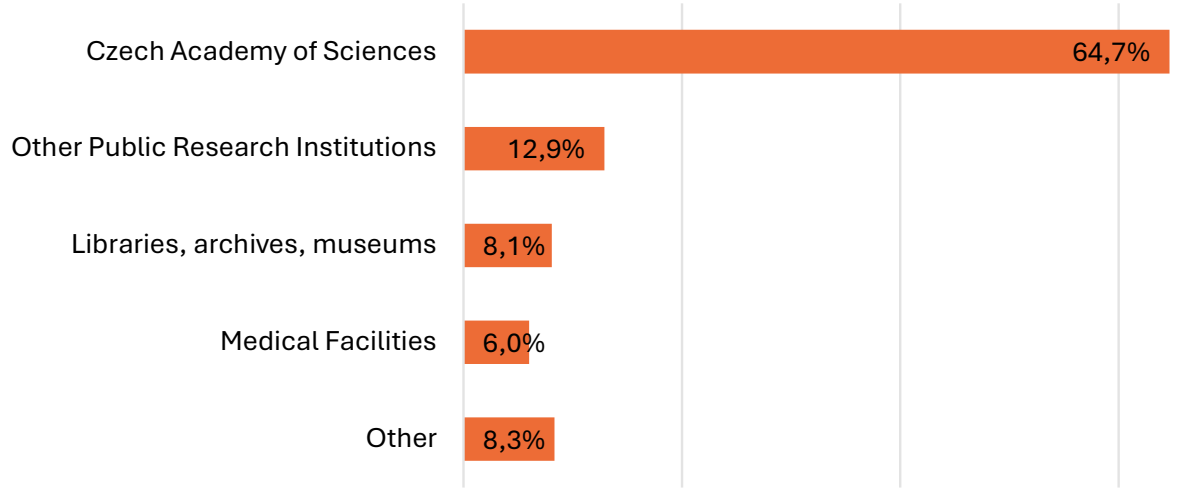
Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

18 For data see Appendix, Table 25
19 For data see Appendix, Table 25

Government sector

Within the GOV, the largest number of researchers in 2023 worked at the Czech Academy of Sciences, which employed (64.7% of researchers. The Czech Academy of Sciences, which employed the most people in research positions (see Chart 21), employed 46.4% women and 53.6% men (see Chart 22). The next largest number of researchers were employed in other public research institutions, accounting for 12.9%. Libraries, archives and museums employed 8.1% of researchers, healthcare facilities employed 6% and 8.3% were employed in the "other" category (see Chart 21).

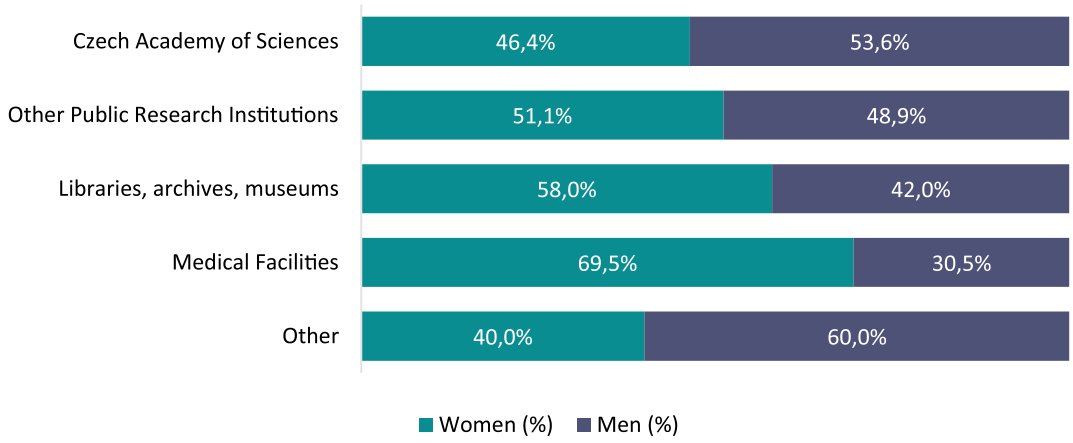
Chart 21: Representation of persons in research positions in the government sector by type of workplace in 2023 (FTE, in %)[20]



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

The predominance of women among students and graduates of the medical and pharmaceutical fields can also be seen here, as the representation of women in healthcare facilities is significantly higher than in other areas of the GOV, with 69.5% of women researchers. There was an equal representation in the "other" category in GOV, where 51.1% of researchers were women. 58% of employees in libraries, archives and museums were women, which is almost 10% more than in 2023 (47.2%).

Chart 22: Researches in research positions in the government sector by gender in 2023 (FTE, in %)[21]



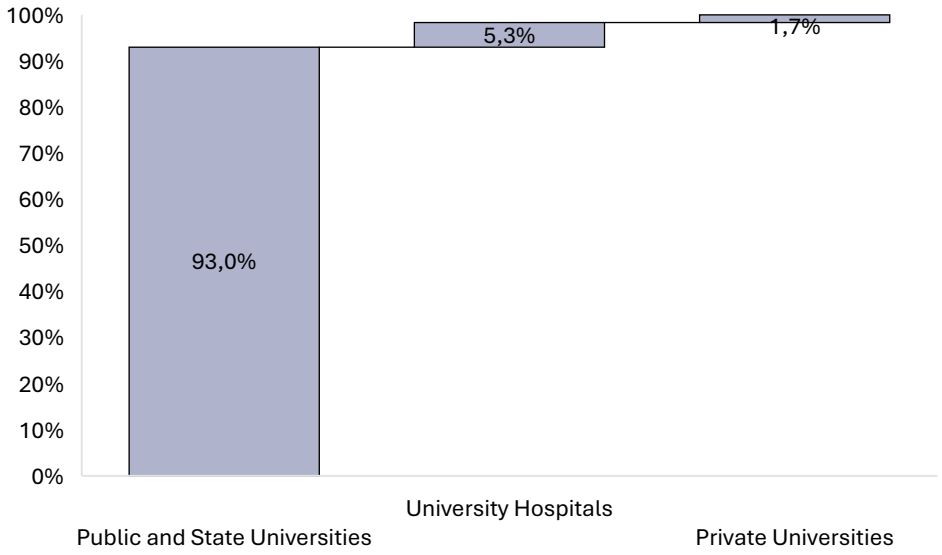
Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

20 For data see Appendix, Table 26
21 For data see Appendix, Table 26

Higher education sector

Of the total number of 19,885 researchers in this sector, the largest number were employed in public and state universities in 2023, accounting for 93%. The second highest number of researchers was in university hospitals, accounting for 5.3%, followed by private universities with 1.7% of researchers (see Chart 23).

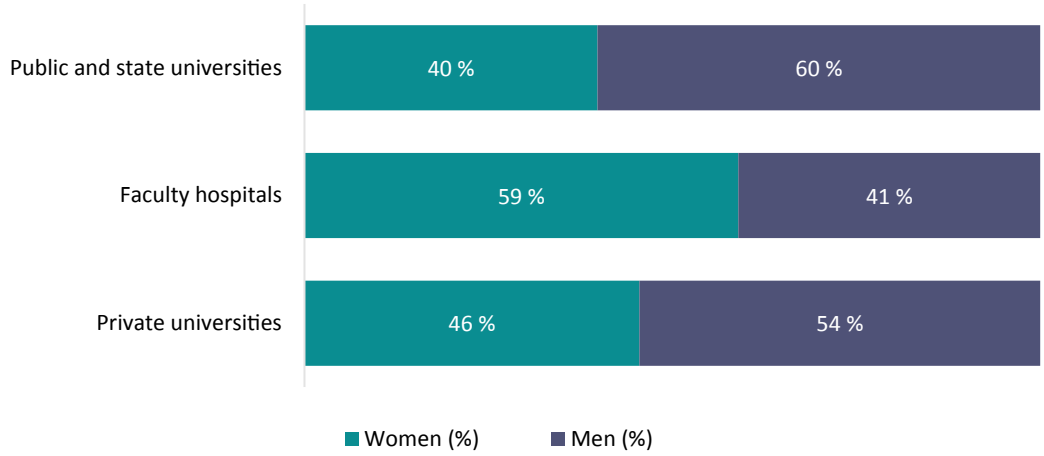
Chart 23: Persons in research positions in the higher education sector by type of workplace in 2023 (FTE, in %)[22]



Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

The closest to gender parity was the representation of women and men employed in teaching hospitals, where 59% of researchers were women and 41% were men in 2023, a significant shift from 2022, when women accounted for 43.2%. The long-term predominance of women in health, pharmaceutical and medical fields of study most likely contributed to this distribution. In 2023, 46% of women were engaged in research activities at private universities and 40% at public and state universities (see Chart 24).

Chart 24: Persons in research positions by gender in 2023 in the higher education sector (FTE, in %)[23]



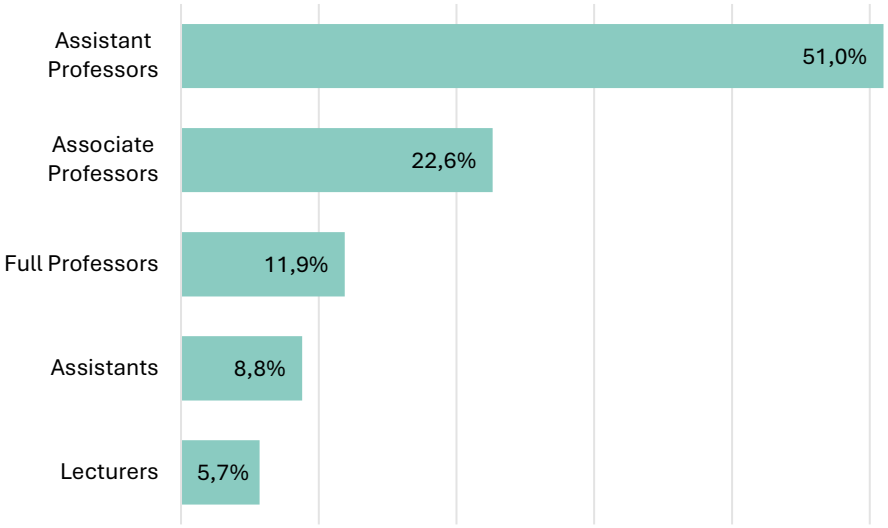
Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

22 For data see Appendix, Table 27
23 For data see Appendix, Table 27

Persons in academic positions at higher education institutions

In 2023, 19,111 persons worked in academic positions at universities, converted to full-time equivalents (FTE). Assistant professors accounted for 51% (9,745), followed by associate professors with 22.6% (4,323). Professors accounted for 11.9% of staff (2,273), assistants for 8.8% (1,680) and lecturers for 5.7% (1,090) (see Chart 25).

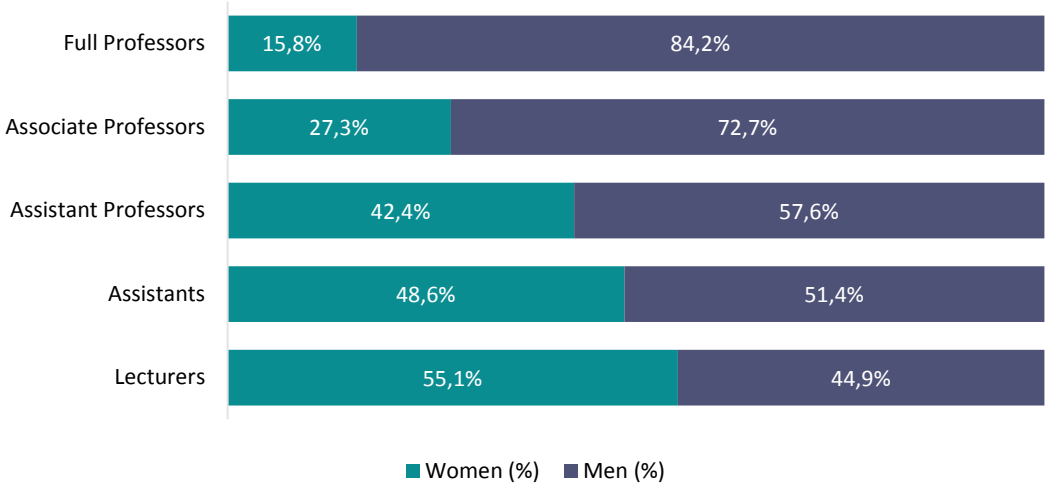
Chart 25: Structure of full-time equivalents (FTE) of persons in academic positions by qualification level in 2023 (in %)[24]



Source: Ministry of Education, Youth and Sports – Statistical Yearbook of Education – Employees and Wages 2023; own processing

In terms of an ideal typical academic career (from lecturer to professor), the representation of women decreases towards the highest positions, similar to research. In 2023, women predominated among lecturers, accounting for 55.1%. In the category of assistants, the distribution is almost equal, with women accounting for 48.6%. Among senior assistants, men predominate over women (42.4%). The gap is even wider among associate professors, with women accounting for only 27.3%, and 15.8% in professorial positions (see Chart 26).

Chart 26: Structure of full-time equivalents (FTE) of persons in academic positions, broken down by qualification level and gender in 2023 (in %)[25]

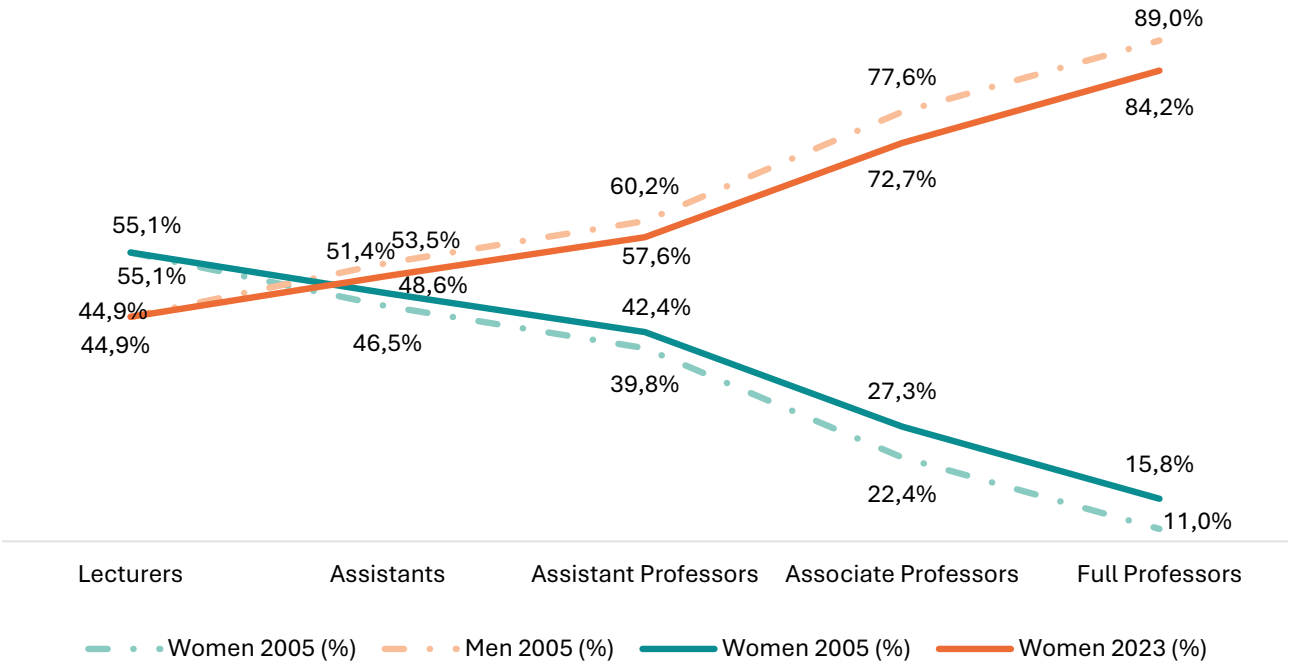


Source: Ministry of Education, Youth and Sports – Statistical Yearbook of Education – Employees and Wages 2023; own processing

24 For data see Appendix, Table 29
25 For data see Appendix, Table 29

Chart 27 shows changes over time in the representation of women and men in academic positions (FTE) between 2005 and 2023. Compared to the reference year 2005, the percentage of women among professors increased by 4.7 percentage points to 15.7% in 2023 and among associate professors by 4.8 percentage points to 27.2% in 2023 (see Graph 27). No significant change was observed in other academic ranks, which is clearly illustrated in the graph by the gap between men and women in the highest academic positions.

Chart 27: Time comparison of the representation of women and men in the total number of academic positions (FTE) separately according to the ideal typical career path of persons in academic positions, 2005 and 2023 (in %)[26]



Source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages 2023 and Education Development Yearbook 2005/06–2015/16; own processing

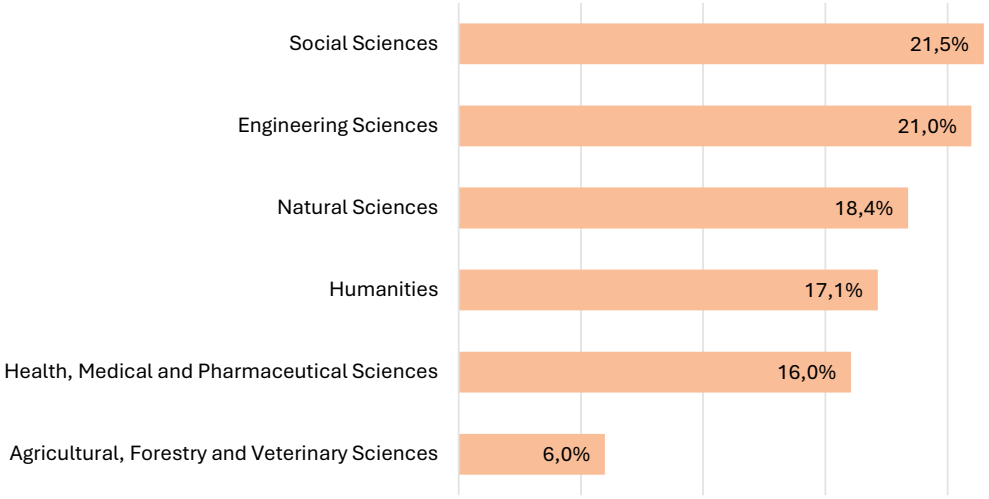
26 For data see Appendix, Table 29

Academic positions by field of study

The Ministry of Education, Youth and Sports does not collect data on persons in academic positions by field, but provides a breakdown by individual university faculties. We have therefore manually classified the faculties according to the Frascati Manual[27], an internationally recognised method for collecting and using research and development statistics that provides detailed information on the classification of disciplines into scientific fields.

In 2023, the highest proportion of academic positions was in the social sciences (21.5%) and technical sciences (21.0%). These were followed by the natural sciences (18.4%), humanities (17.1%) and medical sciences (16.0%). The agricultural sciences had the relatively lowest representation (6%) (see Chart 28).

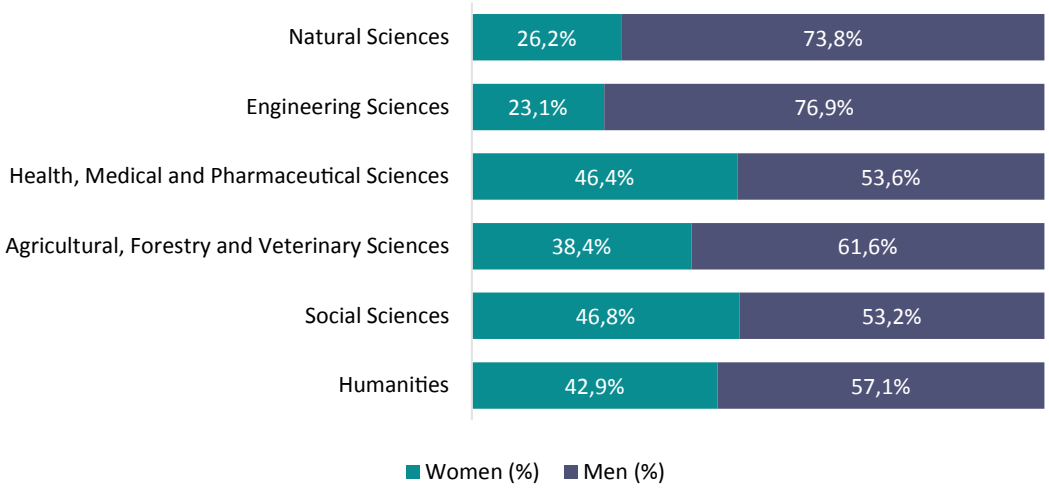
Chart 28: Structure of positions (FTE) of academic staff at universities by field of science in 2023 (in %)



Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2023; own processing

The representation of women and men in academic positions by field of study is shown in Graph 29. In 2023, the social sciences (46.8% women), medical sciences (46.4% women) and humanities (42.9% women) came closest to achieving parity. Conversely, the lowest representation of women was in the natural sciences (26.2%), technical sciences (23.1%) and agricultural sciences (38.4%) (see Graph 29).

Chart 29: Structure of full-time equivalents (FTE) of academic staff at higher education institutions by field of science and gender in 2023 (in %)



Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2023; own processing

27 www.oecd.org/publications/frascati-manual-2015-9789264239012-en.htm

Academic positions by rank

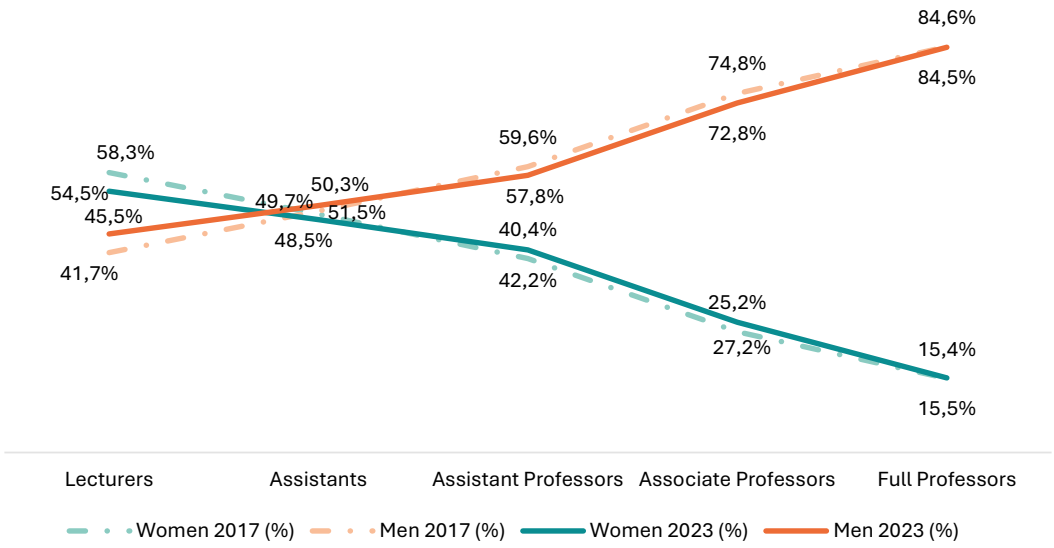
As in the case of academic positions by field, we also draw data from the Ministry of Education, Youth and Sports, which is manually coded according to the Frascati Manual and expressed in FTE. Information on the structure of academic positions according to rank and field has only been available from the Ministry of Education, Youth and Sports since 2017. For this reason, the years 2017 and 2023 are used as reference years.

We can see that at the lower ranks of the academic career, the proportion of women is decreasing and the original imbalance is moving towards greater equality between women and men. At the higher levels, however, the changes are very small and there continues to be a strong predominance of men over women.

Graph 30 shows that as the academic position increases, the proportion of women decreases at each rank. Between 2017 and 2023, there were slight changes in the proportion of women in the lecturer category. While women accounted for 58.3% of this category in 2017, by 2023 there had been a decrease of 3.8 percentage points to 54.5% (see Chart 30).

The highest losses of women in terms of transitions between academic levels can be observed between the categories of assistant professor and associate professor. In 2017, the loss in this transition was 15.3 percentage points, and in 2023, 15.1 percentage points, indicating that the situation for women is not improving. Significant losses in the representation of women can also be observed between associate professors and professors: in 2017, the loss was 9.7 percentage points, and in 2023, 11.6 percentage points (see Chart 30). On the other hand, a more favourable development can be observed at the transition between lecturers and assistants. While in 2017 there was a loss of 8.7 percentage points, in 2023 it was 5.9 percentage points.

Chart 30: Comparison of the representation of women and men in the total number of academic positions (FTE) by classification between 2017 and 2023 (in %)

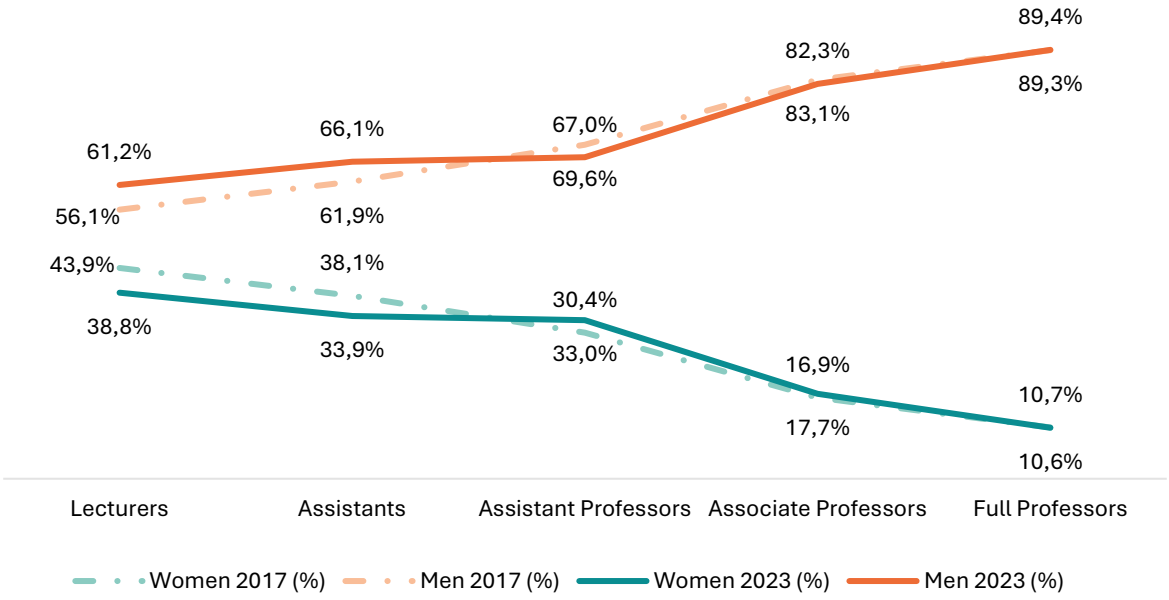


Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

Despite the growing trend in the representation of women among academic staff in virtually all scientific fields, the pace of growth is very slow. It is primarily among associate professors and professors where women continue to be underrepresented in all disciplines.

In the natural sciences, the number of women decreases with rising academic rank. The position of lecturer has long had the highest percentage of women of all classifications, 38.8% in 2023. Since 2017, there has been a 5.2 percentage point decline in the representation of women in this position. A similarly large decline occurred in the position of assistants, by 4.2 percentage points to 33.9% in 2023. Among professors, women accounted for 10.7% in 2017 and 10.6% in 2023. In the natural sciences, too, we can observe a significant decline in the number of women between the academic ranks (see Chart 31).

Chart 31: Comparison of the representation of women and men in the total number of academic positions (FTE) in the natural sciences by classification between 2017 and 2023 (in %)[28]



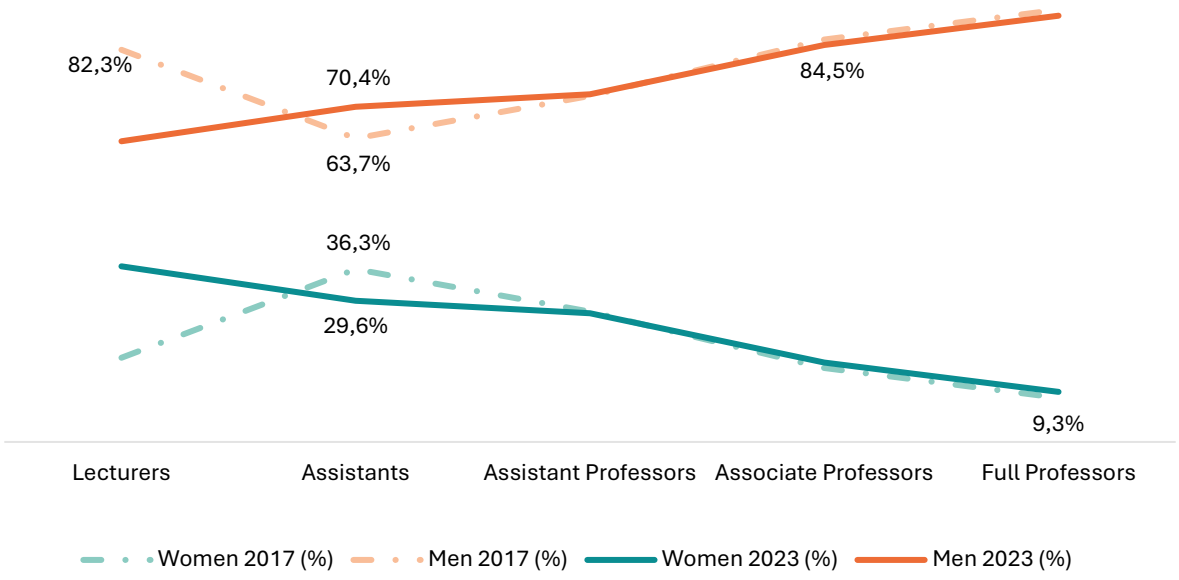
Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

The technical sciences are characterised by unequal representation of men and women at all academic levels, and as Graph 32 indicates, the situation of academic staff is no exception. However, the good news is that since 2017, there has been an increase in the percentage of women in the position of lecturer, namely by 19.2% in 2023. On the other hand, there was also a significant decline in the number of women assistants between the reference years, with a loss of 6.6 percentage points to 29.6% in 2023. There were no significant changes at other academic levels (see Chart 32).

The turning point in the ideal typical career path comes at the transition between assistant professors and associate professors, where the loss of women reached 10.4 percentage points in 2023. Between associate professors and full professors, there was a loss of 6.1 percentage points in 2023. The situation is more favourable at the transition between assistants and assistant professors, where the loss in 2023 reached 2.6 percentage points, compared to 8.9 percentage points in 2017 (see Chart 32).

28 For data see Appendix, Table 31

Chart 32: Comparison of the representation of women and men in the total number of academic positions (FTE) in technical sciences by classification between 2017 and 2023 (in %)[29]



Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

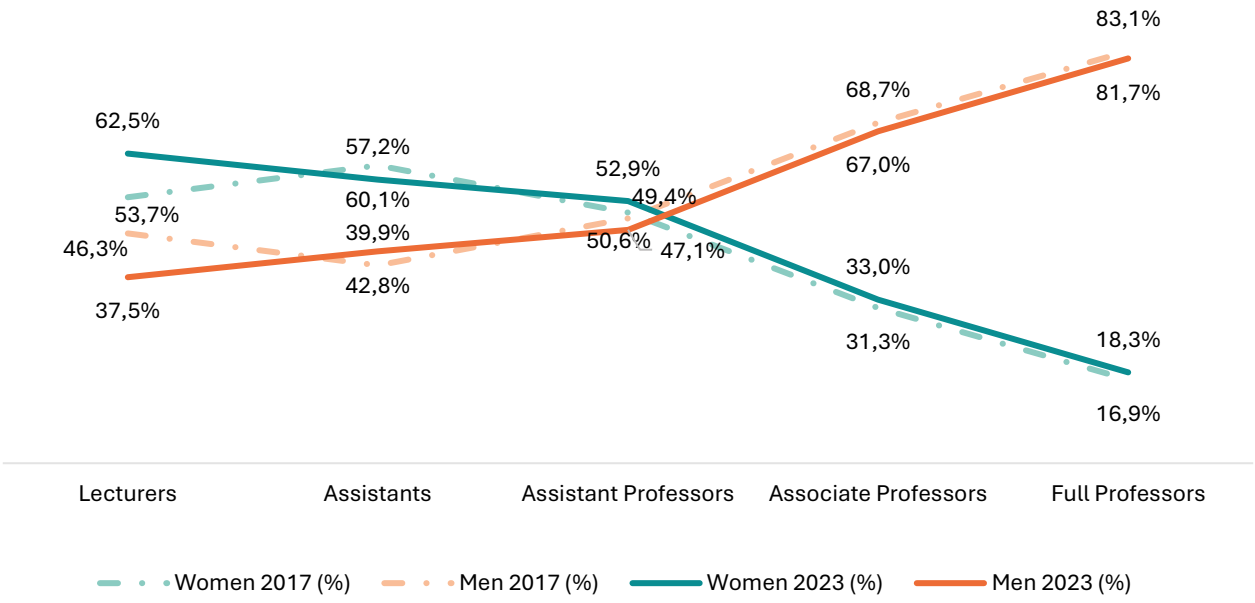
The situation is more favourable in **the medical sciences**. In 2023, women predominated in three ranks– lecturers (62.5%), assistants (57.2%) and senior assistants (52.9%). In 2023, women represented 33% of associate professors (an increase of 1.7 percentage points compared to 2017) and 18.3% of full professors (see Chart 33).

Although equal representation in these positions in the medical sciences is a good indicator, attention must also be paid to the working conditions that prevail in this field. **It is likely that there is a glass ceiling effect in the medical sciences for the positions of associate and full professor.** Despite the fact that women make up more than half of the students and graduates of master's and doctoral programmes, and despite the high proportion of women researchers, very few women reach these two academic positions, and their representation does not correspond to their presence in the field.

The turning point in the ideal typical career path comes at the transition between assistant professors and associate professors, where women's attrition reached 19.9 p tage points in 2023. Another high attrition is at the transition between associate professors and professors, where the loss was 14.7 percentage points in 2023.

29 For data see Appendix, Table 32

Chart 33: Time comparison of the representation of women and men in the total number of academic positions (FTE) in medical sciences according to classification between 2017 and 2023 (in %)[30]

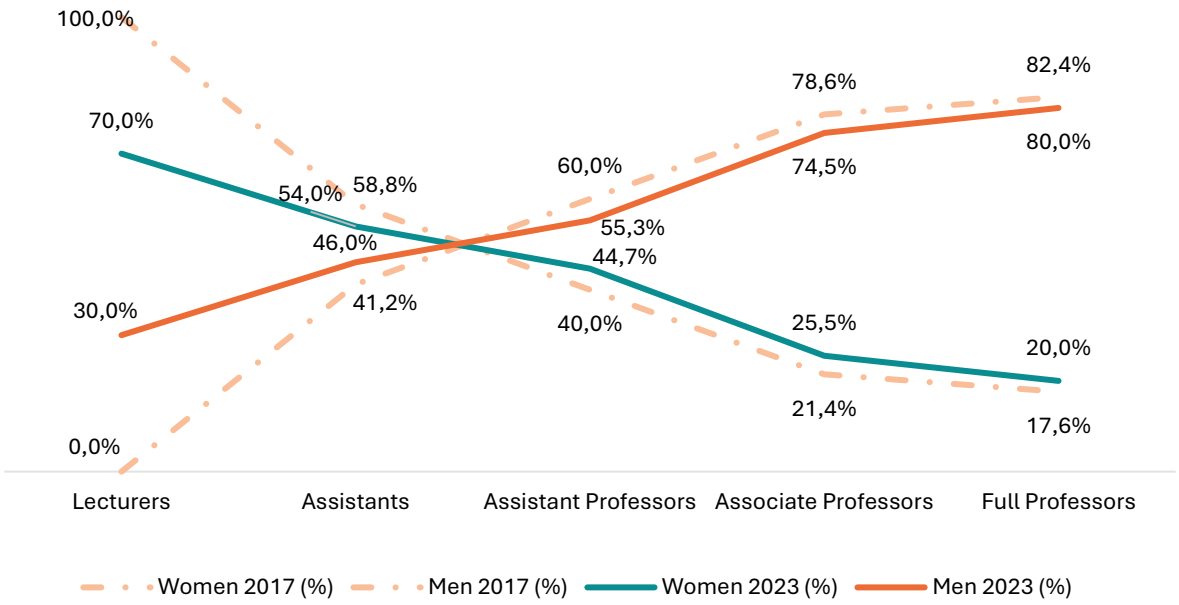


Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

In Chart 34, which describes **the agricultural sciences**, it is necessary to point out why there was a 100% representation of women among lecturers in 2017 – this is because only two women (100%) and no men worked as lecturers in the agricultural sciences that year. The situation changed slightly by 2023, with 8 women (70%) and 3 men (30%) working as lecturers. In the agricultural sciences, women dominated in 2023 in the positions of lecturers (73.1%) and assistants (52.4%). Associate professors accounted for 25.5% and full professors for 20%. The highest attrition between individual academic levels in 2023 can be observed at the transition between lecturers and assistants, where the loss is 16 percentage points, and between assistant professors and associate professors, where the loss is 19.2 percentage points (see Chart 34).

30 For data see Appendix, Table 33

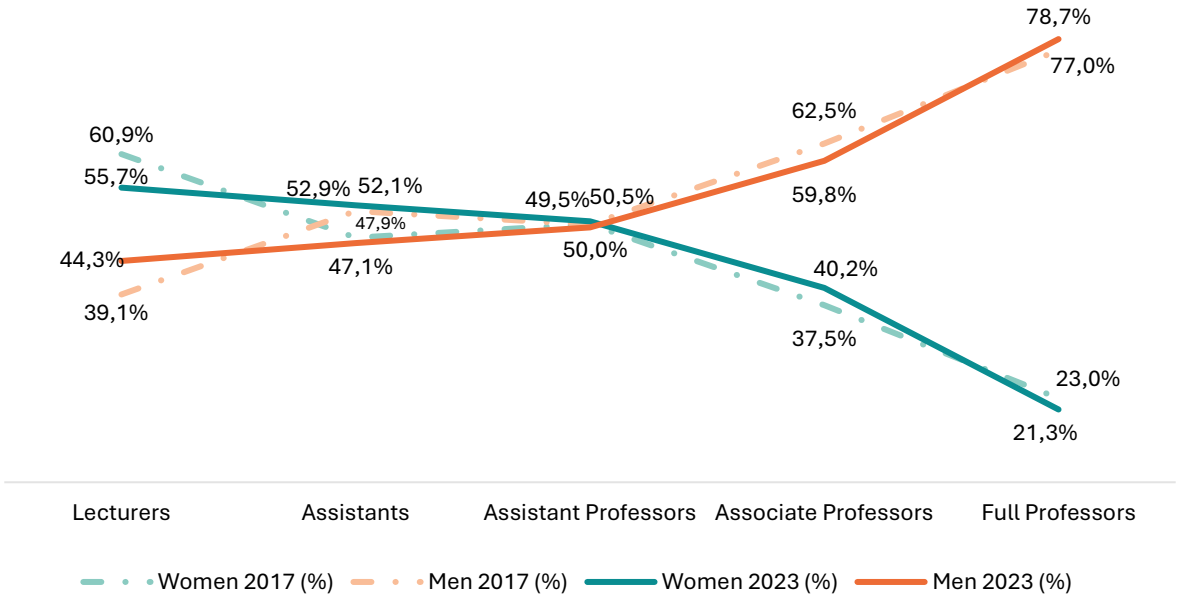
Chart 34: Comparison over time of the representation of women and men in the total number of academic positions (FTE) in agricultural sciences by classification between 2017 and 2023 (in %)[31]



Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

An interesting situation can be observed in **the social sciences**, where the smallest differences in the representation of women and men across all ranks were recorded during the reference years. However, there are also significant differences in the social sciences at higher academic levels. While we can find equal representation in 2023 at the positions of lecturer, assistant and senior assistant, 40.2% of women worked as associate professors and only 21.3% as full professors. The highest loss in the representation of women between individual academic levels in 2023 was recorded at the transition between associate professors and professors, at 18.9 percentage points. The second highest attrition can be observed between research assistants and associate professors, which amounted to 10.3 percentage points in 2023 (see Chart 35).

Chart 35: Comparison over time of the representation of women and men in the total number of academic positions (FTE) in the social sciences by classification between 2017 and 2023 (in %)[32]



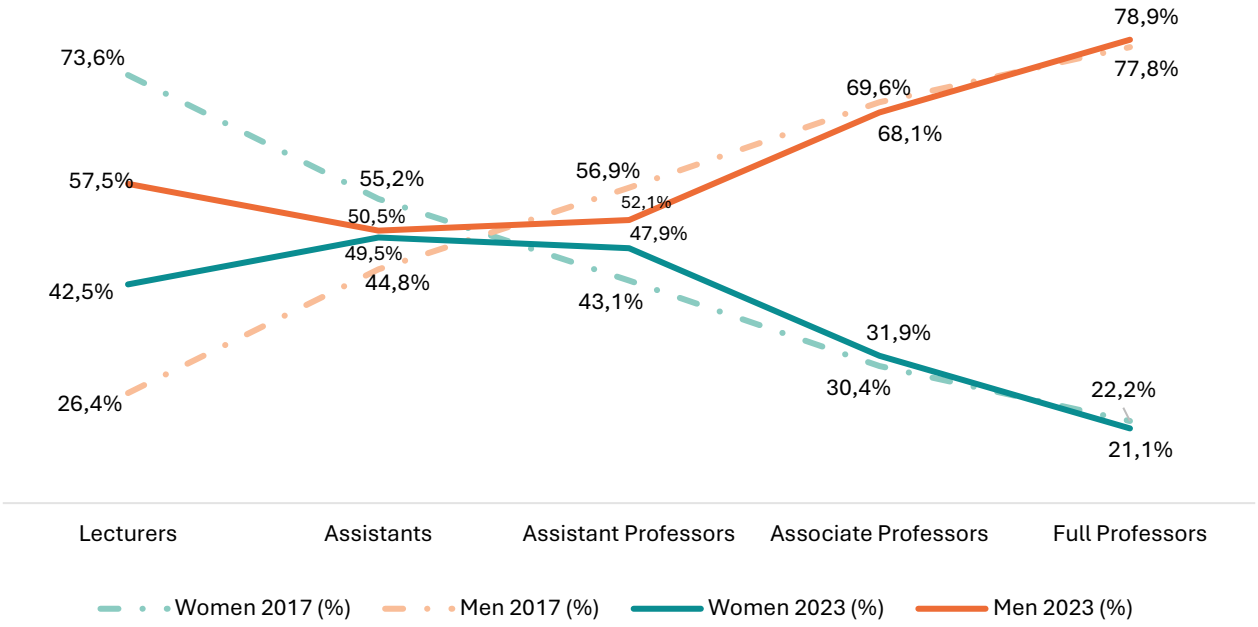
Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

31 For data see Appendix, Table 34
32 For data see Appendix, Table 35

In the humanities, as in the agricultural sciences, we observe strong vertical segregation, with the number of women decreasing dramatically at higher academic ranks. Between 2017 and 2023, there was also a decline in the representation of women at individual levels of the academic career ladder. The most significant decline was recorded in the positions of lecturer (a loss of 31.1 percentage points) and assistant (a loss of 5.7 percentage points). In contrast, among assistant professors, there was a slight increase in the representation of women by 4.8 percentage points between 2017 and 2023 (see Chart 36).

As in other scientific disciplines, there is also a significant loss of women at the transition between academic ranks. In 2023, the highest loss between academic levels occurred at the transition between assistant professors and associate professors, with a loss of 16 percentage points. Between the levels of associate professor and full professor, the loss was 10.8 percentage points (see Chart 36).

Chart 36: Comparison of the representation of women and men in the total number of academic positions (FTE) in the humanities according to classification between 2017 and 2023 (in %)[33]



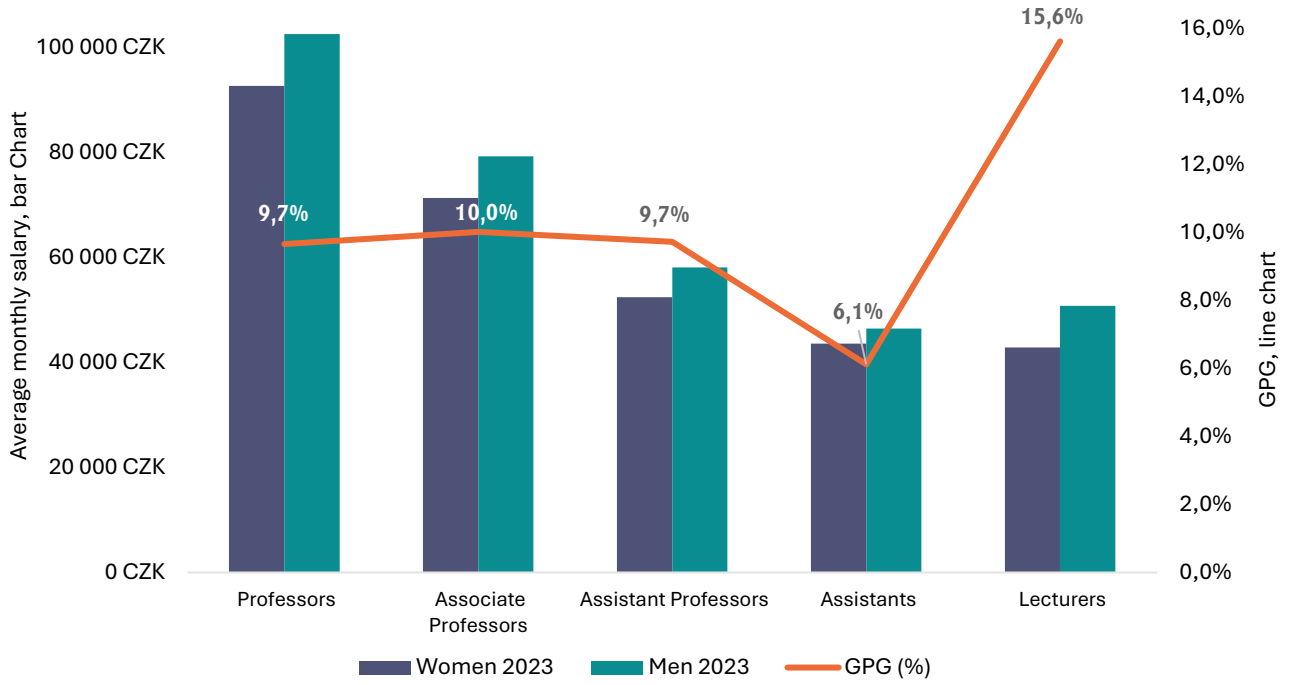
Source: Ministry of Education, Youth and Sports; Statistical Yearbook of Education – Employees and Wages 2017 and 2023; own processing

33 For data see Appendix, Table 36

Gender pay gaps indicate the percentage by which women academic staff have lower average wages than their men colleagues. These differences can be found at all qualification levels. In 2023, they ranged from 6.1% to the detriment of women assistants to 15.6% to the detriment of women lecturers (see Chart 37).

Given that it was not possible to include data on the personal bonus component of salaries in the analysed data, it can be assumed, based on general labour market data published by the Czech Statistical Office, that the actual wage differences among academic staff will be even more pronounced.

Chart 37: Gender pay gap (GPG, in %) in average gross monthly wages of academic staff separately by qualification level and gender in 2023[34]

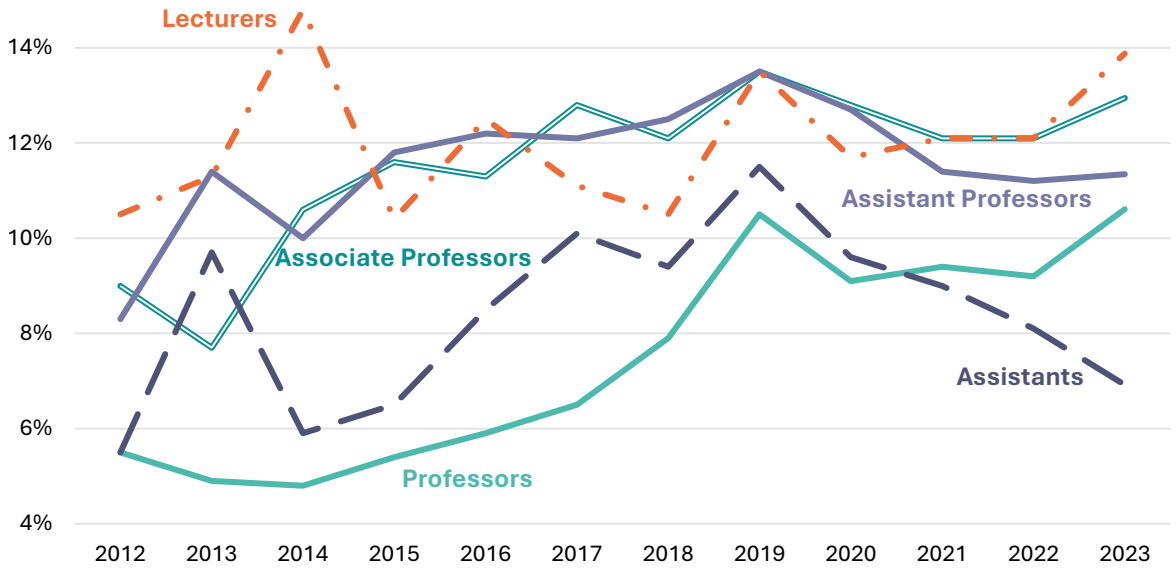


Source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages; own processing

The development of gender pay gaps in the period 2012–2023 is shown in Graph 38. As we can see, the trend for all qualification levels is uneven. With the exception of the lecturer category, the gender gap in average gross monthly wages was highest in 2019. Since 2019, we have seen a gradual decline in pay differences in all categories (see Chart 38). However, over a longer period of time, there has been no reduction in pay differences between women and men academics; quite the contrary. Between 2012 and 2023, the difference in gross monthly wages in the full professor category increased by 5.1 percentage points, in the associate professor category by 3.9 percentage points and in the assistant professor category by 3%. The above developments show that, instead of wage differences decreasing, the opposite is true and these differences are increasing over time (see Chart 38).

34 For data see Appendix, Table 3

Chart 38: Development of gender pay gaps (GPG, in %) in average gross monthly wages of academic staff by qualification level in the period 2012–2023[35]



Source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages; own processing

35 For data see Appendix, Table 37

DECISION-MAKING POSITIONS

In 2023, the differences in the representation of women and men in decision-making positions in the R&D&I system were strongly in favour of men. The total share of women at the head of research, higher education and other research and development institutions reached only 10.5%. In the broader management of these institutions, i.e. in decision-making, strategic and supervisory bodies, women accounted for 22.6% (see Table A).

Women are beginning to appear in leadership positions at some institutions, such as the Czech Academy of Sciences, the Czech Rectors' Conference and the Council of Higher Education Institutions. Men still dominate the leadership of state and public universities (75.2%). The same is true for public research institutions, where the share of women in leadership positions was only 6.9% (see Table A). The representation of women in the decision-making and advisory bodies of the main organisations is low and does not reach parity anywhere. The proportion of women is highest in the Council of Higher Education Institutions, where women represent 35% of members in decision-making and advisory bodies (see Table A).

Table A: Proportion of women and men in management and decision-making positions in research and development institutions in 2023

	Management			**Decision-making, strategic and supervisory bodies**		
	Women	Men	% Women	Women	Men	% Women
State and public HEIs universities	4	25	13.8	584	1772	24.8
Public research institutions	5	67	6.9	273	901	23.3
Czech Academy of Sciences	1	0	100	74	217	25.4
Czech Rectors' Conference	1	1	0	3	3	50
Council of Higher Education Institutions	3	6	33	14	35	40
Technology Agency of the Czech Republic	0	1	0	5	23	18.5
Czech Science Foundation	0	1	0	4	22	23.1
Czech Learned Society	0	1	0	15	154	9.7
Total	**14**	**102**	**10.5**	**972**	**3127**	**22.6**

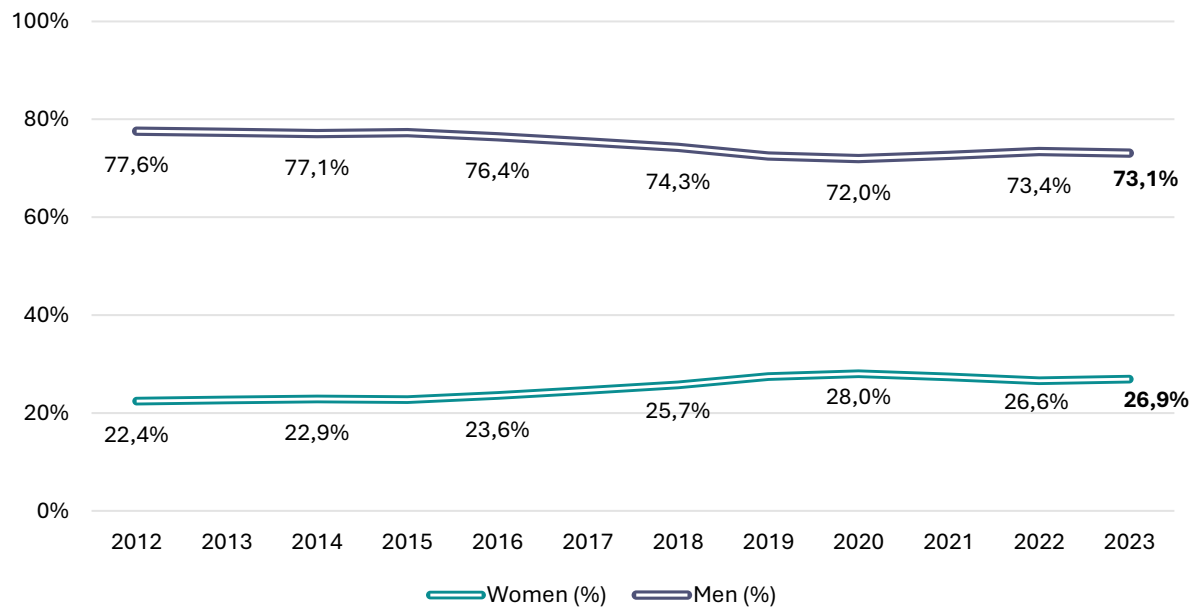
Source: Annual reports and websites of the relevant institutions; own processing

SPECIALIST POSITIONS IN SCIENCE AND TECHNOLOGY

In this report, we have already established the unequal representation of men and women in the natural and technical sciences. That is the reason we examine here in detail the differences between men and women in specialist positions in science and technology between 2012 and 2023. Using data from the Czech Statistical Office, which is collected as part of the Labour Force Survey (LFS), we take a closer look at the proportions of men and women in science and technology professions, as well as gender differences in their financial remuneration.

In 2023, approximately 174,000 people were employed as specialists in science and technology. The representation of women in specialist positions in science and technology is very low – in 2023, there were 47,000 women, which corresponds to approximately one quarter. While in 2012 women accounted for 22.4% of specialist positions, in 2023 it was 26.9% (an increase of 4.5 percentage points) (see Chart 39) (all values are in HC)

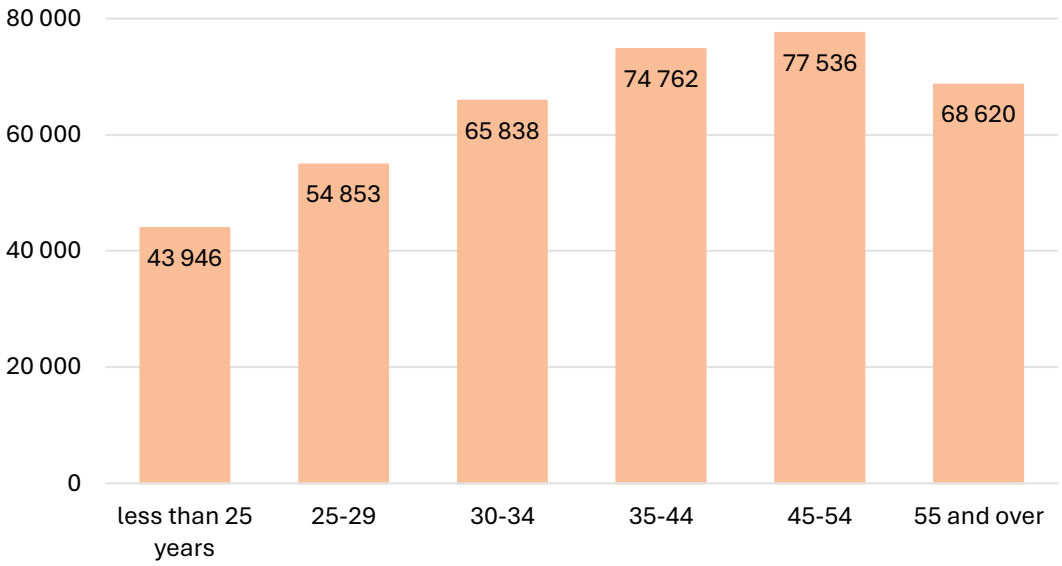
Chart 39: Specialist positions in science and technology by gender, 2012–2023 (HC, in %)



Data source: CSO, LFS, Science and technology specialists, own processing

Among specialists in science and technology, we can also observe differences in average gross monthly wages not only based on gender, but also on age. Women are generally disadvantaged compared to men in all age categories. In 2023, the average gross monthly wage of science and technology specialists was CZK 62,723 for women and CZK 74,067 for men, a difference of almost 10%. In terms of age (see Chart 40), previous Monitoring Reports showed a relatively clear gender pay gap (GPG) of 14% between men and women, to the detriment of women. However, for 2023, data for the intersection of age and gender has not been published and is therefore not included in this report. Age differences in pay are particularly noticeable between the youngest group of specialists and the 45-54 age group, with a difference of CZK 33,590 (see Chart 40).

Chart 40: Gross monthly wage for specialists in science and technology by age category for 2023

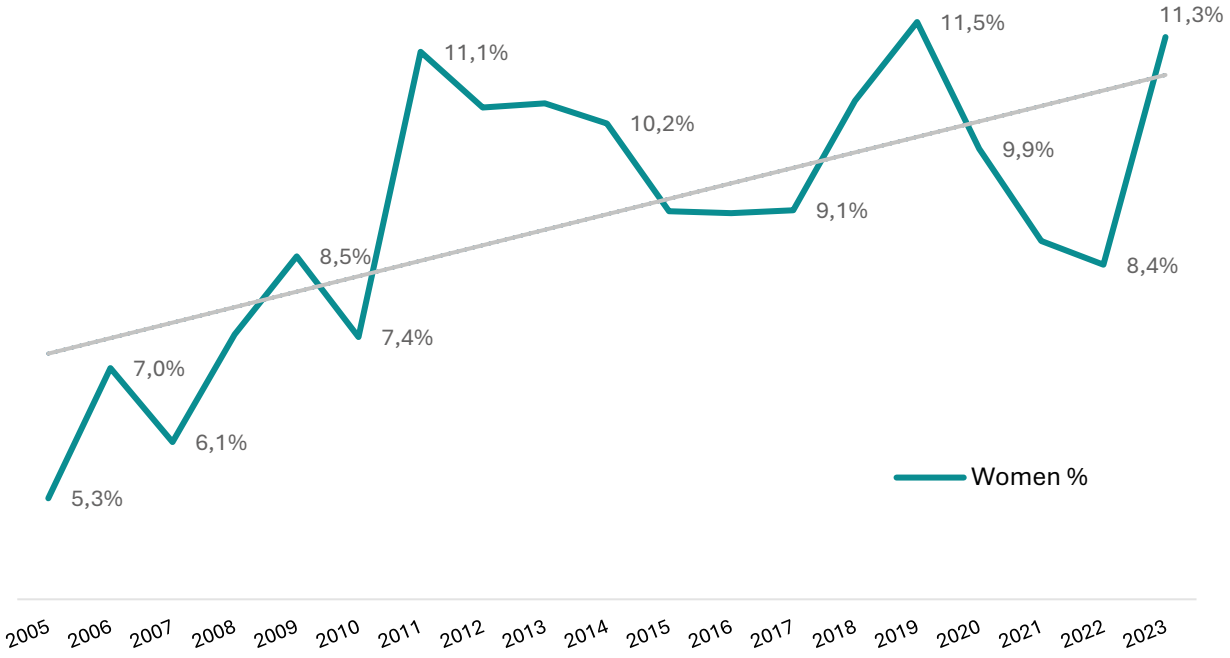


Data source: CSO, LFS, Specialists in science and technology, own processing

PATENT ACTIVITY FROM A GENDER PERSPECTIVE

Between 2005 and 2023, there was an increase in the representation of women in patents granted in the Czech Republic. In 2023, the proportion of women was 11.3%, which is the highest proportion since monitoring began in 2005. The ratio for 2023 is twice as high as in 2005 (see Chart 41). However, the trend is not upward; in the last two years, i.e. 2021 and 2023, the proportion of women in patents granted in the Czech Republic was 9.9% and 8.4%. Before 2023, the highest proportion of women was in 2020 (11.5%) and 2011 (11.1%) (see Chart 41).

Chart 41: Development of the total number of patents granted to women from 2005 to 2023 (in %)[36]



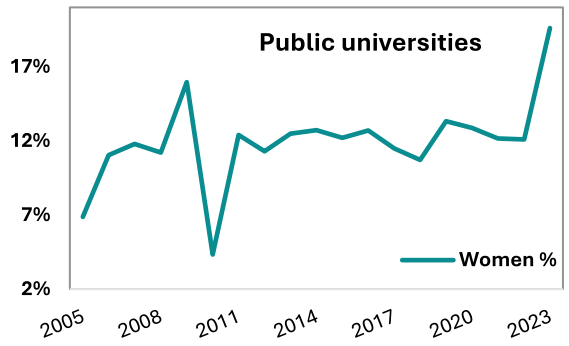
Source: CSO: Patents granted with effect for the territory of the Czech Republic; own processing

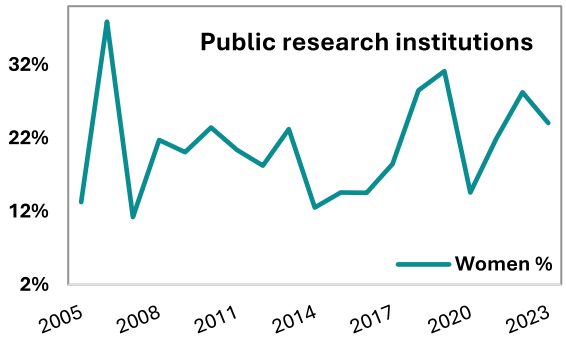
If we focus on individual types of patent applicants, the proportion of women who received patents at public universities almost tripled during the period under review. While in 2005 women accounted for 6.9% of patent holders, in 2023 this figure rose to 19.6%, which is the highest proportion of patents obtained by women during the period under review (see Chart 42).

In public research institutions, women achieve the highest representation in terms of patents holders. In 2023, the proportion of women was 24.1%. Women achieved the highest share in this area in 2006, when they were granted 37.9% of patents (see Chart 43).

36 Data see Appendix, Table 38

Charts 42 and43: Development of the number of patents granted to women in public universities and public research institutions from 2005 to 2023 (in %)[37]



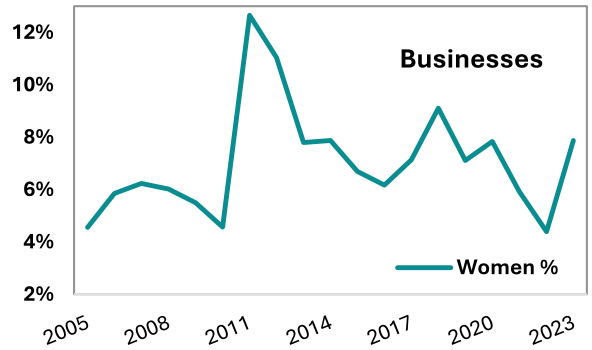


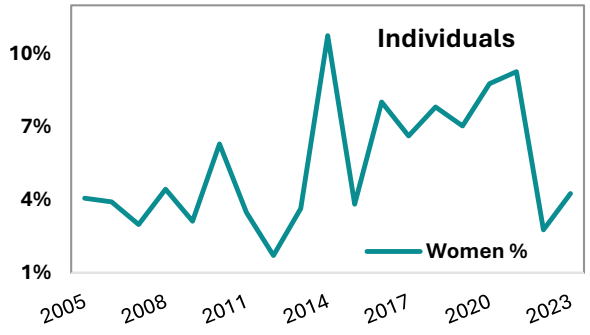
Source: CSO: Patents granted with effect for the Czech Republic; own processing

In the private sector, the situation is less favourable than in the public sphere. In 2023, women obtained only 7.9% of patents granted to companies. Since 2005, the situation has developed very unevenly, with both declining and growing trends. The 10% threshold was exceeded only twice during the period under review – in 2011 (12.7% women) and in 2012 (11.0% women). In 2023, women were granted 4.4% of patents, which is almost half the figure for 2023.

The representation of women among natural persons granted patents has been very low for a long time. In 2023, women accounted for only 4.3%, which means only two women compared to 51 men. For this reason, the comparison with the previous year, 2021, when women were awarded 9.3% of patents, appears extremely unfavourable (a decrease of 6.5 percentage points). The 10% threshold for women as natural persons was exceeded only once during the period under review – in 2014, when the share of women was 10.8% (see Chart 45).

Charts 44 and 45: Development of the number of patents granted to women in companies and as natural persons from 2005 to 2023 (in %)[38]





Source: CSO: Patents granted with effect for the territory of Czechia; own processing

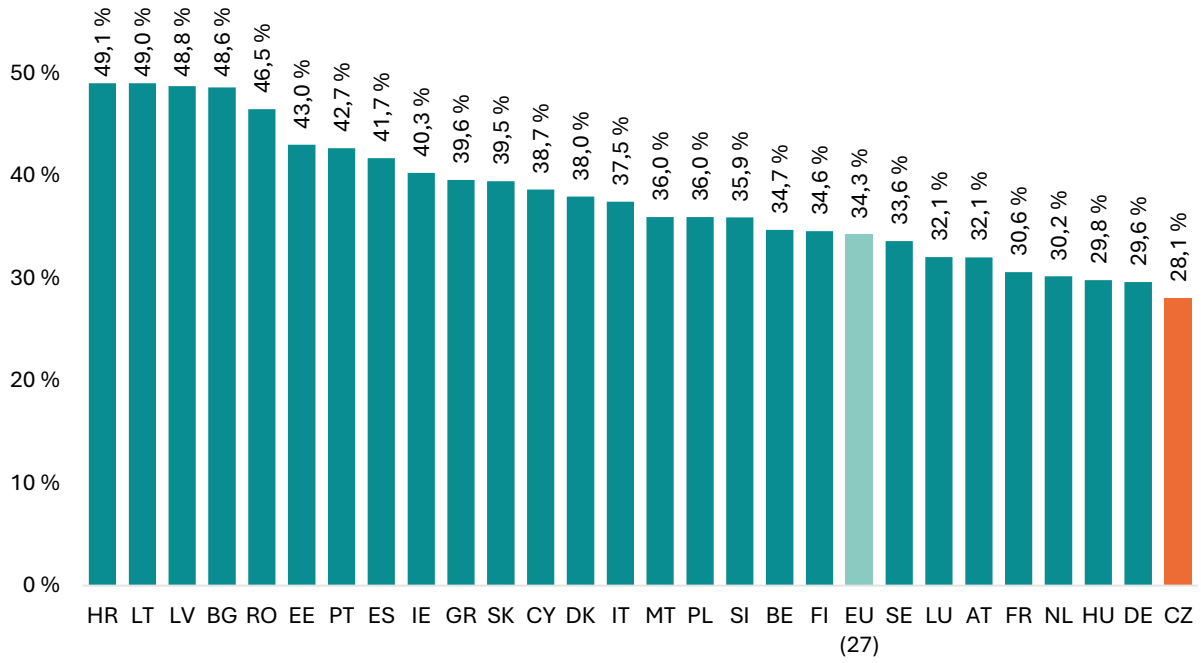
37 Data see Appendix, Table 38
38 Data see Appendix, Table 38

CZECHIA IN EUROPEAN COMPARISON

The following chapter focuses on the Czech Republic's position in terms of the representation of women among persons working in research and development in a European comparison. The share of women among researchers across all sectors in the Czech Republic in 2023 was one of the lowest among all EU countries, and this situation has not changed significantly over the last ten years. Within the individual sectors of research (BES, GOV and HES), the Czech Republic's position in terms of the proportion of women in research is one of the worst among EU countries, with the exception of the government sector (see Charts 47–49 below).

Figure 46 shows the differences in **the representation of women in research positions** across EU Member States in 2023, including the average of 34.3%. The highest proportions of women were recorded in Croatia (49.1%), Lithuania (49%) and Latvia (48.8%). The lowest proportion of women in research positions was in **the Czech Republic (28.1%)**, Germany (29.6%) and Hungary (29.8%) (see Figure 46).

Chart 46: Share of women among researchers (HC) in EU countries in 2023 (in %)



Source: Eurostat – Share of women researchers, all sectors; own processing. Note: The European Union (EU 27) average is for 2020. Data for Ireland are from 2021.

Researchers by sector of research activity

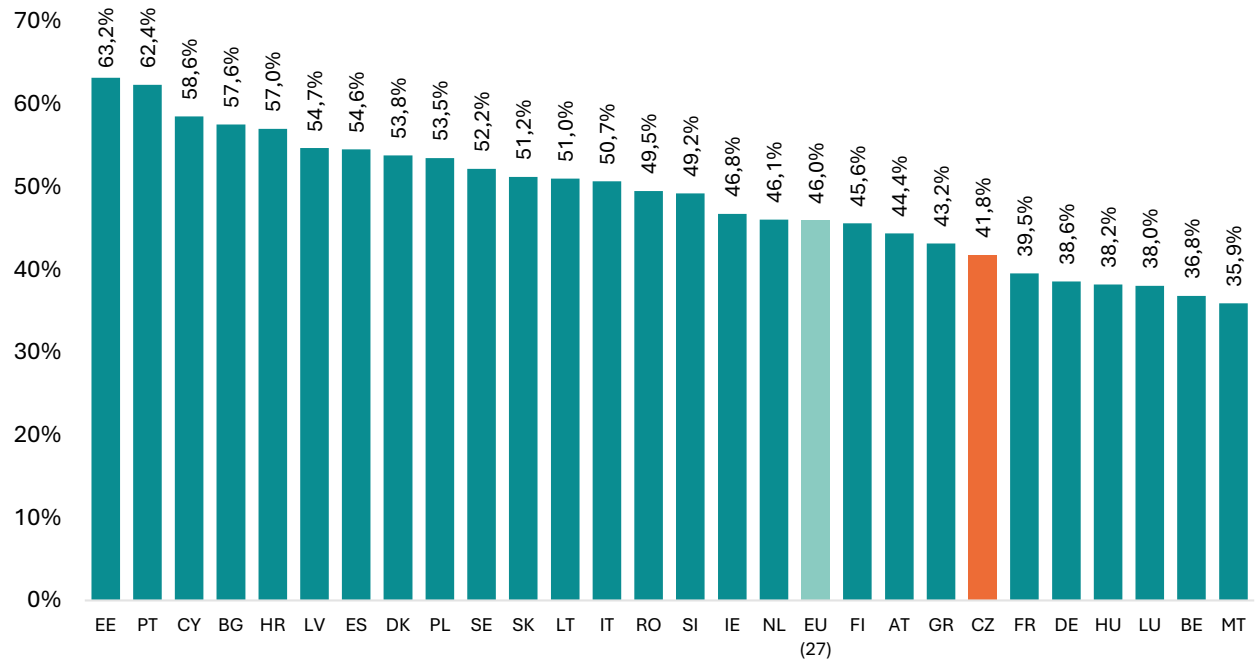
As already mentioned, the Czech Republic's position in individual sectors of research is very low compared to other EU countries. In terms of the representation of women researchers in the BES, the Czech Republic ranked last among EU countries in 2023, with the lowest value of 15.5%. Conversely, the highest proportion of women in research positions in the BES in 2023 was recorded in Bulgaria (37%), Latvia (34.7%) and Cyprus (32.8%) (see Chart 47).

Chart 47: Share of women among researchers in the business sector in EU countries in 2023 (HC, in %)

Source: Eurostat – Share of women researchers by sector of performance, own processing. Note: The European Union (EU 27) average is for 2020

Within the GOV, the Czech Republic's position in 2023 was more favourable. Within the EU 27 countries, the average representation of women is 46%. The Czech Republic is below this average with 41.8%. The highest share of women in this sector in 2023 was achieved by Estonia (63.2%), Portugal (62.4%) and Cyprus (58.6%) (see Chart 48).

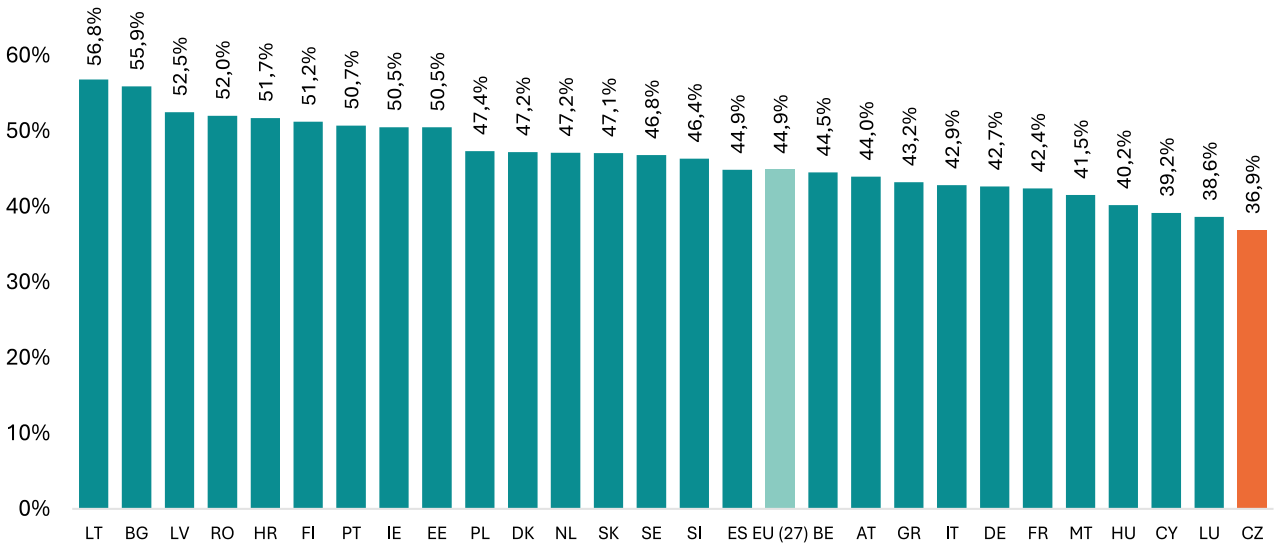
Chart 48: Share of women among researchers in the government sector in EU countries in 2023 (HC, in %)



Source: Eurostat – Share of women researchers by sector of performance, own processing. Note: The European Union (EU 27) average is for 2020.

As regards the representation of women among researchers in the HES, the Czech Republic is again at the bottom of the list for 2023, with only 36.89%. The EU-27 average reached 44.87% in the same year, with Latvia having the highest proportion at 56.81% (see Chart 49).

Chart 49: Share of women among researchers in the higher education sector in EU countries in 2023 (HC, in %)

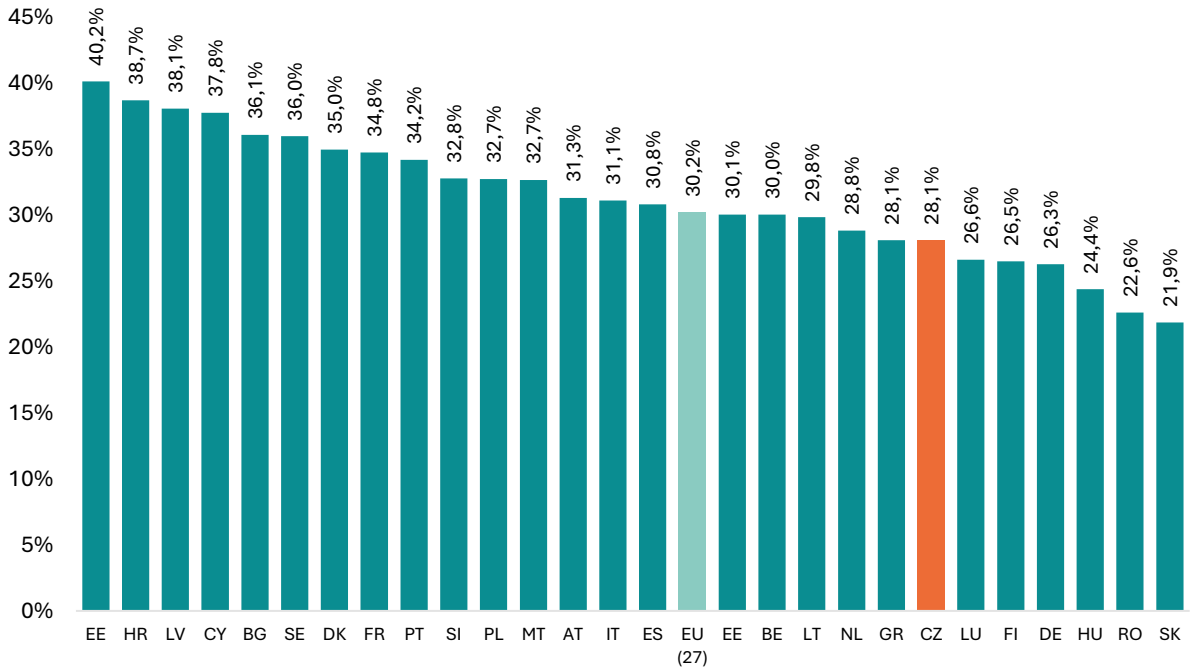


Source: Eurostat – Share of women researchers by sector of performance, own processing. Note: The European Union (EU 27) average is for 2020

Specialist positions in science and technology

On a European scale, the Czech Republic ranks well below average in terms of the representation of women in specialist positions in science and technology[39]. In 2023, women in the Czech Republic accounted for 28.1% of those employed in this field. Compared to 2023, the Czech Republic improved by 2.2 percentage points. The European average in 2023 was 30.2% (see Chart 50). None of the EU countries achieved parity, but Spain (40.2%), Croatia (38.7%) and Latvia came closest. In 2023, Romania (22.6%) and Slovakia (21.9%), for example, had an even lower share of women in specialist positions in science and technology than the Czech Republic.

Chart 50: Representation of women among specialists in science and technology in EU countries in 2023 (HC, in %)



Source: CSO, Specialists in science and technology in international comparison; own processing

39 Specialists in science and technology can be divided into two main groups: specialists in natural sciences, mathematics and statistics, and specialists in technical sciences, manufacturing, construction and architecture.

APPENDIX: DEFINITIONS OF EMPLOYEE CATEGORIES USED IN THE MONITORING REPORT

Employment categories	Definition of category	Source
Research and development (R&D) staff	According to the OECD definition in the Frascati Manual, R&D personnel are defined as researchers who are directly involved in research and development, as well as support, technical, administrative and other staff working in research and development workplaces in individual reporting units. R&D personnel also include those employees who provide direct services to research and development activities, such as R&D managers, administrative clerks, secretaries, etc.	Czech Statistical Office: Research and development indicators (link: https://www.CSO.cz/csu/CSO/ab00491932)
Researchers	They are involved in the conception or creation of new knowledge, products, processes, methods and systems, or manage such projects. Researchers are the most important group of R&D employees – they form the backbone of scientific research activities. They are mainly employees classified in main class 2 (Scientific and professional intellectual workers) and subgroup 1237 (Managers of research and development departments) of the valid extended classification of occupations (hereinafter referred to as KZAM-R).	Czech Statistical Office: Research and Development Indicators (link: https://www.CSO.cz/csu/CSO/ab00491932)
Technical and professionals	They participate in research and development by performing scientific and technical tasks, applying concepts and operational methods, usually under the supervision of research workers. These are mainly employees classified in class 31 (Technicians in physical, technical and related fields) and class 32 (Technical workers in biology, health and agriculture and related fields) of KZAM-R.	CSO: Research and development indicators (link: https://www.CSO.cz/csu/CSO/ab00491932)
Other R&D personnel	These are craftsmen, secretaries and clerks who participate in research and development activities or are involved in such work, including managers and administrative staff whose activities directly serve research and development.	CSO: Research and development indicators (link: https://www.CSO.cz/csu/CSO/ab00491932)
Academic staff	Professors, associate professors, extraordinary professors, assistant professors, assistants, lecturers, and scientific, research, and development staff who are employees of a university. They perform direct teaching activities, work related to direct teaching activities, scientific, research, development, and innovation, artistic, or other creative activities.	Data: Ministry of Education, Youth and Sports – Statistical Yearbooks of Education – Employees and Wages; Data: Statistics on Performance Indicators of Public and Private Universities in the Czech Republic
Specialists in science and technology	Persons in occupations requiring the highest level of skills. This category includes, for example: astronomers, meteorologists, chemists, geologists, statisticians, biologists, botanists, zoologists, specialists in manufacturing, construction and related fields, architects, cartocharters, surveyors, engineers, electrical engineers, chartic designers and multimedia artists. The group is defined by the internationally used ISCO-08 classification, or its national variant CZ-ISCO.	Data: CSO – Labour Force Survey (LFS)
Persons in decision-making positions in R&D	Persons in the management of institutions (directors of public research institutions, rectors of universities), persons in decision-making, strategic and supervisory bodies.	Data: Annual reports and websites of relevant institutions; own processing
Persons in the management of institutions	A person in management is someone who manages a given institution; in the case of legal entities, this is a statutory person. In selected institutions, this is the director, chairperson, rector or dean.	Data: Annual reports and websites of the relevant institutions; own processing

Employment categories	Definition of category	Source
Persons in strategic decision-making and supervisory bodies	Persons in decision-making and supervisory bodies are classified according to individual institutions: v. v. i.: institute council and supervisory board Universities: academic senate, vice-dean, scientific/artistic/ academic council, administrative council GA ČR: Presidium, Scientific Council, Supervisory Board TA ČR: Presidium, Research Council, Supervisory Board AV ČR: Academic Assembly, Supervisory Commission, Academic Council, Scientific Council RVVI: members of the RVVI RVŠ: Presidium, Assembly ČKR: Presidium, Chambers, Plenary USČR: Presidium, Council	Data: Annual reports and websites of the relevant institutions; own processing
Persons in advisory bodies	These are listed here by institution: GA ČR: evaluation panels, field committees TA ČR: programme councils and committees AV ČR: committees and councils RVVI: committees RVŠ: working committees and working groups ČKR: working groups and committees	Data: Annual reports and websites of relevant institutions; own processing
Business sector (private business sources)	This includes R&D funding from the economic entity's own financial resources, from the financial resources of another economic entity in the same business group, and from the financial resources of other economic entities in the business sector.	Czech Statistical Office: Research and development indicators (link: https://csu.gov.cz/produkty-archiv/ab00491932)
Foreign-controlled enterprises	These include all enterprises, financial institutions and quasi-corporations that are controlled by non-resident (foreign) entities (foreign affiliates). Most often, these are subsidiaries of non-resident (foreign) parent corporations.	CSO: Statistics on foreign affiliates (link: https://csu.gov.cz/statistika-zahranicnich-afilaci-fats-metodika)
Government sector (public resources)	This includes public funds earmarked for research and development, which are allocated from the state budget from the budget chapter for research and development and from regional budgets.	CSO: Research and development indicators (link: https://csu.gov.cz/produkty-archiv/ab00491932)
Higher education sector	This includes all public and private universities, colleges and other post-secondary education institutions, as well as all research institutes, experimental facilities and clinics operating under the direct control of, or managed by, or associated with higher education organisations (e.g. university hospitals). This sector is not a separate institutional sector, but has been identified separately by the OECD for its important role in research and development.	Czech Statistical Office: Methodology – Research and development personnel (link: https://csu.gov.cz/metodika-pracovnici-ve-vyzkumu-a-vyvoji)

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APPENDIX: TIME SERIES

PERSONS WORKING IN RESEARCH AND DEVELOPMENT

Table 1 : Employees in research and development (HC), 2005–2023

	Research workers				Technical staff				Other staff				Czech Republic total			
	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)
2023	19,991	51,250	28.1	71.9	10,667	24,942	30.0	70.0	7,749	8304	48.3	51.7	38,407	84,496	31.2	68.8%
2022	19,708	51,474	27.7	72.3	10,781	25,027	30.1	69.9	7,716	8,248	48.3	51.7	38,205	84,749	31.1	68.9
2021	18,845	50,691	27.1	72.9	10,626	25,143	29.7	70.3	7,876	8,459	48.2	51.8	37,347	84,293	30.7	69.3
2020	17,992	47,201	27.6	72.4	10,548	25,603	29.2	70.8	7,651	9,049	45.8	54.2	36,191	81,854	30.7	69.3
2019	17,313	46,377	27.2	72.8	10,533	26,275	28.6	71.4	7,536	9,041	45.5	54.5	35,382	81,693	30.2%	69.8
2018	16,461	45,505	26.6	73.4	10,524	24,093	30.4	69.6	7,457	9,406	44.2	55.8	34,442	79,004	30.4	69.6
2017	16,005	43,784	26.8	73.2	9,543	22,649	29.6	70.4	7,027	8,724	44.6	55.4	32,576	75,158	30.2	69.8
2016	14,971	41,206	26.7	73.3	9,225	20,690	30.8	69.2	6,072	7,710	44.1	55.9	30,269	69,606	30.3	69.7
2015	15,252	41,352	26.9	73.1	9,538	20,053	32.2	67.8	6,332	7,601	45.4	54.6%	31,122	69,006	31.1	68.9
2014	14,815	39,679	27.2	72.8	9,146	20,330	31.0	69.0	6,159	7,225	46.0	54.0	30,120	67,233	30.9	69.1
2013	14,537	36,917	28.3	71.7	8,906	18,710	32.2	67.8	6,454	7,189	47.3	52.7	29,897	62,817	32.2	67.8
2012	13,102	34,549	27.5	72.5	8,700	18,176	32.4	67.6	5,944	7,058	45.7	54.3	27,746	59,783	31.7	68.3
2011	12,936	32,966	28.2	71.8	8,604	16,423	34.4	65.6	5,192	6,161	45.7	54.3	26,732	55,550	32.5	67.5
2010	12,198	31,220	28.1	71.9	8,194	15,473	34.6	65.4	5,030	5,789	46.5	53.5	25,421	52,482	32.6	67.4
2009	12,437	30,655	28.9	71.1	8,503	14,781	36.5	63.5	4,333	5,078	46.0	54.0	25,273	50,515	33.3	66.7
2008	12,613	31,627	28.5	71.5	7,865	13,652	36.6	63.4	4,243	4,508	48.5	51.5	24,721	49,787	33.2	66.8
2007	12,034	30,504	28.3	71.7	8,413	13,231	38.9	61.1%	4,395	4,503	32.8	50.6	24,843	48,238	34.0	66.0
2006	11,295	28,382	28.5	71.5	8,099	13,239	38.0	62.0	4,000	4,147	49.1	50.9	23,394	45,768	33.8	66.2
2005	10,827	26,716	28.8	71.2	7,817	11,834	39.8	60.2	4,220	3,964	51.6	48.4	22,865	42,514	35.0	65.0

Source: CSO, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

Table 2 : Employees in research and development (FTE) in 2005–2023

	Research workers				Technical staff				Other staff				Czech Republic total			
	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)
2023	11,859	36,916	24.3	75.7	7,432	18,548	28.6	71.4	5,338	5,374	49.8	50.2	24,630	60,839	28.8	71.2
2022	11,969	37,433	24.2	75.8	7,485	18,759	28.5	71.5	5,277	5,202	50.4	49.6	24,731	61,394	28.7	71.3
2021	11,524	36,556	24.0	76.0	7,330	18,622	28.2	71.8	5,318	5,322	50.0	50.0	24,171	60,500	28.5	71.5
2020	10,665	33,541	24.1	75.9	7,255	18,691	28.0	72.0	5,240	5,566	48.5	51.5	23,160	57,799	28.6	71.4
2019	10,154	32,347	23.9	76.1	7,406	18,340	28.8	71.2	5,259	5,740	47.8	52.2	22,819	56,426	28.8	71.2
2018	9,543	31,655	23.2	76.8	6,911	16,408	29.6	70.4	4,978	5,474	47.6	52.4	21,432	53,538	28.6	71.4
2017	9,060	30,121	23.1	76.9	5,918	14,909	28.4	71.6	4,612	5,116	47.4	52.6	19,590	50,146	28.1	71.9
2016	8,610	28,728	23.1	76.9	5,813	13,609	29.9	70.1	4,237	4,786	47.0	53.0	18,660	47,123	28.4	71.6
2015	8,923	29,158	23.4	76.6	6,102	13,248	31.5	68.5	4,391	4,611	48.8	51.2	19,416	47,017	29.2	70.8
2014	8,701	27,338	24.1	75.9	6,065	13,781	30.6	69.4	4,154	4,404	48.5	51.5	18,921	45,523	29.4	70.6
2013	8,401	25,870	24.5	75.5	5,921	13,012	31.3	68.7	4,191	4,581	47.8	52.2	18,513	43,463	29.9	70.1
2012	8,212	25,006	24.7	75.3	5,832	12,576	31.7	68.3	4,090	4,615	47.0	53.0	18,133	42,196	30.1	69.9
2011	7,696	22,985	25.1	74.9	5,485	11,624	32.1	67.9	3,591	4,315	45.4	54.6	16,772	38,925	30.1	69.9
2010	7,429	21,799	25.4	74.6	5,141	10,830	32.2	67.8	3,369	3,723	47.5	52.5	15,939	36,352	30.5	69.5
2009	7,490	21,269	26.0	74.0	5,395	10,610	33.7	66.3	2,938	3,259	47.4	52.6	15,822	35,138	31.0	69.0
2008	7,559	22,226	25.4	74.6	5,259	9,874	34.8	65.2	2,888	3,002	49.0	51.0	15,707	35,101	30.9	69.1
2007	7,093	20,785	25.4	74.6	5,641	9,789	36.6	63.4	2,916	2,967	49.6	50.4	15,650	33,542	31.8	68.2
2006	6,652	19,615	25.3	74.7	5,672	10,168	35.8	64.2	2,731	2,890	48.6	51.4	15,056	32,673	31.5	68.5
2005	6,349	17,820	26.3	73.7	5,153	8,620	37.4	62.6	2,633	2,795	48.5	51.5	14,135	29,235	32.6	67.4

Source: Czech Statistical Office, Data on research and development (R&D) in the Czech Republic for 2005–2023; own processing

Table 3 : Master's and doctoral students and graduates and researchers (in HC)

	Master's degree students			Master's graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	58,275	38,938	60.0	14,924	10,279	59.2	8,910	10,744	45.3	994	1,277	43.7	19,991	51,250	28.1
2022	58,984	38,970	60.2	14,377	9,559	60.1	8,929	10,927	45.0	899	1,096	45.1	19,708	51,474	27.7
2021	59,407	38,398	60.7	14,843	9,969	59.8	9,176	11,451	44.5	888	1,146	43.7	18,845	50,691	27.1
2020	58,218	38,091	60.4	15,928	10,848	59.5	9,285	11,595	44.5%	811	980	45.3	17,992	47,201	27.6
2019	57,135	37,635	60.3	16,415	11,085	59.7	9,084	11,140	44.9	988	1,257	44.0	17,313	46,377	27.2
2018	58,475	38,786	60.1	17,638	11,644	60.2	9,263	11,434	44.8	1,022	1,288	44.2	16,461	45,505	26.6
2017	60,893	40,228	60.2	18,193	12,366	59.5	9,672	11,798	45.0	950	1,381	40.8	16,005	43,784	26.8
2016	62,992	42,138	59.9	19,035	12,896	59.6	10,086	12,439	44.8	989	1,289	43.4	14,971	41,206	26.7
2015	64,114	43,426	59.6	20,491	13,466	60.3	10,215	12,964	44.1	1,040	1,310	44.3	15,252	41,352	26.9
2014	67,678	45,212	60.0	21,479	13,930	60.7	10,496	13,058	44.6	1,023	1,377	42.6	14,815	39,679	27.2
2013	70,103	46,273	60.2	22,077	14,092	61.0	10,695	13,338	44.5	1,014	1,325	43.4	14,537	36,917	28.3
2012	72,160	46,997	60.6	22,442	14,558	60.7	10,648	13,455	44.2	1,087	1,499	42.0	13,102	34,549	27.5
2011	73,472	48,133	60.4	22,224	14,639	60.3	10,769	14,139	43.2	1,028	1,332	43.6	12,936	32,966	28.2
2010	73,200	48,731	60.0	20,998	14,020	60.0	10,805	14,346	43.0	850	1,297	39.6	12,198	31,220	28.1
2009	72,320	48,395	59.9	19,637	13,150	59.9	10,499	14,282	42.4	880	1,420	38.3	12,437	30,655	28.9
2008	69,855	45,921	60.3	17,540	12,967	57.5	9,857	13,953	41.4	871	1,423	38.0	12,613	31,627	28.5
2007	67,998	45,356	60.0	15,637	11,784	57.0	9,349	13,924	40.2	833	1,386	37.5	12,034	30,504	28.3
2006	66,902	45,391	59.6	14,219	11,266	55.8	8,960	13,668	39.6	722	1,282	36.0	11,295	28,382	28.5
2005	66,146	47,895	58.0	12,854	10,537	55.0	8,324	13,327	38.4	667	1,236	35.0	10,827	26,716	28.8

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Research and development statistics

Table 4 : Students and graduates* of master's and doctoral programmes in natural sciences and researchers* (HC)

	Master's students			Mgr. graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4,219	4,560	48.1	1,541	1,407	52.3	2,447	2,863	46.1	274	377	42.1	6,239	17,360	26.44
2022	2,988	1,976	60.2	993	555	64.1	2,388	2,336	50.6	264	214	55.2	6,278	18,207	25.6
2021	2,942	1,863	61.2	837	468	64.1	2,394	2,278	51.2	246	253	49.3	5,743	17,957	24.2
2020	2,577	1,602	61.7	863	465	65.0	2,313	2,190	51.4	220	234	48.5	5,020	15,195	24.8
2019	2,370	1,368	63.4	838	435	65.8	2,092	2,010	51.0	271	292	48.1	4,950	14,432	25.5
2018	2,369	1,286	64.8	950	490	66.0	2,200	2,053	51.7	245	286	46.1	4,665	14,572	24.2%
2017	2,407	1,299	64.9	908	489	65.0	2,196	2,124	50.8	269	294	47.8	4,564	13,647	25.1
2016	2,470	1,410	63.7	919	525	63.6	2,257	2,158	51.1	249	245	50.4	4,213	12,433	25.3
2015	2,468	1,469	62.7	905	520	63.5	2,276	2,172	51.2	233	248	48.4	4,222	12,154	25.8
2014	2,473	1,525	61.9	913	482	65.4	2,335	2,187	51.6	254	234	52.0	4,143	11,971	25.7
2013	2,485	1,455	63.1	930	550	62.8	2,423	2,146	53.0	239	244	49.5	3,943	10,628	27.1
2012	2,434	1,446	62.7	928	561	62.3	2,312	2,118	52.2	234	264	47.0	3,694	9,582	27.8
2011	2,487	1,537	61.8	920	528	63.5	2,246	2,108	51.6	255	256	49.9	3,432	8,956	27.7
2010	2,418	1,523	61.4	887	551	61.7	2,196	2,084	51.3	219	255	46.2	2,731	7,524	26.6
2009	2,415	1,499	61.7	866	492	63.8	2,186	2,068	51.4	221	243	47.6	2,623	6,837	27.7
2008	2,352	1,429	62.2	697	463	60.1	2,083	2,063	50.2	203	274	42.6	2,835	7,406	27.7
2007	2,090	1,322	61.3	720	479	60.1	1,993	2,108	48.6	213	233	47.8	2,523	7,069	26.3
2006	1,910	1,341	58.8	640	528	54.8	1,975	2,183	47.5	206	265	43.7	2,519	7,216	25.9
2005	1,882	1,537	55.0	602	509	54.2	1,850	2,125	46.5	185	266	41.0	2,432	6,656	26.8

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

Table 5 : Students and graduates* of master's and doctoral programmes in technical sciences and researchers* (HC)

	Master's students			Mgr. graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	3,144	7,959	28.3	1,268	3,026	29.5	955	2923	24.6	96	279	25.6	3,961	22,569	14.9
2022	3,849	10,940	26.0	1,588	3,651	30.3	1,395	3,788	26.9	145	422	25.6	3,829	21,854	14.9
2021	4,235	10,992	27.8	1,846	3,979	31.7	1,482	4,071	26.7	128	444	22.4	3,618	21,563	14.4
2020	4,757	11,445	29.4	2,143	4,507	32.2	1,541	4,240	26.7	127	322	28.3	3,587	20,781	14.7
2019	5,314	12,048	30.6	2,157	4,687	31.5	1,574	4,140	27.5	160	445	26.4	3,288	20,895	13.6
2018	5,760	12,902	30.9	2,268	4,927	31.5	1,596	4,243	27.3	182	505	26.5	3,144	20,191	13.5
2017	6,017	13,580	30.7	2,279	5,318	30.0	1,612	4,488	26.4	140	533	20.8	2,931	19,252	13.2
2016	6,095	14,447	29.7	2,293	5,433	29.7	1,643	4,879	25.2	153	499	23.5	2,695	18,410	12.8
2015	6,021	15,026	28.6	2,359	5,737	29.1	1,713	5,243	24.6	192	528	26.7	2,999	19,093	13.6%
2014	6,049	15,693	27.8	2,348	5,849	28.6	1,796	5,290	25.3	175	548	24.2	2,882	17,780	13.9
2013	6,214	16,209	27.7	2,397	5,994	28.6	1,817	5,433	25.1	164	490	25.1	2,779	16,475	14.4
2012	6,337	16,446	27.8	2,408	5,988	28.7	1,812	5,459	24.9	169	577	22.7	2,349	16,114	12.7
2011	6,345	16,725	27.5	2,401	6,337	27.5	1,796	5,705	23.9	148	480	23.6	2,178	14,746	12.9
2010	6,223	17,153	26.6	2,162	5,917	26.8	1,796	5,836	23.5	144	484	22.9	2,258	14,487	13.5
2009	6,044	16,949	26.3	1,834	5,528	24.9	1,775	5,725	23.7	177	567	23.8	2,499	14,425	14.8
2008	5,032	15,572	24.4	2,088	6,122	25.4	1,725	5,564	23.7	168	557	23.2	2,629	15,124	14.8
2007	4,912	15,836	23.7	1,768	5,445	24.5	1,734	5,615	23.6	166	552	23.1	2,530	14,121	15.2
2006	5,006	16,226	23.6	1,612	4,987	24.4	1,640	5,545	22.8	125	510	19.7	1,953	12,316	13.7
2005	5,769	18,464	23.8	1,345	4,407	23.4	1,554	5,548	21.9	101	471	17.7	1,998	11,315	15.0

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

Table 6 : Students and graduates* of master's and doctoral programmes in agricultural, forestry and veterinary sciences and researchers* (HC)

	Master's students			Mgr. graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	3,016	1,427	67.9	836	450	65.0	519	496	51.1	120	107	52.9	1110	1458	43.22
2022	2,415	1,234	66.2	598	333	64.2	396	432	47.8	47	39	54.7	1,176	1505	43.9
2021	2,363	1,189	66.5	628	374	62.7	405	446	47.6	47	48	49.5	1,231	1355	47.6
2020	2,510	1,245	66.8	737	409	64.3	424	438	49.2	37	26	58.7	1,222	1,447	45.8
2019	2,450	1,193	67.3	750	427	63.7	420	387	52.0	55	55	50.0	1,135	1197	48.7
2018	2,575	1,253	67.3	826	457	64.4	402	382	51.3	53	52	50.5	1,014	1305	43.7
2017	2,705	1,357	66.6	763	460	62.4	402	359	52.8	60	48	55.6	1,076	1529	41.3
2016	2,761	1,392	66.5	727	470	60.7	431	381	53.1	56	49	53.3	968	1440	40.2
2015	2,663	1,376	65.9	785	434	64.4	448	387	53.7	63	46	57.8	907	1405	39.2
2014	2,732	1,354	66.9	755	458	62.2	464	360	56.3	73	69	51.4	937	1431	39.6
2013	2,814	1,346	67.6	786	476	62.3	441	389	53.1	69	68	50.4	894	1478	37.7
2012	2,834	1,345	67.8	765	464	62.2	450	409	52.4	100	86	53.8	783	1385	36.1
2011	2,738	1,349	67.0	800	432	64.9	543	514	51.4	83	76	52.2	914	1352	40.3
2010	2,723	1,310	67.5	780	453	63.3	548	526	51.0	63	70	47.4	995	1600	38.4
2009	2,777	1,341	67.4	738	478	60.7	516	533	49.2	44	68	39.3	1,076	1651	39.5
2008	2,767	1,355	67.1	684	452	60.2	448	500	47.3	67	69	49.3	1,160	1751	39.9
2007	2,749	1,475	65.1	708	461	60.6	419	502	45.5	61	101	37.7	1,124	1844	37.9
2006	2,785	1,573	63.9	609	472	56.3	440	499	46.9	56	77	42.1	1,041	1631	39.0
2005	2,688	1,722	61.0	474	383	55.3	431	507	45.9	59	76	43.7	1,061	1,649	39.1

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

Table 7 : Students and graduates* of master's and doctoral programmes in health, medical and pharmaceutical sciences and researchers* (HC)

	Master's students			Mgr. graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	13,258	6,483	67.2	2,068	881	70.1	1,754	1,488	54.1	171	143	54.5	4,419	4,527	49.4
2022	14,833	6,686	68.9	2,545	935	73.1	1,510	1,374	52.4	130	120	52.0	4,245	4,571	48.2
2021	14,600	6,554	69.0	2,493	976	71.9	1,540	1,442	51.6	145	105	58.0	4,140	4,493	48.0
2020	14,092	6,475	68.5	2,440	965	71.7	1,522	1,429	51.6	118	101	53.9	3,981	4,281	48.2
2019	13,398	6,275	68.1	2,313	860	72.9	1,492	1,375	52.0	124	98	55.9	3,721	4,116	47.5
2018	12,799	6,133	67.6	2,483	859	74.3	1,379	1,286	51.7	140	86	61.9	3,436	3,725	48.0
2017	13,117	6,093	68.3	2,526	906	73.6	1,477	1,291	53.4	130	110	54.2	3,471	3,736	48.2
2016	13,181	6,162	68.1	2,402	904	72.7	1,520	1,319	53.5	114	110	50.9	3,116	3,410	47.7
2015	13,028	6,067	68.2	2,407	795	75.2	1,518	1,352	52.9	124	97	56.1	3,265	3,340	49.4
2014	12,963	5,931	68.6	2,458	844	74.4	1,499	1,310	53.4	127	134	48.7	3,179	3,358	48.6
2013	13,072	5,875	69.0	2,325	772	75.1	1,484	1,345	52.5	139	133	51.1	3,250	3,335	49.4
2012	12,707	5,751	68.8	2,395	834	74.2	1,521	1,366	52.7	112	114	49.6	2,866	2,794	50.6
2011	12,542	5,794	68.4	2,314	793	74.5	1,461	1,392	51.2	120	134	47.2	3,179	3,356	48.6
2010	12,054	5,590	68.3	2,273	790	74.2	1,466	1,428	50.7	97	122	44.3	3,201	3,399	48.5
2009	11,788	5,424	68.5	2,347	718	76.6	1,455	1,478	49.6	109	134	44.9	3,352	3,646	47.9
2008	11,742	5,222	69.2	1,938	629	75.5	1,349	1,531	46.8	93	132	41.3	3,058	3,289	48.2
2007	11,432	5,106	69.1	1,771	620	74.1	1,244	1,490	45.5	97	136	41.6	2,868	3,263	46.8
2006	11,164	5,016	69.0	1,674	636	72.5	1,155	1,455	44.3	72	107	40.2	2,752	3,030	47.6
2005	10,594	4,742	69.1	1,522	675	69.3	1,032	1,353	43.3	73	110	39.9	2,521	2,942	46.1

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

Table 8 : Students and graduates* of master's and doctoral programmes in social sciences and researchers* (HC)

	Master's degree students			Master's degree graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	25,933	14,325	64.4	6,622	3,370	66.2	1,440	1,522	48.6	158	187	45.8	2,610	3,179	45.1
2022	30,512	15,847	65.8	7,487	3,569	73.1	1,739	1,710	50.4	195	170	53.4	2,544	3,177	44.5
2021	30,837	15,532	66.5	7,788	3,579	71.9	1,832	1,836	49.9	195	180	52.0	2,434	3,101	44.0
2020	29,826	15,016	66.5	8,380	3,818	71.7	1,932	1,916	50.2	195	179	52.1	2,507	3,223	43.8
2019	29,052	14,407	66.8	8,832	3,994	72.9	1,984	1,858	51.6	233	221	51.3	2,576	3,441	42.8
2018	30,107	14,753	67.1	9,531	4,182	74.3	2,079	2,015	50.8	232	234	49.8	2,649	3,534	42.8
2017	31,517	15,384	67.2	10,046	4,507	73.6	2,264	2,045	52.5	212	246	46.3	2,503	3,484	41.8
2016	32,997	16,191	67.1	11,003	4,787	72.7	2,359	2,177	52.0	236	216	52.2	2,507	3,435	42.2
2015	34,273	16,820	67.1	12,335	5,232	75.2	2,345	2,229	51.3	241	237	50.4	2,390	3,225	42.6
2014	37,787	17,947	67.8	13,186	5,514	74.4	2,432	2,299	51.4	249	240	50.9	2,376	3,196	42.6
2013	39,629	18,617	68.0	13,710	5,503	75.1	2,527	2,331	52.0	256	263	49.3	2,364	3,117	43.1
2012	41,729	19,140	68.6	14,006	5,965	74.2	2,557	2,424	51.3	313	274	53.3	1,862	2,596	41.8
2011	43,076	19,904	68.4	13,985	5,781	74.5	2,762	2,735	50.2	249	245	50.4	1,991	2,720	42.3
2010	43,573	20,305	68.2	13,211	5,570	74.2%	2,818	2,825	49.9	208	222	48.4	1,342	1,958	40.7
2009	43,175	20,256	68.1	12,407	5,222	76.6	2,697	2,847	48.6	206	275	42.8	1,437	2,068	41.0
2008	42,087	19,423	68.4	10,839	4,657	75.5	2,519	2,709	48.2	215	244	46.8	1,711	2,247	43.2
2007	40,973	18,697	68.7	9,419	4,111	74.1	2,330	2,640	46.9	191	245	43.8	1,783	2,489	41.7
2006	40,241	18,244	68.8	8,574	3,969	72.5	2,218	2,502	47.0	175	208	45.7	1,879	2,516	42.8
2005	39,535	18,319	68.3	7,738	3,859	69.3	2,043	2,380	46.2	160	208	43.5	1,741	2,565	40.4

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

Table 9 : Students and graduates* of master's and doctoral programmes in the humanities and researchers* (HC)

	Master's students			Mgr. graduates			Ph.D. students			Ph.D. graduates			Researchers		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	8,364	3,180	72.5	2,317	816	74.0	1,677	1,305	56.2	162	154	51.3	1,652	2157	43.4
2022	4,387	2,287	65.7	1,166	516	69.3	1,501	1,287	53.8	118	131	47.4	1,636	2,160	43.1
2021	4,430	2,268	66.1	1,251	593	67.8	1,523	1,378	52.5	127	116	52.3	1,679	2,222	43.0
2020	4,456	2,308	65.9	1,365	684	66.6	1,553	1,382	52.9	114	118	49.1	1,675	2,274	42.4
2019	4,551	2,344	66.0	1,525	682	69.1	1,522	1,370	52.6	145	146	49.8	1,642	2,296	41.7
2018	4,865	2,459	66.4	1,580	729	68.4	1,607	1,455	52.5	170	125	57.6	1,553	2,179	41.6
2017	5,130	2,515	67.1	1,671	686	70.9	1,721	1,491	53.6	139	150	48.1	1,461	2,135	40.6
2016	5,488	2,536	68.4	1,691	777	68.5	1,876	1,525	55.2	181	170	51.6	1,473	2,079	41.5
2015	5,661	2,668	68.0	1,700	748	69.4	1,915	1,581	54.8	187	154	54.8	1,469	2,135	40.8
2014	5,674	2,762	67.3	1,819	783	69.9	1,970	1,612	55.0	145	152	48.8	1,299	1,941	40.1
2013	5,889	2,771	68.0	1,929	797	70.8	2,003	1,694	54.2	147	127	53.6	1,307	1,885	41.0
2012	6,119	2,869	68.1	1,940	746	72.2	1,996	1,679	54.3	159	184	46.4	1,548	2,078	42.7
2011	6,284	2,824	69.0	1,804	768	70.1	1,961	1,685	53.8	173	141	55.1	1,243	1,835	40.4
2010	6,209	2,850	68.5	1,685	739	69.5	1,981	1,647	54.6	119	144	45.2	1,671	2,253	42.6
2009	6,121	2,926	67.7	1,445	712	67.0	1,870	1,631	53.4	123	133	48.0	1,450	2,028	41.7
2008	5,875	2,920	66.8	1,294	644	66.8	1,733	1,586	52.2	125	147	46.0	1,220	1,810	40.3
2007	5,842	2,920	66.7	1,251	668	65.2	1,629	1,569	50.9	105	119	46.9	1,206	1,718	41.2
2006	5,796	2,991	66.0	1,110	674	62.2	1,532	1,484	50.8	88	115	43.3	1,150	1,672	40.8
2005	5,678	3,111	64.6	1,173	704	62.5	1,414	1,414	50.0	89	105	45.9	1,074	1,589	40.3

Source: Ministry of Education, Youth and Sports – Statistics on performance indicators of public and private higher education institutions in the Czech Republic; Ministry of Education, Youth and Sports – Statistics on research and development

PERSONS IN RESEARCH POSITIONS BY FIELD OF SCIENCE ACCORDING TO

Table 10 : Researchers by field of science (in HC)

	Natural sciences			Technical sciences			Agricultural sciences			Medical sciences			Social sciences			Humanities		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	6,239	17,360	26.4	3,961	22,569	14.9	1,110	1,458	43.2	4,419	4,527	49.4	2,610	3,179	45.1	1,652	2,157	43.4
2022	6,278	18,207	25.6	3,829	21,854	14.9	1,176	1,505	43.9	4,245	4,571	48.2	2,544	3,177	44.5	1,636	2,160	43.1
2021	5,743	17,957	24.2	3,618	21,563	14.4	1,231	1,355	47.6	4,140	4,493	48.0	2,434	3,101	44.0	1,679	2,222	43.0
2020	5,020	15,195	24.8	3,587	20,781	14.7	1,222	1,447	45.8	3,981	4,281	48.2	2,507	3,223	43.8	1,675	2,274	42.4
2019	4,950	14,432	25.5	3,288	20,895	13.6	1,135	1,197	48.7	3,721	4,116	47.5	2,576	3,441	42.8	1,642	2,296	41.7
2018	4,665	14,572	24.2	3,144	20,191	13.5	1,014	1,305	43.7	3,436	3,725	48.0	2,649	3,534	42.8	1,553	2,179	41.6
2017	4,564	13,647	25.1	2,931	19,252	13.2	1,076	1,529	41.3	3,471	3,736	48.2	2,503	3,484	41.8	1,461	2,135	40.6
2016	4,213	12,433	25.3	2,695	18,410	12.8	968	1,440	40.2	3,116	3,410	47.7	2,507	3,435	42.2	1,473	2,079	41.5
2015	4,222	12,154	25.8	2,999	19,093	13.6	907	1,405	39.2	3,265	3,340	49.4	2,390	3,225	42.6	1,469	2,135	40.8
2014	4,143	11,971	25.7	2,882	17,780	13.9	937	1,431	39.6	3,179	3,358	48.6	2,376	3,196	42.6	1,299	1,941	40.1
2013	3,943	10,628	27.1	2,779	16,475	14.4	894	1,478	37.7	3,250	3,335	49.4	2,364	3,117	43.1	1,307	1,885	41.0
2012	3,694	9,582	27.8	2,349	16,114	12.7	783	1,385	36.1	2,866	2,794	50.6	1,862	2,596	41.8	1,548	2,078	42.7
2011	3,432	8,956	27.7	2,178	14,746	12.9	914	1,352	40.3	3,179	3,356	48.6	1,991	2,720	42.3	1,243	1,835	40.4
2010	2,731	7,524	26.6	2,258	14,487	13.5	995	1,600	38.4	3,201	3,399	48.5	1,342	1,958	40.7	1,671	2,253	42.6
2009	2,623	6,837	27.7	2,499	14,425	14.8	1,076	1,651	39.5	3,352	3,646	47.9	1,437	2,068	41.0	1,450	2,028	41.7
2008	2,835	7,406	27.7	2,629	15,124	14.8	1,160	1,751	39.9	3,058	3,289	48.2	1,711	2,247	43.2	1,220	1,810	40.3
2007	2,523	7,069	26.3	2,530	14,121	15.2	1,124	1,844	37.9	2,868	3,263	46.8	1,783	2,489	41.7	1,206	1,718	41.2
2006	2,519	7,216	25.9	1,953	12,316	13.7	1,041	1,631	39.0	2,752	3,030	47.6	1,879	2,516	42.8	1,150	1,672	40.8
2005	2,432	6,656	26.8	1,998	11,315	15.0	1,061	1,649	39.1	2,521	2,942	46.1	1,741	2,565	40.4	1,074	1,589	40.3

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 11 : Researchers by scientific field (in HC)

	Natural sciences			Technical sciences			Agricultural sciences			Medical sciences			Social sciences			Humanities		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4,440	13,506	24.7	2,902	18,029	13.9	812	1,035	44.0	1,717	1,632	51.3	1,018	1,386	42.3	971	1,328	42.2
2022	4,616	14,196	24.5	2,732	17,702	13.4	910	1,009	47.4	1,716	1,751	49.5	1,014	1,396	42.1	982	1,380	41.6
2021	4,302	13,872	23.7	2,427	17,132	12.4	977	983	49.8	1,737	1,686	50.7	1,073	1,417	43.1	1,009	1,467	40.7
2020	3,792	11,741	24.4	2,437	16,336	13.0	801	1,003	44.4	1,630	1,608	50.3	1,017	1,393	42.2	989	1,461	40.4
2019	3,626	10,988	24.8	2,264	16,092	12.3	705	805	46.7	1,533	1,588	49.1	1,100	1,428	43.5	926	1,447	39.0
2018	3,362	11,218	23.1	2,082	15,162	12.1	620	777	44.4	1,391	1,494	48.2	1,204	1,629	42.5	884	1,375	39.1
2017	3,210	10,668	23.1	1,983	14,665	11.9	660	809	44.9	1,332	1,248	51.6	1,083	1,493	42.0	792	1,239	39.0
2016	3,009	9,887	23.3	1,747	14,105	11.0	625	806	43.7	1,320	1,174	52.9	1,128	1,570	41.8	780	1,186	39.7
2015	3,075	9,605	24.3	1,985	14,708	11.9	578	821	41.3	1,352	1,265	51.6	1,117	1,430	43.9	816	1,328	38.0
2014	2,998	9,220	24.5	2,122	13,544	13.5	492	782	38.6	1,190	1,183	50.1	1,124	1,465	43.4	777	1,143	40.5
2013	2,837	8,090	26.0	1,967	13,349	12.8	471	794	37.2	1,303	1,189	52.3	1,060	1,390	43.3	763	1,059	41.9
2012	2,689	7,400	26.7	1,850	12,958	12.5	407	789	34.0	1,292	1,177	52.3	980	1,415	40.9	992	1,267	43.9
2011	2,425	6,458	27.3	1,713	11,982	12.5	553	754	42.3	1,358	1,345	50.2	971	1,379	41.3	678	1,068	38.8
2010	1,966	5,618	25.9	1,656	11,553	12.5	590	884	40.0	1,446	1,388	51.0	737	1,031	41.7	1,034	1,325	43.9
2009	2,006	5,182	27.9	1,821	11,528	13.6	615	833	42.5	1,370	1,383	49.8	807	1,140	41.5	870	1,204	41.9
2008	2,162	5,716	27.4	1,888	11,982	13.6	636	895	41.5	1,291	1,349	48.9	855	1,160	42.4	727	1,124	39.3
2007	1,952	5,460	26.3	1,767	10,918	13.9	624	961	39.4	1,263	1,365	48.1	796	1,104	41.9	691	978	41.4
2006	1,960	5,671	25.7	1,336	9,547	12.3	592	882	40.2	1,210	1,289	48.4	862	1,199	41.8	693	1,027	40.3
2005	1,785	5,132	25.8	1,356	8,384	13.9	583	879	39.9	1,160	1,327	46.6	803	1,125	41.7	662	972	40.5

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 12 : Researchers in natural sciences by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	1,855	8,508	17.9	2,369	4,136	36.4	1,991	4,597	30.2	24	119	16.8
2022	2,016	9,371	17.7	2,422	4,244	36.3	1,817	4,549	28.5	23	43	34.8
2021	1,706	8,883	16.1	2,300	4,325	34.7	1,712	4,716	26.6	25	33	43.1
2020	1,163	6,537	15.1	2,263	4,222	34.9	1,576	4,397	26.4	18	39	31.4
2019	1,143	6,379	15.2	2,113	4,017	34.5%	1,676	4,012	29.5	18	24	43.6
2018	1,034	6,647	13.5	2,053	4,081	33.5	1,563	3,819	29.0	15	25	37.5
2017	984	6,238	13.6	2,173	3,899	35.8	1,385	3,477	28.5	22	34	39.0
2016	978	5,670	14.7	1,927	3,705	34.2	1,297	3,028	30.0	11	30	26.5
2015	934	5,253	15.1	1,830	3,727	32.9	1,433	3,139	31.3	25	35	41.7
2014	922	4,950	15.7	1,823	3,656	33.3	1,373	3,332	29.2	25	33	42.8
2013	862	3,833	18.4	1,717	3,517	32.8	1,352	3,249	29.4	12	29	29.4
2012	879	3,133	21.9	1,571	3,323	32.1	1,232	3,087	28.5	12	39	24.1
2011	616	2,576	19.3	1,503	3,321	31.2	1,301	3,006	30.2	12	52	18.8
2010	525	2,202	19.3	1,409	3,350	29.6	781	1,923	28.9	15	48	23.8
2009	536	1,955	21.5	1,480	3,143	32.0	592	1,702	25.8	15	38	28.4
2008	461	1,916	19.4	1,804	3,687	32.9	563	1,789	23.9	7	14	33.3
2007	356	2,022	15.0	1,678	3,585	31.9	484	1,449	25.0	5	13	27.8
2006	324	1,933	14.3	1,526	3,477	30.5	664	1,793	27.0	5	13	26.7
2005	359	1,981	15.4	1,440	3,320	30.3	625	1,341	31.8	8	14	36.4

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 13 : Researchers in natural sciences by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	1,422	7,088	16.7	1,862	3,270	36.3	1,140	3,051	27.2	16	113	12.4
2022	1,566	7,748	16.8	1,876	3,398	35.6	1,161	3,025	27.7	14	24	36.0
2021	1,385	7,356	15.8	1,808	3,433	34.5	1,095	3,066	26.3	13	18	43.3
2020	989	5,522	15.2	1,766	3,312	34.8	1,020	2,889	26.1	17	18	49.0
2019	978	5,390	15.4	1,600	3,145	33.7	1,031	2,439	29.7	17	14	56.3
2018	879	5,696	13.4	1,548	3,166	32.8	923	2,339	28.3	12	16	42.2
2017	817	5,373	13.2	1,631	3,187	33.8	743	2,082	26.3	19	26	42.7
2016	806	4,836	14.3	1,454	2,954	33.0	739	2,073	26.3	9	24	27.2
2015	736	4,515	14.0	1,406	2,914	32.6	913	2,142	29.9	20	34	36.8
2014	747	4,204	15.1	1,405	2,868	32.9	829	2,121	28.1	17	27	38.1
2013	686	3,184	17.7	1,282	2,704	32.2	860	2,174	28.4	9	28	24.9
2012	715	2,563	21.8	1,154	2,674	30.2	806	2,131	27.4	14	32	31.0
2011	492	1,997	19.8	1,140	2,547	30.9	787	1,883	29.5	7	31	18.0
2010	419	1,694	19.8	1,079	2,651	28.9	458	1,238	27.0	10	35	22.1
2009	445	1,520	22.6	1,178	2,542	31.7	373	1,096	25.4	11	24	30.8
2008	383	1,597	19.4	1,386	2,918	32.2	389	1,191	24.6	4	10	26.1
2007	318	1,786	15.1	1,331	2,799	32.2	301	869	25.7	3	6	29.6
2006	295	1,734	14.5	1,159	2,705	30.0	503	1,223	29.1	4	8	29.8
2005	326	1,797	15.3	1,093	2,572	29.8	360	748	32.5	6	15	29.8

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 14 : Researchers in technical sciences by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	2,220	17,392	11.3	96	246	28.1	1,622	4,873	25.0	23	58	28.4
2022	2,018	16,432	10.9	106	258	29.1	1,680	5,109	24.7	25	55	31.3
2021	1,792	16,177	10.0	108	264	29.0	1,693	5,093	24.9	25	29	46.3
2020	1,759	15,464	10.2	108	270	28.6	1,696	5,014	25.3	24	33	42.2
2019	1,623	15,271	9.6	106	272	28.0	1,547	5,334	22.5	13	18	41.7
2018	1,496	14,555	9.3	116	265	30.4	1,529	5,357	22.2	3	14	17.6
2017	1,382	13,852	9.1	128	309	29.3	1,410	5,060	21.8	11	31	26.2
2016	1,177	13,014	8.3	123	278	30.7	1,384	5,098	21.4	11	20	35.5
2015	1,413	13,670	9.4	118	328	26.5	1,459	5,084	22.3	9	11	45.0
2014	1,539	12,732	10.8	90	256	26.0	1,237	4,766	20.6	15	26	36.9
2013	1,402	11,996	10.5	101	247	29.0	1,271	4,202	23.2	5	31	13.6
2012	1,057	11,299	8.6	90	247	26.7	1,199	4,538	20.9	3	30	9.1
2011	1,065	10,585	9.1	98	225	30.3	1,011	3,907	20.6	4	29	12.3
2010	880	9,747	8.3	80	211	27.5	1,296	4,507	22.3	1	22	6.3
2009	984	9,678	9.2	77	252	23.4	1,435	4,488	24.2	3	7	27.5
2008	1,086	10,195	9.6	102	283	26.5	1,435	4,591	23.8	6	55	10.1
2007	999	9,319	9.7	83	233	26.3	1,444	4,534	24.2	4	36	10.9
2006	824	8,207	9.1	95	241	28.3	1,031	3,853	21.1	3	15	16.7
2005	819	6,834	10.7	96	239	28.7	1,080	4,224	20.4	3	18	13.1

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 15 : Researchers in technical sciences by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	1,924	14,857	11.5	77	207	27.1	887	2,933	23.2	13	45	22.2
2022	1,701	14,318	10.6	86	219	28.2	930	3,132	22.9	14	34	29.9
2021	1,479	14,092	9.5	83	222	27.1	857	2,800	23.4	9	19	32.0
2020	1,474	13,329	10.0	88	227	27.9	865	2,764	23.8	10	15	39.1
2019	1,317	12,917	9.3	96	228	29.7	844	2,936	22.3	7	11	37.9
2018	1,242	12,188	9.3	87	225	27.8	751	2,733	21.5	3	15	14.5
2017	1,154	11,740	9.0	77	238	24.5	745	2,664	21.9	6	23	22.0
2016	984	11,176	8.1	94	266	26.0	666	2,655	20.0	3	7	31.5
2015	1,212	11,774	9.3	87	260	25.1	683	2,662	20.4	4	12	24.0
2014	1,335	10,610	11.2	82	210	28.0	696	2,697	20.5	9	27	24.0
2013	1,228	10,513	10.5	75	217	25.6	661	2,596	20.3	3	22	11.6
2012	945	9,890	8.7	53	240	18.2	848	2,804	23.2	4	24	15.7
2011	951	9,290	9.3	66	199	24.8	693	2,475	21.9	3	17	14.5
2010	793	8,553	8.5	52	212	19.6	810	2,769	22.6	2	19	9.6
2009	899	8,587	9.5	55	234	19.0	865	2,697	24.3	2	11	18.6
2008	955	9,096	9.5	91	243	27.2	840	2,623	24.2	3	20	11.2
2007	888	8,096	9.9	72	200	26.4	805	2,613	23.6	1	9	14.4
2006	705	7,127	9.0	78	207	27.3	552	2,209	20.0	1	5	13.6
2005	727	6,086	10.7%	70	185	27.3	559	2,104	21.0	1	8	12.2

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 16 : Researchers in agricultural sciences by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	187	237	44.1	331	316	51.2	590	901	39.6	2	4	33.3
2022	198	260	43.2	351	313	52.9	625	928	40.2	2	4	33.3
2021	201	233	46.3	388	354	52.3	640	762	45.6	2	6	25.0
2020	198	221	47.2	366	356	50.7	656	865	43.1	2	5	28.6
2019	187	213	46.9	363	353	50.7	583	629	48.1	2	2	50.0
2018	160	221	42.0	320	344	48.2	532	738	41.9	2	2	50.0
2017	134	210	38.9	356	356	50.0	584	962	37.8	2	1	66.7
2016	127	223	36.3	332	347	48.9	507	869	36.8	2	1	66.7
2015	132	219	37.5	332	363	47.8	441	822	34.9	2	1	66.7
2014	128	198	39.2	224	281	44.4	583	946	38.1	2	6	25.0
2013	101	175	36.7	189	249	43.2	604	1,050	36.5	-	-	-
2012	170	303	35.9	142	232	38.0	470	846	35.7	1	4	20.0
2011	204	251	44.9	308	330	48.3	400	766	34.3	1	5	17.2
2010	190	270	41.4	289	310	48.2	515	1,015	33.7	1	5	16.7
2009	224	285	44.0	266	266	50.0	586	1,091	34.9	-	-	-
2008	226	294	43.5	292	299	49.4	638	1,145	35.8	4	13	23.5
2007	201	297	40.4	304	347	46.7	615	1,192	34.0	4	8	33.3
2006	239	300	44.4	301	334	47.4	499	984	33.6	2	13	13.3
2005	228	315	42.0	280	348	44.6	553	987	35.9	-	-	-

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 17 : Researchers in agricultural sciences by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	129	148	46.6	278	278	50.0%	404	609	39.9	1	1	37.3
2022	129	163	44.3	289	274	51.4	490	571	46.2	2	1	52.7
2021	141	155	47.6	301	299	50.2	532	523	50.4	2	5	27.9
2020	140	143	49.4	261	338	43.5	399	516	43.6	1	5	21.4
2019	123	141	46.5	284	301	48.5	299	360	45.3	1	3	16.0
2018	109	141	43.7	262	292	47.3	248	342	42.1	0	2	15.7
2017	101	124	44.8	299	304	49.6%	259	379	40.6	1	1	31.2
2016	92	134	40.8	283	321	46.8	250	349	41.7	1	2	21.1
2015	91	132	41.0	284	335	45.8	202	353	36.4	1	2	29.2
2014	95	132	41.8	160	239	40.1	235	405	36.7	2	6	20.7
2013	69	111	38.4	162	228	41.5	240	451	34.7	0	4	1.4
2012	127	212	37.4	127	207	38.0	152	367	29.3	1	4	28.1
2011	134	176	43.2	276	285	49.2%	141	289	32.9	2	4	25.8
2010	133	193	40.8	265	276	49.0	190	411	31.6	1	4	21.2
2009	167	222	42.9	257	198	56.5	191	405	32.1	0	7	1.7
2008	179	224	44.5	226	240	48.6	229	425	34.9	1	6	19.3
2007	145	223	39.4	239	277	46.2	239	454	34.5	1	7	16.2
2006	177	218	44.7	231	278	45.4	185	377	32.8	0	8	1.2
2005	153	220	41.0%	218	290	43.0	211	367	36.5	0	2	11.4

Data source: CSO, Research and Development Indicators for the Czech Republic in 2005–2023

Table 18 : Researchers in medical sciences by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	515	384	57.3	814	522	60.9	3,087	3,615	46.1	3	6	33.3
2022	422	361	53.9	813	498	62.0	3,000	3,703	44.8	10	9	52.6
2021	420	330	56.0	760	502	60.2	2,952	3,654	44.7	8	7	53.3
2020	370	319	53.7	745	505	59.6	2,858	3,450	45.3	8	7	53.3
2019	316	270	53.9	782	582	57.3	2,617	3,258	44.5	6	6	50.0
2018	315	306	50.7	775	543	58.8	2,344	2,874	44.9	2	2	50.0
2017	340	281	54.8	715	534	57.2	2,413	2,919	45.3	3	2	60.0
2016	316	275	53.5	697	464	60.0	2,103	2,671	44.1	-	-	-
2015	313	242	56.4	769	594	56.4	2,183	2,504	46.6	-	-	-
2014	249	237	51.2	674	634	51.5	2,256	2,487	47.6	0	1	38.3
2013	246	240	50.7	802	554	59.1	2,200	2,541	46.4	1	0	100.0
2012	235	272	46.3	768	518	59.7	1,861	2,001	48.2	2	3	40.0
2011	272	234	53.8	740	605	55.0	2,152	2,514	46.1	15	3	83.3
2010	330	239	58.0	729	596	55.0	2,141	2,561	45.5	1	3	25.0
2009	141	198	41.5	819	671	55.0	2,392	2,772	46.3	-	-	-
2008	157	197	44.3%	783	633	55.3	2,118	2,458	46.3	-	-	-
2007	155	187	45.3%	709	673	51.3	2,003	2,401	45.5	1	1	42.7
2006	150	238	38.7	729	652	52.8	1,871	2,139	46.7	2	2	50.0
2005	144	180	44.4	709	601	54.1	1,666	2,160	43.5	2	0	100.0

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 19 : Researchers in medical sciences by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	365	291	55.7	393	219	64.3	957	1,121	46.1	1	4	28.9
2022	306	270	53.1	378	212	64.1	1026	1266	44.8	5	3	63.9
2021	359	280	56.1	362	210	63.2	1,012	1,193	45.9	4	2	67.9
2020	310	262	54.2	355	211	62.7	961	1,133	45.9	4	2	66.8
2019	272	243	52.8	407	281	59.1	851	1,062	44.5	3	2	57.5
2018	243	276	46.9	400	261	60.6	745	956	43.8	2	2	58.1
2017	272	246	52.5	379	233	62.0	677	767	46.9	3	2	66.5
2016	255	230	52.6	411	249	62.3	654	695	48.5	-	-	-
2015	254	204	55.4	439	271	61.8	659	790	45.5	-	-	-
2014	186	213	46.6	340	247	57.8	658	723	47.7	6	0	98.1
2013	203	199	50.4	463	276	62.7	622	714	46.6	15	0	99.1
2012	215	245	46.7	449	266	62.8	601	665	47.4	28	1	97.6
2011	228	201	53.1	430	311	58.1	672	832	44.7	27	2	94.7
2010	256	201	56.1	397	297	57.2	768	888	46.4	23	2	93.0
2009	125	172	42.1	434	309	58.4	810	901	47.4	1	1	37.9
2008	142	181	44.0	420	328	56.1	728	839	46.4	2	1	55.3
2007	136	159	46.1	392	327	54.5	733	877	45.5	2	2	49.1
2006	136	190	41.8	382	362	51.4	690	736	48.4	1	1	46.8
2005	132	144	47.9	351	335	51.2	676	849	44.3	1	0	92.7

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 20 : Researchers in social sciences by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	144	352	29.0	184	229	44.6	2,208	2,515	46.7	74	83	28.9
2022	113	313	26.5	197	235	45.6	2164	2542	46.0	70	87	44.6
2021	150	351	29.9	207	240	46.3	2,015	2,444	45.2	62	66	48.4
2020	147	338	30.4	211	257	45.1	2,094	2,560	45.0	55	69	44.5
2019	138	324	29.9	328	309	51.5	2,039	2,738	42.7	70	70	50.1
2018	147	390	27.3	421	363	53.7	2,030	2,710	42.8	51	71	41.9
2017	147	406	26.5	366	338	52.0	1,940	2,669	42.1	50	71	41.3
2016	260	636	29.0	307	280	52.3	1,887	2,462	43.4	53	57	48.3
2015	95	266	26.3	253	287	46.9	1,988	2,612	43.2	55	60	47.6
2014	138	379	26.6	268	270	49.8	1,914	2,481	43.5	56	66	45.9
2013	51	219	18.7	256	240	51.6	2,002	2,596	43.5	55	62	47.2
2012	65	197	24.9	257	275	48.3	1,492	2,075	41.8	48	49	49.3
2011	39	134	22.4	256	252	50.4	1,656	2,270	42.2	40	64	38.4
2010	39	70	35.9	218	241	47.5	1,038	1,592	39.5	47	55	46.1
2009	87	159	35.4	216	253	46.1	1,083	1,589	40.5	51	67	43.0
2008	74	102	42.2	257	276	48.2	1,366	1,855	42.4	14	14	50.0
2007	66	110	37.4	298	312	48.9	1,405	2,043	40.7	14	24	36.6
2006	54	83	39.4	377	375	50.1	1,431	2,021	41.5	17	37	31.5
2005	54	113	32.5	337	311	52.0	1,330	2,121	38.5	20	20	50.0

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 21 : Researchers in social sciences by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	108	259	29.3	152	187	44.8	709	868	45.0	49	120	28.9
2022	68	215	24.1	163	189	46.3	728	920	44.2	55	72	43.2
2021	109	254	30.0	168	201	45.5	751	903	45.4	44	59	43.1
2020	107	247	30.2	172	195	47.0	692	894	43.6	45	57	44.2
2019	101	225	30.9	263	229	53.5	687	926	42.6	49	48	50.6
2018	107	264	28.9	274	256	51.8	776	1,050	42.5	46	59	43.8
2017	100	277	26.5	249	229	52.0	688	927	42.6	47	60	44.1
2016	188	479	28.2	213	200	51.7	682	844	44.7	45	48	48.4
2015	69	173	28.5	229	214	51.7	772	992	43.8	47	51	48.1
2014	104	265	28.2	213	219	49.3	757	921	45.1	50	60	45.1
2013	32	141	18.3	205	205	50.0	775	992	43.8	49	51	48.8
2012	38	108	26.2	215	225	48.9	680	1,037	39.6	46	45	50.6
2011	25	81	23.6	231	283	45.0	682	961	41.5	32	54	37.3
2010	29	45	39.0	249	267	48.3	415	668	38.3	44	50	46.6
2009	49	91	35.1	208	221	48.5	504	774	39.4	46	54	45.9
2008	41	51	44.5	257	241	51.5	543	855	38.8	14	12	54.5
2007	37	58	39.0	295	267	52.6	447	759	37.1	17	20	44.9
2006	24	55	30.2	311	325	48.9	516	798	39.3	11	21	34.9
2005	25	82	23.5	271	250	51.9	495	779	38.8	13	14	48.9

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 22 : Researchers in the humanities by sector (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4	2	66.7	779	924	45.7	866	1,227	41.4	3	4	42.9
2022	3	2	60.0	750	938	44.4	881	1,216	42.0	2	4	33.3
2021	3	2	60.0	780	939	45.4	894	1,276	41.2	2	5	28.6
2020	2	3	40.0	791	986	44.5	879	1,280	40.7	3	5	35.0
2019	-	-	-	662	932	41.5%	976	1,357	41.8	4	7	36.4
2018	3	2	60.0	635	891	41.6	912	1,279	41.6	3	7	30.0
2017	3	1	75.0	570	825	40.9	886	1,305	40.4	2	4	27.6
2016	3	2	60.0	580	825	41.3	886	1,250	41.5	4	2	66.7
2015	-	-	-	545	759	41.8	923	1,375	40.2	1	0	100.0
2014	-	-	-	546	788	40.9	752	1,152	39.5	1	0	100.0
2013	-	-	-	568	730	43.8	737	1,153	39.0	2	2	57.0
2012	-	-	-	565	713	44.2	972	1,361	41.7	11	4	73.3
2011	3	6	31.1	570	726	44.0	664	1,085	38.0	7	18	27.6
2010	2	9	18.2	576	688	45.6	1,077	1,531	41.3	16	25	39.2
2009	1	10	9.1	593	742	44.4	851	1,264	40.2	5	12	29.4
2008	1	17	5.6	624	776	44.6	591	1,001	37.1	4	16	20.0
2007	1	11	8.3	607	712	46.0	598	991	37.6	0	4	2.4
2006	2	19	10.4	593	749	44.2	554	901	38.1	1	3	22.9
2005	18	24	42.7	591	758	43.8	459	797	36.5	6	10	35.8

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 23 : Researchers in the humanities by sector (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	2	1	58.7	520	652	44.4	447	673	39.9	2	4	31.9
2022	2	1	64.9	498	664	42.8	481	712	40.4	1	3	32.9
2021	2	1	71.3	553	685	44.7	452	779	36.7	1	3	32.5
2020	1	1	48.7	520	724	41.8	466	732	38.9	1	4	27.6
2019	-	-	-	462	673	40.7	461	768	37.5	3	5	37.0
2018	2	1	57.1	439	669	39.6	439	698	38.6	4	7	35.7
2017	2	1	73.9	440	642	40.7	349	594	37.0	1	2	30.9
2016	2	2	49.2	420	634	39.8	357	549	39.4	2	1	66.7
2015	-	-	-	368	586	38.6	447	742	37.6	1	0	94.6
2014	1	1	60.5	389	606	39.1	387	536	41.9	1	0	93.0
2013	1	0	76.4	386	523	42.5	375	534	41.3	1	2	45.5
2012	-	-	-	352	492	41.7	636	772	45.2	4	3	58.2
2011	2	4	30.1	342	502	40.5	328	547	37.5	6	15	29.2
2010	2	7	22.2	361	470	43.4	665	834	44.4	6	13	32.2
2009	1	10	9.5	373	490	43.3	491	697	41.3	5	7	40.5
2008	1	15	6.8	391	547	41.7	331	549	37.6	4	13	22.4
2007	0	8	1.8	433	524	45.3	258	444	36.7	0	2	2.5
2006	1	11	7.4	424	531	44.4	267	484	35.5	0	1	29.7
2005	7	16	32.5	387	544	41.5	214	400	34.8	54	13	81.1

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

PERSONS IN RESEARCH POSITIONS BY SECTOR OF RESEARCH WORK

Table 24 : Researchers by sector of research work (in HC)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4,925	26,875	15.5	4,573	6,373	41.8	10,364	17,728	36.9	129	274	32.0
2022	4,770	26,739	15.1	4,639	6,486	41.7	10,167	18,047	36.0	132	202	39.5
2021	4,272	25,976	14.1	4,543	6,624	40.7	9,906	17,945	35.6	124	146	45.9
2020	3,639	22,882	13.7	4,484	6,596	40.5	9,759	17,566	35.7	109	157	41.0
2019	3,407	22,457	13.2	4,354	6,465	40.2	9,438	17,328	35.3	114	127	47.2
2018	3,155	22,120	12.5	4,320	6,487	40.0	8,910	16,777	34.7	76	121	38.7
2017	2,990	20,988	12.5	4,308	6,261	40.8	8,618	16,392	34.5	89	143	38.4
2016	2,861	19,820	12.6	3,966	5,899	40.2	8,064	15,378	34.4	81	110	42.4
2015	2,887	19,651	12.8	3,847	6,058	38.8	8,427	15,536	35.2	92	107	46.1
2014	2,975	18,497	13.9	3,625	5,885	38.1	8,115	15,164	34.9	100	132	43.0
2013	2,662	16,462	13.9	3,633	5,537	39.6	8,166	14,791	35.6	75	127	37.2
2012	2,405	15,204	13.7	3,393	5,308	39.0	7,226	13,908	34.2	77	129	37.4
2011	2,198	13,786	13.8	3,475	5,459	38.9	7,184	13,548	34.7	79	172	31.5
2010	1,967	12,536	13.6	3,301	5,396	38.0	6,848	13,129	34.3	82	159	34.0
2009	1,973	12,285	13.8	3,451	5,326	39.3	6,939	12,906	35.0	73	138	34.7
2008	2,005	12,721	13.6	3,862	5,954	39.3	6,711	12,839	34.3	35	113	23.7
2007	1,777	11,945	13.0	3,679	5,862	38.6	6,549	12,610	34.2	29	87	24.8
2006	1,594	10,781	12.9	3,621	5,828	38.3	6,050	11,691	34.1	29	82	26.3
2005	1,622	9,447	14.7	3,454	5,576	38.2	5,713	11,630	32.9	38	62	38.3

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 25 : Researchers in the business sector (in HC)

	Business sector			Public enterprises			Domestic private enterprises			Private enterprises under foreign control		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4,925	26,875	15.5	144	770	15.8	2,189	10,192	17.7	2,592	15,913	14.0
2022	4,770	26,739	15.1	136	765	15.1	2,117	10,253	17.1	2,517	15,721	13.8
2021	4,272	25,976	14.1	130	818	13.7	1,938	9,637	16.7	2,204	15,521	12.4
2020	3,639	22,882	13.7	128	834	13.3	1,869	9,407	16.6	1,642	12,641	11.5
2019	3,407	22,457	13.2	134	859	13.5	1,726	9,299	15.7	1,548	12,299	11.2
2018	3,155	22,120	12.5	133	760	14.9	1,578	8,859	15.1	1,444	12,501	10.4
2017	2,990	20,988	12.5	133	775	14.6	1,447	8,266	14.9	1,410	11,947	10.6
2016	2,861	19,820	12.6	110	694	13.7	1,338	7,766	14.7	1,413	11,360	11.1
2015	2,887	19,651	12.8	120	782	13.4	1,365	7,869	14.8	1,401	11,000	11.3
2014	2,975	18,497	13.9	107	808	11.7	1,416	8,305	14.6	1,452	9,385	13.4
2013	2,662	16,462	13.9	92	756	10.9	1,359	7,707	15.0	1,212	7,998	13.2
2012	2,405	15,204	13.7	129	761	14.5	1,215	7,100	14.6	1,061	7,343	12.6
2011	2,198	13,786	13.8	127	819	13.4	1,170	6,479	15.3	902	6,488	12.2
2010	1,967	12,536	13.6	132	869	13.2	1,097	6,055	15.3	738	5,613	11.6
2009	1,973	12,285	13.8	134	898	13.0	1,005	5,464	15.5	835	5,923	12.3
2008	2,005	12,721	13.6	158	942	14.4	945	5,325	15.1	902	6,454	12.3
2007	1,777	11,945	13.0	131	1,065	10.9	963	5,684	14.5	684	5,196	11.6
2006	1,594	10,781	12.9	159	1,180	11.9	920	5,404	14.6	515	4,196	10.9
2005	1,622	9,447	14.7	232	1,181	16.4	868	4,874	15.1	522	3,392	13.3

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 26 : Researchers in the government sector (in HC)

	Government sector			Workplaces of the Czech Academy of Sciences			Other public research institutions			Libraries, archives, museums			Healthcare facilities			Other		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	4,573	6,373	41.8	2,598	4,219	38.1	472	620	43.2	438	432	50.3	728	471	60.7	337	631	34.8
2022	4,639	6,486	41.7	2,672	4,397	37.8	502	626	44.5	442	469	48.5	712	446	61.5	311	548	36.2
2021	4,543	6,624	40.7	2,561	4,486	36.3	542	692	43.9	473	475	49.9	668	446	60.0	297	1,079	38.0
2020	4,484	6,596	40.5	2,521	4,410	36.4	537	697	43.5	487	511	48.8	656	450	59.3	329	1,226	36.7
2019	4,354	6,465	40.2	2,342	4,261	35.5	539	683	44.1	442	483	47.8	653	484	57.4	298	1,116	36.4
2018	4,320	6,487	40.0	2,263	4,319	34.4	530	673	44.1	424	463	47.8	654	458	58.8	284	1,094	35.1
2017	4,308	6,261	40.8	2,487	4,255	36.9	510	633	44.6	359	396	47.5	579	440	56.8	346	1,245	38.5
2016	3,966	5,899	40.2	2,216	4,024	35.5	494	614	44.6	378	381	49.8	547	374	59.4	344	1,217	39.4
2015	3,847	6,058	38.8	2,092	4,070	34.0	470	630	42.7	351	383	47.8	637	496	56.2	357	1,186	43.1
2014	3,625	5,885	38.1	2,054	3,875	34.6	376	585	39.1	315	355	47.0	530	527	50.1	340	1,149	42.0
2013	3,633	5,537	39.6	1,913	3,691	34.1	470	639	42.4	343	350	49.5	591	377	61.0	316	1,112	39.7
2012	3,393	5,308	39.0	1,744	3,501	33.3	431	600	41.8	314	380	45.2	564	358	61.2	350	1,243	39.2
2011	3,475	5,459	38.9	1,692	3,559	32.2	529	656	44.6	360	397	47.5	537	375	58.9	297	1,073	38.3
2010	3,301	5,396	38.0	1,557	3,461	31.0	486	621	43.9	386	400	49.1	528	385	57.8	331	1,168	39.5
2009	3,451	5,326	39.3	1,601	3,269	32.9	522	630	45.3	374	425	46.8	608	449	57.5	373	1,283	41.0
2008	3,862	5,954	39.3	2,043	3,910	34.3	529	658	44.6	404	444	47.6	602	416	59.1	449	1,472	43.9
2007	3,679	5,862	38.6	1,931	3,815	33.6	509	652	43.8	407	408	49.9	534	467	53.3	378	1,310	40.6
2006	3,621	5,828	38.3	1,828	3,776	32.6	510	646	44.1	396	402	49.6	558	436	56.2	283	1,094	34.9
2005	3,454	5,576	38.2	1,733	3,602	32.5	493	645	43.3	359	399	47.3	572	445	56.2	299	1,123	36.3

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 27 : Researchers in the higher education sector (in HC)

	Higher education sector			Public and state universities			Faculty hospitals			Private universities		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	10,364	17,728	36.9	8,868	15,982	35.7	1,304	1,448	47.4	192	298	39.2
2022	10,167	18,047	36.0	8,819	16,301	35.1	1,153	1,457	44.2	195	289	40.3
2021	9,906	17,945	35.6	8,483	16,182	34.4	1,207	1,442	45.6	216	321	40.2
2020	9,759	17,566	35.7	8,493	16,017	34.7	1,047	1,221	46.2	219	328	40.0
2019	9,438	17,328	35.3	8,269	15,793	34.4	948	1,177	44.6	221	358	38.2
2018	8,910	16,777	34.7	7,717	15,261	33.6	961	1,183	44.8	232	333	41.1
2017	8,618	16,392	34.5	7,424	14,952	33.2	958	1,099	46.6	236	341	40.9
2016	8,064	15,378	34.4	7,071	14,064	33.5	783	1,055	42.6	210	259	44.8
2015	8,427	15,536	35.2	7,151	14,036	33.8	1,032	1,181	46.6	244	319	43.3
2014	8,115	15,164	34.9	6,890	13,777	33.3	981	1,014	49.2	244	373	39.5
2013	8,166	14,791	35.6	6,960	13,217	34.5	952	1,123	45.9	254	451	36.0
2012	7,226	13,908	34.2	6,253	12,661	33.1	737	884	45.5	236	363	39.4
2011	7,184	13,548	34.7	6,102	12,205	33.3	892	1,020	46.7	190	323	37.0
2010	6,848	13,129	34.3	5,825	11,806	33.0	847	1,059	44.4	176	264	40.0
2009	6,939	12,906	35.0	5,721	11,459	33.3	1,022	1,178	46.5	196	269	42.2
2008	6,711	12,839	34.3%	5,755	11,697	33.0	816	895	47.7	140	247	36.2
2007	6,549	12,610	34.2	5,513	11,383	32.6	892	983	47.6	144	244	37.1
2006	6,050	11,691	34.1	5,268	10,710	33.0	710	826	46.2	72	155	31.7
2005	5,713	11,630	32.9	5,008	10,713	31.9	633	791	44.4	72	126	36.4

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

Table 28 : Researchers by sector of work performed (in FTE)

	Business sector			Government sector			Higher education sector			Private non-profit sector		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	3,950	22,644	14.9	3,283	4,813	40.5	4,544	9,254	32.9	82	205	28.5
2022	3,772	22,714	14.2	3,290	4,955	39.9	4,816	9,626	33.3	91	138	39.9
2021	3,474	22,137	13.6	3,276	5,050	39.3	4,700	9,264	33.7	74	105	41.4
2020	3,020	19,506	13.4	3,162	5,007	38.7	4,404	8,928	33.0	78	101	43.7
2019	2,790	18,916	12.9	3,111	4,857	39.0	4,172	8,491	32.9	80	83	49.1
2018	2,583	18,566	12.2	3,010	4,869	38.2	3,882	8,119	32.3	67	101	39.8
2017	2,445	17,761	12.1	3,075	4,833	38.9	3,462	7,413	31.8	78	114	40.5
2016	2,328	16,857	12.1	2,876	4,624	38.3	3,347	7,165	31.8	60	82	42.1
2015	2,362	16,799	12.3	2,813	4,580	38.0	3,676	7,681	32.4	72	98	42.2
2014	2,468	15,424	13.8	2,588	4,391	37.1	3,562	7,403	32.5	83	121	40.6
2013	2,218	14,149	13.6	2,572	4,153	38.3	3,534	7,462	32.1	77	107	42.0
2012	2,040	13,018	13.5	2,351	4,103	36.4	3,722	7,776	32.4	99	109	47.7
2011	1,832	11,750	13.5	2,485	4,126	37.6	3,303	6,986	32.1	77	123	38.4
2010	1,633	10,694	13.3	2,403	4,174	36.5	3,306	6,809	32.7	86	122	41.4
2009	1,686	10,603	13.7	2,505	3,993	38.5	3,235	6,569	33.0	64	104	38.3
2008	1,702	11,164	13.2	2,771	4,517	38.0	3,059	6,482	32.1	27	62	30.4
2007	1,525	10,330	12.9	2,761	4,393	38.6	2,783	6,017	31.6	24	46	34.3
2006	1,338	9,335	12.5	2,585	4,407	37.0	2,713	5,828	31.8	17	45	27.4
2005	1,370	8,346	14.1	2,388	4,176	36.4	2,514	5,248	32.4	76	51	59.6

Data source: Czech Statistical Office, Research and Development Indicators for the Czech Republic in 2005–2023

PERSONS IN ACADEMIC POSITIONS

Table 29 : Persons in academic positions at higher education institutions by classification (in FTE)

	Lecturers				Assistants				Specialist assistants				Lecturers				Professors			
	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)	Women	Men	Women (%)	Men (%)
2023	601	489	55.1	44.9	816	863	48.6	51.4	4134	5611	42.4	57.6	1182	3141	27.3	72.7	359	1914	15.8	84.2
2022	558	463	54.7	45.3	778	853	47.7	52.3	4,078	5,622	42.0	58.0	1,186	3,182	27.2	72.8	351	1,891	15.7	84.3
2021	536	431	55.4	44.6	683	761	47.3	52.7	4,060	5,747	41.4	58.6	1,151	3,142	26.8	73.2	348	1,865	15.7	84.3
2020	515	398	56.4	43.6	664	695	48.9	51.1	4,007	5,782	40.9	59.1	1,143	3,125	26.8	73.2	334	1,844	15.3	84.7
2019	508	365	58.2	41.8	629	638	49.7	50.3	3,940	5,685	40.9	59.1	1,103	3,096	26.2	73.8	335	1,815	15.6	84.4
2018	471	329	58.9	41.1	611	601	50.4	49.5	3,963	5,713	41.0	59.0	1,072	3,056	26.0	74.0	330	1,814	15.4	84.6
2017	455	318	58.9	41.1	632	621	50.5	49.5	3,943	5,663	41.0	59.0	1,049	3,066	25.5	74.5	333	1,802	15.6	84.4
2016	450	321	58.3	41.7	655	686	48.8	51.2	3,943	5,667	41.0	59.0	1,036	3,054	25.3	74.7	332	1,825	15.4	84.6
2015	457	299	60.4	39.6	634	685	48.1	51.9	3,759	5,470	40.7	59.3	954	2,828	25.2	74.8	313	1,739	15.3	84.7
2014	367	251	59.4	40.6	576	619	48.2	51.8	3,396	4,577	42.6	57.4	849	2,376	26.3	73.7	274	1,501	15.4	84.6
2013	319	218	59.4	40.6	598	627	48.8	51.2	3,399	4,653	42.2	57.8	822	2,332	26.1	73.9	273	1,503	15.4	84.6
2012	329	219	60.0	40.0	633	670	48.6	51.4	3,443	4,837	41.6	58.4	824	2,386	25.7	74.3	268	1,528	14.9	85.1
2011	431	292	59.6	40.4	989	1,029	49.0	51.0	4,667	6,980	40.1	59.9	1,040	3,265	24.2	75.8	352	2,135	14.2	85.8
2010	499	326	60.5	39.5	1,101	1,098	50.1	49.9	4,669	7,048	39.8	60.2	1,034	3,289	23.9	76.1	342	2,184	13.5	86.5
2009	463	310	59.9	40.1	1,158	1,237	48.4	51.6	4,652	7,150	39.4	60.6	959	3,191	23.1	76.9	298	2,126	12.3	87.7
2008	463	310	59.9	40.1	1,158	1,237	48.4	51.6	4,652	7,150	39.4	60.6	959	3,191	23.1	76.9	298	2,126	12.3	87.7
2007	459	298	60.6	39.4	1,059	1,170	47.5	52.5	4,495	6,897	39.5	60.5	940	3,100	23.3	76.7	263	2,070	11.3	88.7
2006	352	295	54.4	45.6	968	1,112	46.5	53.5	4,270	6,551	39.5	60.5	917	3,083	22.9	77.1	258	1,980	11.5	88.5
2005	274	223	55.1	44.9	851	978	46.5	53.5	4,249	6,416	39.8	60.2	881	3,052	22.4	77.6	240	1,944	11.0	89.0

Source: Ministry of Education, Youth and Sports – Statistical Yearbook of Education – Employees and Wages 2023; own processing

Table 30 : Persons in academic positions at higher education institutions by field of study (in FTE)

	Natural sciences			Technical sciences			Agricultural sciences			Medical sciences			Social sciences			Humanities		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	861	2,425	26.2	867	2,883	23.1	410	659	38.4	1,332	1,537	46.4	1,797	2,043	46.8	1,316	1,749	42.9
2022	726	2,047	26.2	894	3,011	22.9	351	578	37.8	1,261	1,545	44.9	1,768	2,117	45.5	1,275	1,715	42.6
2021	695	2,031	25.5	878	3,021	22.5	341	566	37.6	1,211	1,517	44.4	1,744	2,095	45.4	1,259	1,700	42.5
2020	762	2,173	26.0	865	3,000	22.4	373	639	36.8	1,188	1,509	44.0	1,751	2,097	45.5	1,158	1,604	41.9
2019	701	2,094	25.1	848	2,870	22.5	332	616	35.0	1,155	1,605	41.9	1,670	1,993	45.6	1,158	1,605	41.9
2018	445	1,415	23.9	1,059	2,815	27.3	205	624	39.6	1,123	1,569	41.7	1,746	2,555	40.6	1,198	1,715	41.1
2017	484	1,466	24.8	1,102	3,679	23.1	286	520	35.5	1,120	1,459	43.4	1,060	2,598	44.2	1,191	1,687	41.6
2016	414	1,326	23.8	1,096	3,694	22.9	276	506	35.3	1,088	1,424	43.3	2,046	2,579	44.2	1,144	1,647	41.0
2015	565	1,775	24.1	1,254	4,491	21.8	315	531	37.2	2,265	3,178	41.6	2,030	2,482	45.0	1,339	2,011	40.0

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD).

Tabel 31 : Persons in academic positions at higher education institutions according to classification in natural sciences (in FTE)

	Lecturers			Assistants			Specialist assistants			Associate professors			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	83	131	38.8	40	78	33.9	442	898	33.0	150	698	17.7	55	459	10.6
2022	75	109	40.9	37	79	32.2	413	862	32.4	149	622	19.3	52	376	12.2
2021	70	95	42.2	29	69	29.5	397	886	30.9	150	611	19.8	49	371	11.6
2020	69	87	44.3	27	54	33.8	386	870	30.8	144	601	19.4	45	366	11.0
2019	70	93	43.1	23	41	35.7	386	863	30.9	138	646	17.7	45	396	10.2
2018	70	90	43.8	19	28	41.1	364	828	30.6	134	629	17.5	44	395	10.0
2017	69	88	43.9	18	30	38.0	365	835	30.4	125	616	16.9	46	383	10.7

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

Table 32 : Persons in academic positions at higher education institutions according to classification in technical sciences (in FTE)

	Lecturers			Assistants			Specialist assistants			Associate professors			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	42	72	36.9	85	201	29.6	528	1,429	27.0	151	757	16.6	48	412	10.5
2022	31	57	35.4	85	210	28.8	571	1,506	27.5	155	801	16.2	51	438	10.4
2021	29	53	35.7	81	208	28.2	561	1,516	27.0	154	805	16.1	52	439	10.6
2020	22	40	34.9	90	187	32.4	544	1,505	26.6	153	789	16.2	49	441	10.0
2019	19	39	32.7	88	173	33.8	543	1,464	27.1	152	788	16.2	47	436	9.7
2018	6	19	25.2	89	160	35.7	577	1,533	27.4	148	784	15.9	46	430	9.6
2017	4	18	17.7	92	161	36.3	567	1,507	27.3	143	781	15.5	44	430	9.3

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

Table 33 : Persons in academic positions at higher education institutions according to classification in medical sciences (in FTE)

	Lecturers			Assistant lecturers			Specialist assistants			Associate professors			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	117	71	62.5	303	226	57.2	642	572	52.9	158	321	33.0	77	345	18.3
2022	110	69	61.4	268	207	56.4	653	594	52.4	157	326	32.5	73	350	17.3
2021	101	72	58.3	190	140	57.7	698	648	51.9	152	313	32.7	69	344	16.7
2020	88	63	58.1	166	133	55.5	693	656	51.4	151	315	32.4	62	323	16.2
2019	82	59	58.3	161	111	59.2	670	658	50.5	149	316	32.0	62	320	16.3
2018	76	59	56.3	152	92	62.3	655	649	50.2	146	314	31.7	63	315	16.7
2017	78	68	53.6	138	92	60.1	655	640	50.6	145	319	31.3	64	313	16.9

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

Table 34 : Persons in academic positions at higher education institutions according to classification in agricultural sciences (in FTE)

	Lecturers			Assistants			Specialist assistants			Associate professors			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	8	3	70.0	54	46	54.0	208	258	44.7	57	166	25.5	24	98	20.0
2022	6	2	73.1	52	47	52.4	214	256	45.5	57	174	24.8	23	100	18.7
2021	5	2	67.2	54	36	59.6	206	262	44.0	54	167	24.5	22	99	18.4
2020	4	2	69.1	58	38	60.2	193	260	42.6	51	158	24.3	22	96	18.3
2019	3	0	90.8	44	32	57.8	178	247	41.9	47	156	23.0	20	97	16.8
2018	2	0	100.0	43	30	59.1	177	249	41.5	43	152	22.1	22	101	17.8
2017	2	0	100.0	42	30	58.8	172	258	40.0	43	159	21.4	22	102	17.6

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD).

Table 35 : Persons in academic positions at higher education institutions according to classification in social sciences (in FTE)

	Lecturers			Assistants			Specialist assistants			Lecturers			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	128	102	55.7	124	110	52.9	1,104	1,084	50.5	325	484	40.2	63	234	21.3
2022	119	93	56.1	125	121	50.7	1,127	1,169	49.1	332	502	39.8	66	231	22.1
2021	108	79	57.8	119	120	49.7	1,120	1,182	48.7	329	492	40.0	68	222	23.6
2020	101	76	57.0	120	111	52.1	1,107	1,174	48.5	332	488	40.5	67	218	23.5
2019	101	68	59.7	114	103	52.5	1,102	1,149	48.9	322	486	39.8	69	224	23.4
2018	90	58	61.0	96	102	48.5	1,126	1,147	49.5	308	485	38.8	65	218	23.0
2017	77	50	60.9	110	119	47.9	1,171	1,171	50.0	296	494	37.4	65	219	23.0

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

Table 36 : Persons in academic positions at higher education institutions by classification in the humanities (in FTE)

	Lecturers			Assistants			Specialist assistants			Associate professors			Professors		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	111	149	42.5	113	115	49.5	772	840	47.9	219	468	31.9	62	231	21.1
2022	140	65	68.2	127	122	51.1	722	824	46.7	225	472	32.3	61	232	20.7
2021	146	64	69.3	124	117	51.5%	709	828	46.1	218	462	32.0	62	228	21.4
2020	158	71	69.1	128	105	54.8	663	828	44.5	214	453	32.1	62	223	21.9
2019	162	68	70.5	123	106	53.6	657	830	44.2	202	444	31.3	64	219	22.6
2018	163	65	71.6	124	108	53.4	630	834	43.0	195	429	31.2	64	227	21.8
2017	165	59	73.6	129	105	55.2	622	821	43.1	188	432	30.4	65	229	22.2

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

Table 37: Average monthly wage (in CZK[1]) of persons in academic positions (FTE)

	Lecturers			Assistants			Specialist assistants			Lecturers			Professors		
	Women	Men	GPG (%)	Women	Men	GPG (%)	Women	Men	GPG (%)	Women	Men	GPG (%)	Women	Men	GPG (%)
2023	42,805	50,728	15.6	43,554	46,393	6.1	52,397	58,039	9.7	71,264	79,199	10.0	92,581	102,482	9.7
2022	41,428	46,864	11.6	40,846	44,201	7.6	50,173	56,195	10.7	68,316	77,279	11.6	90,805	99,483	8.7
2021	39,456	44,626	11.6	38,409	41,983	8.5	48,000	53,845	10.9	67,001	75,815	11.6	88,635	97,284	8.9
2020	37,695	42,443	11.2	36,932	40,611	9.1	45,892	52,163	12.2	64,484	73,508	12.8	84,815	92,824	8.6
2019	37,553	43,417	11.5	36,287	40,270	9.9	45,155	50,876	11.2	63,991	72,218	11.4	83,540	91,486	8.7
2018	34,783	38,640	10.0	33,265	36,530	8.9	41,586	47,233	12.0	59,694	67,541	11.6	78,091	84,350	7.4
2017	31,643	35,405	10.6	29,446	32,588	9.6	37,552	42,482	11.6	53,300	60,746	12.3	72,983	77,629	6.0
2016	30,128	34,236	12.0	27,976	30,424	8.0	35,212	39,858	11.7	50,794	56,966	10.8	68,791	72,750	5.4
2015	30,575	33,919	9.9	27,877	29,662	6.0	34,876	39,310	11.3	50,648	56,942	11.1	69,435	73,049	4.9
2014	28,354	33,068	14.3	26,198	27,688	5.4	32,959	36,403	9.5	48,674	54,146	10.1	66,978	70,016	4.3
2013	27,487	30,814	10.8	25,361	27,336	7.2	31,603	35,468	10.9	47,279	52,071	9.2	64,414	67,344	4.4
2012	26,139	29,033	10.0	24,642	25,929	5.0	31,215	34,078	8.4	45,569	49,414	7.8	61,778	65,062	5.0
2011	24,684	27,540	10.4	23,232	25,867	10.2	29,464	32,967	10.6	43,677	47,427	7.9	58,156	62,057	6.3
2010	24,319	27,409	11.3	23,415	24,603	4.8	29,877	31,793	6.0	43,451	46,230	6.0	58,661	60,329	2.8

Data source: Ministry of Education, Youth and Sports, Education Statistics – Employees and Wages, 2005–2023. Calculated according to the Frascati Manual (OECD)

1 Nominal wages at current prices for the given year

DECISION-MAKING POSITIONS

Table 38 : Patent acquisition by gender, 2005–2023

	Total			Public universities			Public research institutions			Companies			Individuals		
	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)	Women	Men	Women (%)
2023	51	400	11.3	23	95	19.6	6	19	24.1	18	211	7.9	2	53	4.3
2022	32	348	8.4	11	77	12.5	9	22	29.0	7	144	4.6	1	47	2.1
2021	39	409	8.7	15	112	12.1	5	19	20.0	13	200	5.9	5	49	9.3
2020	53	486	9.9	19	130	12.9	7	40	14.6	20	234	7.8	5	47	8.8
2019	60	459	11.5	17	114	13.3	20	43	31.1	17	216	7.1	4	56	7.0
2018	55	463	10.5	15	123	10.7	11	29	28.5	22	217	9.1	5	60	7.8
2017	55	549	9.1	20	150	11.5	10	42	18.5	19	254	7.1	5	71	6.6
2016	60	606	9.0	27	187	12.7	8	48	14.5	18	277	6.2	6	67	8.0
2015	54	546	9.1	25	179	12.2	10	59	14.6	16	228	6.7	2	61	3.8
2014	50	436	10.2	20	140	12.7	7	48	12.5	16	185	7.9	6	50	10.8
2013	44	377	10.5	20	138	12.5	10	31	23.2	12	144	7.8	2	57	3.6
2012	44	378	10.4	16	123	11.3	8	38	18.2	18	147	11.0	1	57	1.7
2011	38	306	11.1	13	90	12.4	7	28	20.4	15	104	12.7	2	63	3.5
2010	22	278	7.4	3	62	4.3	9	29	23.5	5	112	4.6	4	53	6.3
2009	32	348	8.5	9	48	16.0	8	33	20.1	11	190	5.5	2	66	3.1
2008	19	232	7.5	2	17	11.2	6	20	21.8	9	139	6.0	2	43	4.4
2007	15	226	6.1	3	20	11.8	1	10	11.2	8	120	6.2	2	65	3.0
2006	19	247	7.0	2	14	11.0	5	8	37.9	9	141	5.9	3	78	3.9
2005	18	327	5.3	1	17	6.9	2	15	13.3	9	180	4.6	4	104	4.1

Source: Industrial Property Office of the Czech Republic and own calculations by the Czech Statistical Office, 2023

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Author: Petra Poncarová
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