



SITUATION ANALYSIS
Structure of UL
academic staff and
gender representation
in bodies and
management positions

December 2020, updated in September 2021



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1. INTRODUCTION

In 2020, the UL began monitoring employee representation in decision-making bodies and management positions at the UL and its member faculties, focusing on various demographic data (gender, title, field). In doing so, **the share that is lower than 40% for a specific gender** (i.e., the minimum share for each of the genders) has been taken into account throughout the document. We gathered the data by reviewing publicly available information (member faculties' websites) and by verifying it directly at member faculties. **The data reflect the situation as of late November 2020** and were not updated to reflect any subsequent changes that may have occurred.¹ We supplemented the data from HR databases with other information (title, etc.) and annotated the field with regard to the Study Programme Records (EŠP) database². **As a comprehensive system of monitoring is still in the process of being prepared, certain data may be incomplete** (e.g. data regarding titles).

1 Data are updated annually.

2 We have chosen the Frascati field which appears most frequently in the Study Programme Records (EŠP) for an individual UL member faculty.

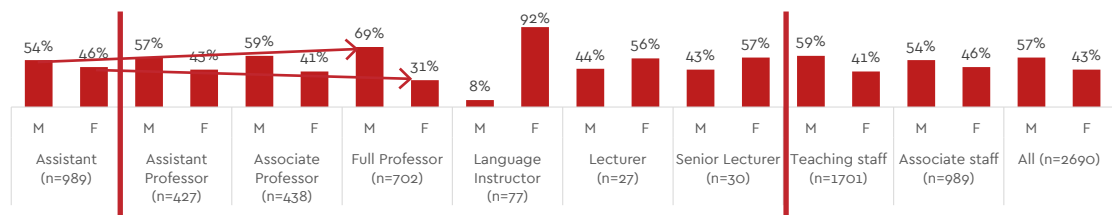
2. STRUCTURE OF HIGHER EDUCATION TEACHERS AND ASSOCIATES³ – GENDER, TITLE, FIELD

At the UL, the higher education teaching staff is 59% male and 41% female, whereas the associate staff (only assistants are included) is 54% male and 46% female. In total, the share of men and women in the academic staff amounts to 57 % and 43 %, respectively.

Women account for 31% of those holding the title ‘Full Professor’, while men account for 8% of those holding the title ‘Language Instructor’ (*Figure 1*).

Figure 1: Structure of employees (academic staff) by gender and title

Basis: Academic staff by title



In the social sciences, 33% of employees holding the title ‘Assistant’ are male, while in the natural-mathematical and technical sciences, 20% and 21% such employees are women, respectively.

In the natural-mathematical and technical sciences, 26% and 32% of employees holding the title ‘Assistant Professor’ are women, respectively; in both fields of science 22% and 23% of those holding the title ‘Associate Professor’ are women, respectively.

With regard to employees holding the title ‘Full Professor’, in the biotechnical sciences 38% of these are women, in the social sciences and humanities and arts 36% are women, in the medical sciences 37% are women, in the natural-mathematical sciences 15% are women, and in the technical sciences 22% are women.

In the social sciences, 15% of employees holding the title ‘Language Instructor’ are men, in the humanities and arts 5% of these are men, while in the medical and technical sciences there are no men (0%) holding this title.

³ The share of higher education teachers in our database amounts to 63%, and the share of higher education associates (our database only includes assistants) amounts to 37%.

Furthermore, no employees (0%) holding the title ‘Lecturer’ in the biotechnical and technical sciences are women. In the social sciences, 33% of employees with the title ‘Lecturer’ are women, while in the medical sciences 15% of those holding the title ‘Lecturer’ are men.

In the medical sciences, 17% of employees holding the title ‘Senior Lecturer’ are men, while in the biotechnical and technical sciences 33% of these employees are women, and there are no women (0%) with this title in the natural-mathematical sciences.

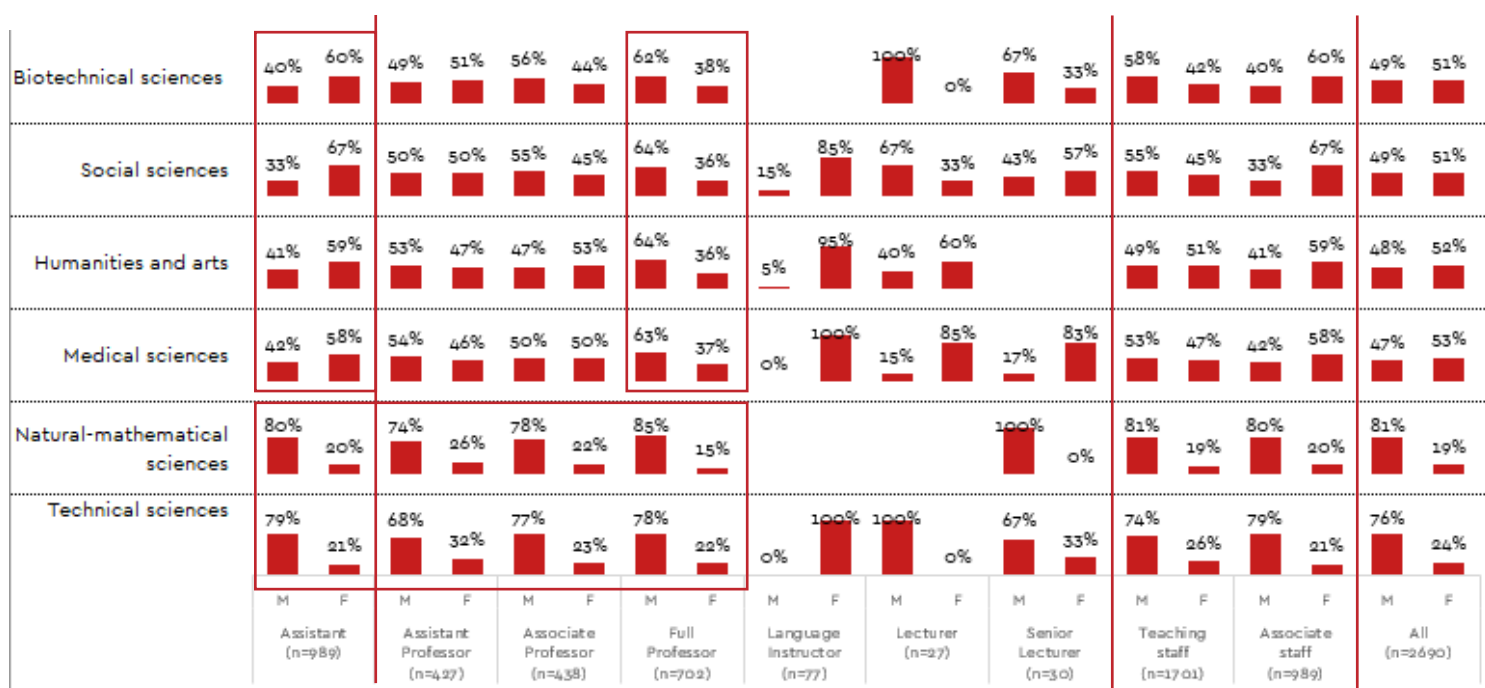
The gender share of higher education teachers in the natural-mathematical sciences is 19% female, and in the technical sciences it’s 26% female.

The gender share of higher education associates in the social sciences is 33% male, in the natural-mathematical sciences it’s 20% female, while in the technical sciences it’s 21% female.

The total gender share of academic staff in the natural-mathematical sciences is 19% female, and in the technical sciences it’s 24% female (Figure 2).

Figure 2: Structure of employees (academic staff) by gender, title and field

Basis: Academic staff within a particular science by title

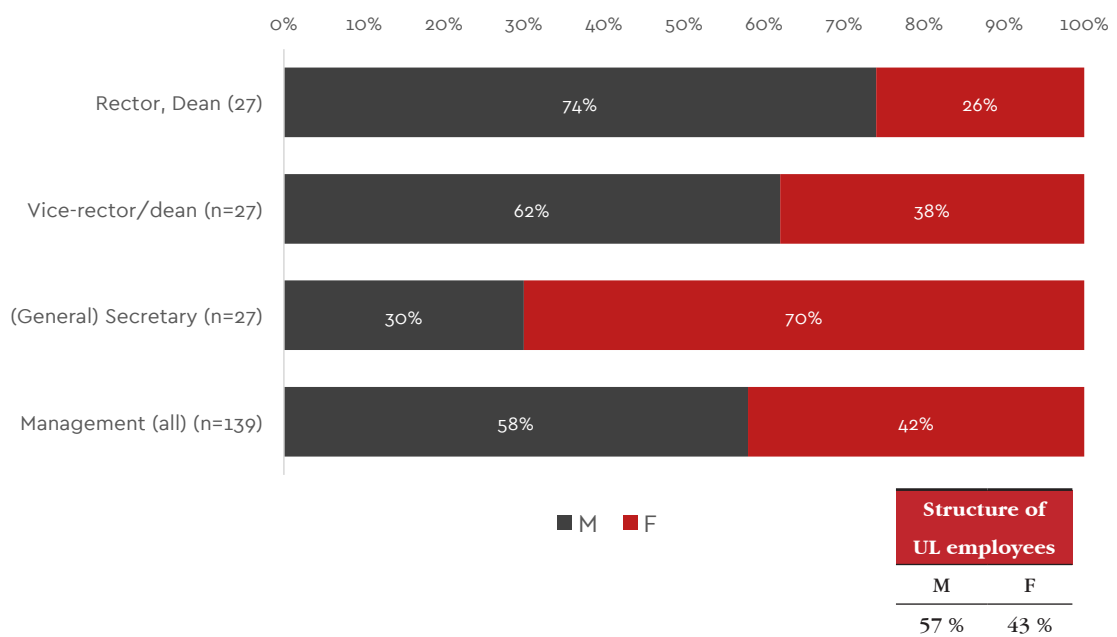


3. STRUCTURE OF EMPLOYEES IN TERMS OF PARTICIPATING IN MANAGEMENT FUNCTIONS WITHIN THE UL RECTORATE AND MEMBER FACULTIES – GENDER, ROLE, TITLE, FIELD

The gender share of employees holding the titles ‘Rector’ or ‘Dean’ is 26% female, and 38% female with regard to holding the title ‘Vice-rector’. In the position of ‘(General) Secretary’, 30% of employees with this title are men (*Figure 3*). In total, employees holding management positions are 58% men and 42% women, which differs from the figures for the overall UL employee structure (taking only academic staff into account) by 1 percentage point.

Figure 3: Structure of management employees by gender and role

Basis: Management employee by role (Dean, Vice-dean, Secretary)



In the biotechnical sciences and humanities and arts, the gender share of employees holding the function of 'Vice-dean' is 33% female; furthermore, the gender share of employees holding the title of 'Dean' in humanities and arts is 20% female, and the gender share of employees holding the title 'Secretary at a member faculty' is 20% male.

In the medical and natural-mathematical sciences, there are no men (0%) holding the position of 'Secretary at a member faculty', while 33% of employees with the title 'Dean' are women. A total 53% of employees in the medical sciences are women.

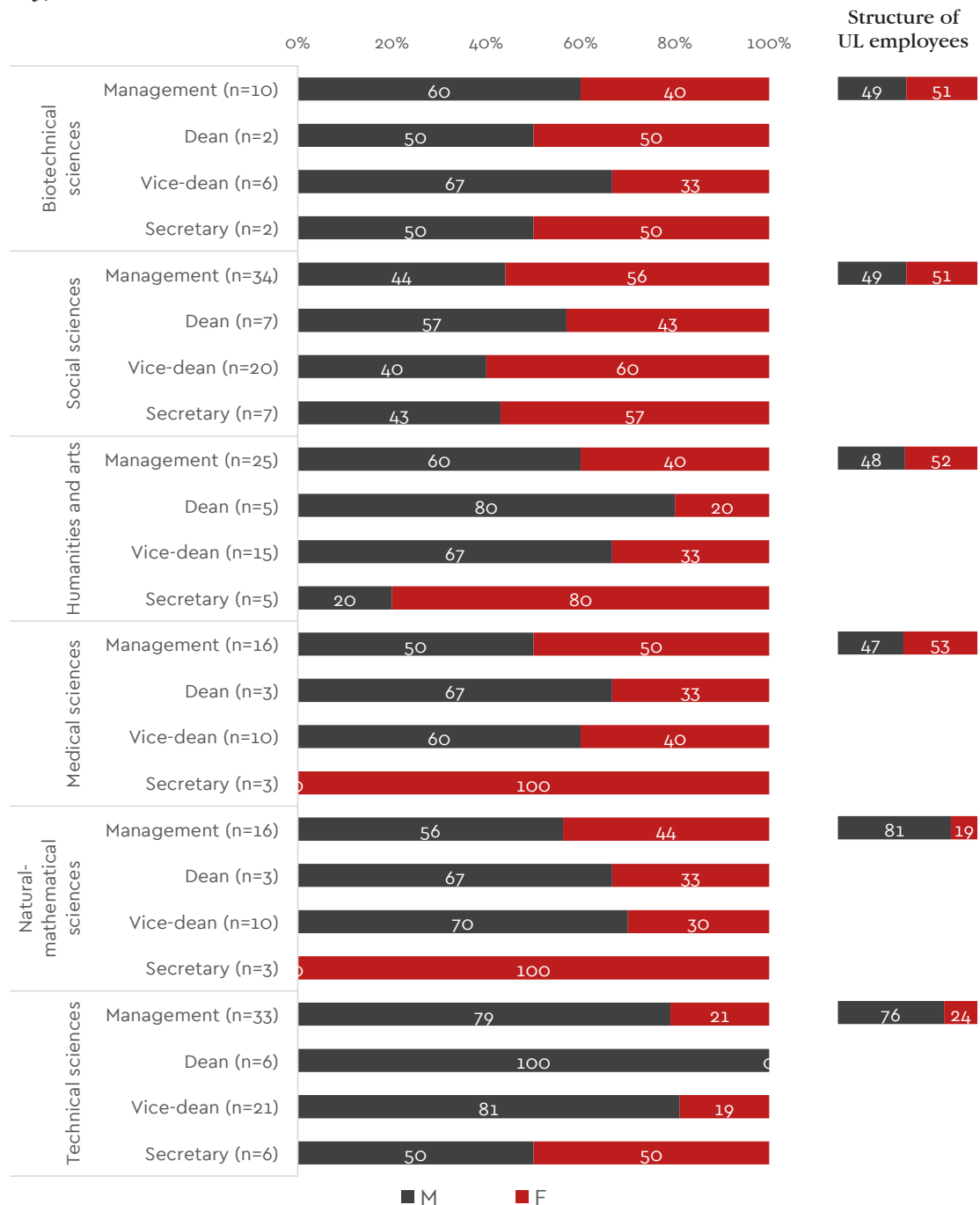
In the natural-mathematical sciences, the gender share of employees holding the title 'Vice-dean' is 30% female, while the overall structure of employees in this field is 19% female.

In the technical sciences, the total gender share for all management functions is 21% female, there are no women (0%) holding the 'Dean' function, and 19% of those with the 'Vice-dean' function are female. Overall, 24% of the employees in technical sciences are women⁴ (*Image 4*).

⁴ Interpretation requires care as the numbers are very low in certain fields.

Figure 4: Structure of management employees by gender, role and field

Basis: Management employees in a certain field and by role (Dean, Vice-dean, Secretary)

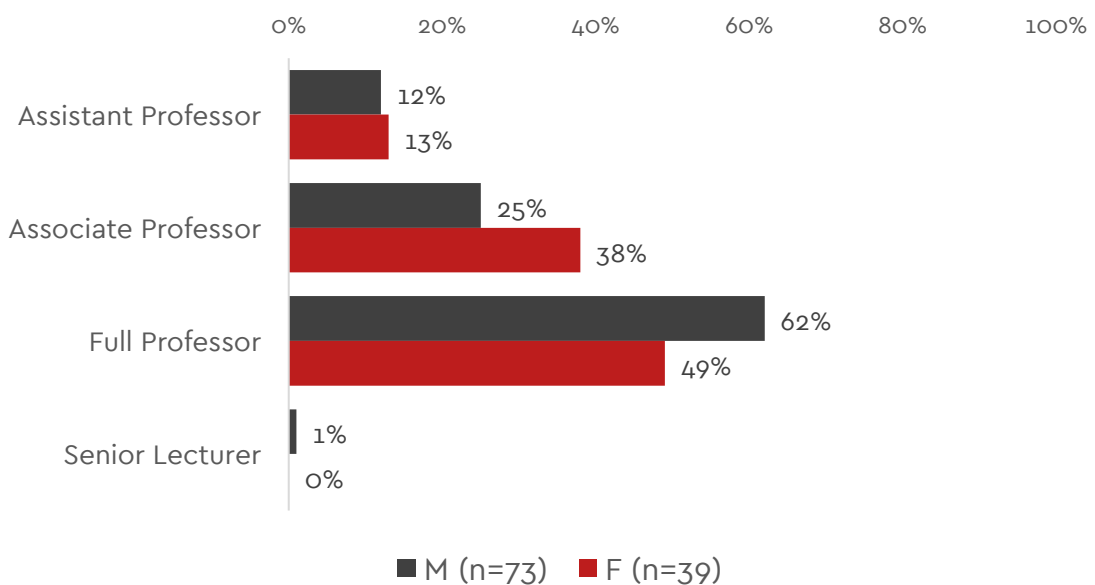


Among the male employees occupying management positions, the highest share is found for Full Professors (62%), followed by those holding the titles 'Associate Professor' (25%) and 'Assistant Professor' (12%).

Among the female employees occupying management positions, the highest share is also found for Full Professors (49%), followed by employees holding the titles 'Associate Professor' (38%) and 'Assistant Professor' (13%) (Figure 5a).

Figure 5a: Structure of management employees by gender and title

Basis: Management employees by gender (M, F)



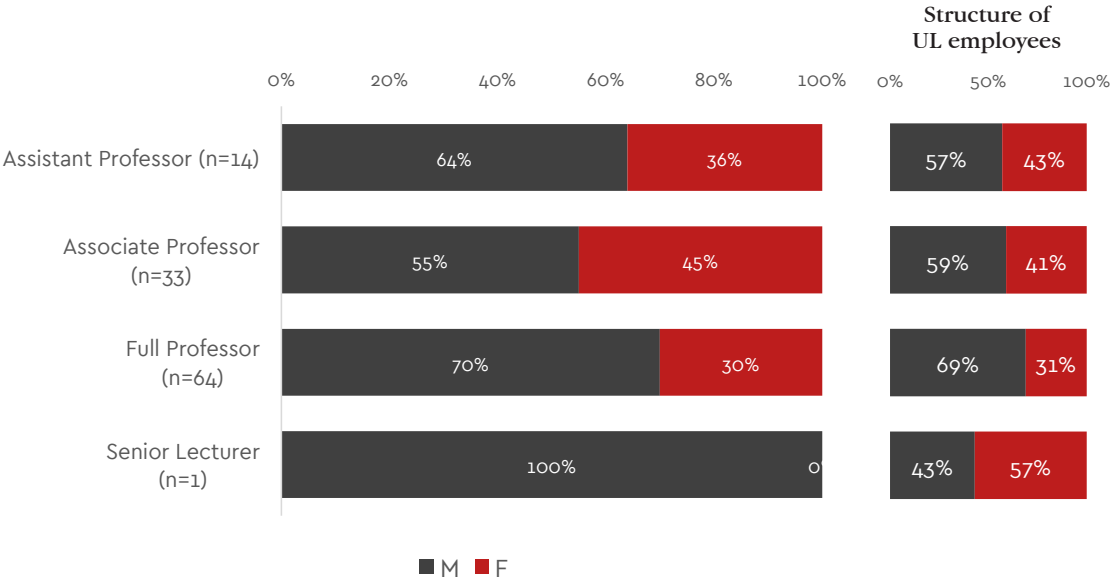
The gender share of employees occupying management positions and holding the title 'Assistant Professor' is 36% female, while the structure of UL employees holding the title 'Assistant Professor' is 43% female.

The gender share of employees occupying management positions and holding the title 'Full Professor' is 30% female, while the structure of UL employees holding the title 'Full Professor' is 31% female.

The gender share of employees occupying management positions and holding the title 'Senior Lecturer' is 0% female, while the structure of UL employees holding the title 'Senior Lecturer' is 57% female. (Figure 5b)

Figure 5b: Structure of management employees by gender and title

Basis: Management employees by title (Assistant Professor, Associate Professor, Full Professor, Senior Lecturer)



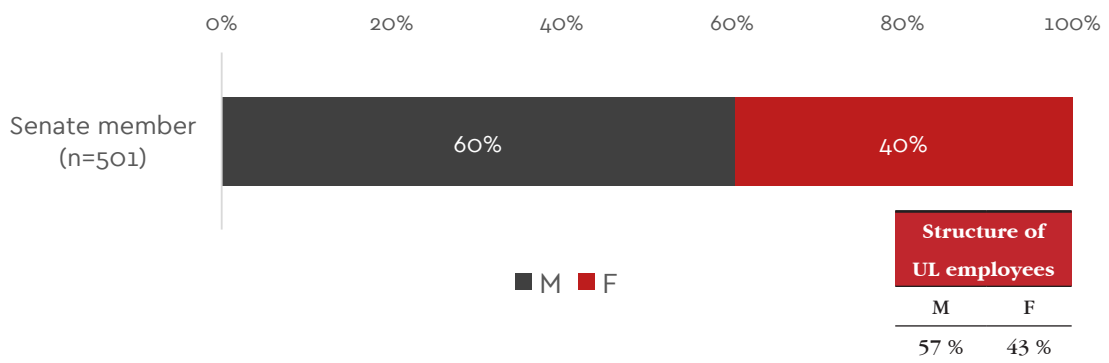
4. STRUCTURE OF EMPLOYEES IN TERMS OF PARTICIPATING IN UL MEMBER FACULTIES' SENATES – GENDER, ROLE, TITLE, FIELD

The member faculties' senates are 60% male and 40% female (*Figure 6*), which differs from the overall UL employee structure (taking only academic staff into account) by 3 percentage points.

The structure does not take into account the President of the Senate, as they are, by function, the Dean.

Figure 6: Structure of employees in member faculties' senates by gender and role

Basis: Senate members by role (senate member)

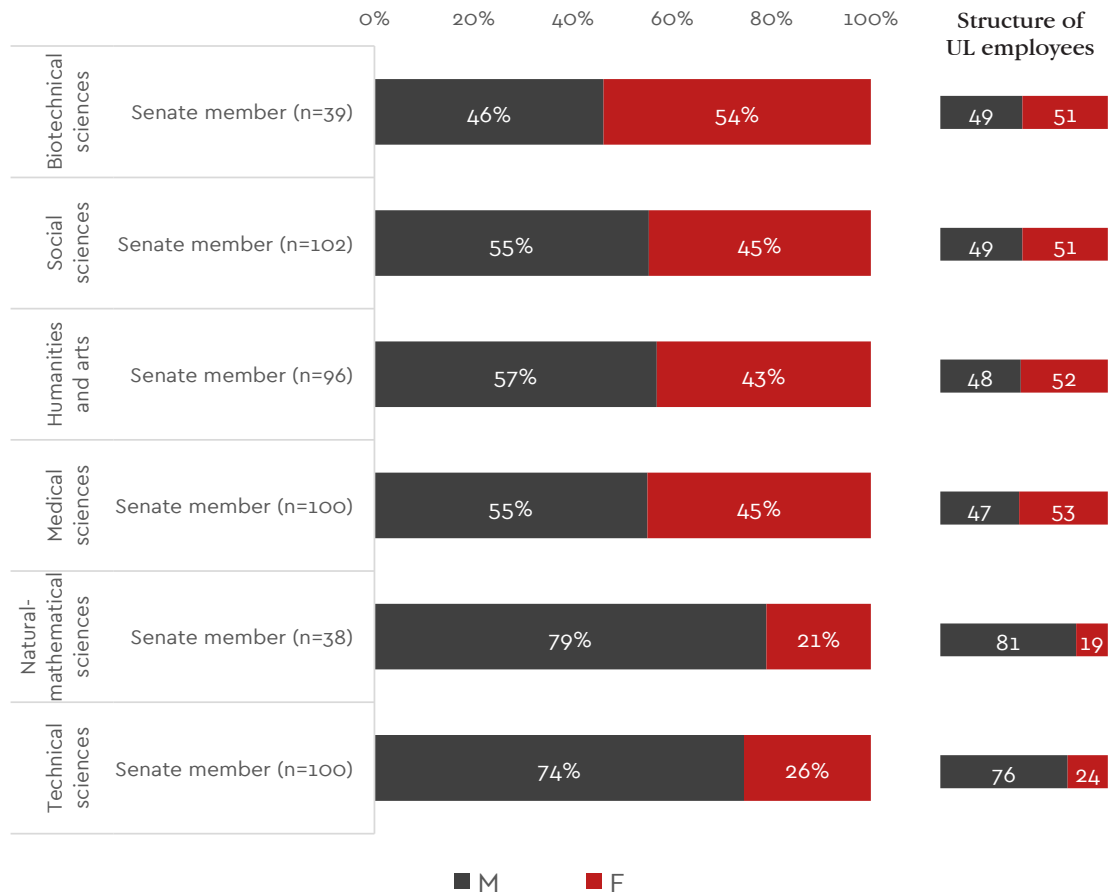


In the natural-mathematical sciences, gender representation in the senate is 21% female. The overall structure of UL employees in the natural-mathematical sciences is 19% female.

In the technical sciences, gender representation in the senate is 27% female. The overall structure of UL employees in the technical sciences is 24% female (*Figure 7*).

Figure 7: Structure of employees in senates by gender, role and field

Basis: Senate members, employees in a certain field by role (senate member)

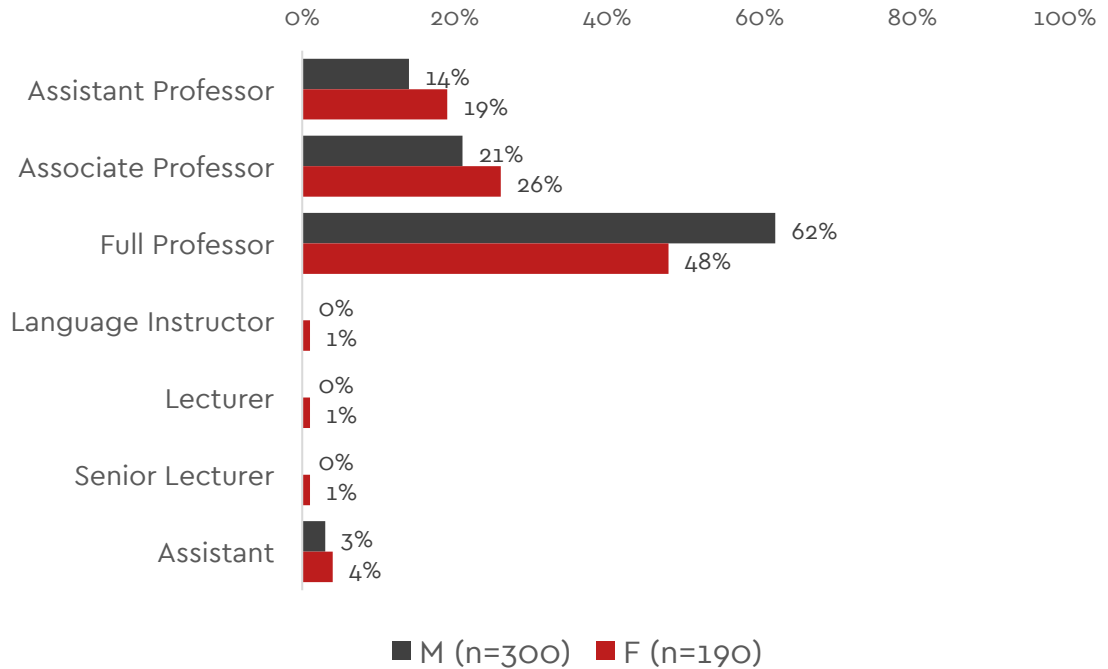


Among the male employees who are senate members, the highest share is that of Full Professors (62%), followed by employees holding the titles ‘Associate Professor’ (21%) and ‘Assistant Professor’ (14%).

Among the female employees who are senate members, the highest share is that of Full Professors (48%), followed by employees holding the titles ‘Associate Professor’ (26%) and ‘Assistant Professor’ (19%) (Figure 8a).

Figure 8a: Employee structure in senates by gender and title

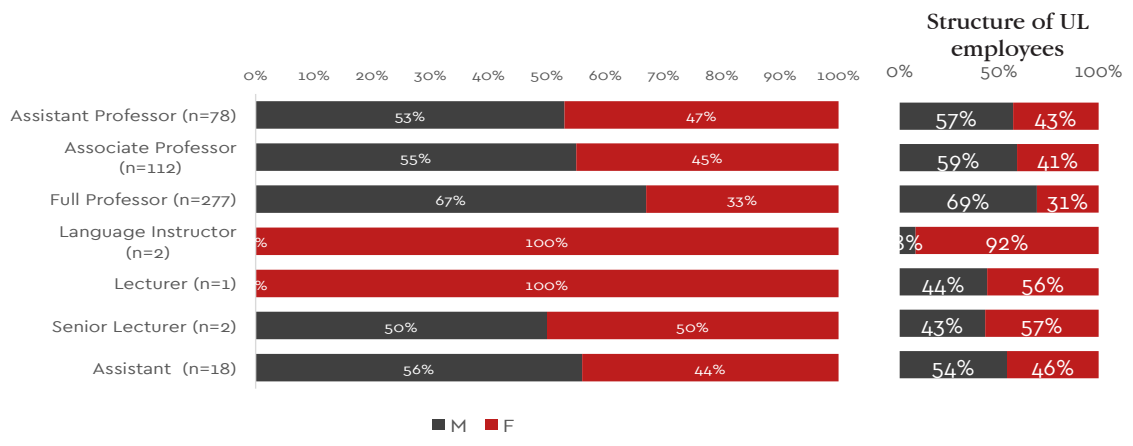
Basis: All senate members by gender (M, F)



The gender share of employees who are senate members and hold the title ‘Full Professor’ is 33% female, while the structure of UL employees holding the title ‘Full Professor’ is 31% female. The gender shares of employees who are senate members and hold the title ‘Language Instructor’ and ‘Lecturer’ are 0% male, while the structure of UL employees holding the title ‘Language Instructor’ is 8% male, and those holding the title ‘Lecturer’ is 44% male (Figure 8b).

Figure 8b: Employee structure in senates by gender and title

Basis: Members in senates by title (Assistant Professor, Associate Professor, Full Professor, Language Instructor, Lecturer, Senior Lecturer, Assistant)

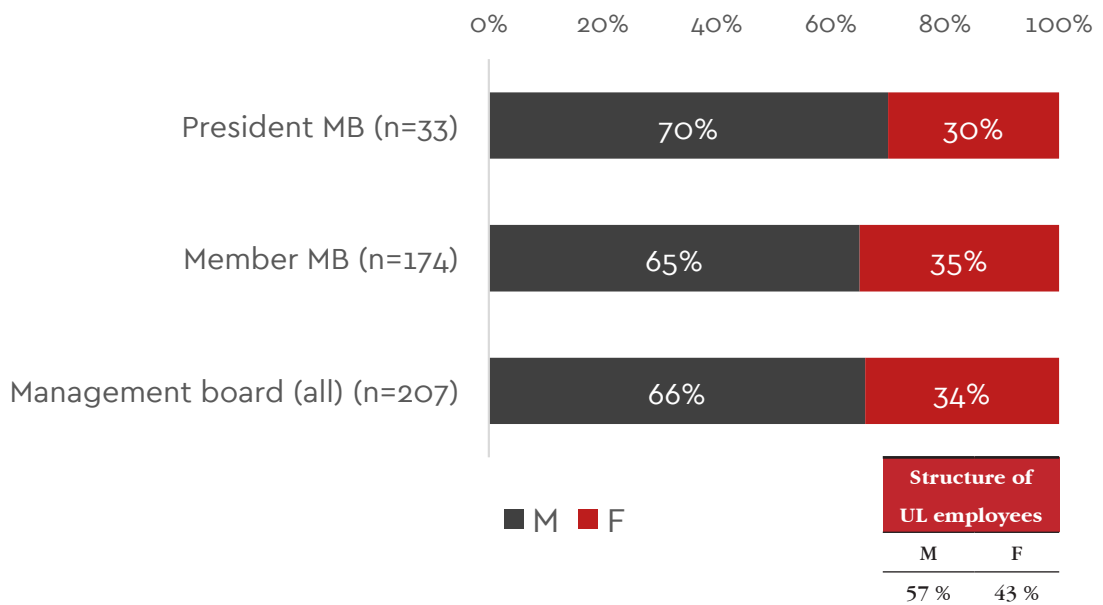


5. STRUCTURE OF EMPLOYEES IN TERMS OF PARTICIPATING IN THE MANAGEMENT BOARDS OF THE UL AND MEMBER FACULTIES – GENDER, ROLE, TITLE, FIELD

The overall gender representation in the management boards of the UL and member faculties is 34% female, for those holding the title ‘President’ it is 30% female, and those performing the role of ‘Member’ it is 35% female.⁵ In the overall structure of all UL employees 43% are women (Figure 9).

Figure 9: Structure of employees participating in management boards, by gender and role

Basis: Members of management boards by role (President of the Management Board, Member of the Management Board)



⁵ Only the management board members from the UL are included.

In the social sciences, the gender share of employees holding the title of 'President of the Management Board' is 14% female, while the overall structure of UL employees is 51% female.

In the humanities and arts, the overall gender representation in the management boards is 33% female, the gender share of employees holding the title of 'President' is 29% female, while for the role of 'Member' it is 33% female. The overall structure of UL employees in the humanities and arts is 52% female.

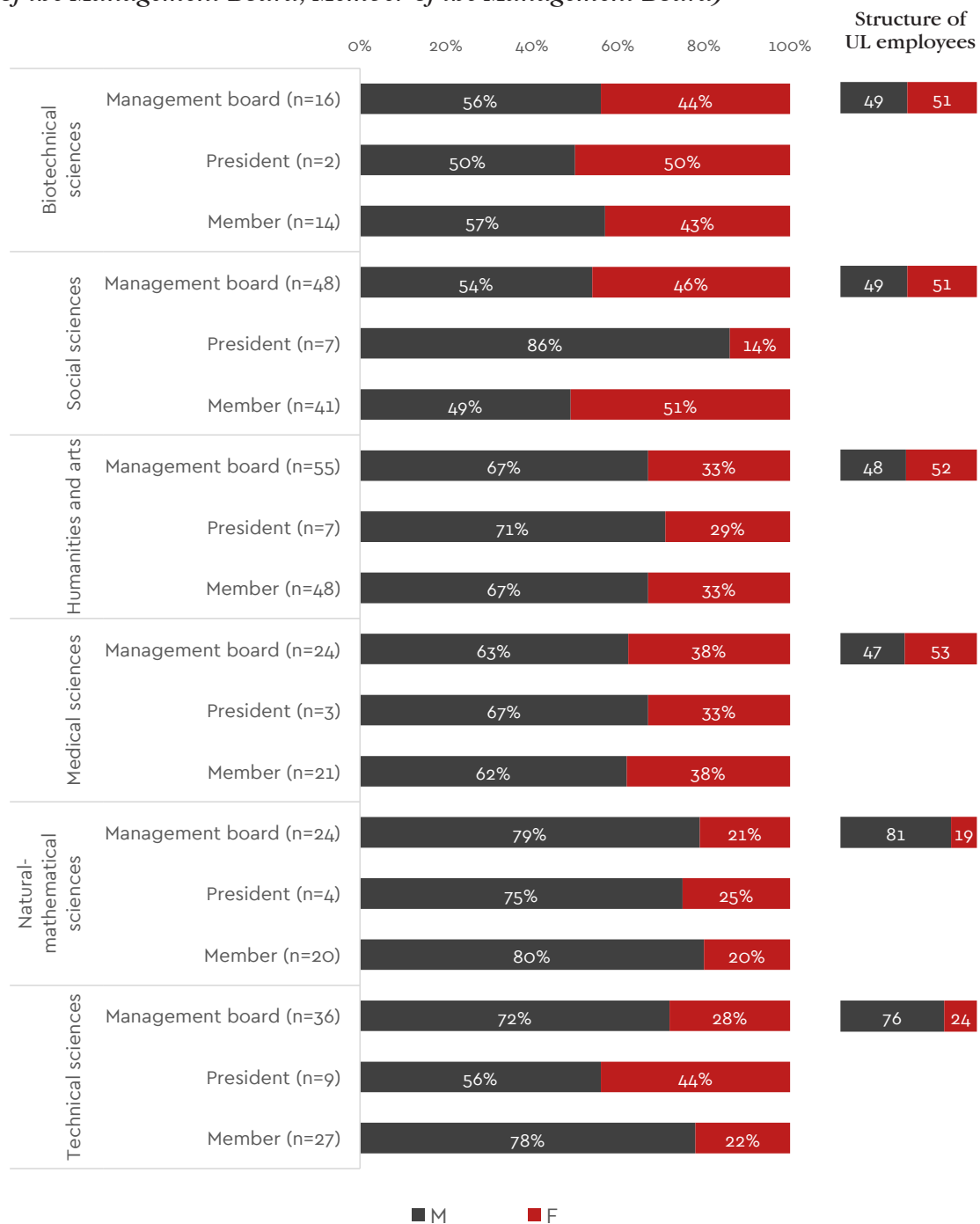
In the medical sciences, the overall gender representation in the management boards is 38% female, the gender share of employees holding the title of 'President' is 33% female, and 38% of those with the role of 'Member' are women. The overall structure of employees in the medical sciences is 53% female.

In the natural-mathematical sciences, the gender representation in the management boards is 21% female, while the gender share of employees holding the title of 'President' is 25% female, and 20% those performing the role of 'Member' are women. The overall structure of UL employees in the natural-mathematical sciences is 19% female.

In the technical sciences, the total gender representation in the management boards is 28% female, while 22% of those employees performing the role of 'Member' are women. The overall structure of employees in the technical sciences is 24% female (*Figure 10*).

Figure 10: Structure of employees participating in management boards, by gender, role and field

Basis: Members of the management board in a certain science field, by role (President of the Management Board, Member of the Management Board)

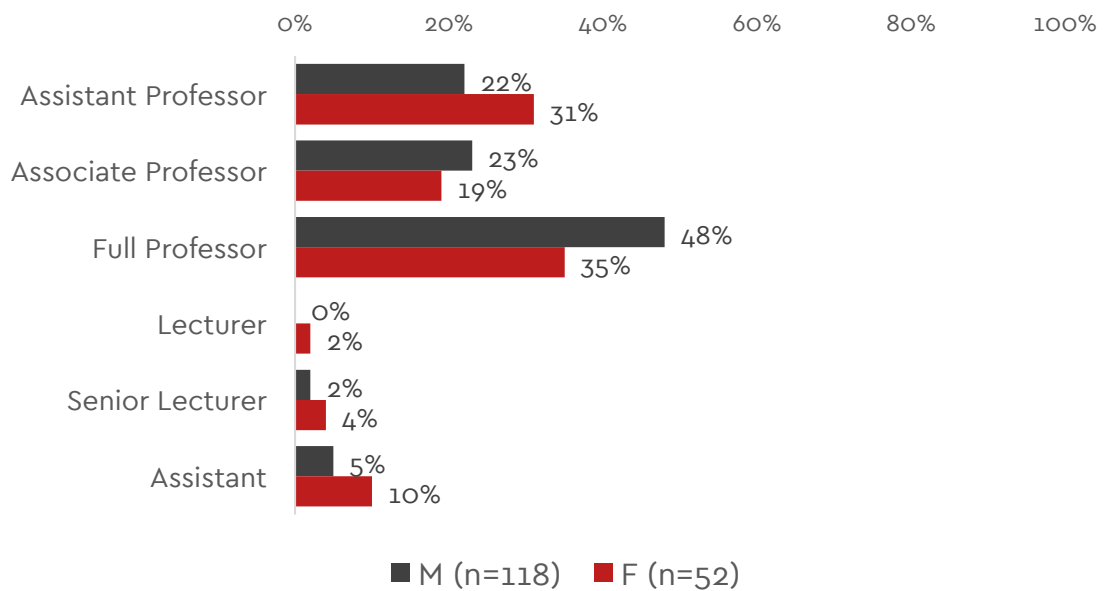


Among the male employees who participate in management boards, the highest share is that of Full Professors (48%), followed by employees holding the titles 'Associate Professor' (23%) and 'Assistant Professor' (22%).

Among the female employees who participate in management boards, the highest share is that of Full Professors (35%), followed by employees holding the titles 'Assistant Professor' (31%) and 'Associate Professor' (19%) (Figure 11a).

Figure 11a: Structure of employees participating in management boards, by gender and title

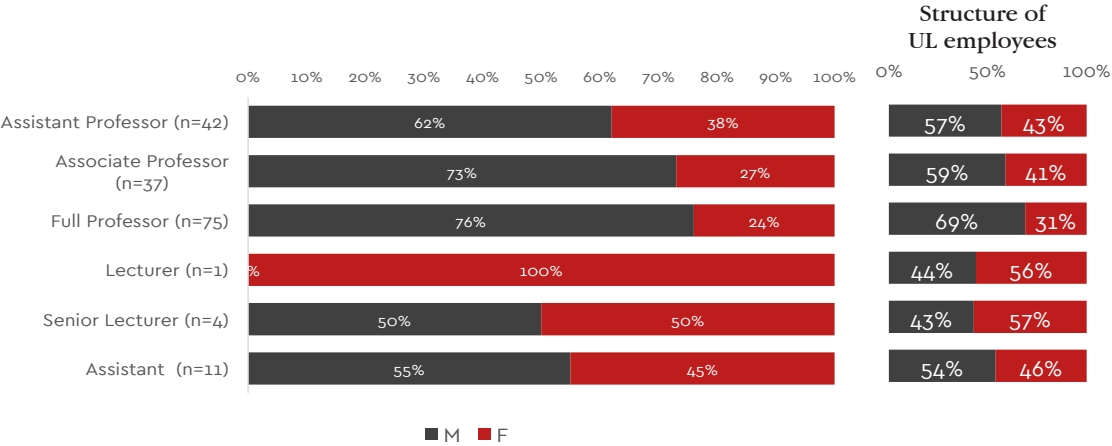
Basis: Employees participating in management boards, by gender (M, F)



The gender share of employees participating in management boards and holding the title 'Assistant Professor' is 38% female, while the overall structure of UL employees holding the title 'Assistant Professor' is 43% female. The gender share of employees holding the title 'Associate Professor' is 27% female, while the overall structure of UL employees holding the title 'Associate Professor' is 41% female; the gender share of employees holding the title 'Full Professor' is 24% female, while the overall structure of UL employees holding the title 'Full Professor' is 31% female. The gender share of employees holding the title 'Lecturer' is 0% male, while the overall structure of UL employees holding the title 'Lecturer' is 44% male (Figure 11b).

Figure 11b: Structure of employees participating in management boards, by gender and title

Basis: Employees participating in management boards, by title (Assistant Professor, Associate Professor, Full Professor, Language Instructor, Lecturer, Senior Lecturer, Assistant)

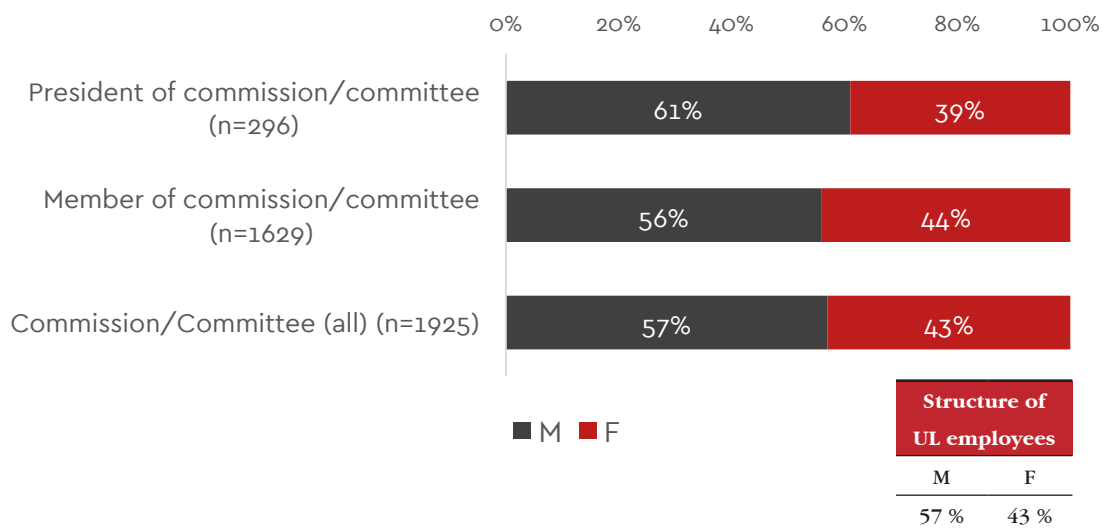


6. STRUCTURE OF EMPLOYEES IN TERMS OF PARTICIPATING IN COMMISSIONS, COMMITTEES OF THE⁶ UL AND OF THE MEMBER FACULTIES - GENDER, ROLE, TITLE, FIELD

The gender share of employees involved in commissions and committees of the UL and of the member faculties holding the title 'President' is 39% female.⁷ The overall structure of UL employees is 43% female (*Figure 12*).

Figure 12: Structure of employees participating in commissions/committees, by gender and role

Basis: Members of commissions/committees by role (President, Member)



In the humanities and arts, the overall gender share in commissions/committees is 39% female, and the gender share of employees performing the role of 'Member' is the same, at 39% female. The overall structure of UL employees in the humanities and arts is 52% female.

⁶ The basis is not an individual employee; rather, it is involvement in an individual commission or committee. An employee may be involved in several commissions or committees.

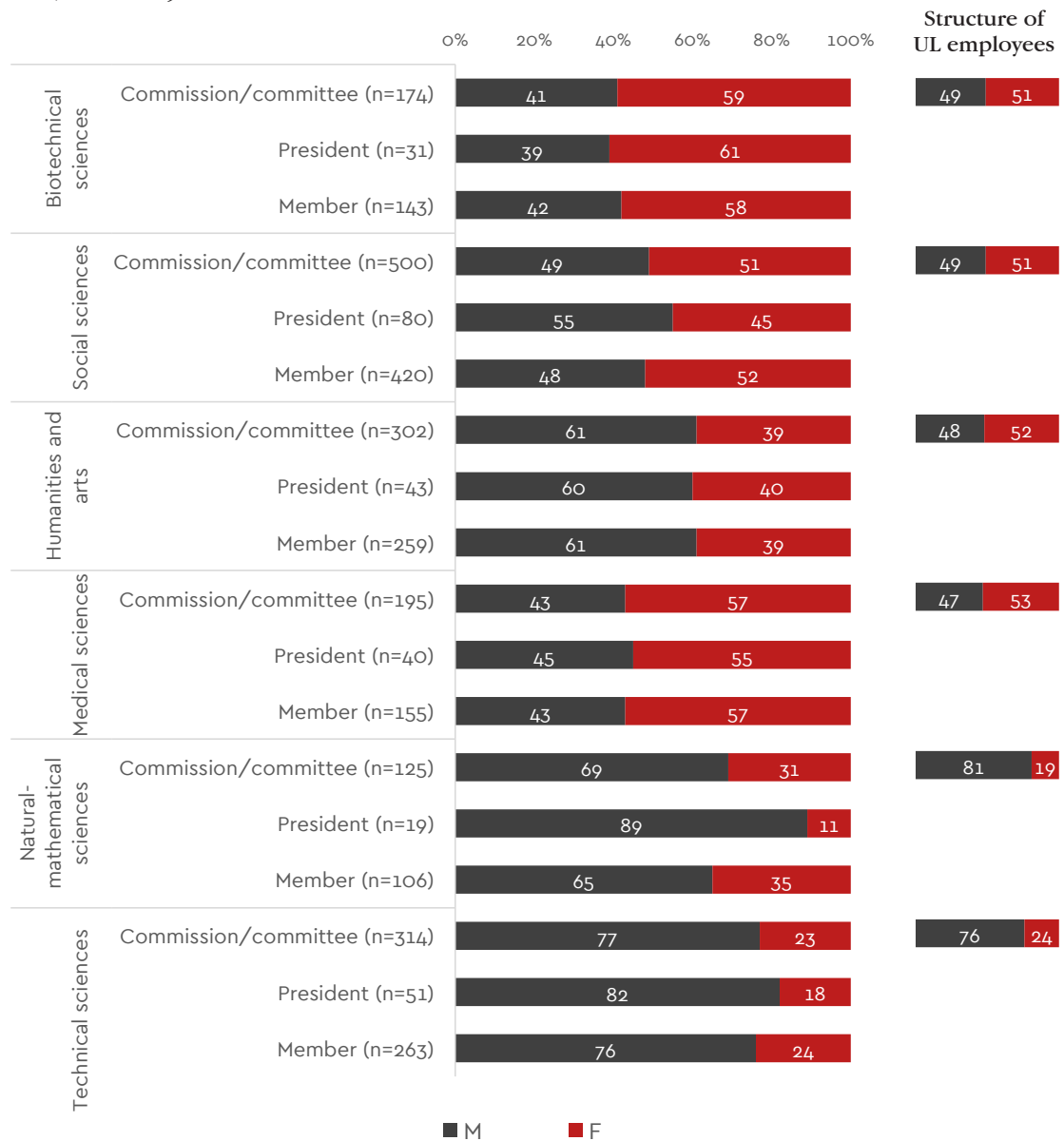
⁷ Also included are deputies.

In the natural-mathematical sciences, the total gender share in commissions/committees is 31% female, the function of 'President' is 11% female, while 35% of those performing the role of 'Member' are female. The overall structure of employees in the natural-mathematical sciences is 19% female.

In the technical sciences, the total gender share in commissions/committees is 23% female, 18% of those holding the function of 'President' are women, and 24% of those with role of 'Member' are women. The overall structure of employees in the technical sciences is 24% female (*Figure 13*).

Figure 13: Structure of employees participating in commissions/committees, by gender, role and field

Basis: Members of commissions/committees, employed in a certain field, by role (President, Member)

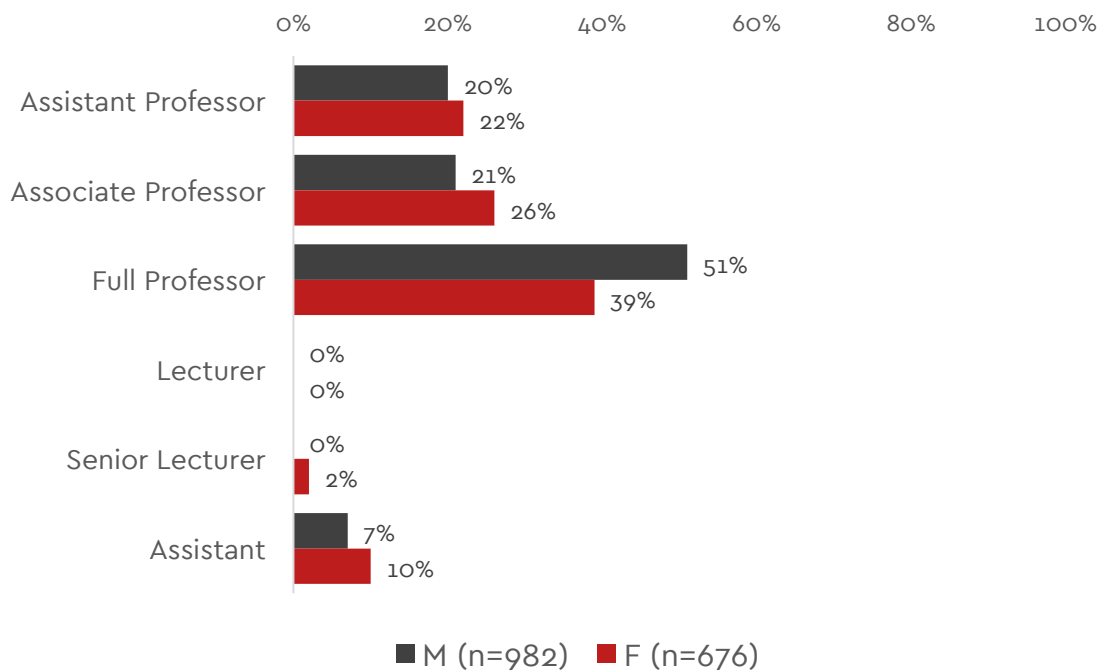


Among the male employees who participate in commissions/committees, the highest share is that of Full Professors (51%), followed by employees holding the titles 'Associate Professor' (21%) and 'Assistant Professor' (20%).

Among the female employees who participate in commissions/committees, the highest share is that of Full Professors (39%), followed by employees holding the titles 'Associate Professor' (26%) and 'Assistant Professor' (22%) (Figure 14a).

Figure 14a: Structure of employees participating in commissions/committees, by gender and title

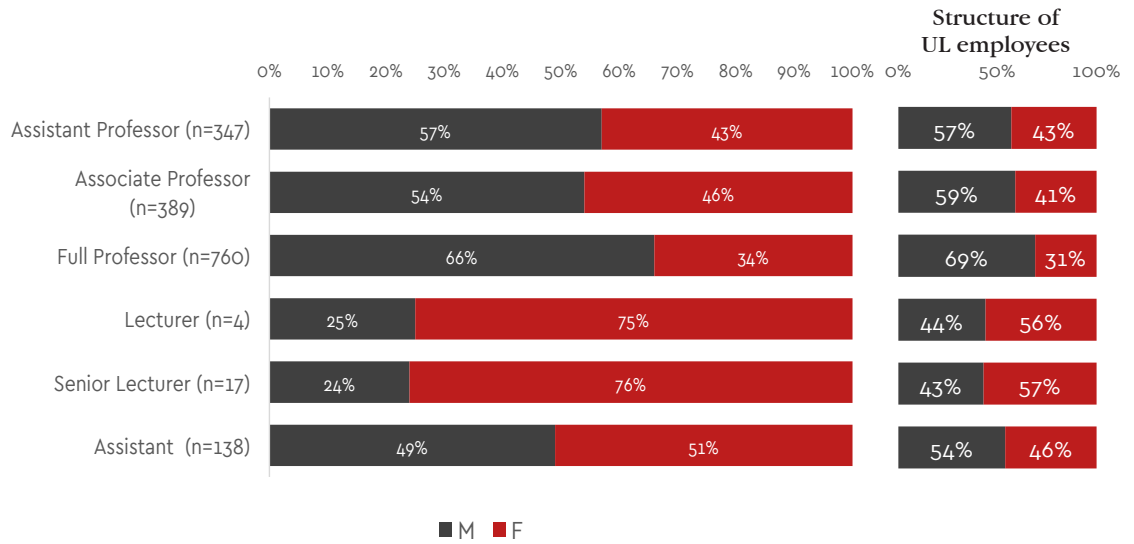
Basis: Employees participating in commissions/committees, by gender (M, F)



The gender share of employees involved in commissions/committees and holding the title 'Full Professor' is 34% female, while the overall structure of UL employees holding the title 'Full Professor' is 31% female. The gender share of employees holding the title 'Lecturer' is 25% male men, while the overall structure of UL employees holding the title 'Lecturer' is 44% male. The gender share of employees holding the title 'Senior Lecturer' is 24% male, while the overall structure of UL employees holding the title 'Senior Lecturer' is 43% male (Figure 14b).

Figure 14b: Structure of employees participating in commissions/committees, by gender and title

Basis: Employees involved in commissions/committees by title (Assistant Professor, Associate Professor, Full Professor, Language Instructor, Lecturer, Senior Lecturer, Assistant)



7. STRUCTURE OF EMPLOYEES BY GENDER AT UL MEMBER FACULTIES

We continue by presenting data regarding the gender share in management positions and decision-making bodies at individual member faculties, taking into account the minimum share for each of the genders (40%). At the same time, we present the structure of employees by gender at individual member faculties.

Figure 15: Structure of management employees by gender and member faculty

Basis: All management employees at an individual member faculty

| UL member faculty | | Structure of management employees at an individual member faculty (in %) | | Structure of employees at an individual member faculty (in %) | |
|-------------------|--------|--|-----|---|----|
| | | M | F | M | F |
| UL AG | (n= 5) | 80 | 20 | 74 | 26 |
| UL AGRFT | (n= 4) | 50 | 50 | 66 | 34 |
| UL ALUO | (n= 6) | 67 | 33 | 70 | 30 |
| UL BF | (n= 5) | 60 | 40 | 52 | 48 |
| UL EF | (n= 5) | 60 | 40 | 52 | 48 |
| UL FA | (n= 6) | 67 | 33 | 62 | 38 |
| UL FDV | (n= 5) | 60 | 40 | 56 | 44 |
| UL FE | (n= 5) | 80 | 20 | 93 | 8 |
| UL FFA | (n= 5) | 40 | 60 | 52 | 48 |
| UL FGG | (n= 7) | 57 | 43 | 74 | 26 |
| UL FKKT | (n= 4) | 25 | 75 | 62 | 38 |
| UL FMF | (n= 6) | 67 | 33 | 87 | 13 |
| UL FPP | (n= 4) | 100 | 0 | 68 | 32 |
| UL FRI | (n= 6) | 67 | 33 | 91 | 9 |
| UL FSD | (n= 4) | 0 | 100 | 21 | 79 |
| UL FS | (n= 5) | 100 | 0 | 91 | 9 |
| UL FŠ | (n= 4) | 25 | 75 | 71 | 29 |
| UL FU | (n= 5) | 60 | 40 | 49 | 51 |
| UL FF | (n= 6) | 33 | 67 | 37 | 63 |
| UL MF | (n= 6) | 50 | 50 | 51 | 49 |
| UL NTF | (n= 6) | 83 | 17 | 49 | 51 |
| UL PEF | (n= 6) | 50 | 50 | 31 | 69 |
| UL PF | (n= 5) | 40 | 60 | 67 | 33 |
| UL TEOF | (n= 4) | 75 | 25 | 70 | 30 |

| | | | | | |
|------------------|--------|-----------|-----------|-----------|-----------|
| UL VF | (n= 5) | 60 | 40 | 38 | 62 |
| UL ZF | (n= 5) | 60 | 40 | 26 | 74 |
| Total sum | | 58 | 42 | 57 | 43 |

Regarding Figure 15: Management employee structure at UL member faculties

| | | |
|---|---|--------------------|
| The gender share in the structure of management employees is a minimum of 40% , and the gender share in the structure of employees at a member faculty is also a minimum of 40% . | UL BF, UL EF, UL FDV, UL FFA, UL FU, UL MF | 6 member faculties |
| The gender share in the structure of management employees is a minimum of 40% , and at the same time the gender share in the structure of employees at each member faculty is under 40% . | At the UL AGRFT, UL FGG and UL PF, the gender share in the structure of employees is under 40% for women, whereas at the UL PEF, UL VF and UL ZF the gender share in the structure of employees is under 40% for men. | 6 member faculties |
| The gender share in the structure of management employees is under 40% , and at the same time the gender share in the structure of employees at each member faculty is under 40% . | At the UL AG, UL ALUO, UL FA, UL FE, UL FME, UL FRI and UL TEOF, the gender share in the structure of management employees, as well as in the structure of employees at each member faculty, is under 40% for women, whereas at the UL FF both figures are under 40% for men. | 8 member faculties |
| The gender share in the structure of management employees is 0% , and at the same time the gender share in the structure of employees at a member faculty is under 40% . | At the UL FPP and UL FS, the gender share in the structure of management employees is 0% for women, whereas at the UL FSD the gender share in the structure of management employees is 0% for men. | 3 member faculties |
| The gender share in the structure of management employees is under 40% , and at the same time the gender share in the structure of employees at each member faculty reaches a minimum of 40% . | At the UL NTF, the gender share in the structure of management employees is under 40% for women, and at the same time women account for over 40% of the gender share in the structure of employees at each member faculty. | 1 member faculty |
| The gender share is under 40% in the structure of management employees for one gender, and at the same time the gender share is under 40% in the structure of employees at the member faculty for the other gender. | At the UL FKKT and UL FŠ, the gender share in the structure of management employees is under 40% for men, whereas the gender share in the structure of employees at member faculties is under 40% for women. | 2 member faculties |

Figure 16: Structure of senate members by gender and member faculty

Basis: All senate members at an individual member faculty

| UL member faculty | | Structure of employees in the senate at an individual member faculty (in %) | | Structure of employees at an individual member faculty (in %) | |
|-------------------|---------|---|-----------|---|-----------|
| | | M | F | M | F |
| UL AG | (n= 17) | 65 | 35 | 74 | 26 |
| UL AGRFT | (n= 11) | 64 | 36 | 66 | 34 |
| UL ALUO | (n= 11) | 55 | 45 | 70 | 30 |
| UL BF | (n= 16) | 50 | 50 | 52 | 48 |
| UL EF | (n= 24) | 50 | 50 | 52 | 48 |
| UL FA | (n= 10) | 60 | 40 | 62 | 38 |
| UL FDV | (n= 16) | 63 | 38 | 56 | 44 |
| UL FE | (n= 25) | 96 | 4 | 93 | 8 |
| UL FFA | (n= 11) | 73 | 27 | 52 | 48 |
| UL FGG | (n= 21) | 71 | 29 | 74 | 26 |
| UL FKKT | (n= 16) | 63 | 38 | 62 | 38 |
| UL FMF | (n= 11) | 82 | 18 | 87 | 13 |
| UL FPP | (n= 11) | 55 | 45 | 68 | 32 |
| UL FRI | (n= 11) | 100 | 0 | 91 | 9 |
| UL FSD | (n= 25) | 24 | 76 | 21 | 79 |
| UL FS | (n= 16) | 94 | 6 | 91 | 9 |
| UL FŠ | (n= 18) | 83 | 17 | 71 | 29 |
| UL FU | (n= 9) | 56 | 44 | 49 | 51 |
| UL FF | (n= 43) | 44 | 56 | 37 | 63 |
| UL MF | (n= 81) | 57 | 43 | 51 | 49 |
| UL NTF | (n= 17) | 41 | 59 | 49 | 51 |
| UL PEF | (n= 10) | 50 | 50 | 31 | 69 |
| UL PF | (n= 48) | 67 | 33 | 67 | 33 |
| UL TEOF | (n= 14) | 86 | 14 | 70 | 30 |
| UL VF | (n= 23) | 43 | 57 | 38 | 62 |
| UL ZF | (n= 8) | 13 | 88 | 26 | 74 |
| Total sum | | 65 | 35 | 57 | 43 |

Regarding Figure 16: Structure of the members of the senate of the UL member faculties⁸

| | | |
|---|---|--------------------------------|
| <p>The gender share in the structure of members of the senate at a member faculty is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is a minimum of 40%.</p> | <p>UL BF, UL EF, UL FU, UL MF, UL NTF</p> | <p>5 member faculties</p> |
| <p>The gender share in the structure of members of the senate at a member faculty is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the ALUO, UL FA and UL FPP, the gender share in the structure of employees is under 40% for women, whereas at the UL FF, UL PEF and UL VF the gender share in the structure of employees is under 40% for men.</p> | <p>6 member faculties</p> |
| <p>The gender share in the structure of members of the senate at a member faculty is under 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL AG, UL AGRFT, UL FE, UL FGG, UL FKKT, UL FME, UL FS, UL FŠ, UL PF and UL TEOF, the gender share in the structure of members of the senate as well as in the structure of employees at a member faculty is under 40% for women, whereas at the UL FSD and UL ZF both gender shares are under 40% for men.</p> | <p>12 member faculties</p> |
| <p>The gender share in the structure of members of the senate at a member faculty is 0%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL FRI, the gender share in the structure of members of the senate is 0% for women.</p> | <p>1 member faculty</p> |
| <p>The gender share in the structure of members of the senate is under 40%, and at the same time the gender share in the structure of employees at a member faculty reaches a minimum of 40%.</p> | <p>At the UL FDV and UL FFA, the gender share in the structure of members of the senate is under 40% for women, which at the same time reaches over 40% of the gender share in the structure of employees at a member faculty.</p> | <p>2 member faculties</p> |

⁸ The data only include the UL employees.

Figure 17: Structure of employees participating in management boards, by gender and member faculty

Basis: All employees participating in management boards at an individual member faculty

| UL member faculty | | Structure of employees in a management board at an individual member faculty (in %) | | Structure of employees at an individual member faculty (in %) | |
|-------------------|---------|---|-----------|---|-----------|
| | | M | F | M | F |
| | | UL AG | (n= 10) | 80 | 20 |
| UL AGRFT | (n= 5) | 80 | 20 | 66 | 34 |
| UL ALUO | (n= 7) | 86 | 14 | 70 | 30 |
| UL BF | (n= 9) | 56 | 44 | 52 | 48 |
| UL EF | (n= 9) | 78 | 22 | 52 | 48 |
| UL FA | (n= 6) | 50 | 50 | 62 | 38 |
| UL FDV | (n= 7) | 29 | 71 | 56 | 44 |
| UL FE | (n= 6) | 83 | 17 | 93 | 8 |
| UL FFA | (n= 7) | 71 | 29 | 52 | 48 |
| UL FGG | (n= 8) | 88 | 13 | 74 | 26 |
| UL FKKT | (n= 9) | 67 | 33 | 62 | 38 |
| UL FMF | (n= 9) | 78 | 22 | 87 | 13 |
| UL FPP | (n= 4) | 75 | 25 | 68 | 32 |
| UL FRI | (n= 6) | 100 | 0 | 91 | 9 |
| UL FSD | (n= 4) | 0 | 100 | 21 | 79 |
| UL FS | (n= 6) | 83 | 17 | 91 | 9 |
| UL FŠ | (n= 6) | 83 | 17 | 71 | 29 |
| UL FU | (n= 9) | 56 | 44 | 49 | 51 |
| UL FF | (n= 23) | 57 | 43 | 37 | 63 |
| UL MF | (n= 6) | 83 | 17 | 51 | 49 |
| UL NTF | (n= 6) | 50 | 50 | 49 | 51 |
| UL PEF | (n= 7) | 57 | 43 | 31 | 69 |
| UL PF | (n= 6) | 50 | 50 | 67 | 33 |
| UL TEOF | (n= 10) | 60 | 40 | 70 | 30 |
| UL VF | (n= 7) | 57 | 43 | 38 | 62 |
| UL ZF | (n= 11) | 45 | 55 | 26 | 74 |
| Total sum | | 66 | 34 | 57 | 43 |

Regarding Figure 17: The structure of employees involved in management boards at the UL member faculties⁹

| | | |
|---|--|--------------------------------|
| <p>The gender share in the structure of employees involved in management boards is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is a minimum of 40%.</p> | <p>UL BE, UL FU, UL NTF</p> | <p>3 member faculties</p> |
| <p>The gender share in the structure of employees involved in management boards is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL FA, UL PF and UL TEOF, the gender share in the structure of employees is under 40% for women, whereas at the UL FF, UL PEF, UL VF and UL ZF the gender share in the structure of employees is under 40% for men.</p> | <p>7 member faculties</p> |
| <p>The gender share in the structure of employees involved in management boards is under 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL AG, UL AGRFT, UL ALUO, UL FE, UL FGG, UL FKKT, UL FMF, UL FPP, UL FS and UL FŠ, the gender share in the structure of employees involved in management boards as well as in the structure of employees at a member faculty is under 40% for women.</p> | <p>10 member faculties</p> |
| <p>The gender share in the structure of employees involved in management boards is 0%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL FRI, the gender share in the structure of employees involved in management boards is 0% for women, whereas at the UL FSD the gender share in the structure of employees involved in management boards is 0% for men.</p> | <p>2 member faculties</p> |
| <p>The gender share in the structure of employees involved in management boards is under 40%, and at the same time the gender share in the structure of employees at a member faculty reaches a minimum of 40%.</p> | <p>At the UL EF, UL FFA and UL MF, the gender share in the structure of employees involved in management boards is under 40% for women, and at the same time reaches over 40% of the gender share in the structure of employees at a member faculty. At the UL FDV, the gender share stated refers to men.</p> | <p>4 member faculties</p> |

⁹ The data only include the UL employees.

Figure 18: Structure of employees participating in commissions/committees, by gender and member faculty

Basis: All employees participating in commissions/committees at an individual member faculty

| UL member faculty | | Structure of employees in commissions/committees at an individual member faculty (in %) | | Structure of employees at an individual member faculty (in %) | |
|-------------------|----|---|-----------|---|-----------|
| | | M | F | M | F |
| | | UL AG (n= 66) | 67 | 33 | 74 |
| UL AGRFT (n= 29) | 83 | 17 | 66 | 34 | |
| UL ALUO (n= 39) | 62 | 38 | 70 | 30 | |
| UL BF (n= 120) | 46 | 54 | 52 | 48 | |
| UL EF (n= 96) | 42 | 58 | 52 | 48 | |
| UL FA (n= 30) | 63 | 37 | 62 | 38 | |
| UL FDV (n= 60) | 50 | 50 | 56 | 44 | |
| UL FE (n= 28) | 82 | 18 | 93 | 8 | |
| UL FFA (n= 47) | 49 | 51 | 52 | 48 | |
| UL FGG (n= 87) | 78 | 22 | 74 | 26 | |
| UL FKKT (n= 65) | 49 | 51 | 62 | 38 | |
| UL FMF (n= 25) | 80 | 20 | 87 | 13 | |
| UL FPP (n= 19) | 68 | 32 | 68 | 32 | |
| UL FRI (n= 35) | 97 | 3 | 91 | 9 | |
| UL FSD (n= 47) | 32 | 68 | 21 | 79 | |
| UL FS (n= 101) | 95 | 5 | 91 | 9 | |
| UL FŠ (n= 46) | 78 | 22 | 71 | 29 | |
| UL FU (n= 63) | 57 | 43 | 49 | 51 | |
| UL FF (n= 112) | 45 | 55 | 37 | 63 | |
| UL MF (n= 93) | 48 | 52 | 51 | 49 | |
| UL NTF (n= 49) | 49 | 51 | 49 | 51 | |
| UL PEF (n= 133) | 41 | 59 | 31 | 69 | |
| UL PF (n= 55) | 58 | 42 | 67 | 33 | |
| UL TEOF (n= 56) | 73 | 27 | 70 | 30 | |
| UL VF (n= 54) | 31 | 69 | 38 | 62 | |
| UL ZF (n= 55) | 29 | 71 | 26 | 74 | |
| Total sum | | 57 | 43 | 57 | 43 |

Regarding Figure 18: Structure of employees participating in commissions/committees of the UL member faculties

| | | |
|---|--|----------------------------|
| <p>The gender share in the structure of employees participating in commissions/committees is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is a minimum of 40%.</p> | <p>UL BE, UL EF, UL FDV, UL FFA, UL FU, UL ME, UL NTF</p> | <p>7 member faculties</p> |
| <p>The gender share in the structure of employees participating in commissions/committees is a minimum of 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL FKKT and UL PF, the gender share in the structure of employees is under 40% for women, whereas at the UL FF and UL PEF the gender share in the structure of employees is under 40% for men.</p> | <p>2 member faculties</p> |
| <p>The gender share in the structure of employees participating in commissions/committees is under 40%, and at the same time the gender share in the structure of employees at a member faculty is under 40%.</p> | <p>At the UL AG, UL AGRFT, UL ALUO, UL FA, UL FE, UL FGG, UL FME, UL FPP, UL FRI, UL FS, UL FŠ and UL TEOF, the gender share in the structure of employees involved in commissions/committees as well as in the structure of employees at a member faculty is under 40% for women.</p> <p>At the UL FSD, UL VF and UL ZE, the gender share in the structure of employees involved in commissions/committees as well as in the structure of employees at a member faculty is under 40% for men.</p> | <p>15 member faculties</p> |

8. SUMMARY

At the UL, the higher education teaching staff is 59% male and 41% female, whereas the associate staff (only assistants are included) is 54% male and 46% female. In total, men and women account for 57% and 43% of the entire academic staff, respectively

Women account for 31% of those holding the title 'Full Professor', while men account for 8% of those holding the title 'Language Instructor'.

The gender share of employees holding the titles 'Rector' or 'Dean' is 26% female, and 38% female with regard to holding the title 'Vice-rector'. In the position of '(General) Secretary', 30% of employees with this title are men. In total, employees holding management positions are 58% men and 42% women, which differs from the figures for the overall UL employee structure (taking only academic staff into account) by 1 percentage point.

The member faculties' senates have 60% male and 40% female members, which differs from the UL employee structure (taking only academic staff into account) by 3 percentage points.

The overall gender representation in the management boards of the UL and the member faculties is 34% female, with women accounting for 30% of employees holding the title 'President', and 35% of those with the role of 'Member'.

The gender share of employees involved in commissions and committees of the UL and of the member faculties holding the title 'President' is 39% female.

Attachment to the analysis: Distribution of member faculties to Frascati/FORD fields

| Member faculty | Frascati field | |
|---|----------------|-------------------------------|
| UL Academy of Music | UL AG | Humanities and arts |
| UL Academy of Fine Arts and Design | UL ALUO | Humanities and arts |
| UL Academy of Theatre, Radio, Film and Television | UL AGRFT | Humanities and arts |
| UL Biotechnical Faculty | UL BF | Biotechnical sciences |
| UL School of Economics and Business | UL EF | Social sciences |
| UL Faculty of Architecture | UL FA | Technical sciences |
| UL Faculty of Social Sciences | UL FDV | Social sciences |
| UL Faculty of Electrical Engineering | UL FE | Technical sciences |
| UL Faculty of Pharmacy | UL FFA | Medical sciences |
| UL Faculty of Civil and Geodetic Engineering | UL FGG | Technical sciences |
| UL Faculty of Chemistry and Chemical Technology | UL FKKT | Natural-mathematical sciences |
| UL Faculty of Mathematics and Physics | UL FMF | Natural-mathematical sciences |
| UL Faculty of Maritime Studies and Transport | UL FPP | Technical sciences |
| UL Faculty of Computer and Information Science | UL FRI | Natural-mathematical sciences |
| UL Faculty of Mechanical Engineering | UL FS | Technical sciences |
| UL Faculty of Sport | UL FŠ | Social sciences |
| UL Faculty of Social Work | UL FSD | Social sciences |
| UL Faculty of Public Administration | UL FU | Social sciences |
| UL Faculty of Arts | UL FF | Humanities and arts |
| UL Faculty of Medicine | UL MF | Medical sciences |
| UL Faculty of Natural Sciences and Engineering | UL NTF | Technical sciences |
| UL Faculty of Education | UL PEF | Social sciences |
| UL Faculty of Law | UL PF | Social sciences |
| UL Faculty of Theology | UL TEOF | Humanities and arts |
| UL Veterinary Faculty | UL VF | Biotechnical sciences |
| UL Faculty of Health Sciences | UL ZF | Medical sciences |

