

**World Congress on Medical Physics
& Biomedical Engineering**

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Women in Biomedical Engineering and Medical Physics in the Czech Republic

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Women in Engineering Disciplines

- ▶ two studies conducted by Public Opinion Research Centre and Ministry of Labour and Social Affairs of the Czech Republic in 2006 and 2007
- ▶ Czech society - conservative considering the division of the male and female roles in the society
- ▶ employment of a woman in any field of engineering is considered nontraditional
- ▶ social stereotypes in the Czech Republic, considering only the close connection of men and technology to be natural
- ▶ trends – change in thinking of younger generation - positive



Education

- ▶ STEM – Bc. and MSc. study – different ratio f/m in different disciplines
- ▶ PhD study – more m graduates
 - ▶ reasons
 - ▶ maternity leave
 - ▶ family care
 - ▶ change of job



Employment

- ▶ employment of a woman in any field of engineering is not yet perceived as natural
- ▶ most of the higher positions in engineering jobs at universities, research institutes, hospitals, companies, and governmental sector occupied by men
- ▶ Vertical and horizontal segregation
 - ▶ differs in various sectors



Mentoring

- partnership between mentor and mentee normally working in a similar field or sharing experiences
- main aim - support of professional development of postdocs and PhD students and help to start their scientific career
- several partial goals
 - help young researchers to identify their career goals and steps to reach them;
 - ease orientation in scientific career system;
 - mediate them important contacts with the peers and more experienced researchers and extend their professional network;
 - strengthen mutual exchange of experience among program participants;
 - support self-confidence of young researchers



Conclusions

- plan of gender equality
 - professional placement and career development of females and young researchers of both sexes, e.g. mentoring program, career consultancy, career advancement or working conditions allowing coordination of work and family life
 - increasing representation of women in decision-making and leading positions: setup of transparent and open rules for career advancement, elimination of gender bias and strengthening motivation of women themselves
 - inclusion of gender perspective into knowledge development
- positive examples of successful individuals

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Thank you very much for your attention