

How to improve the situation of women in science? How to create a safe and respectful environment for all? Best practice examples from Czechia and Germany

Women are highly underrepresented in science and research. Their share is only about 27 % in Czechia and 29% in Germany, both well below the EU average (34 %). Moreover, the share of women in science varies depending on the career stage — while women are more or less evenly represented at master's or PhD level, their share drops sharply at the level of associate professor or professor. How can this be changed? How to create a safe and respectful environment for all? How to strengthen the flexibility of scientists with children so that they can better combine childcare with scientific work?

These questions as well as best practice examples from Czechia and Germany will be discussed by:





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Petra Gümplová received her PhD from the New School for Social Research, New York in 2010. She has worked at Charles University in Prague and at the Universities in Giessen, Erfurt, and Jena in Germany. Since 2021, she is a Principal Investigator in the research project "The Transformation of Global Commons and the Future of Planetary Ecosystems" at the Friedrich Schiller University in Jena. Her research interests are in the field of international law, international political theory, and global justice with substantive focus on natural resources.

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Karolína Korvasová began her scientific career in the field of mathematical biology. After earning her MSc degree at Utrecht University (The Netherlands), she worked as a research assistant at the University of Melbourne (Australia) for a year. During her PhD in the Research Centre Jülich in Germany, she transitioned to computational neuroscience and became a mother of two children. In 2021, she returned to Charles University, initially joining the Computational Systems Neuroscience Group at the Faculty of Mathematics and Physics as a postdoctoral researcher. Later, she secured the Primus grant to establish her own research group at the same faculty. Since 2024, she has led the "Neural Ensembles and Memory" group, focusing on memory consolidation.



Moderator Matouš Glanc, Director of Czexpats in Science

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