Appendix to WUT Rector's Regulation No. 35/2025

Gender Equality Plan at the Warsaw University of Technology for 2025–2030

Warsaw, 2025

„The Warsaw University of Technology is first and foremost about people who value the unique atmosphere, shared academic standards and the chance to perform important tasks that build a common future, above and beyond the usual professional motivations. The unique and one-of-its-kind organisational culture is built by creating patterns of cooperation, a creative atmosphere, a sense of awareness of goals and satisfaction from joint achievements." (Development Strategy of the Warsaw University of Technology until 2030, p.38)

Introduction

In 2022, the Warsaw University of Technology adopted a Gender Equality Plan, which sets out actions for the years 2022-2024. This document is a continuation of the efforts undertaken at that time to support a safe and friendly place to work and study.

As a university with HR Excellence in Research certification award (2021), the Warsaw University of Technology improves its processes in accordance with the standards adopted in the European Charter for Researchers and applies the guidelines of the Open, Transparent and Merit-based Recruitment of Researchers Policy (OTM-R).

As a signatory to the Declaration of Social Responsibility of the University (DSOU), since 2019, the Warsaw University of Technology has been implementing measures to promote equality and diversity and protection of human rights in relation to the entire academic community. In the Declaration of Social Responsibility of the University, just like in the Work Regulations of the Warsaw University of Technology, equality is understood broadly, not only in terms of gender, but also age, disability, ethnic origin, religion, nationality, political beliefs, trade union membership, sexual orientation and forms of employment.

Consistency of the Gender Equality Plan with the University's strategic documents

The Gender Equality Plan for 2025-2030 refers to the strategic and operational objectives set out in the Development Strategy of the Warsaw University of Technology until 2030 in the area of Community - creating a friendly working and studying environment (CS1.2) and - Building systemic mechanisms to support employee development and job satisfaction (CS2.3).

The actions planned for 2025-2030 refer directly to the Development Strategy of the Warsaw University of Technology, including: DS2.3.c - Promoting health-oriented attitudes and implementing transparent rules for accessibility to the university's social infrastructure, DS3.2.c - Implementation of an information campaign building the image of the Warsaw University of Technology as a modern, attractive and friendly employer and

DZ1.3.d - Conducting ongoing monitoring of the effects of the changes implemented, including staff satisfaction levels.

The actions proposed in the Gender Equality Plan revision are consistent with the WUT's HRS4R (Human Resources Strategy for Researchers)) and directly contribute to its target TA. 5 - WUT strives to improve its open, transparent and substantive academic staff recruitment policy, as set out in the HRS4R Action Plan for 2023-2025.

The actions presented in the Equality Plan also correspond to WUT Social Responsibility Strategy, including goal R - Diverse and engaged community and K - Competent, aware, and satisfied employees.

In addition, the actions included in the revised Gender Equality Plan take into account the changes that have taken place at the University since the implementation of the previous Plan, including the introduction of the WUT Employee Development Support Programme, the establishment of the Equal Treatment Council, and the use of the internal communication platform (WUT Intranet).

The Gender Equality Plan at WUT for 2025-2030 is the result of cooperation between many people working within the Gender Equality Plan Development Team at the Warsaw University of Technology, as well as the Equal Treatment Council, coordinated by the Rector's Representative for Equal Treatment. The document was developed thanks to the involvement of the Vice-Rector for the Branch in Płock, Prof. Renata Walczak, PhD, DSc, and the Vice-Rector for General Affairs, Prof. Mirosław Karpierz, PhD, DSc.

The Warsaw University of Technology undertakes to allocate the necessary funds for the implementation of actions included in the Gender Equality Plan, which are in line with the set objectives and support equal treatment of people working, studying and pursuing doctoral studies at WUT.

Document form

In accordance with the guidelines of the European Commission, the Equality Plan at WUT includes: diagnosis (analysis of the institution's quantitative data), strategic and operational objectives together with indicators of their achievement and a schedule for the implementation of actions, a dissemination strategy, and the frequency of monitoring, reporting and evaluation.

The Gender Equality Plan at WUT for 2025-2030 consists of two main parts, i.e. diagnosis and identification of objectives to be achieved and actions to be performed. For ease of reading, the document opens with a revision of the Gender Equality Plan, while a comprehensive report on the analyses, enriched with numerous charts and tables, is presented in the second part of the document.

Diagnosis

The Gender Equality Plan revision was preceded by an analysis of quantitative data on employees, students, doctoral students, and graduates.

A detailed analysis of data on employees included a review of the employment structure, taking into account divisions into employee groups (academic staff and non-academic

staff), positions held (including senate, rector and disciplinary committees, and discipline-specific scientific councils), as well as the level of remuneration of persons working at WUT.

Additionally, the analysis of data on students and graduates takes into account the specific nature of faculties, fields of study and levels of study (first and second cycle), while in the case of doctoral students, the analysis covers data on the disciplines represented by WUT PhD students by gender.

> Go to „Social research for the purposes of the Rector's Team for the development of gender equality plan" developed by Strategic Analysis Department of WUT.

Objectives and actions for 2025–2030

STRATEGIC OBJECTIVE 1 IMPROVING ORGANISATIONAL CULTURE TO STRENGTHEN THE BALANCE BETWEEN WORK, EDUCATION, AND PRIVATE LIFE				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
C1.1. Building a work culture that supports work-life balance for people employed and studying at WUT.	**D1.** Developing an university-wide offer to support the WUT community in maintaining a balance between professional life, education, and private life, containing descriptions of regular cultural, artistic, and sports events. Improving internal mechanisms promoting awareness of gender equality issues and improving work-life balance.	Recurring activity	Rector's team for the optimisation of HR processes, Communication and Promotion Office (BKiP)	Vice-Rector for General Affairs
	D2. Stimulating open discussions on equality and diversity (discussion panels with the participation of experts and the WUT community).	Recurring activity	Persons invited by, among others, the Rector's Representative for Equal Treatment and the Communication and Promotion Office (BKiP)	Vice-Rector for the Branch in Płock
	D3. Use of gender-neutral and generally socially inclusive language in WUT's internal and external communication and legal acts of WUT.	Recurring activity	Communication and Promotion Office (BKiP), Strategic Analysis Department (DAS)	Rector's Representative for Equal Treatment

	D4. Use of non-stereotypical images showing the diversity of the institution in internal and external communication. Implementation of an information campaign building the image of the Warsaw University of Technology as a modern, attractive and friendly employer (DS3.2.c.).	Recurring activity	Communication and Promotion Office (BKiP), Strategic Analysis Department (DAS) and other units involved in the preparation of publications	Rector's Representative for Equal Treatment
	D5. Including in the university-wide offer training courses on gender equality and career development to raise awareness and improve skills in complying with the principle of gender equality in the workplace.	Recurring activity	Training Department (DSK)	Rector's Representative for Equal Treatment
	D6. Promoting health-oriented attitudes and implementing transparent rules for accessibility to the university's social infrastructure (DS2.3.c.).	Recurring activity	Social Department	Vice-Rector for General Affairs
	D7. Regular research on the needs and expectations of people working and studying at WUT in the area of work-life balance.	Recurring activity	Strategic Analysis Department (DAS)	Vice-Rector for General Affairs
C1.2. Taking into account the needs of people looking after children and other dependent persons.	**D8.** Increasing the accessibility of training courses and meetings for people looking after children and other dependent persons through: flexible forms of participation (hybrid or remote), recording events, asynchronous materials, organising training courses at different times of the day, shorter training modules (breaking longer training courses into shorter, more flexible sessions), informing about meetings and training courses early enough so to allow interested persons to include them in their schedules.	Recurring activity	Persons organising meetings and training courses at WUT (according to the guidelines posted on the WUT Intranet)	Rector's Representative for Equal Treatment
	D9. Monitoring the adequacy of existing solutions for remote working in terms of the needs of people returning to work. Analysing the possibility of implementing solutions such as flexible working hours.	Recurring activity	Personnel Office (BSO)	Vice-Rector for General Affairs

C1.3. Preventing exclusion from the labour market and making up for any deficiencies in professional or educational development after returning to work or study following maternity, paternity, parental,	**D10**. Organising regular events, meetings, announcements presenting career development opportunities and other initiatives to support people working or studying at WUT after returning to work or study after maternity, paternity, parental, childcare, leave, long-term sick leave or long-term paid or unpaid leave.	Recurring activity	Personnel Office (BSO)	Vice-Rector for General Affairs
	D11. Onboarding and reboarding by providing individual information about the tasks currently being carried out in the unit and any changes that have occurred during the employee's absence from work, with a designated adaptation period. Development of an information package available on the Intranet to help employees understand the different types of leave related to the birth of a child.	2026	Onboarding - Personnel Office (BSO), reboarding - managers of units that employ people returning to work after a long absence	Vice-Rector for General Affairs
	D12. Creation of an information section on the WUT Intranet indicating the locations of existing 'parent and child rooms' on the WUT premises, with a description of their equipment and rules of use. Consulting with the WUT community to identify the need for and location of additional spaces of this type.	Q4 2025	Personnel Office (BSO); Rector's Representative for Equal Treatment; Gender Equality Plan Development Team	Vice-Rector for General Affairs
STRATEGIC OBJECTIVE 2 **MAINTAINING GENDER BALANCE AT MANAGEMENT AND DECISION-MAKING LEVELS**				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
C2.1. Striving to raise awareness among the WUT academic community about the importance of	**D13.** Including gender criteria in statistics concerning management and decision-making positions at WUT, presented in the Rector's annual reports on the University's activities.	Recurring activity	Strategic Analysis Department (DAS)	Vice-Rector for General Affairs

gender balance at the management and decision-making levels.	**D14.** Developing a plan to raise awareness among the WUT academic community of the need to strive for gender balance at management level.	2026	Rector's Representative for Equal Treatment, Gender Equality Plan Development Team	Vice-Rector for General Affairs
C2.2. Ensuring equal opportunities regardless of gender in access to positions in management and executive structures and expert teams.	**D15.** Identification of barriers to career development for individuals belonging to underrepresented gender (broken down into: structural, institutional, and individual).	Recurring research	Strategic Analysis Department (DAS)	Rector's Representative for Equal Treatment
STRATEGIC OBJECTIVE 3 MAINTAINING GENDER BALANCE IN CAREER DEVELOPMENT				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
C3.1. Ensuring that everyone involved in the recruitment process is aware of issues related to gender discrimination and stereotypes.	**D16.** Developing and implementing rules of conduct for committees, including competition and recruitment committees at WUT. Monitoring the number of people applying for jobs at WUT by gender.	2025	Personnel Office (BSO)	Vice-Rector for General Affairs
	D17. Developing and implementing training for committees, including competition and recruitment committees, on, among others, avoiding discrimination based on gender in the recruitment process.	by 2027	Training Department (DSK)	Vice-Rector for General Affairs
	D18. Diversifying the composition of competition committees in terms of experience, qualifications, disciplines, and gender.	Recurring activity	Managers of units announcing competitions	Vice-Rector for General Affairs
C3.2. Promoting initiatives supporting stereotype-free career advancement based on competence.	**D19.** Disseminating information on the promotion procedure and describing career development paths.	2025	Rector's team for the optimisation of HR processes	Vice-Rector for General Affairs

	D20. Initiating meetings and discussions supporting the adoption and implementation of stereotype-free career development.	Recurring activity	Persons invited by, among others, the Rector's Representative for Equal Treatment and the Communication and Promotion Office (BKiP)	Vice-Rector for General Affairs
STRATEGIC OBJECTIVE 4 **INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT**				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
C4.1. Raising awareness among the WUT community about the importance of integrating the gender perspective into scientific research and educational programmes.	**D21.** Developing information materials on the possibility to incorporate and highlight the principle of gender equality in scientific research and educational programmes.	2025	Rector's Representative for Equal Treatment	Vice-Rector for the Branch in Płock
	D22. Promoting inclusive language in teaching materials, scientific research and educational programmes.	Recurring activity	Training Department (DSK)	Rector's Representative for Equal Treatment
	D23. Promoting good practices in integrating gender perspectives into scientific research and educational programmes. Implementing a system for sharing the results of the work and activities of individuals (DZ1.5.b.).	Recurring activity	Rector's Representative for Equal Treatment, Gender Equality Plan Development Team	Vice-Rector for the Branch in Płock
C4.2. Ensuring that the academic community respects the dignity of	**D24.** Including in WUT's training offer training modules for research team leaders in the area of diversity management and building a culture of cooperation.	2025	Training Department (DSK)	Rector's Representative for Equal Treatment

others and that tasks are divided within research teams in a way that is free from stereotypes.				
STRATEGIC OBJECTIVE 5. STRENGTHENING MEASURES TO COUNTERACT GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
C5.1. Raising awareness among the entire WUT community about the principles of equal treatment and combating gender-based violence.	**D25**. Joining the international educational campaign "16 Days of Activism Against Gender-Based Violence", comprising workshops, lectures and debates on various forms of violence and their impact on the academic community.	Recurring activity	University Social Responsibility Office (BiSOU), Training Department (DSK), Communication and Promotion Office (BKiP), Rector's Representative for Equal Treatment	Rector's Representative for Equal Treatment
	D26. Development of mandatory[1] training courses and placing them on the SAP/USOS employee platform for people working, studying and pursuing doctoral studies at WUT. E-learning courses will be available in the form of modules, allowing participants to study the material individually at a convenient time. Completion of each course will be confirmed by a certificate generated automatically after passing the final test.	Recurring activity	Training Department (DSK), Careers Service (BK)	Rector's Representative for Equal Treatment
C5.2. Increasing measures to combat gender-based violence, including sexual harassment	**D27.** Updating and disseminating procedures for reporting gender-based violence, including sexual harassment (for both victims and witnesses of gender-based violence), and posting them on the WUT Intranet.	Recurring activity	Council for Equal Treatment, Communication and Promotion Office (BKiP)	Vice-Rector for General Affairs
	D28. Strengthening the zero-tolerance policy towards all forms of violence and sexual harassment, including the development of a procedure for quick response to sexual harassment reports.	Recurring activity	Council for Equal Treatment, Communication and Promotion Office (BKiP)	Vice-Rector for General Affairs

[1] Pursuant to Article 94 of the Labour Code: „The employer is obliged in particular to: (...) 2b) counteract discrimination in employment, in particular on grounds of gender, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, creed, sexual orientation, as well as on the basis of fixed-term or indefinite employment, or full-time or part-time employment" and Article 943. § 1. The employer is obliged to prevent mobbing. Act of 26 June 1974, the Labour Code, Journal of Laws of 1974, No. 24 item 141, consolidated text

	D29. Popularisation of the psychologist's activities at the University, within which the University provides free psychological care and assistance to victims of violence in order to prevent permanent damage to the victim's mental health.	Recurring activity	University Social Responsibility Office (BiSOU), Communication and Promotion Office (BKiP)	Rector's Representative for Equal Treatment
	D30. Establishing cooperation with local non-governmental organisations involved in helping victims of violence to provide access to additional resources and support for those in need.	Recurring activity	Strategic Analysis Department (DAS), Communication Office (BKiP)	Vice-Rector for General Affairs
MONITORING AND DISSEMINATION OF THE GENDER EQUALITY PLAN				
OPERATIONAL OBJECTIVE	**ACTIONS**	**WHEN**	**WHO**	**SUPERVISION**
Monitoring the implementation of the Gender Equality Plan at WUT for 2025-2030	**D31.** Collecting data by gender and monitoring the progress in achieving the established goals on a regular basis. **D32.** Regular research on equality and diversity at WUT and publishing reports with recommendations. *Conducting ongoing monitoring of the effects of the changes implemented, including staff satisfaction levels (DZ1.3.d.).* **D33.** Analysis of job advertisements posted on WUT Public Information Bulletin in the context of the use of inclusive language.	Recurring activity	Strategic Analysis Department (DAS), Personnel Office (BS)	Rector's Representative for Equal Treatment
	D34. Conducting an audit of internal documents (regulations, announcements, promotional materials) in terms of the implementation of EU directives and adaptation to national law requirements in accordance with best practices.	Recurring activity	Legal Assistance Office (BOP)	Rector's Representative for Equal Treatment
	D35. Placing all developed documents on the WUT Intranet.	Recurring activity	Personnel OfficePersonnel Office (BSO) and University Social Responsibility Office (BiSOU) (as tab editors)	Vice-Rector for General Affairs

Quantitative indicators (indicators based on NCBR guidelines are marked with *):

- representation of women in committees*,
- percentage of women in the recruitment process*,
- percentage of men using childcare leave*,
- number of employees (by gender) applying for and taking parental leave, including the duration of leave and the number of employees who returned after leave*,

- number of women and men who left the organisation in previous years, with the number of years spent in the organisation*,
- use of remote working across the University (percentage of women, percentage of persons providing care),
- percentage of women acting as task or grant managers in externally funded scientific and teaching projects (e.g. from EC funds, NCN funds, excluding IDUB),
- total amounts of grants managed by men and women.

Appendix to the Equality Plan: report on the diagnosis

On the next page “Social research for the purposes of the Rector's Team for the development of gender equality plan at the Warsaw University of Technology”, prepared by the Strategic Analysis Department of WUT.

Gender Equality Plan

Social research for the purposes of the Rector's Team for the development of gender equality plan at the Warsaw University of Technology

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Social research for the purposes of the Rector's Team for the development of gender equality plan at the Warsaw University of Technology

Strategic Analysis Department
Warsaw, December 2024

Introduction

The introduction presents the sources of data used in the research.

The analysis of the employment structure and earnings of people working at the Warsaw University of Technology is based on data prepared by the University's Personnel Office as at the end of each reporting year (December 31st). The data presented for 2024 reflect the situation as on October 31st. The values are expressed in full-time jobs, omitting persons who are on long-term leave, such as unpaid leave and parental leave, unless otherwise indicated.

The analyses concerning the Senate and Senate committees, as well as the Rector's and disciplinary committees, are based on information about the number of their members in the following terms: 2016-2020, 2020-2024, and 2024-2028. The data were provided by the WUT Rector's Office. The number and gender of the Rector's Representatives in individual terms of office were obtained from the WUT Public Information Bulletin (as at December 10th 2024).

Tables containing data on discipline-specific scientific councils for the 2019- term were provided by the Team for Research, while data for the 2020-2024 term were obtained from the Public Information Bulletin. In the first term, the report covered the situation at the end of the term (December 31st 2019), while in the current term, it covers the situation as at December 10th 2024.

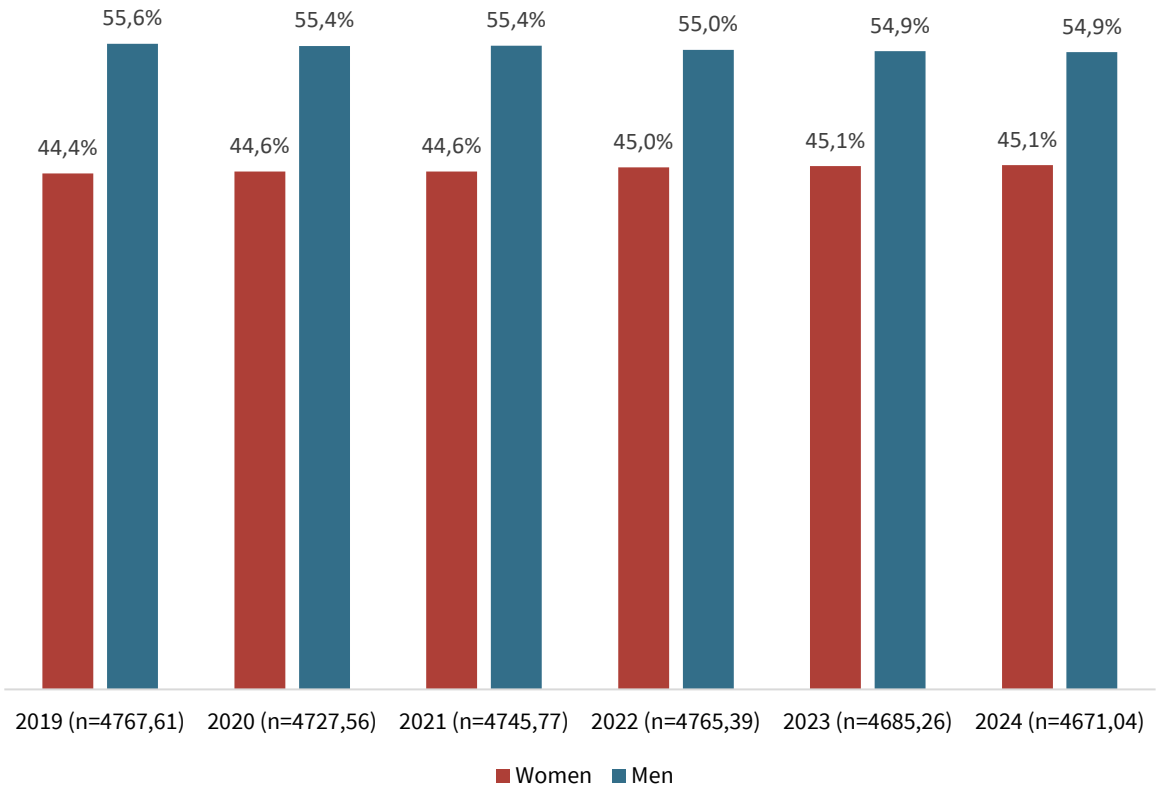
The data on students and graduates were compiled based on information from the Department for Studies, as at the end of each of the years analysed, i.e. December 31st. The data come from the POL-on system according to Statistics Poland (GUS) S-10 reports. Reporting is carried out after the end of the calendar year, and the information for 2024 was supplemented in the report update of February 25th 2025.

Data on doctoral students were compiled on the basis of summaries prepared by the PhD Student Service Department, as at December 31st of the given year (except for 2024, when data were reported as at December 10th).

1. WUT employees

In the analysed period (from 2019 to 2024), the majority of people working at WUT were men. The ratio of men to women in the total number of people employed at WUT remains at a similar level, in 2024 it was 54.9% to 45.1%

Figure 1
Total number of WUT Employees by gender

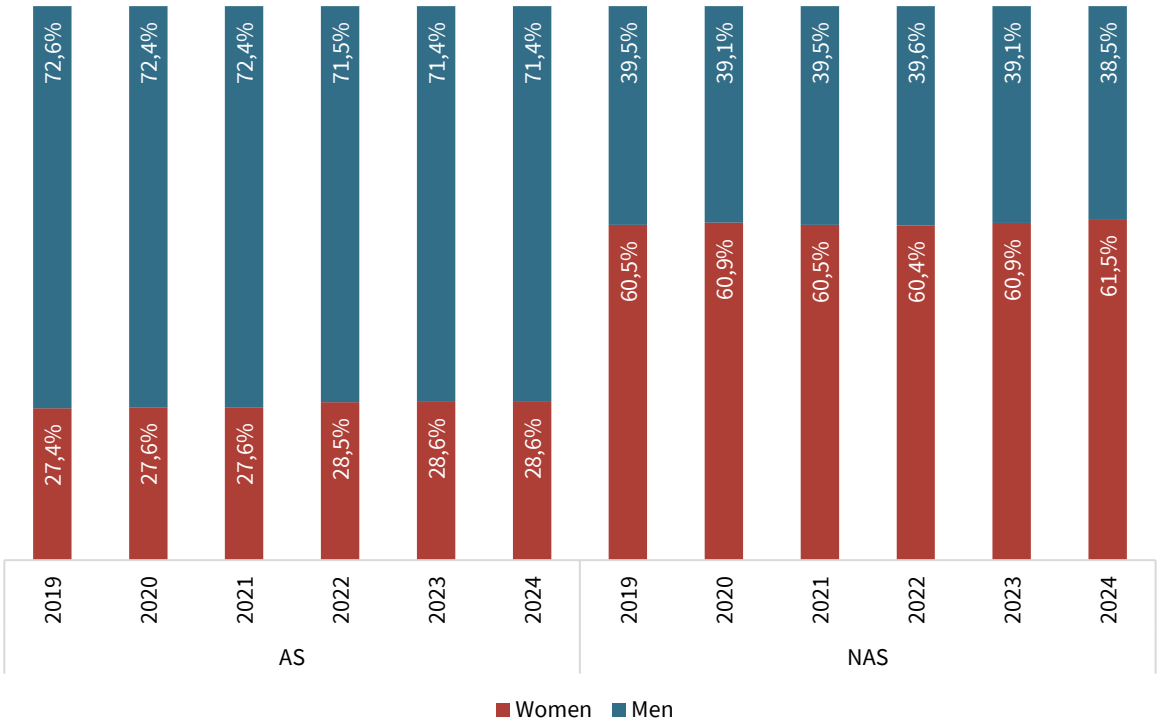


Source: own study by DAS WUT, based on data from the Personnel Office

1.1 Employment structure

A clear gender division among WUT employees is visible in the division into academic staff (AS) and employees other than academic staff (hereinafter also referred to as non-academic staff) (NAS). Throughout the entire period covered by the study, the gender structure was at a similar level, with men dominating among academic staff (71.4% in 2024), while women predominated in the group of non-academic staff (61.5% in 2024).

Figure 2
WUT Employees within AS and NAS groups

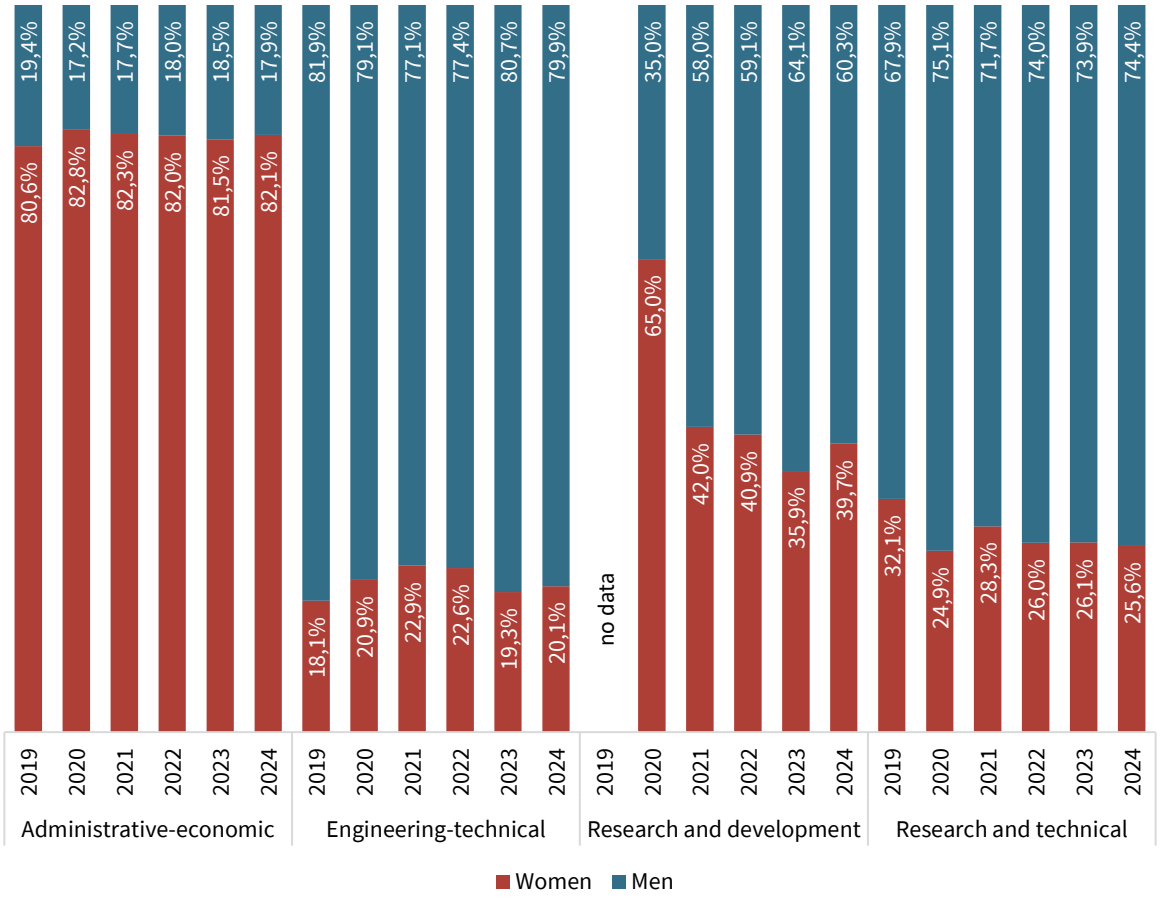


Source: own study by DAS WUT, based on data from the Personnel Office

Non-academic staff

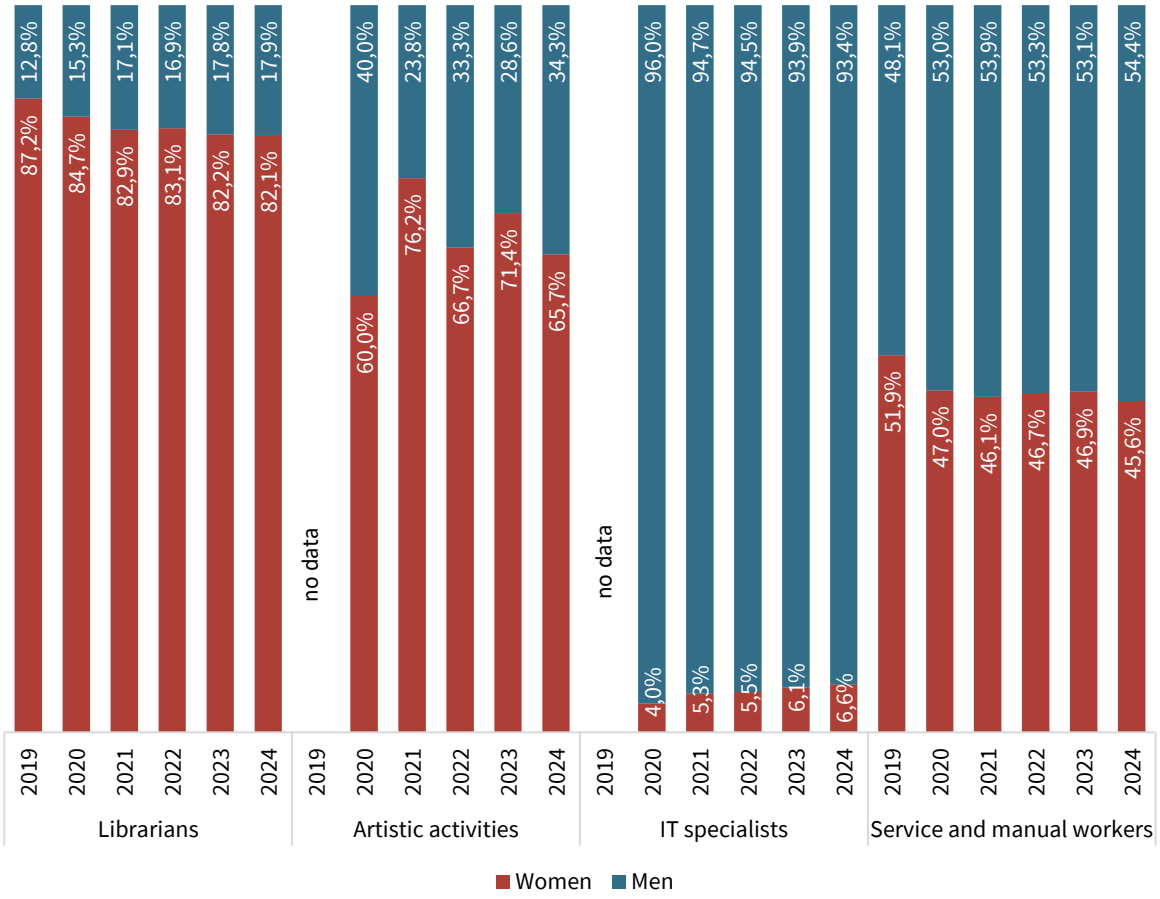
The structure of non-academic staff is worth analysing in terms of individual subgroups, in which the percentage of women and men differs significantly. The groups strongly dominated by men at WUT are IT specialists (over 93% of employees in 2024), engineering and technical staff (79.9% in 2024), scientific and technical staff (74.4%), and, to a lesser extent, scientific and research staff (60.3%). However, over the recent years the biggest change that has occurred in the latter group, where in 2020 the percentage of men was only 35%, and in subsequent years it fluctuated around 60%. The group dominated by women, and this is a constant trend, is library staff (82.1% in 2024) and administrative and economic staff (also 82.1%). Women also predominate in the group of people engaged in artistic activities, although this percentage varies from year to year (the lowest in the analysed period was in 2020: 60%, the highest in 2021: 76, 2%). The most balanced group in terms of gender structure is service and manual workers (45.6% are women).

Figure 3
Employees within the NAS group performing administrative and technical jobs, by group



Source: own study by DAS WUT, based on data from the Personnel Office

Figure 4
Employees within the NAS group performing other jobs, by group

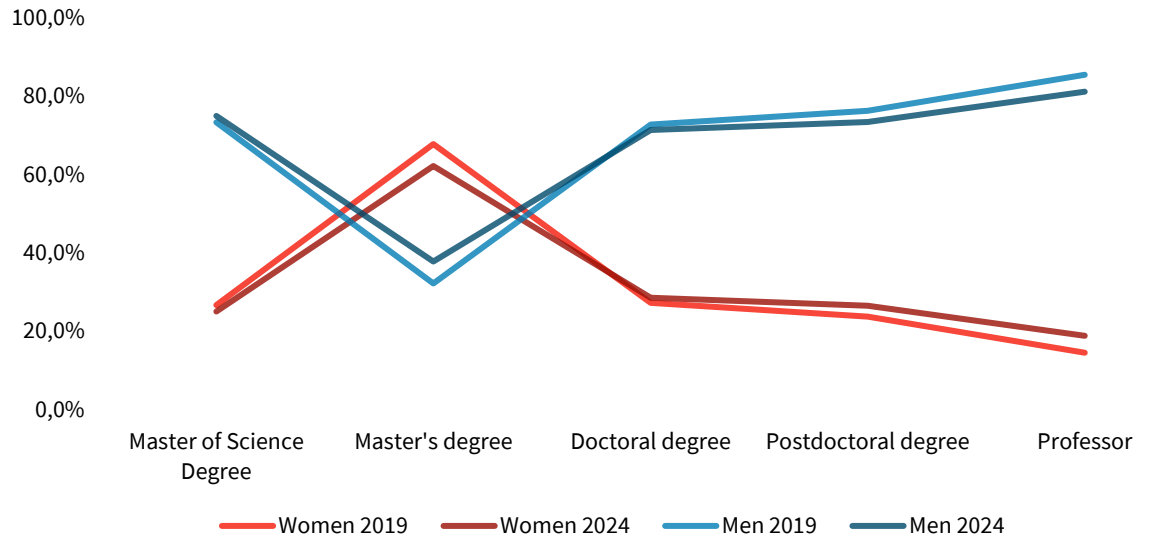


Source: own study by DAS WUT, based on data from the Personnel Office

Academic staff

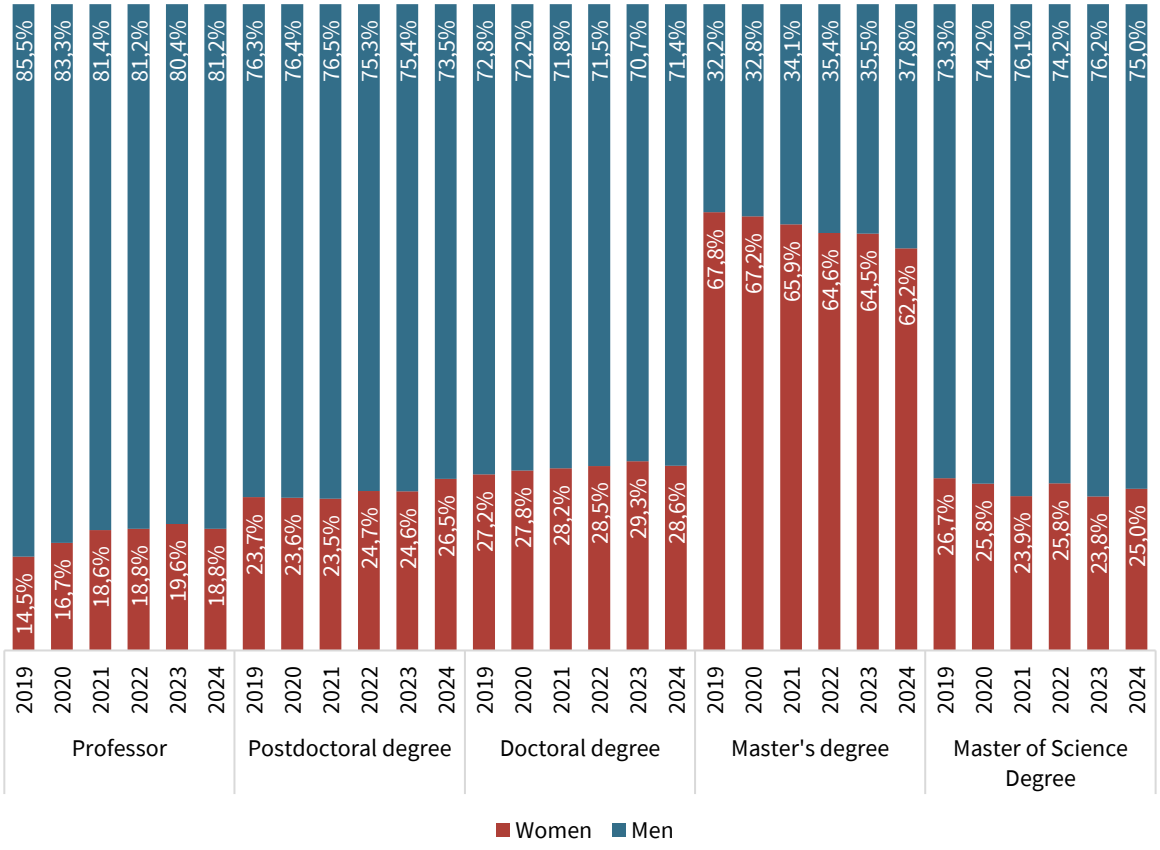
The analysis of the gender structure of people working in the group of academic staff was carried out with a distinction between occupational titles and academic degrees and titles, due to significant differences in individual groups. In particular, large differences in the academic careers of women and men at WUT are visible at a later stage (above master's degree). Women predominate in the group of people with a master's degree (62.2% of full-time positions in 2024). However, men are more likely to hold master's degrees in engineering (75% in 2024), as well as doctorate (71.4% in 2024) and postdoctoral degree (73.5% in 2024). The greatest gender imbalance is found among professors, where men account for 81.2% (2024). It is worth noting that over the six analysed years, the percentage of women has increased slightly in the group of employees holding a postdoc degree and the title of professor, but this change is at the level of 3-4 percentage points.

Figure 5
Employees within the group of academic staff by occupational title, academic degree and academic title



Source: own study by DAS WUT, based on data from the Personnel Office

Figure 6
Employees within the group of academic staff, by academic degree and title



Source: own study by DAS WUT, based on data from the Personnel Office

1.2 University management

Rector's Office

Within the senior management of the Warsaw University of Technology, the roles of rector and five vice-rectors were held by men during the period covered by the analysis. Since 2019, women have consistently held the positions of bursar (1 person) and deputy bursar (2 persons). Since 2020, a woman has held the position of vice-rector (1), and since 2022, the position of chancellor (1). In 2021, a woman also held the position of one of the deputy chancellors (1).

Figure 7
Employees performing managerial functions, rector's office level

Function	2019			2020			2021		
	M	W	Total	M	W	Total	M	W	Total
Rector	-	1	1	-	1	1	-	1	1
Vice-Rector	-	6	6	1	5	6	1	5	6
Chancellor	-	1	1	-	1	1	-	1	1
Deputy Chancellor	-	3	3	-	3	3	1	2	3
Bursar	1	-	1	1	-	1	1	-	1
Deputy Bursar	2	-	2	2	-	2	2	-	2
Function	2022			2023			2024		
	M	W	Total	M	W	Total	M	W	Total
Rector	-	1	1	-	1	1	-	1	1
Vice-Rector	1	5	6	1	5	6	1	5	6
Chancellor	1	-	1	1	-	1	1	-	1
Deputy Chancellor	-	3	3	-	3	3		3	3
Bursar	1	-	1	1	-	1	1	-	1
Deputy Bursar	2	-	2	2	-	2	2	-	2

Source: own study by DAS WUT, based on data from the Personnel Office

Among the Rector's representatives, there is a visible downward trend in the number of positions, with a simultaneous increase in the number of women holding this position. In the 2024-2028 term, the gender distribution of the Rector's representatives is almost equal (5 women and 6 men). If there was no position for a given Rector's Representative during a given term, it is marked with a '-' in the table.

Figure 8
Rector's Representatives

Rector's representative/Term	2016-2020		2020-2024		2024-2028	
	W	M	W	M	W	M
Rector's Representative for Student Research Groups	-	-	-	-	1	
Rector's Representative for the National Academic Biotechnology Network	-	-	-	-		1
Rector's Representative for Persons with Disabilities	-	-	1		1	
Rector's Representative for Nuclear Energy	-	-		1		1
Rector's Representative for the 200th WUT Anniversary	-	-	-	-		1
Rector's Representative for Equal Treatment	-	-	1		1	
Rector's representative for Education Quality and Accreditation		1		1		1
Rector's Representative for Event Safety	-	-	1		1	
Rector's Representative for Management Control	-	-	-	-	1	
Rector's Representative for Cybersecurity	-	-		1		1
Rector's Representative for Risk Management	-	-		1		1
Rector's Representative for contact with CERT NASK		1		1	-	-
Rector's Representative for international cooperation in education	-	-		1	-	-
Rector's Representative for Internationalisation in Science and Education of PhD Students	-	-		1	-	-
Rector's Representative for the implementation of the Human Resources Strategy for Researchers - HRS4R	-	-	1		-	-

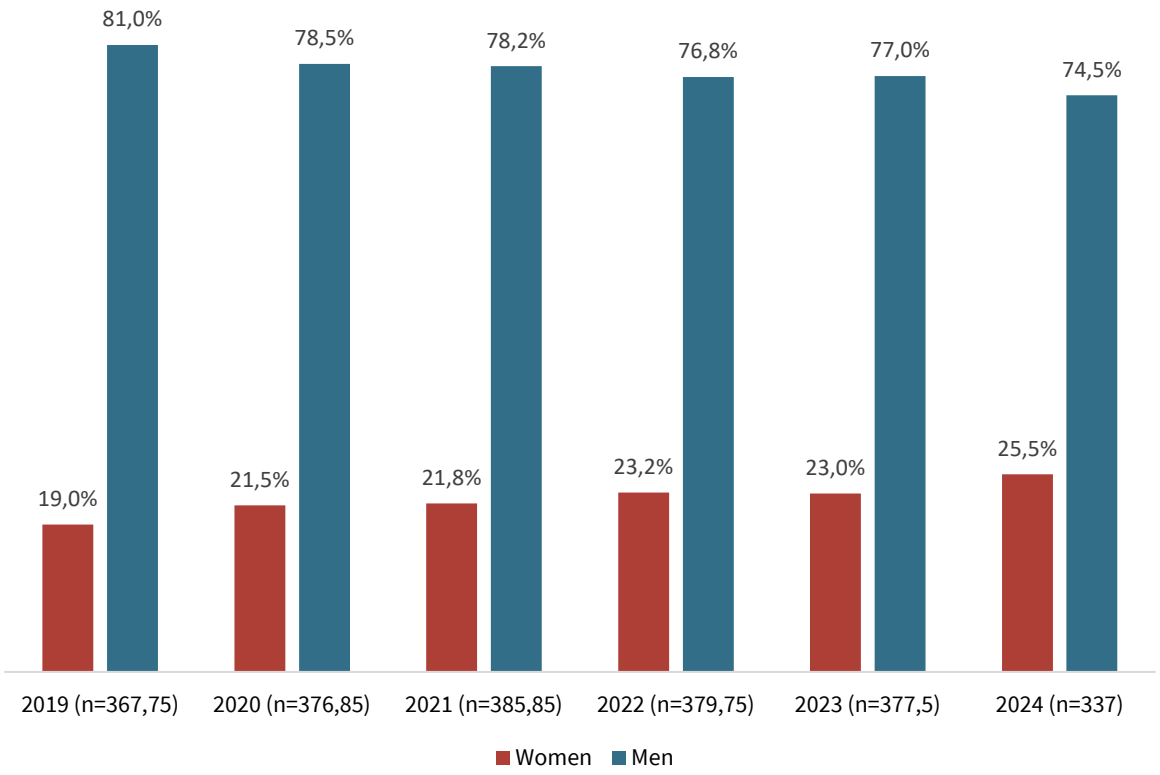
Rector's Representative for the Prof. Jan Czochralski Award		1		1	-	-
Rector's Representative for International Cooperation in Student Affairs	-	-		1	-	-
Rector's Representative for Activities Related to New Infrastructure at WUT		1	-	-	-	-
Rector's Representative for the Long-Term Programme "Warsaw University of Technology 2017-2026"		1	-	-	-	-
Rector's Representative for Academic Sports		1	-	-	-	-
Rector's Representative for the Development of Innovative Forms of Education	1		-	-	-	-
Rector's Representative for Student Houses		1	-	-	-	-
Rector's Representative for the Implementation of the Bologna Process and Doctoral Studies for the 2016-2020 term		1	-	-	-	-
Rector's Representative for Internationalisation for the 2016-2020 term	1		-	-	-	-
Rector's Representative for Strategic Research Projects		1	-	-	-	-
Rector's Representative for Cooperation with Schools for the 2016-2020 term		1	-	-	-	-
Rector's Representative for the WUT InterBioMed Platform for the 2016-2020 term		1	-	-	-	-
Rector's Representative for Satellite and Space Technologies for the 2016-2020 term		1	-	-	-	-
Rector's Representative for Economic Partnership for the 2016-2020 term		1	-	-	-	-
Rector's Representative for Key Projects		1	-	-	-	-
Rector's Representative for Student Scientific Movement		1	-	-	-	-
Rector's Representative for the WUT Junior Project		1	-	-	-	-
Rector's Representative for Student Recruitment		1	-	-	-	-
In total at WUT:	**2**	**17**	**4**	**9**	**5**	**6**

Source: own study by DAS WUT, based on the WUT Public Information Bulletin

Faculties

The gender structure of persons performing managerial functions at faculties over the analysed years is similar. In terms of the total number of full-time jobs, men hold significantly more managerial positions. Their predominance is even more evident when looking at the unit heads selected from among academic staff (over ¾ of unit heads within the AS group are men in each year analysed). It is worth noting that, starting from 2019, the percentage of women in this group increases in each subsequent year (from 19% in 2019 to 25.5% in 2024).

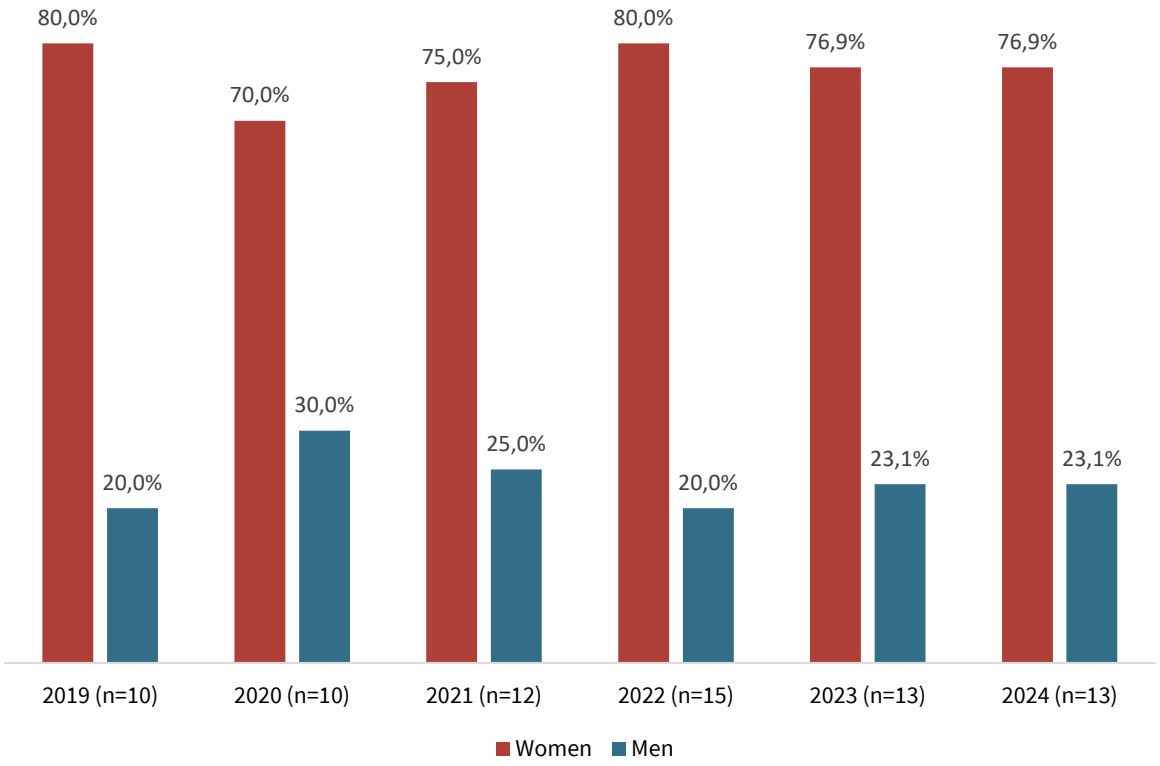
Figure 9
Employees within the AS group performing managerial functions at faculties



Source: own study by DAS WUT, based on data from the Personnel Office

The situation is different for those men and women holding the position of a head belonging to the NAS group, where the percentage of full-time jobs occupied by women performing managerial functions at faculties in 2024 was 76.9% (in 2019 it was 80%). However, this is a NAS group with 13 full-time jobs in 2024, i.e. significantly smaller than the previously discussed AS group.

Figure 10
Employees within the NAS group performing managerial functions at faculties



Source: own study by DAS WUT, based on data from the Personnel Office

Details on the employment structure at faculties, taking into account the functions performed, are presented in Figure 11.

Figure 11
Employees within AS and NAS groups performing managerial functions at faculties

Function	2019			2020			2021		
	W	M	Total	W	M	Total	W	M	Total
Dean	3	16	19	3	16	19	3	16	19
Vice-Dean	19	53	72	25	41	66	23	45	68
Director	-	-	-	-	-	-	1	-	1
Deputy Director	-	3	3	-	6	6	-	-	-
Institute Director	2	22	24	2	22	24	2	22	24
Deputy Institute Director	7	35	42	7	28	35	7	35	42
Centre Director	-	0,5	0,5	-	0,1	0,1	-	0,1	0,1
Deputy Centre Director	-	2	2	-	-	-	-	1	1
Distance-Learning Centre (OKNO) Director	-	-	-	-	-	-	-	1	1
University Research Centre Director	-	3	3	-	3	3	-	3	3
Deputy University Research Centre Director	-	-	-	-	-	-	-	2	2
College Director	1	-	1	1	-	1	1	-	1
College Deputy Director	2	-	2	2	-	2	2	-	2
Site Director	1	3	4	-	3	3	-	2	2
Head	4	18,5	22,5	4	24,75	28,75	3	19,75	22,75
Head of Department	4	7	11	6	12	18	4	9	13
Head of Laboratory		1	1		1	1		2	2
Head of PhD Programme	6	12,75	18,75	5	13	18	7	12	19
Head of PhD School	-	-	-	2	3	5	2	3	5
Head of Division	19	116	135	21	119	140	26	125	151
Head of Team	2	5	7	3	4	7	3	4	7

Function	2022			2023			2024		
	W	M	Total	W	M	Total	W	M	Total
Dean	4	15	19	4	15	19	6	13	19
Vice-Dean	22	47	69	22	47	69	24	46	70
Director	1	-	1	-	1	1	-	1	1
Deputy Director	-	-	-	1	-	1	1	3	4
Institute Director	2	22	24	2	22	24	3	21	24
Deputy Institute Director	7	35	42	8	34	42	7	27	34
Centre Director	-	1	1	-	1	1	-	2	2
Deputy Centre Director	1	1	2	-	1	1	-	-	-
Distance-Learning Centre (OKNO) Director	-	1	1	-	1	1	-	1	1
University Research Centre Director	-	3	3	-	3	3	-	3	3
Deputy University Research Centre Director	-	2	2	-	2	2	-	-	-
College Director	1		1	1		1	1		1
College Deputy Director	2	-	2	2	-	2	3	-	3
Site Director	-	2	2	-	2	2	-	1	1
Head	3	16,75	19,75	2	15	17	1	6	7
Head of Department	4	9	13	5	8	13	5	8	13
Head of Laboratory	-	2	2	-	3	3	-	2	2
Head of PhD Programme	6	13	19	6	12	18	5	13	18
Head of PhD School	-	-	-	-	-	-	-	-	-
Head of Division	32	118	150	31	119,5	150,5	30	101	131
Head of Team	3	4	7	3	4	7		3	3

Source: own study by DAS WUT, based on data from the Personnel Office

University-wide organizational units

Men are more often than women employed in University-wide organizational units at WUT as directors (62.4% in 2024). However, in 2024, women hold significantly more deputy director positions (7 out of 10) – this is a change from previous years, when a similar number of women and men held this position. Women also hold managerial positions in WUT University-wide organizational units much more often than men (in 2024, they held 67.5% of these positions).

Figure 12
Employees within AS and NAS groups performing managerial functions in University-qide organizational (UWO) units

Function	2019			2020			2021		
	W	M	Total	W	M	Total	W	M	Total
Director	4	6,5	10,5	5	7,3	12,3	5	7,3	12,3
Head	21,75	16,5	38,25	21,75	15	36,75	22,3	17,5	39,8
Deputy Director	3,3	3,5	6,8	4,3	4,5	8,8	4	5,5	9,5
Deputy Head	2	4	6	1	2	3	1	1	2
Function	2022			2023			2024		
	W	M	Total	W	M	Total	W	M	Total
Director	5	7,3	12,3	5	8,3	13,3	5	8,3	13,3
Head	22	12,5	34,5	28	14	42	27	13	40
Deputy Director	5	5	10	6	5	11	7	3	10
Deputy Head	1	2	3	1	-	1	1	-	1

Source: own study by DAS WUT, based on data from the Personnel Office

Central administration and administration at faculties

Women are significantly more likely than men to hold positions as heads/directors and deputy heads/directors within central administration and the administration of particular faculties (69% of heads/directors in 2024 are women).

Figure 13
Employees within the NAS group performing executive functions in central administration bodies and the administration at particular faculties

Function	2019			2020			2021		
	W	M	Total	W	M	Total	W	M	Total
Head	87,75	50,75	138,5	95,5	51,25	146,75	97	52,25	149,25
Deputy Head	23	6	29	21	6	27	26	5	31
Deputy Institute Director	-	1	1	-	-	-	-	-	-
Function	2022			2023			2024		
	W	M	Total	W	M	Total	W	M	Total
Head	104,87	53,35	158,22	100,87	49,35	150,22	103,87	46,75	150,62
Deputy Head	25,5	5	30,5	26	5	31	26,5	5	31,5
Deputy Institute Director	-	-	-	-	-	-	-	-	-

Source: own study by DAS WUT, based on data from the Personnel Office

1.3 Senate and Senate Committees

Based on data from the Rector's Office, it is worth noting that women are a minority among the members and regular guests of the Senate of the Warsaw University of Technology, although their representation is growing with each successive term (in the 2016-2020 term: 26.7%, in the 2020-2024 term: 34.2%, in the current 2024-2028 term: 38.8%).

The highest percentage of women in the current term sits on the Senate Committee for Education (57.1%) and the Senate Committee for Property and Finance (43.6%). The predominant representation of women in the previous term was in the Budget Team (79%). Men are most fully represented in the current term in the Senate Committee for History and Tradition (75.9%, in the 2020-2024 term: 74%), the Senate Committee for Human Resources (69%; previously: 80%), and the Senate Committee for Foreign Relations (67.6%).

Figure 14
Senate and Senate Committees at WUT

Committee/Team	2016-2020 term					2020-2024 term				
	Chair	Members		Regular guests		Chair	Members		Regular guests	
		W	M	W	W		W	M	W	M
Senate	M	14	52	4	10	M	18	40	9	12
Senate Committee for Human Resources	M	5	18	2	4	M	5	19	1	5
Senate Committee for Education	M	8	16	8	14	M	12	12	14	13
Senate Committee for Professional Ethics	M	8	16	0	2	M	10	13	2	0
Senate Committee for History and Tradition	M	4	19	1	6	M	5	18	2	2
Senate Committee for Property and Finance	M	4	20	8	8	W	9	15	8	5
Senate Committee for Science	M	4	17	9	23	M	7	17	15	19
Senate Committee for University Organization	M	4	20	4	10	M	5	19	5	10
Senate Committee for Foreign Relations	M	8	11	3	10	M	11	13	2	11
Senate Committee for the Election of University Council Members	-	-	-	-	-	M	1	2	0	0
Budget Team						M	5	2	6	1
Subsidy Distribution Team	M	2	8	4	2	M	5	12	4	2

Committee/Team	2024-2028 term				
	Chair	Members		Regular guests	
		W	M	W	M
Senate	M	22	36	11	16
Senate Committee for Human Resources	M	7	17	2	3
Senate Committee for Education	M	14	11	14	10
Senate Committee for Professional Ethics	W	11	13	1	4
Senate Committee for History and Tradition	W	7	17	0	5
Senate Committee for Property and Finance	M	10	16	7	6
Senate Committee for Science	M	9	15	16	26
Senate Committee for University Organization	M	9	16	3	4
Senate Committee for Foreign Relations	M	6	17	5	6
Senate Committee for the Election of University Council Members	M	1	2	0	0
Budget Team	-	-	-	-	-
Subsidy Distribution Team		5	12	4	2

Source: own study by DAS WUT, based on data from the WUT Rector's Office

1.4 Discipline-Specific Scientific Councils

Men predominate in 13 out of 15 scientific councils in 2024 (accounting for over 70% of the members in 7 of them). The exceptions are architecture and urban planning, where 72% of the members are women, and biotechnology, where 76.5% of the council members are women. The highest percentage of men sit on the scientific councils for automation, electronic engineering, electrical engineering and space technology (96.6% in 2024), mechanical engineering (90.2%) as well as computer engineering and telecommunications (88.5%). Men are the chairpersons of 11 out of 15 councils. Compared to the previous term, the percentage of women among members increased in 6 scientific councils and decreased in 7 councils (2 councils were established later, so a comparison is not possible).

Figure 15
Discipline-Specific Scientific Councils

Discipline-Specific Scientific Councils	2019-2020 term			2020-2024 term		
	Chair	W	M	Chair	W	M
Architecture and urban planning	W	11	5	K	13	5
Automation, electronics, electrical engineering and space technology	M	4	56	M	2	55
Biotechnology				M	13	4
Computer engineering and telecommunications	M	5	45	M	6	46
Biomedical engineering	M	4	9	M	3	11
Chemical engineering	M	9	30	M	11	26
Civil engineering, geodesy and transport	M	14	46	M	17	36
Materials Engineering	M	8	16	K	9	20
Mechanical engineering	M	5	55	M	5	46
Environmental engineering, mining and energy	M	13	30	M	19	33
Mathematics	W	8	13	K	7	16
Chemical sciences	M	21	30	M	17	29
Physical sciences	M	8	23	M	6	25
Management and quality studies	W	11	9	K	11	13
Law	-	-	-	M	2	8

Source: own study by DAS WUT, based on data from the WUT Rector's Office

1.5 Rector's and Disciplinary Committees

In the current term (2024-2028), two out of three rector's committees are composed entirely of men. These are the Rector's Committee for Research Apparatus (100% men also in the 2020-2024 term) and the Rector's Committee for the Status of WUT Retired Professor "Professor Emeritus". A different situation (also in previous terms) concerns the Rector's Committee for the Employee Welfare Fund, where women predominate in terms of numbers (currently 71.4%), and in the past this was also the case for the Committee for Social Responsibility of the Warsaw University of Technology (in the 2020-2024 term: 55.6%).

Figure 16
Rector's Committees

Rector's Committee	2016-2020 term			2020-2024 term			2024-2028 term		
	Chair	W	M	Chair	W	M	Chair	W	M
for Academic Health Care	M	2	10	M	3	8	-	-	-
for the Employee Welfare Fund	M	7	6	M	9	5	M	10	4
for Research Apparatus	M	13	19	M	0	9	M	0	8
for Occupational Health and Safety at WUT	-	-	-	M	2	8	-	-	-
for Social Responsibility of the Warsaw University of Technology	-	-	-	M	5	4	-	-	-
for Awards and Distinctions	M	4	17	M	3	16	-	-	-
for the Status of Retired WUT Professor "Professor Emeritus"	-	-	-	-	-	-	M	0	7

for the Standardisation of Processes and the Servicing and Documenting of the Course of Studies	M	13	19	-	-	-	-	-	-
for the Modernisation and Development of the University	M	1	4	-	-	-	-	-	-
for the Utilisation of Funds	M	2	3	-	-	-	-	-	-
for the Safety and Security at WUT	M	0	11	-	-	-	-	-	-
for the Working Conditions at WUT	W	3	5	-	-	-	-	-	-

Source: own study by DAS WUT, based on data from the WUT Rector's Office

In the case of disciplinary committees appointed for the 2024-2028 term, men constitute the majority in four out of five of them. In particular, the disproportion between men and women is evident in the Disciplinary Appeals Committee for doctoral students (100% men) and the University Disciplinary Committee for Academic Staff (91.7%). Only the Disciplinary Committee for Students for the 2020-2024 and 2024-2028 terms has an equal number of women and men (three each).

Figure 17
Disciplinary Committees

Disciplinary Committee	2016-2020 term		2020-2024 term		2024-2028 term	
	W	M	W	M	W	M
Disciplinary Committee for students and doctoral students	8	8	-	-	-	-
Disciplinary Appeals Committee for students and doctoral students	1	8	-	-	-	-
Disciplinary Committee for doctoral students	1	5	1	5	2	4
Disciplinary Appeals Committee for doctoral students	2	4	0	6	0	6
Disciplinary Committee for students	2	4	3	3	3	3
Disciplinary Appeals Committee for students	1	5	2	4	2	4
University Disciplinary Committee for academic staff	1	11	4	8	1	11

Source: own study by DAS WUT, based on data from the WUT Rector's Office

1.6 Employee salaries

An analysis of employee salaries in relation to gender was conducted for the first time in the current edition of the report. Historical data since 2019 have been included.

Over the years, the average salary of employees in all groups tends to increase (due to, among others, the provisions of the Polish Parliament's budget act, including implemented pay rises for higher education institutions, an increase in the minimum pay, and inflation). There is still a difference in salary between academic staff and non-academic staff (in favour of the former). In individual years, noticeably men from the AS group had the highest base salary per full-time position. In 2024, their average gross salary was PLN 9,283.50, while women earned an average of PLN 8,656.30. The gender wage gap for academic staff in 2024 was PLN 627.30 and has remained unchanged over the years. However, in the case of non-academic staff, this difference was much smaller — in 2019-2023 it was less than PLN 200 (to the detriment of women), and in 2024 women earned on average PLN 26.90 more than men.

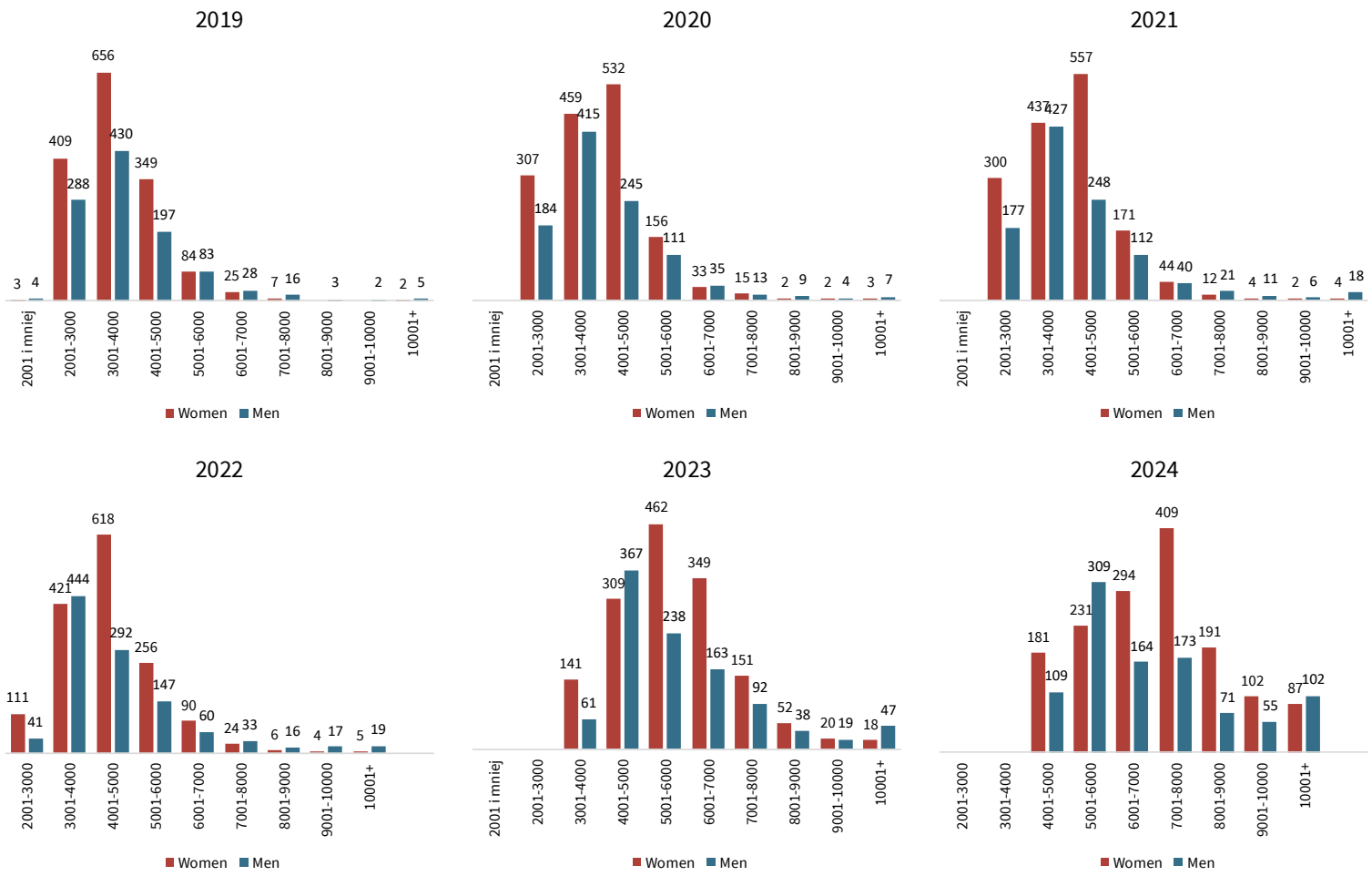
Figure 18
Average monthly employee gross salary (full-time equivalent) by employee group

Source: own study by DAS WUT, based on data from the Personnel Office

In the group of employees who are not academic staff, for most of the analysed period, employees, mostly women, usually receive salaries below PLN 6,000, while more men than women receive salaries above this amount. The earnings histogram is clearly right-skewed with a high peak at the beginning of the scale and a long tail, i.e. a large proportion of employees receive salaries below or close to the average, while a few individuals earn significantly more, skewing the average upwards. The shape of the chart changes in 2024, when it shifts on the scale and approaches a symmetrical distribution. This means that after the pay rises, more employees will earn around PLN 7,000-8,000, and the number of employees with higher and lower earnings than this amount will be relatively proportional.

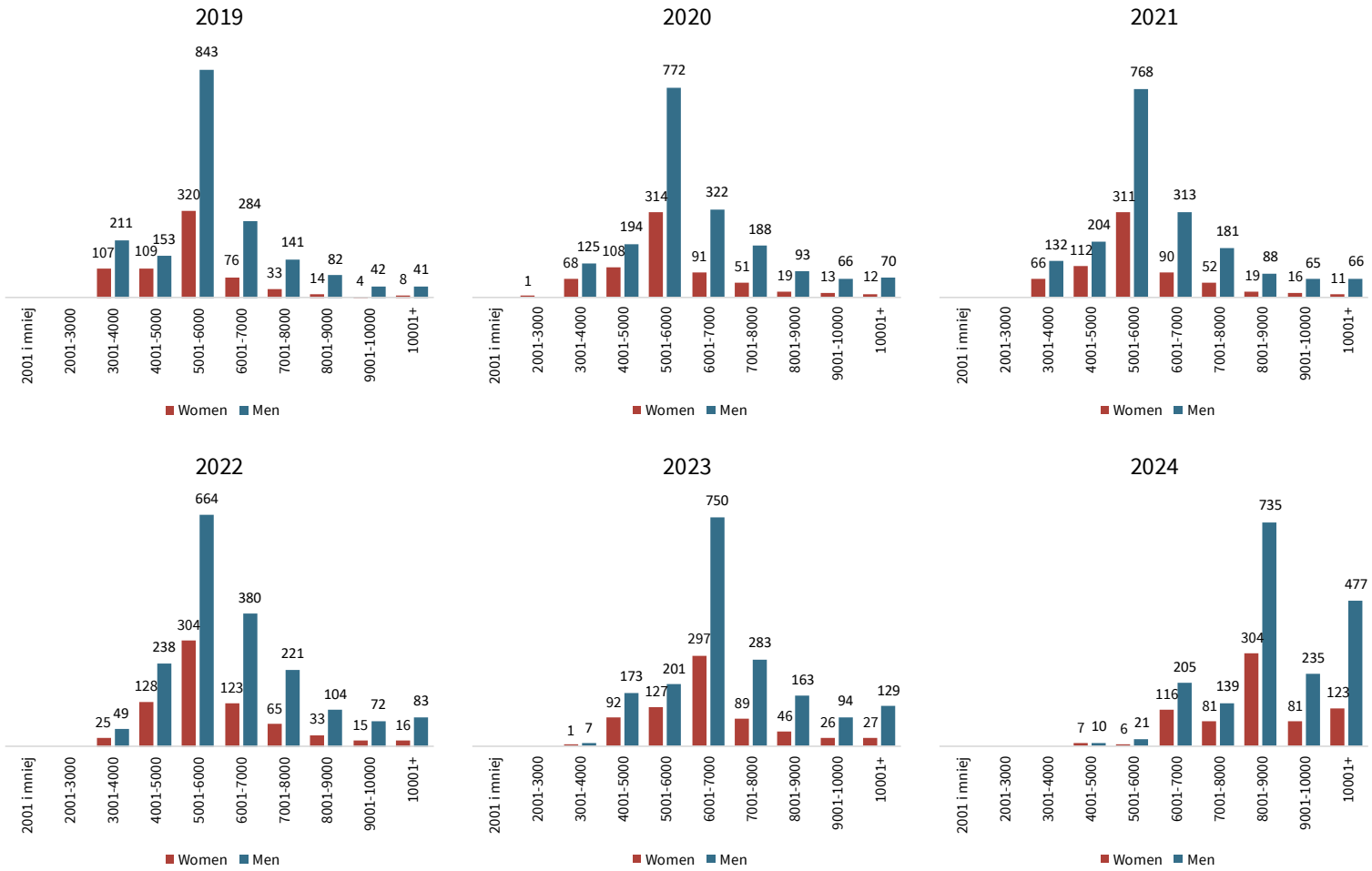
In turn, the histograms of earnings for men and women holding the position of an academic staff maintain their shape between the years – they are symmetrical for both women and men, with a significant predominance of men around the middle of the scale. A change in shape is visible again in 2024, resulting from the end of the scale – pay rises for men and women holding the position of an academic staff were proportional to their previous salaries, while the last interval of the scale covers all values above PLN 10,000 (unlike the other intervals, which are PLN 1,000 wide). This means that, compared to previous years, a higher number of employees were accumulated in the last bracket (the so-called bin), thus distorting the shape of the chart.

Figure 19
Histogram of gross salaries (full-time equivalent) of non-academic staff



Source: own study by DAS WUT, based on data from the Personnel Office

Figure 20
Histogram of gross salaries (full-time equivalent) of academic staff

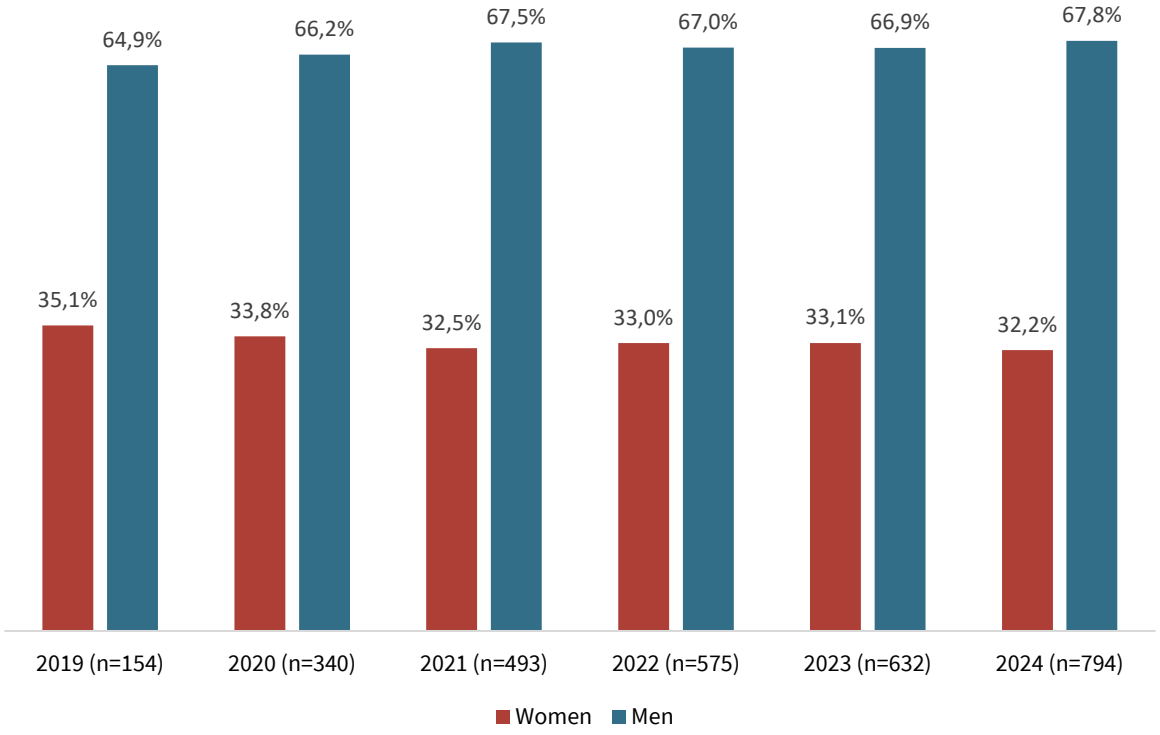


Source: own study by DAS WUT, based on data from the Personnel Office

2. PhD students

Between 2019 and 2024, the proportion of women and men among PhD students is similar. Men account for about two-thirds of this group (the lowest proportion in 2019: 64.9%, the highest in 2024: 67.8%).

Figure 21
Total number of PhD students by gender in subsequent years



Source: own study by DAS WUT, based on data from the Doctoral Students Service Department

Considering the number of PhD students by discipline, in 2024 women constitute the majority in two disciplines: architecture and urban planning (62.2%) and biotechnology (60%) (as well as in legal sciences, where there is one female PhD student). It is also worth noting the change in the proportion of PhD students in the discipline of chemical sciences – in the period under review, women were in the majority, but in 2024 the trend reversed.

Figure 22
Number of PhD students, by discipline

Discipline	2019			2020		
	Total	W	M	Total	W	M
Architecture and urban planning	11	7	4	20	15	5
Automation, electronic, electrical engineering and space technology	16	3	13	42	5	37
Biotechnology	-	-	-	-	-	-
Computer engineering and telecommunications	24	5	19	57	10	47
Biomedical engineering	5	3	2	6	3	3
Chemical engineering	12	6	6	23	10	13
Civil engineering, geodesy and transport	5	3	2	16	5	11
Materials engineering	4	0	4	13	4	9

Mechanical engineering	28	5	23	60	19	41
Environmental engineering, mining and energy	9	3	6	25	4	21
Mathematics	3	2	1	7	5	2
Chemical sciences	14	7	7	30	17	13
Physical sciences	13	5	8	21	8	13
Management and quality studies	10	5	5	20	10	10
Law	-	-	-	-	-	-

Discipline	2021			2022		
	Total	W	M	Total	W	M
Architecture and urban planning	31	23	8	39	27	12
Automation, electronic, electrical engineering and space technology	71	11	60	81	10	71
Biotechnology	-	-	-	-	-	-
Computer engineering and telecommunications	80	12	68	73	13	60
Biomedical engineering	10	4	6	17	5	12
Chemical engineering	32	13	19	39	17	22
Civil engineering, geodesy and transport	23	7	16	26	8	18
Materials engineering	24	9	15	35	12	23
Mechanical engineering	66	13	53	81	18	63
Environmental engineering, mining and energy	40	9	31	48	14	34
Mathematics	13	7	6	18	8	10
Chemical sciences	45	25	20	60	32	28
Physical sciences	30	13	17	36	16	20
Management and quality studies	28	14	14	22	10	12
Law	-	-	-	-	-	-

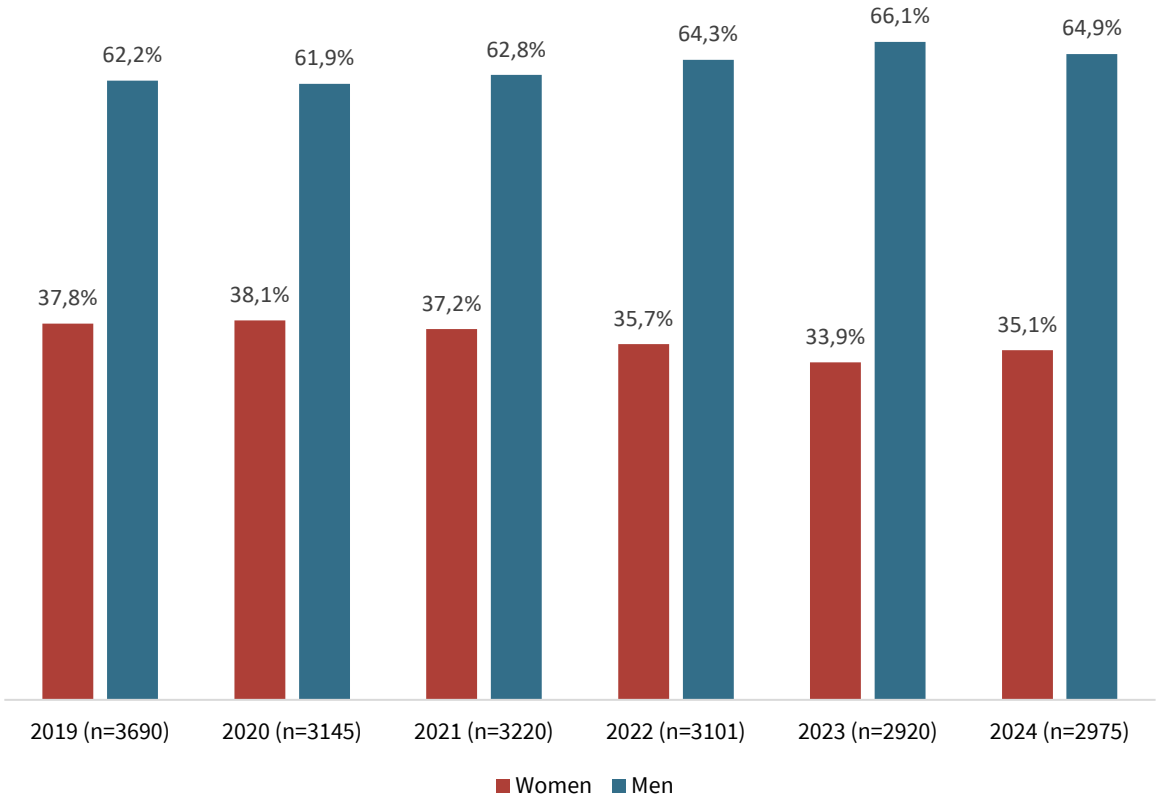
Discipline	2023			2024		
	Total	W	M	Total	W	M
Architecture and urban planning	46	29	17	53	33	20
Automation, electronic, electrical engineering and space technology	82	11	71	105	16	89
Biotechnology	-	-	-	15	9	6
Computer engineering and telecommunications	85	17	68	107	18	89
Biomedical engineering	25	11	14	27	12	15
Chemical engineering	41	18	23	47	21	26
Civil engineering, geodesy and transport	33	10	23	54	14	40
Materials engineering	35	14	21	49	16	33
Mechanical engineering	88	16	72	97	19	78
Environmental engineering, mining and energy	47	14	33	65	20	45
Mathematics	14	5	9	19	5	14
Chemical sciences	67	35	32	70	34	36
Physical sciences	46	18	28	58	26	32
Management and quality studies	23	11	12	27	12	15
Law	-	-	-	1	1	0

Source: own study by DAS WUT, based on data from the Doctoral Students Service Department

3. Graduates

Every year since 2019, approximately twice as many men as women have graduated from first-cycle degree programmes at WUT. In 2024, slightly over one-third (35.1%) of graduates were women (in previous years, with the exception of 2023, this percentage was higher, reaching a maximum of 38.1% in 2020: 38.1%).

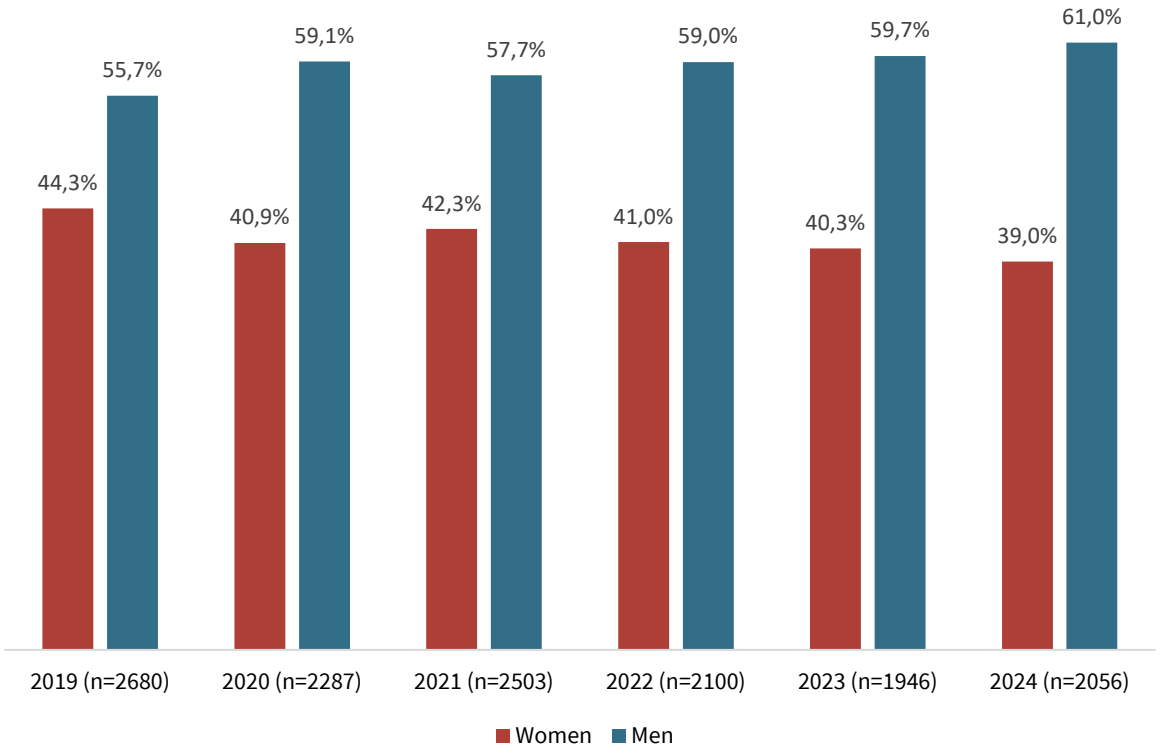
Figure 23
Total number of first-cycle graduates by gender in subsequent years



Source: own study by DAS WUT, based on data from the Student Affairs Department

In the case of graduates of second-cycle degree programmes, the percentage of women is higher than in the case of graduates of first-cycle degree programmes. It exceeded 40% every year until 2024, when it fell to 39% (the highest in the analysed period, in 2019: 44.3%).

Figure 24
Total number of second-cycle graduates by gender in subsequent years



Source: own study by DAS WUT, based on data from the Student Affairs Department

Fields of study

In 2024, WUT offered 54 first-cycle degree programmes across 20 faculties. The percentage of women and men among graduates varies significantly depending on the degree programme. In 17 degree programmes, women accounted for the majority (over 50%) of graduates. In particular, in 13 of them, women accounted for at least 60% of graduates in the following fields:

- Environmental Protection (76.9%)
- Biotechnology (76.2%)
- Economics (74.2%)
- Biomedical Engineering (71.4%)
- Geodesy and Cartography (70.9%)
- Administration (66.3%)
- Architecture (64.9%)
- Materials Engineering (64.7%)
- Chemical Technology (64.7%) Facultry of Chemisty (WCh)
- Critical Infrastructure Security Management (62.1%)
- Management (61.9%)
- Management Engineering (61.4%)
- Spatial Planning (61.2%).

Among the programmes that are currently completed by more women than men, since 2019, the percentage of women among graduates has been increasing every year with regard to Materials Engineering (in 2019: 45.7%).

In 2024 the majority of graduates at the Warsaw University of Technology are men (64.9%). In the case of 26 first-cycle degree programmes they accounted for over 70% of all graduates in the following areas:

- Mechanics and Mechanical Engineering (100%) Faculty of Civil Engineering, Mechanics and Petrochemistry (WBMiP)
- Mechatronics of Vehicles and Construction Machinery (93.6%)
- Internet of Things Engineering (92.3%)
- Electronics and Telecommunications (91.7%)
- Electrical Engineering (91.7%)
- Mechanics and Machine Design (91.7%)
- Electromobility (91.3%)
- Mechanics of Vehicles and Construction Machinery (90.6%)
- Automation and Applied Robotics (90.4%) Faculty of Electrical Engineering (WE)
- Mechanics and Mechanical Engineering (88.2%) Faculty of Mechanical and Industrial Engineering (WMT)
- Mechatronics (86.7%)
- Computer Science and Information Systems (86%) Faculty of Mathematics and Information Science (WMiNI)
- Automatics and Robotics (85.7%) Faculty Electronics and Information Technology (WEiTI)
- Electronics (85.7%)
- Telecommunications (85.3%)
- Automatics, Robotics and Industrial Computing (84.9%)
- Robotics and Automatics (83.9%) Faculty of Power and Aeronautical Engineering (WMEiL)
- Automation and Robotisation of Production Processes (83.7%)
- Computer Science (83.7%) Faculty Electronics and Information Technology (WEiTI)
- Electric and Hybrid Vehicle Engineering (83.6%)
- Engineering and Data Analysis (82.5%)
- Applied Computer Science (81.6%) Faculty of Electrical Engineering (WE)
- Cybersecurity (81.4%)
- Aviation and Astronautics (77.6%)
- Energy (74.6%)
- Transport (70.2%).

The most significant change observed in relation to particular years concerns Geoinformatics, where the percentage of men has increased significantly since 2019 (in 2019: 45%, in 2024: 62.5%).

Detailed figures are presented in the Addendum (Table 1).

In 2024, 2,056 students graduated from WUT with a second-cycle degree, 60% of whom were men. Out of 50 programmes, women predominated in 18 (over 50%). Their largest representation among second-cycle graduates in 2024 was in the following degree programmes:

- Biomedical Engineering (87.5%) Faculty of Mechatronics (WM)
- Biotechnology (79.5%)
- Economics (72.1%).

Among the programmes with the highest representation of men (24) in 2024 were:

- Automatics and Robotics (100%) Faculty Electronics and Information Technology (WEiTI)
- Electromobility (100%)
- Mechanics and Mechanical Engineering (100%) Faculty of Civil Engineering, Mechanics and Petrochemistry (WBMiP)
- Mechatronics of Vehicles and Construction Machinery (100%)

- Computer Science and Information Systems (94.9%) Faculty of Mathematics and Information Science (WMiNI)
- Electrical Engineering (93.4%)
- Electric and Hybrid Vehicle Engineering (90.9%)
- Robotics and Automatics (89.3%) Faculty of Power and Aeronautical Engineering (WMEiL)
- Mechanics of Vehicles and Construction Machinery (88.9%)
- Computer Science (87.3%) Faculty Electronics and Information Technology (WEiTI)
- Automatics and Applied Robotics (86.7%)
- Engineering and Data Analysis (85.7%)
- Automatics, Robotics and Industrial Computing (85.3%) Faculty of Mechatronics (WM)
- Mechanics and Machine Design (84.6%)
- Cybersecurity (83.3%)
- Mechatronics (81.8%)
- Mechanics and Mechanical Engineering (81.5%) Faculty of Mechanical and Industrial Engineering (WMT)
- Electronics (78.8%)
- Applied Computer Science (78.8%) Faculty of Electrical Engineering (WE)
- Telecommunications (75%)
- Aviation and Astronautics (74.3%)
- Management and Production Engineering (73.5%) Faculty of Mechanical and Industrial Engineering (WMT)
- Civil Engineering (72.7%) Faculty of Civil Engineering, Mechanics and Petrochemistry (WBMiP)
- Mechanical Engineering (71.4%).

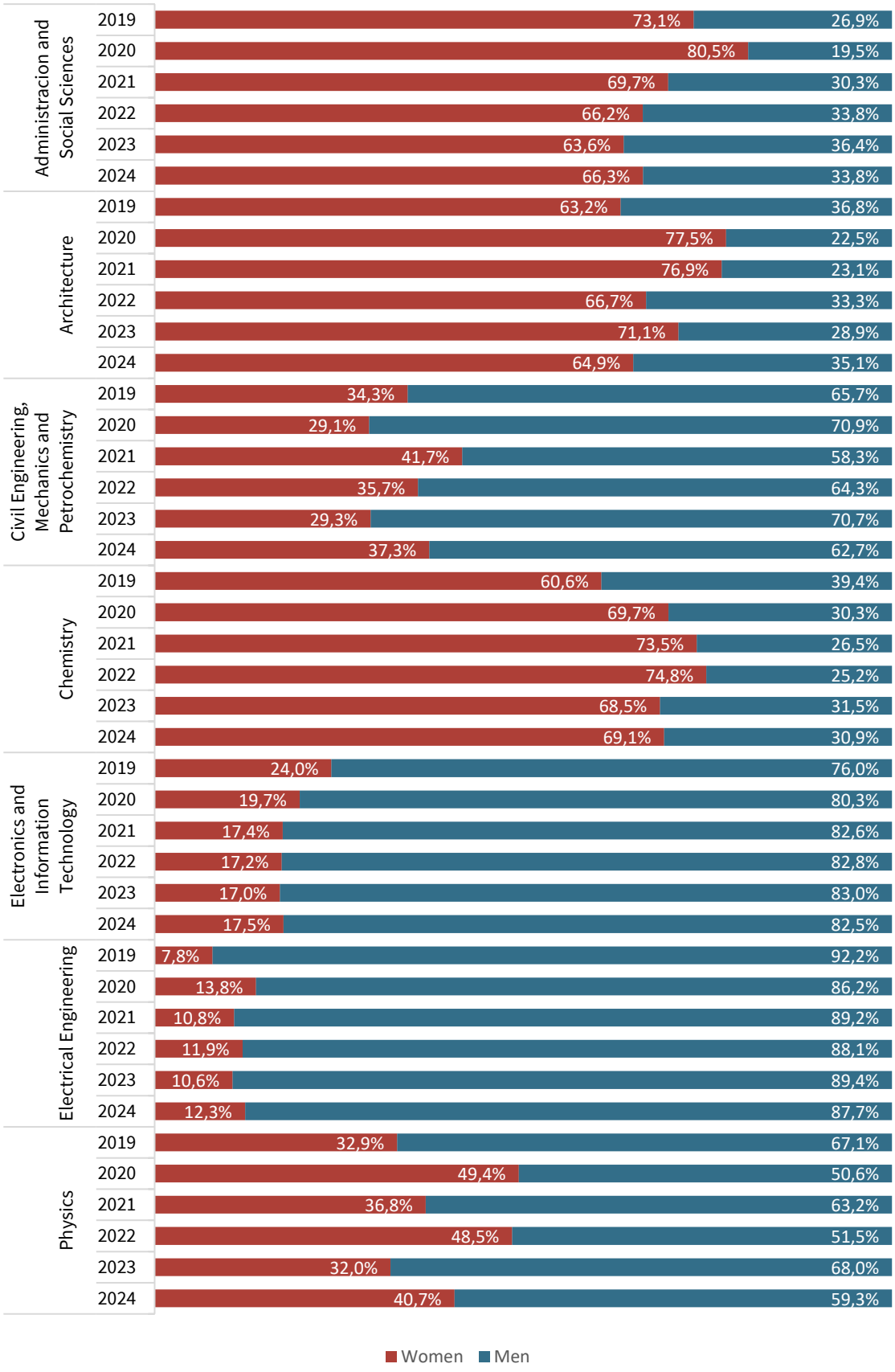
Detailed figures are presented in the Addendum (Table 2).

Faculties

In 2024, as in previous years, men constituted the majority of first-cycle graduates in 11 out of 20 WUT faculties (including the College of Economics and Social Sciences (KNEiS)). The highest percentage of men within individual faculties was recorded at the Faculty of Automotive and Construction Machinery Engineering (88.2%), the Faculty of Electrical Engineering (87.7%), the Faculty of Electronics and Information Technology (82.5%), the Faculty of Mechatronics (80.9%), the Faculty of Mathematics and Information Sciences (77.7%), the Faculty of Power and Aeronautical Engineering (79.4%) and the Faculty of Transport (70.2%). Women predominate in nine faculties, with a clear majority (over 60%) in the College of Economic and Social Sciences (74.2%), the Faculty of Chemistry (69.1%), the Faculty of Administration (66.3%), the Faculty of Architecture (64.9%), the Faculty of Materials Engineering (64.7%), the Faculty of Management (61.6%) and the Faculty of Geodesy and Cartography (61%).

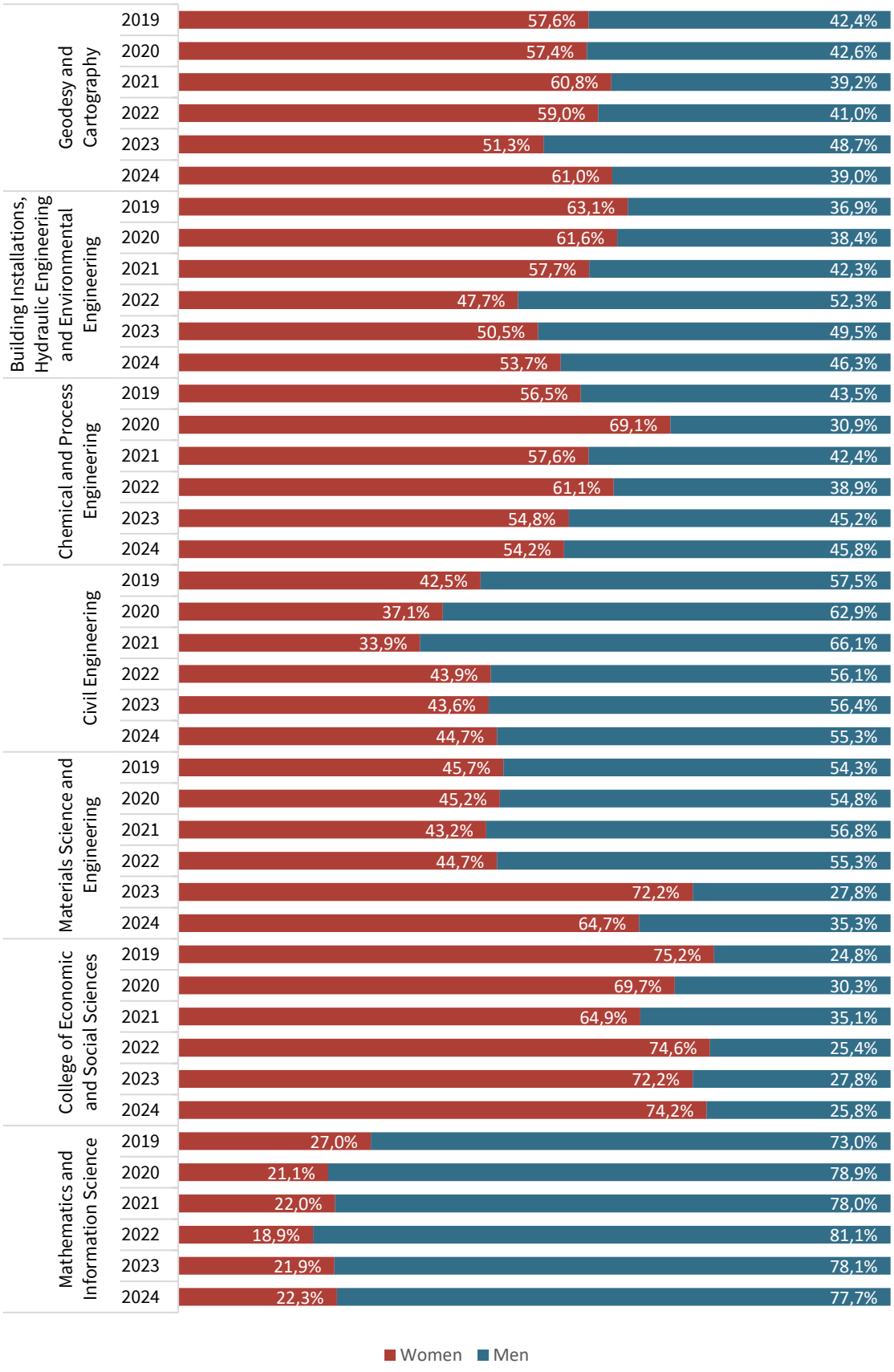
The exact differences between particular years are presented in Figures 25-27.

Figure 25
Graduates of first-cycle studies by gender at particular faculties, part 1



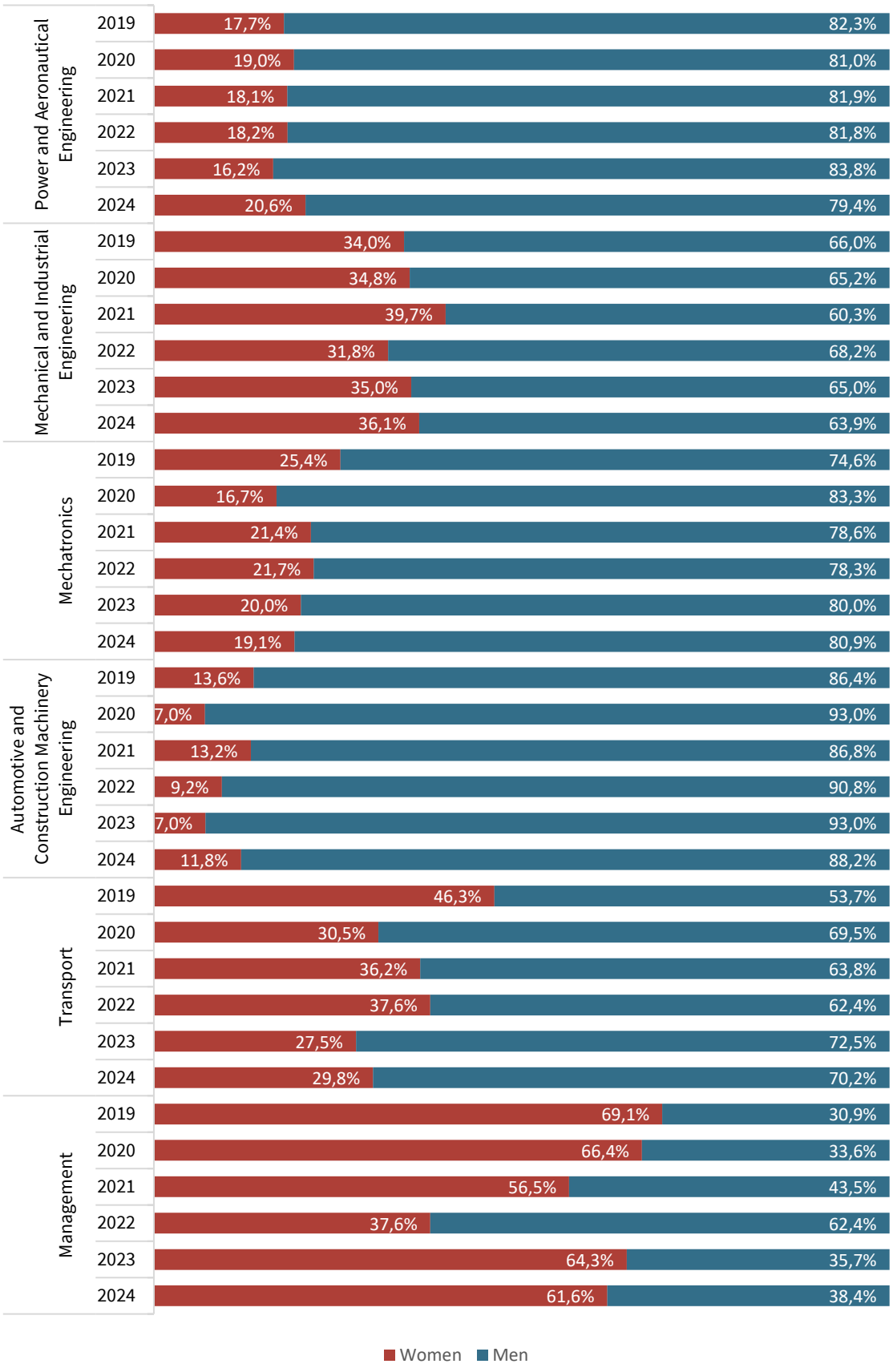
Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 26
Graduates of first-cycle studies by gender at particular faculties, part 2



Source: own study by DAS WUT, based on data from the Student Affairs Department

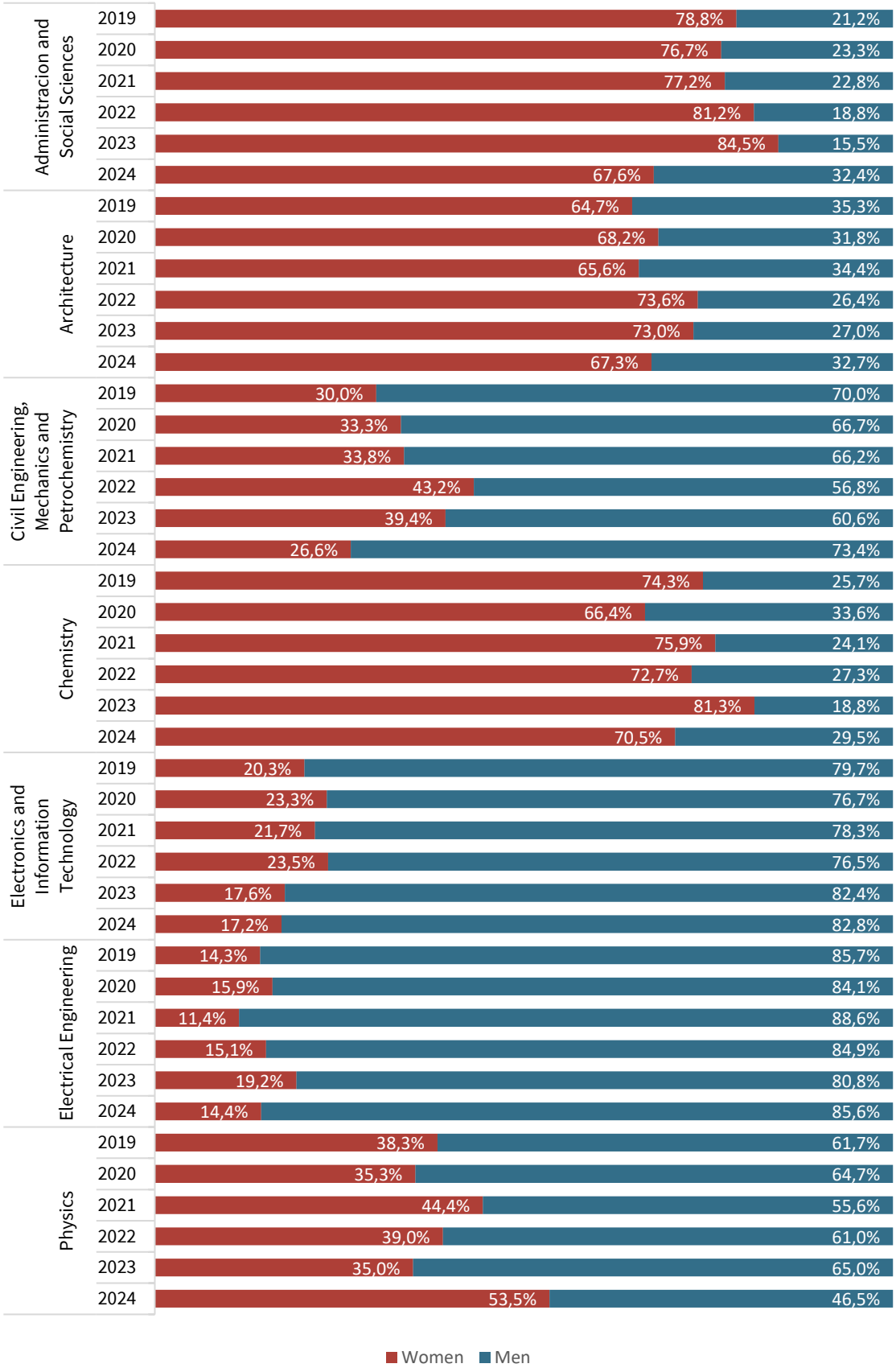
Figure 27
Graduates of first-cycle studies by gender at particular faculties, part 3



Source: own study by DAS WUT, based on data from the Student Affairs Department

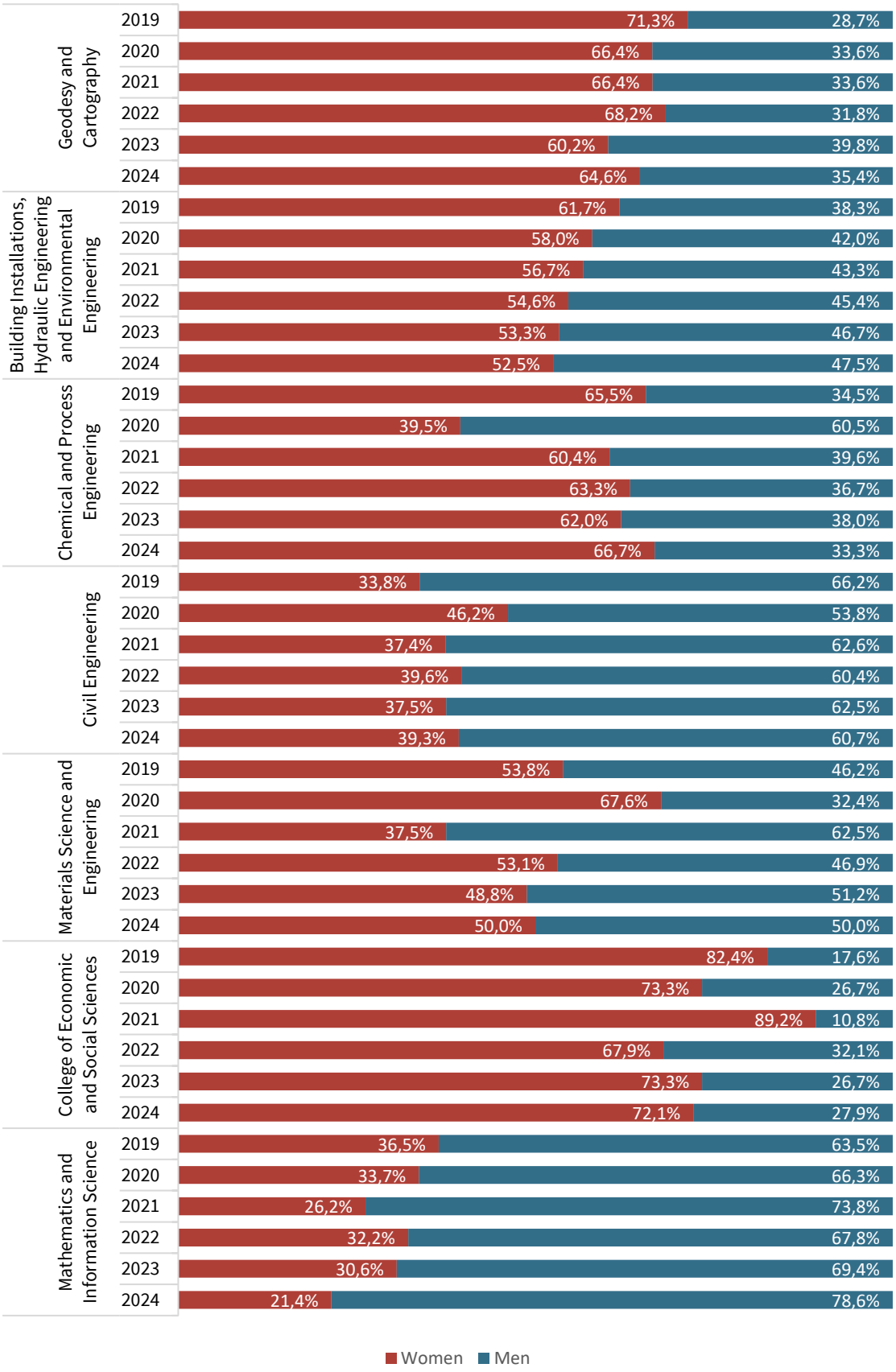
Similarly to first-cycle studies, second-cycle studies show a division into units where the majority of graduates are women (9 out of 20) and those where men predominate (10 out of 20). In 2024, there were more women than men graduating from second-cycle studies at the College of Economic and Social Sciences (72.1%), the Faculty of Chemistry (70.5%), Administration and Social Sciences (67.6%), Architecture (67.3%), Chemical and Process Engineering (66.7%), Geodesy and Cartography (64.6%), Management (62.7%), Physics (53.5%), Building Services, Hydro and Environmental Engineering (52.5%). The faculties with a clear prevalence of men in 2024 (at least 80%) were: Automotive and Construction Machinery Engineering (88.9%), Electrical Engineering (85.6%), Electronics and Information Technology (82.8%). Most of these are the same faculties where the highest percentage of men graduating from first-cycle programmes was recorded in 2024 (in a different order, though). An interesting case was the Faculty of Materials Engineering, where the same number of women as men completed second-cycle studies in 2024.

Figure 28
Graduates of second-cycle studies by gender at particular faculties, part 1



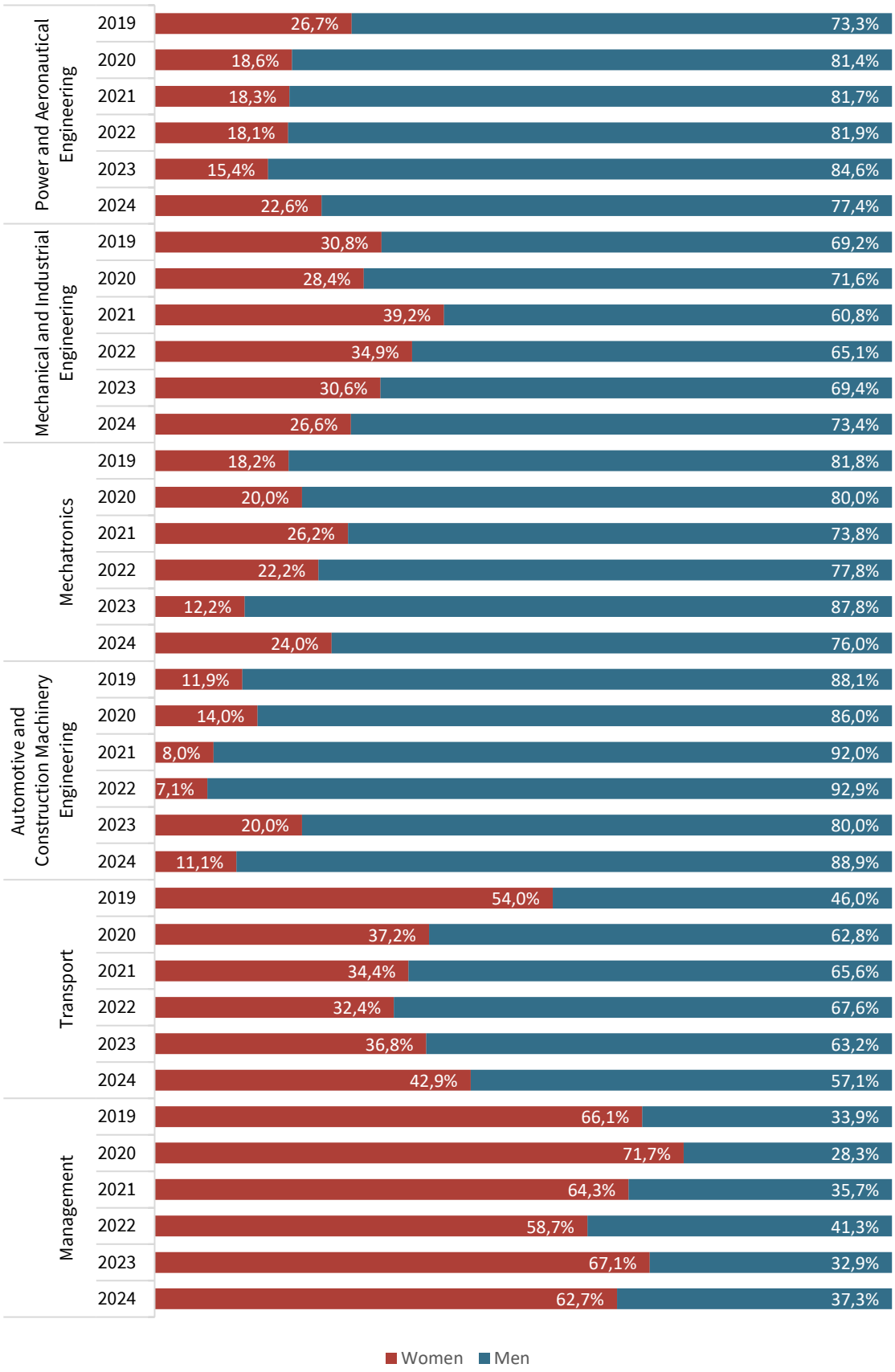
Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 29
Graduates of second-cycle studies by gender at particular faculties, part 2



Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 30
Graduates of second-cycle studies by gender at particular faculties, part 3

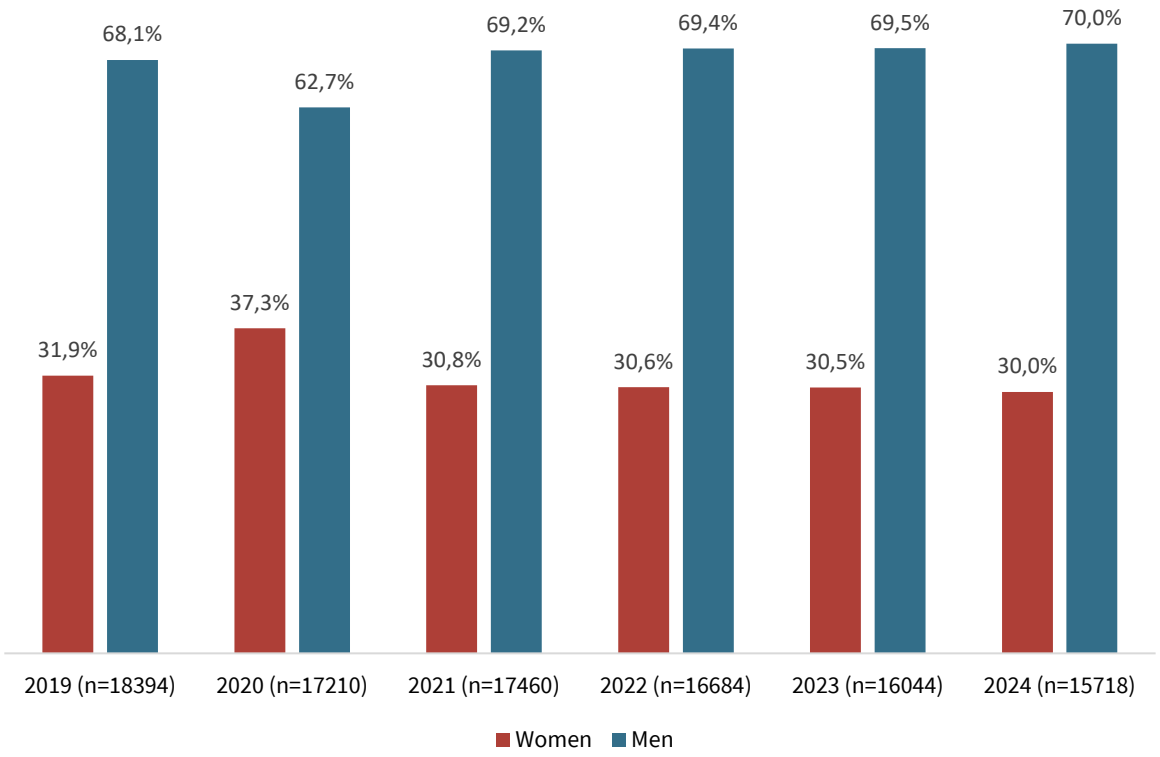


Source: own study by DAS WUT, based on data from the Student Affairs Department

4. Students

Over the six years covered by the analysis (2019-2024), both the number of first-cycle students and the percentage of women among first-cycle students has gradually decreased (with the exception of 2020, when there were more women at WUT). The percentage of women decreased by 1.9 pp over the six years. In 2024, men accounted for 70% of first-cycle students, while women accounted for 30%.

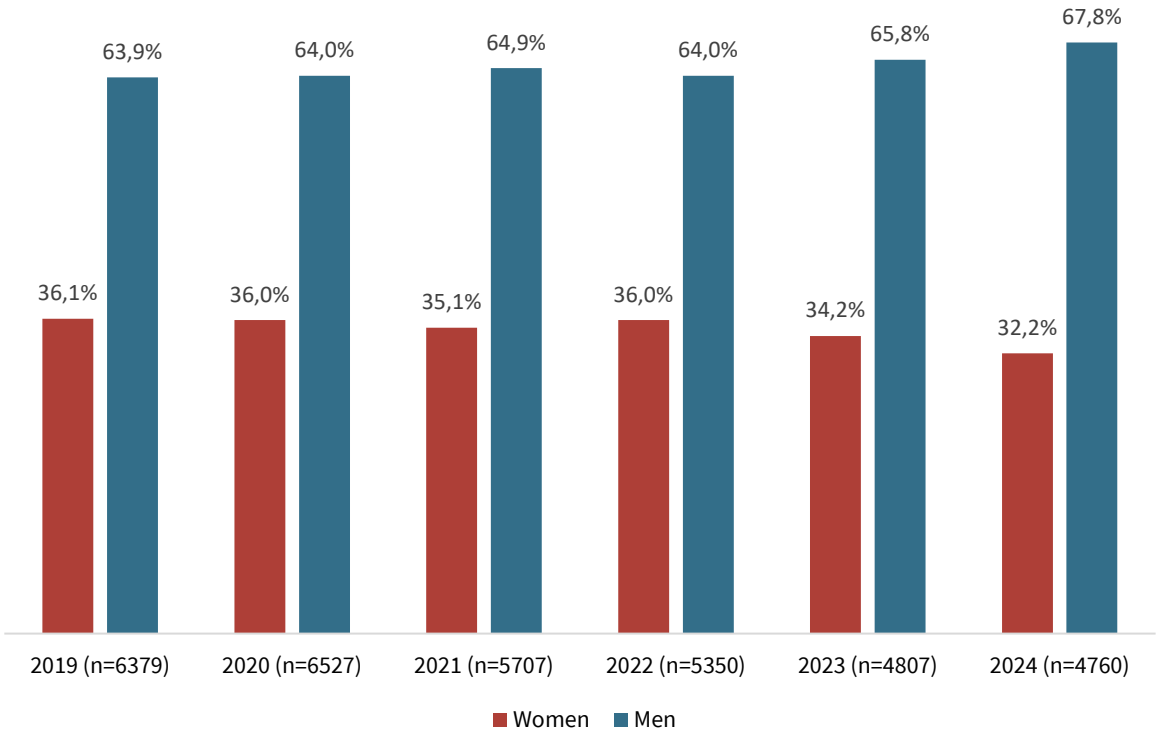
Figure 31
Total number of first-cycle students by gender in subsequent years



Source: own study by DAS WUT, based on data from the Student Affairs Department

In second-cycle studies, where there has been a noticeable decline in the number of students year on year, there has also been a slight decrease in the percentage of women in this group. Compared to 2019, there were 3.9 percentage points fewer women in 2024. At the same time, it should be emphasised that over the six analysed years, the percentage of women among second-cycle students is higher than among first-cycle students.

Figure 32
Total number of second-cycle students by gender in subsequent years



Source: own study by DAS WUT, based on data from the Student Affairs Department

Fields of study

Out of 56 first-cycle degree programmes, women accounted for less than 20% of students in 24 programmes in 2024. The lowest percentage (up to 10%) was observed in the following programmes:

- Applications of Information Technology in Industry (1.6%)
- Mechanics and Mechanical Engineering (4.1%) Faculty of Civil Engineering, Mechanics and Petrochemistry (WBMiP)
- Mechatronics of Vehicles and Construction Machinery (4.5%)
- Mechanics of Vehicles and Construction Machinery (4.7%)
- Electromobility (7.3%)
- Automatics, Robotics and Industrial Computing (8.4%) Faculty of Mechatronics (WM)
- Electrical Engineering (9.0%)
- Mechatronics (9.2%)
- Electronics (9.3%)
- Mechanical Engineering (9.7%).

The percentage of women above 70% was recorded in two programmes in 2019, in one in 2020 and 2021, and in no programme in 2022, 2023 and 2024. Between 50% and 69.8% of women in 2024 studied in 13 programmes:

- Biotechnology (69.8%)
- Papermaking and Printing (63.6%)
- Spatial Planning (63.5%)

- Environmental Protection (63.3%)
- Architecture (61.9%)
- Administration (61.2%)
- Biomedical Engineering (60.7%) Faculty of Mechatronics (WM)
- Economics (60.1%)
- Biomedical Engineering (59.8%) Faculty Electronics and Information Technology (WEiTI)
- Chemical and Process Engineering (59.3%)
- Chemical Technology (57.2%) Facultry of Chemisty (WCh)
- Management Administration (56.7%)
- Geodesy and Cartography (50.7%).

Detailed figures are presented in the Addendum (Table 3).

Out of 55 second-cycle degree programmes, men accounted for at least 70% of students in 28 of them, including 20 programmes where they accounted for over 80% (details are presented in the Addendum – Table 4):

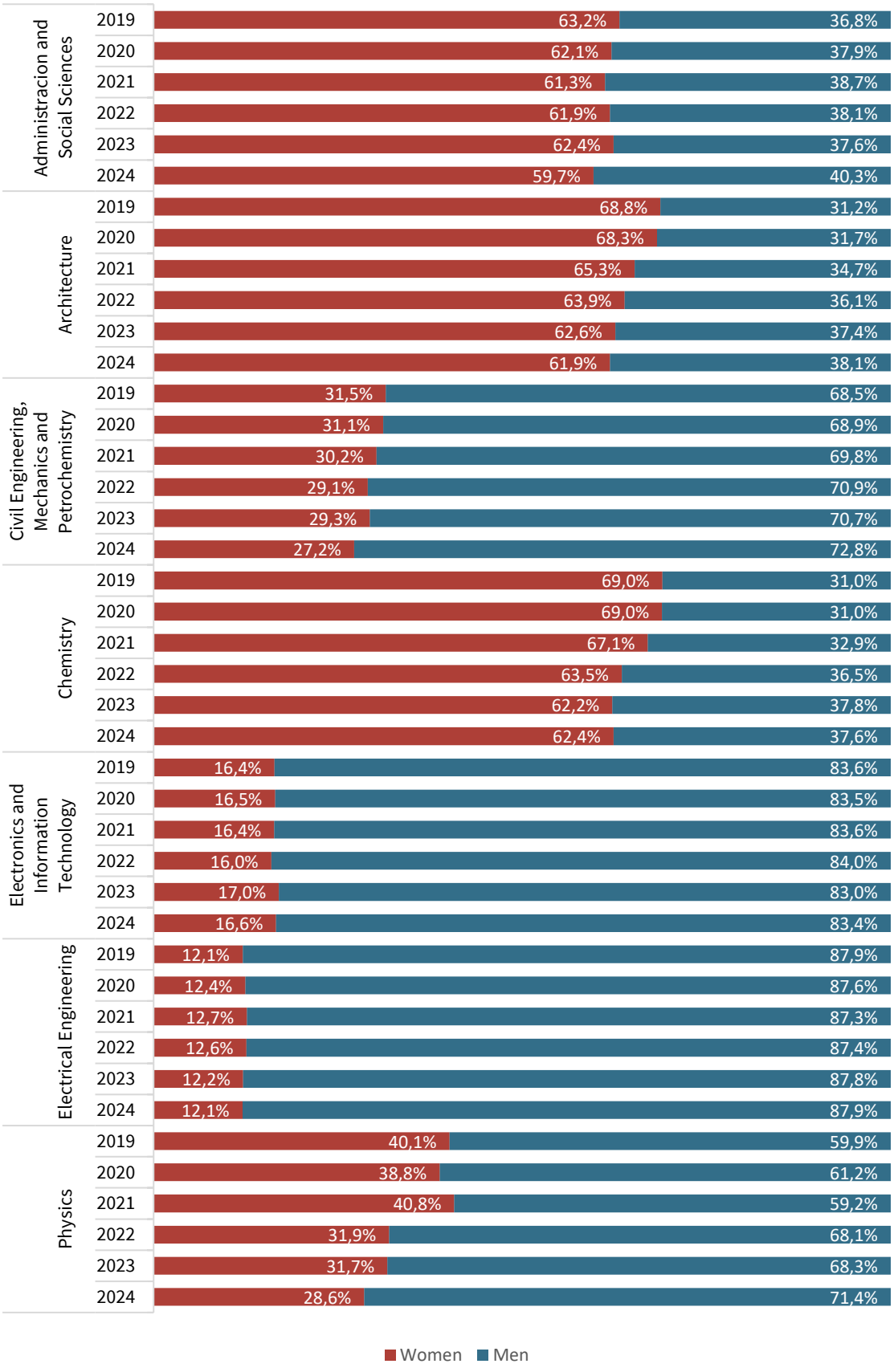
- Electromobility (100%)
- Photonics (100%)
- Internet of Things Engineering (100%)
- Mechanics and Mechanical Engineering (100%) Faculty of Civil Engineering, Mechanics and Petrochemistry (WBMiP)
- Automatics and Applied Robotics (94.4%)
- Mechatronics of Vehicles and Construction Machinery (93.9%)
- Computer Science and Information Systems (93.1%)
- Automatics, Robotics and Industrial Computing (90.6%)
- Electrical Engineering (90.1%)
- Automatics and Robotics (87.5%)
- Automation and Robotisation of Production Processes (85.7%)
- Applied Computer Science (85.3%)
- Mechanics and Machine Design (85.2%)
- Cybersecurity (84.4%)
- Mechanical Engineering (84.2%)
- Telecommunications (83.9%)
- Computer Science (82.2%)
- Electronics (81.6%)
- Energy (81.4%)
- Aviation and Astronautics (81.3%).

Faculties

In 2024, women constituted the majority of first-cycle students in six out of 20 faculties (in previous years, in eight). These were: the Faculty of Chemistry, the Faculty of Administration and Social Sciences, the Faculty of Architecture, the Faculty of Geodesy and Cartography, the Faculty of Chemical and Process Engineering, and the College of Economic and Social Sciences (in 2019-2022 also the Faculty of Management, and in 2020-2023 the Faculty of Materials Engineering).

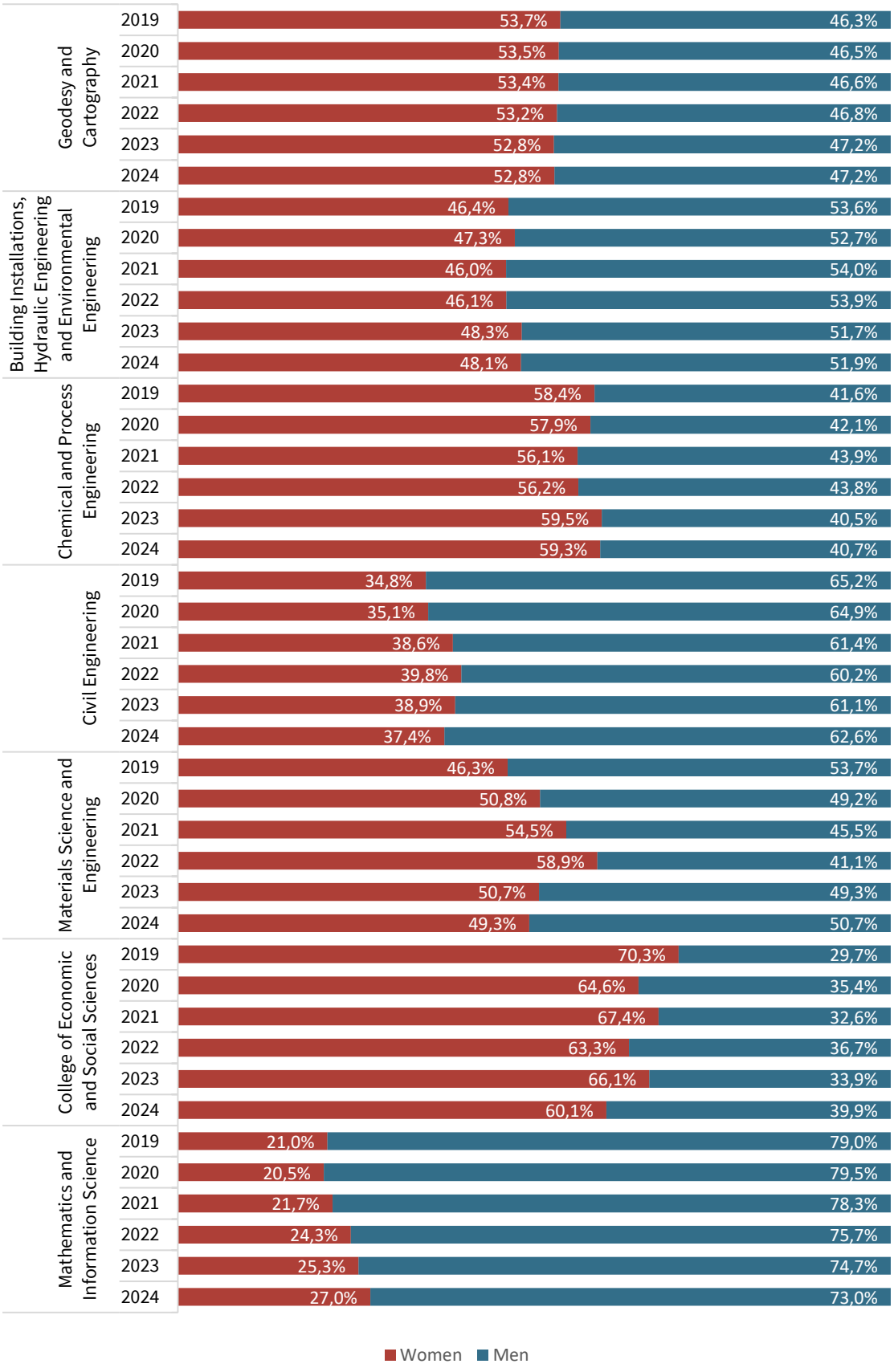
The percentage of women in individual faculties in 2024 compared to 2019 changed from -11.6 pp to 6 pp. The percentage of women increased in eight faculties, most significantly in the Faculty of Mathematics and Information Sciences (by 6 pp.), the Faculty of Materials Engineering (by 3 pp.) and the Faculty of Civil Engineering (by 2.6 pp.). It decreased most significantly during these years at the Faculty of Physics (by 11.6 pp.), the College of Economic and Social Sciences (10.1 pp.) and the Faculty of Management (by 9.6 pp.).

Figure 33
First-cycle students by gender at particular faculties, part 1



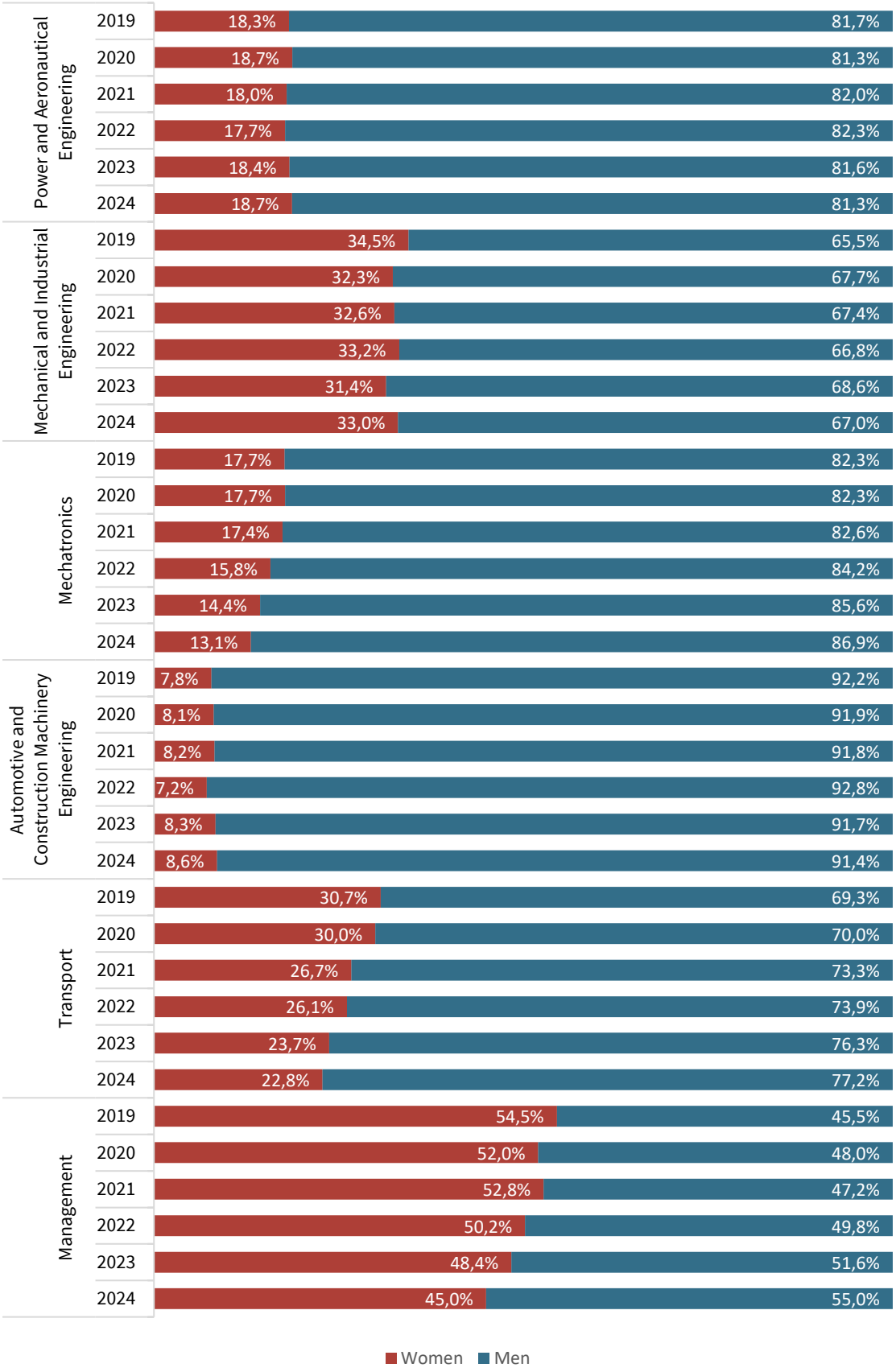
Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 34
First-cycle students by gender at particular faculties, part 2



Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 35
First-cycle students by gender at particular faculties, part 3



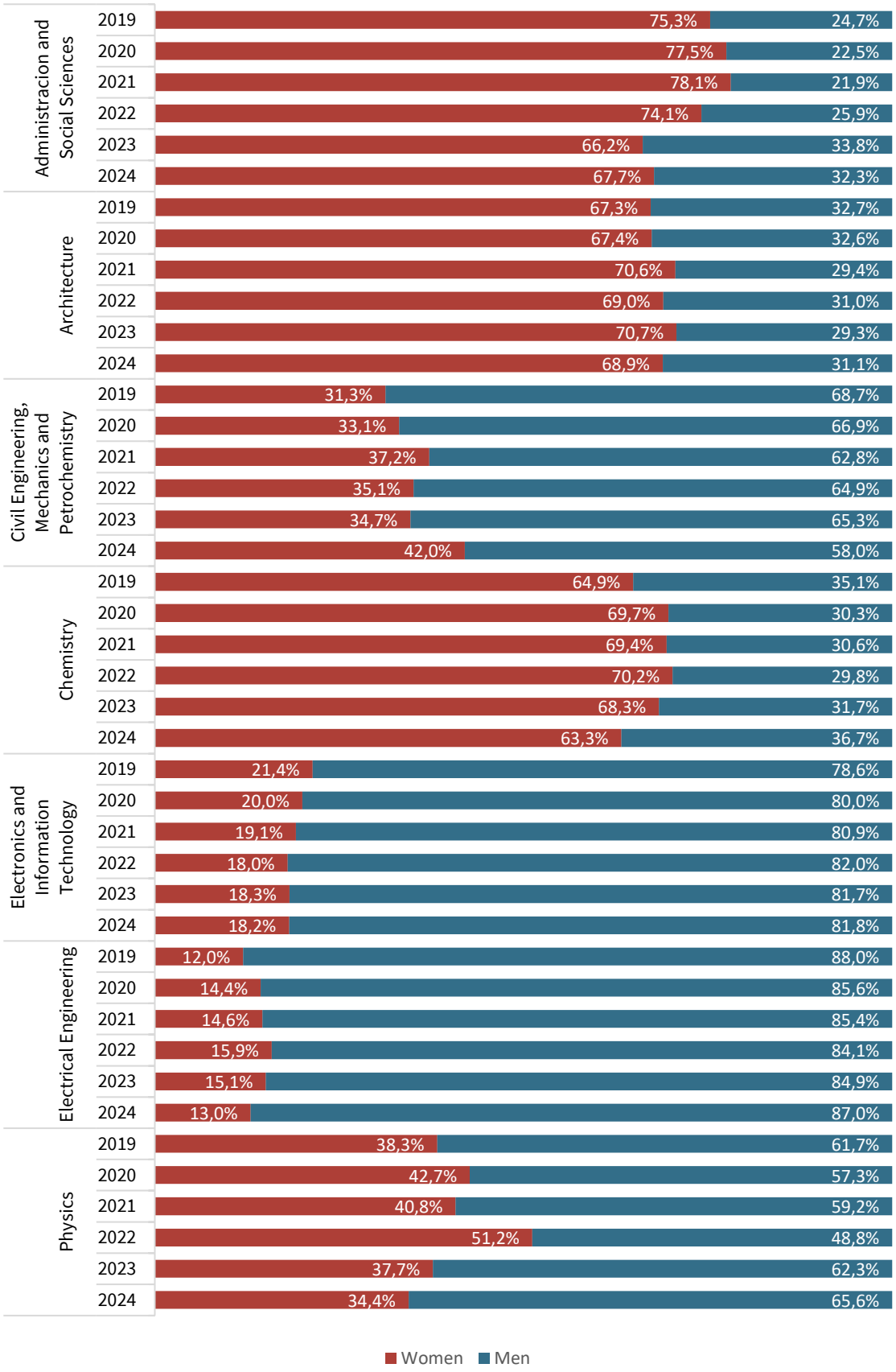
Source: own study by DAS WUT, based on data from the Student Affairs Department

The distribution for second-cycle studies is similar for the period 2019-2024. Women predominate in six faculties. These are the Faculty of Administration and Social Sciences, the Faculty of Architecture, the Faculty of Chemistry, the Faculty of Geodesy and Cartography, the College of Economic and Social Sciences, and the Faculty of Management. Details in this regard are presented in Figures 36-38.

Other faculties are predominated by men. Their highest share among second-cycle students is in the Faculty of Electrical Engineering (87% in 2024), the Faculty of Automotive and Construction Machinery Engineering (84.2%), the Faculty of Electronics and Information Technology (81.8%), the Faculty of Power and Aeronautical Engineering (82.5%) and Mechatronics (80.9%).

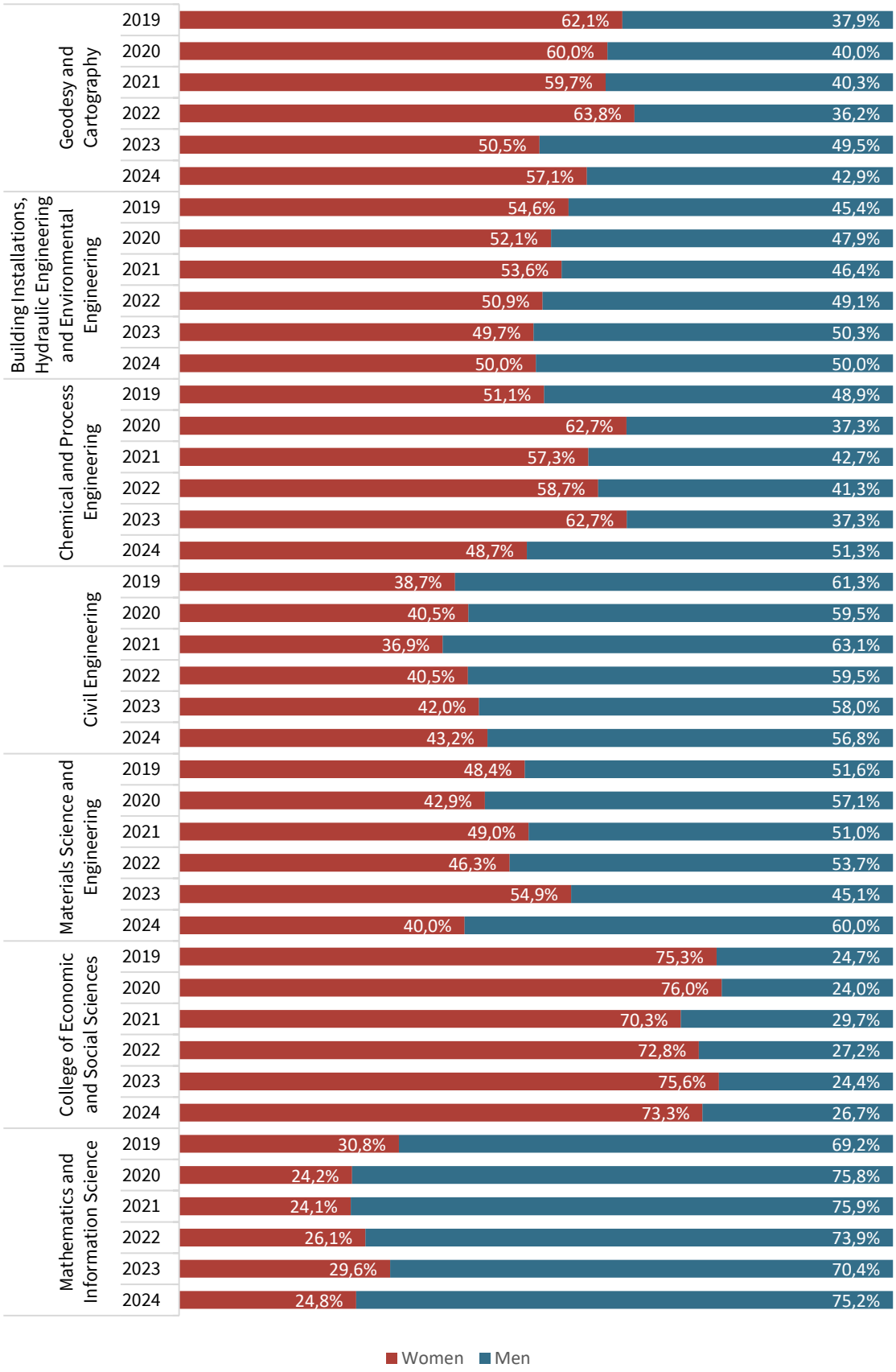
It is worth noting that the changes in the percentage of women and men studying second-cycle programmes over the last six years have been greater than in the case of those studying first-cycle programmes, as described above. The fluctuations in the percentage of women and men in particular faculties in 2024 compared to 2019 ranged from -10.8 pp to 8.4 pp. The proportion of women increased in seven faculties. The highest differences in percentage points between 2024 and 2019 concern the Faculty of Civil Engineering, Mechanics and Petrochemistry (an increase in the percentage of women by 10.8 pp) and the Faculty of Automotive and Construction Machinery Engineering (an increase by 6.6 pp). In turn, in the case of men: the Faculty of Materials Engineering (an increase in the percentage of men by 8.4 pp.), the Faculty of Administration and Social Sciences (an increase by 7.6 pp.), the Faculty of Transport (an increase by 7.2 pp.) and the Faculty of Mathematics and Information Sciences (an increase by 6 pp.).

Figure 36
Second-cycle students by gender at particular faculties, part 1



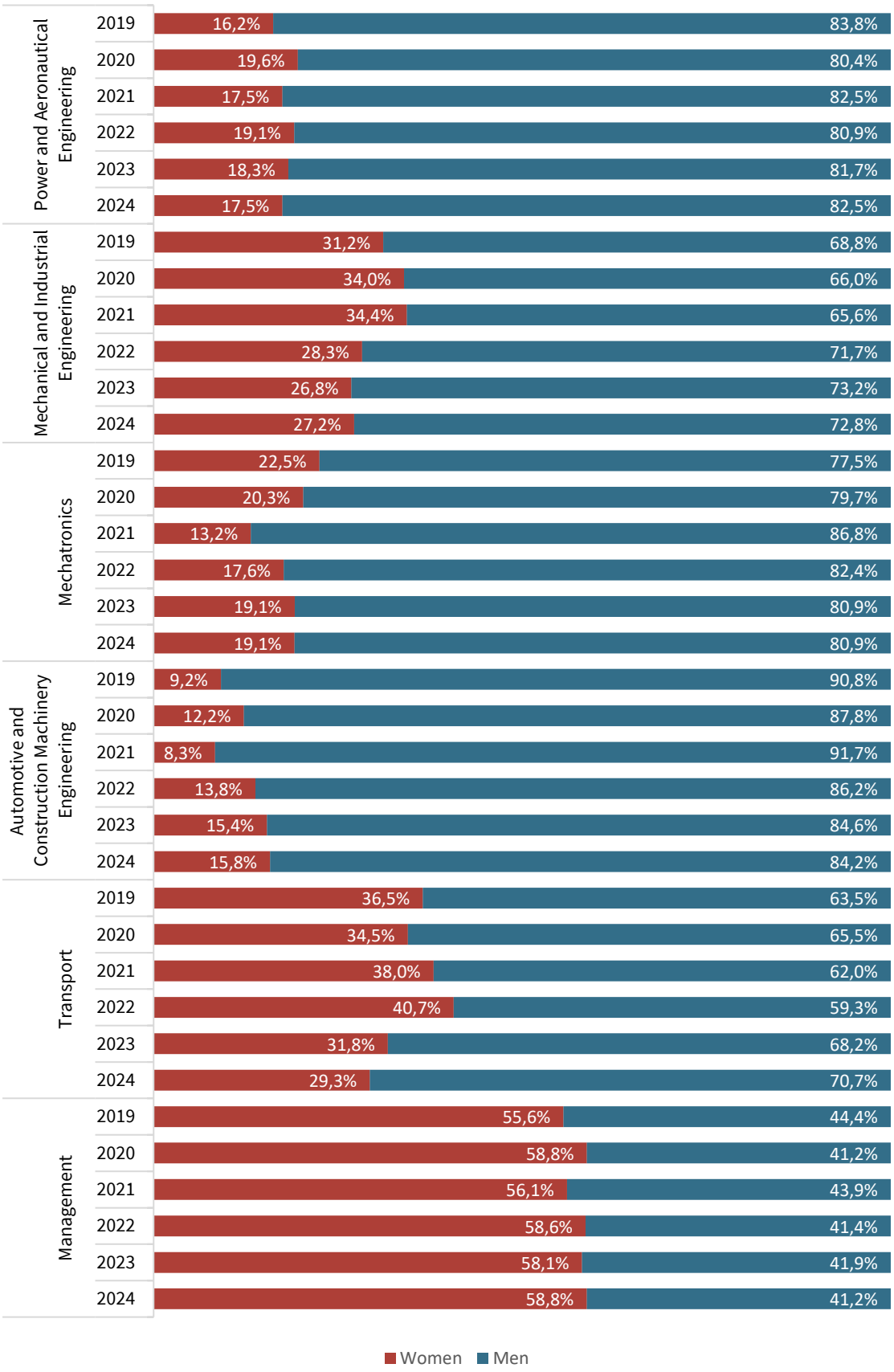
Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 37
Second-cycle students by gender at particular faculties, part 2



Source: own study by DAS WUT, based on data from the Student Affairs Department

Figure 38
Second-cycle students by gender at particular faculties, part 3



Source: own study by DAS WUT, based on data from the Student Affairs Department

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Addendum

The Appendix contains detailed data on the number of students and graduates by year, gender and degree level for each faculty and programme at the Warsaw University of Technology. If a given programme was not active in a given reporting year, a dash ('-') was used instead of a number.

Table 1
Graduates of first-cycle studies by gender in particular programmes and faculties

Faculty/field of study	2019			2020			2021		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**171**	**125**	**46**	**118**	**95**	**23**	**145**	**101**	**44**
Administration	171	125	46	118	95	23	145	101	44
Architecture	**174**	**110**	**64**	**129**	**100**	**29**	**117**	**90**	**27**
Architecture	130	87	43	129	100	29	117	90	27
Architecture and urban planning	44	23	21	-	-	-	-	-	-
Civil Engineering, Mechanics and Petrochemistry	**169**	**58**	**111**	**134**	**39**	**95**	**127**	**53**	**74**
Civil Engineering	46	18	28	46	12	34	45	16	29
Environmental engineering	35	15	20	25	9	16	15	10	5
Mechanics and Mechanical Engineering	43	4	39	27	0	27	27	2	25
Chemical Technology	45	21	24	36	18	18	40	25	15
Chemistry	**165**	**100**	**65**	**188**	**131**	**57**	**155**	**114**	**41**
Biotechnology	45	30	15	49	39	10	49	38	11
Chemical Technology	134	71	63	155	96	59	106	76	30
Electronics and Information Technology	**338**	**81**	**257**	**366**	**72**	**294**	**351**	**61**	**290**
Automatics and Robotics	21	1	20	29	4	25	26	2	24
Cybersecurity	-	-	-	-	-	-	-	-	-
Electronics	21	1	20	54	2	52	60	6	54
Electronics and Telecommunications	78	16	62	16	4	12	9	1	8
Computer Science	130	14	116	158	25	133	120	15	105
Biomedical engineering	30	22	8	26	14	12	20	15	5
Internet of Things Engineering	-	-	-	-	-	-	-	-	-
Telecommunications	93	29	64	83	23	60	116	22	94
Electrical Engineering	**357**	**28**	**329**	**327**	**45**	**282**	**334**	**36**	**298**
Automatics and Robotics	52	5	47	-	-	-	-	-	-
Automatics and Applied Robotics (86.7%)	0	0	0	51	10	41	50	5	45
Electromobility	230	15	215	0	0	0	0	0	0
Electrical Engineering	1	0	1	223	28	195	199	17	182
Applied Computer Science	74	8	66	53	7	46	85	14	71
Physics	**76**	**25**	**51**	**81**	**40**	**41**	**68**	**25**	**43**
Technical Physics	60	20	40	50	24	26	45	13	32
Photonics	16	5	11	31	16	15	23	12	11
Geodesy and Cartography	**144**	**83**	**61**	**176**	**101**	**75**	**176**	**107**	**69**
Geodesy and Cartography	96	54	42	102	52	50	91	56	35
Geoinformatics	40	22	18	11	5	6	11	2	9
Spatial planning	60	37	23	63	44	19	74	49	25
Building Installations, Hydraulic Engineering and Environmental Engineering	**141**	**89**	**52**	**146**	**90**	**56**	**175**	**101**	**74**
Bioeconomy	0	0	0	0	0	0	8	3	5
Environmental engineering	124	73	51	124	74	50	136	77	59
Environmental protection	57	36	21	22	16	6	31	21	10

Chemical and Process Engineering	**69**	**39**	**30**	**55**	**38**	**17**	**59**	**34**	**25**
Chemical and Process Engineering	69	39	30	55	38	17	59	34	25
Civil Engineering	**179**	**76**	**103**	**140**	**52**	**88**	**165**	**56**	**109**
Construction and Operation of Rail Transport Infrastructure	0	0	0	0	0	0	0	0	0
Construction	179	76	103	140	52	88	165	56	109
Materials Engineering	**46**	**21**	**25**	**31**	**14**	**17**	**37**	**16**	**21**
Materials Engineering	46	21	25	31	14	17	37	16	21
College of Economic and Social Sciences	**101**	**76**	**25**	**99**	**69**	**30**	**94**	**61**	**33**
Economics	101	76	25	99	69	30	94	61	33
Mathematics and Information Science	**159**	**43**	**116**	**152**	**32**	**120**	**168**	**37**	**131**
Computer Science and Information Systems	115	17	98	113	13	100	113	21	92
Computer Science and Information Systems [Computer Science]	1	0	1	0	0	0	0	0	0
Engineering and Data Analysis	-	-	-	-	-	-	21	2	19
Mathematics	43	26	17	39	19	20	34	14	20
Mathematics and Data Analysis	0	0	0	0	0	0	0	0	0
Power and Aeronautical Engineering	**226**	**40**	**186**	**210**	**40**	**170**	**193**	**35**	**158**
Automatics and Robotics	**-**	**-**	**-**	1	0	1	0	0	0
Automatics and Robotics (valid until: 2019-09-30]	0	0	0	42	8	34	30	5	25
Energy	78	12	66	62	16	46	57	16	41
New Generation Power Engineering	0	0	0	0	0	0	0	0	0
Aviation and Astronautics	87	19	68	72	12	60	80	12	68
Mechanics and Mechanical Engineering	0	0	0	0	0	0	0	0	0
Mechanics and Mechanical Engineering	24	3	21	33	4	29	26	2	24
Robotics and Automatics	0	0	0	0	0	0	0	0	0
Mechanical and Industrial Engineering	**241**	**82**	**159**	**233**	**81**	**152**	**174**	**69**	**105**
Automatics and Robotics	28	3	25	-	-	-	-	-	-
Automation and Robotisation of Production Processes	56	8	48	62	14	48	43	9	34
Mechanics and Mechanical Engineering	96	15	81	63	10	53	48	10	38
Papermaking and Printing	22	13	9	22	16	6	23	17	6
Management and Production Engineering	95	49	46	86	41	45	60	33	27
Mechatronics	**213**	**54**	**159**	**168**	**28**	**140**	**206**	**44**	**162**
Automatics and Robotics	14	3	11	-	-	-	-	-	-
Automatics, Robotics and Industrial Computer Science (90.6%)	59	8	51	53	4	49	57	7	50
Biomedical engineering	32	17	15	18	10	8	31	22	9
Mechatronics	124	31	93	97	14	83	118	15	103
Automotive and Construction Machinery Engineering	**199**	**27**	**172**	**115**	**8**	**107**	**167**	**22**	**145**
Mechanical Engineering	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Electric and Hybrid Vehicle Engineering	65	5	60	15	1	14	53	9	44
Mechanics and Mechanical Engineering	5	1	4	-	-	-	-	-	-
Mechanics of Vehicles and Construction Machinery	92	16	76	75	5	70	63	6	57
Mechatronics	12	0	12	-	-	-	-	-	-
Mechatronics of Vehicles and Construction Machinery	66	4	62	25	2	23	51	7	44
Transport	**162**	**75**	**87**	**167**	**51**	**116**	**185**	**67**	**118**
Transport	162	75	87	167	51	116	185	67	118
Management	**191**	**132**	**59**	**110**	**73**	**37**	**124**	**70**	**54**
Management Engineering	90	62	28	56	39	17	58	25	33
Management	96	67	29	54	34	20	66	45	21
Critical Infrastructure Security Management	0	0	0	0	0	0	0	0	0
Management and Production Engineering	5	3	2	-	-	-	-	-	-
Total at WUT:	**3690**	**1395**	**2295**	**3145**	**1199**	**1946**	**3220**	**1199**	**2021**

Faculty/field of study	2021			2023			2024		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**142**	**94**	**48**	**143**	**91**	**52**	**160**	**106**	**54**
Administration	142	94	48	143	91	52	160	106	54
Architecture	**123**	**82**	**41**	**114**	**81**	**33**	**57**	**37**	**20**
Architecture	123	82	41	114	81	33	57	37	20
Architecture and urban planning	-	-	-	-	-	-	-	-	-
Civil Engineering, Mechanics and Petrochemistry	**154**	**55**	**99**	**116**	**34**	**82**	**102**	**38**	**64**
Civil Engineering	56	15	41	22	6	16	32	12	20
Environmental engineering	24	14	10	17	11	6	8	4	4
Mechanics and Mechanical Engineering	31	2	29	36	1	35	15	0	15
Chemical Technology	43	24	19	41	16	25	47	22	25
Chemistry	**151**	**113**	**38**	**143**	**98**	**45**	**110**	**76**	**34**
Biotechnology	55	47	8	57	42	15	42	32	10
Chemical Technology	96	66	30	86	56	30	68	44	24
Electronics and Information Technology	**354**	**61**	**293**	**418**	**71**	**347**	**469**	**82**	**387**
Automatics and Robotics	22	1	21	35	3	32	35	5	30
Cybersecurity	-	-	-	34	7	27	43	8	35
Electronics	54	9	45	62	6	56	77	11	66
Electronics and Telecommunications	7	1	6	18	4	14	12	1	11
Computer Science	146	16	130	151	24	127	147	24	123
Biomedical engineering	20	14	6	18	12	6	26	15	11
Internet of Things Engineering	-	-	-	-	-	-	13	1	12
Telecommunications	105	20	85	100	15	85	116	17	99
Electrical Engineering	**302**	**36**	**266**	**284**	**30**	**254**	**269**	**33**	**236**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automatics and Applied Robotics (86.7%)	43	5	38	42	5	37	52	5	47
Electromobility	0	0	0	14	1	13	23	2	21
Electrical Engineering	162	16	146	129	9	120	96	8	88
Applied Computer Science	97	15	82	99	15	84	98	18	80
Physics	**66**	**32**	**34**	**50**	**16**	**34**	**59**	**24**	**35**
Technical Physics	40	20	20	42	13	29	40	17	23
Photonics	26	12	14	8	3	5	19	7	12
Geodesy and Cartography	**156**	**92**	**64**	**158**	**81**	**77**	**146**	**89**	**57**
Geodesy and Cartography	62	31	31	67	35	32	55	39	16
Geoinformatics	16	3	13	15	1	14	24	9	15
Spatial planning	78	58	20	76	45	31	67	41	26
Building Installations, Hydraulic Engineering and Environmental Engineering	**174**	**83**	**91**	**99**	**50**	**49**	**149**	**80**	**69**
Bioeconomy	0	0	0	0	0	0	-	-	-
Environmental engineering	145	67	78	82	38	44	123	60	63
Environmental protection	29	16	13	17	12	5	26	20	6
Chemical and Process Engineering	**54**	**33**	**21**	**62**	**34**	**28**	**48**	**26**	**22**
Chemical and Process Engineering	54	33	21	62	34	28	48	26	22
Civil Engineering	**123**	**54**	**69**	**117**	**51**	**66**	**114**	**51**	**63**
Construction and Operation of Rail Transport Infrastructure	0	0	0	0	0	0	-	-	-
Construction	123	54	69	117	51	66	114	51	63
Materials Engineering	**38**	**17**	**21**	**36**	**26**	**10**	**17**	**11**	**6**
Materials Engineering	38	17	21	36	26	10	17	11	6
College of Economic and Social Sciences	**71**	**53**	**18**	**72**	**52**	**20**	**62**	**46**	**16**
Economics	71	53	18	72	52	20	62	46	16

Mathematics and Information Science	**185**	**35**	**150**	**187**	**41**	**146**	**256**	**57**	**199**
Computer Science and Information Systems	86	8	78	96	14	82	136	19	117
Computer Science and Information Systems [Computer Science]	25	2	23	1	0	1	-	-	-
Engineering and Data Analysis	27	6	21	50	10	40	57	10	47
Mathematics	29	14	15	19	8	11	31	14	17
Mathematics and Data Analysis	18	5	13	21	9	12	32	14	18
Power and Aeronautical Engineering	**220**	**40**	**180**	**185**	**30**	**155**	**199**	**41**	**158**
Automatics and Robotics	40	9	31	2	0	2	-	-	-
Automatics and Robotics (valid until: 2019-09-30]	-	-	-	-	-	-	-	-	-
Energy	62	13	49	52	14	38	59	15	44
New Generation Power Engineering	0	0	0	0	0	0	-	-	-
Aviation and Astronautics	85	16	69	73	8	65	85	19	66
Mechanics and Mechanical Engineering	0	0	0	0	0	0	-	-	-
Mechanics and Mechanical Engineering	33	2	31	25	4	21	24	2	22
Robotics and Automatics	0	0	0	33	4	29	31	5	26
Mechanical and Industrial Engineering	**223**	**71**	**152**	**160**	**56**	**104**	**183**	**66**	**117**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automation and Robotisation of Production Processes	57	9	48	52	6	46	49	8	41
Mechanics and Mechanical Engineering	61	6	55	35	9	26	34	4	30
Papermaking and Printing	26	17	9	16	13	3	29	17	12
Management and Production Engineering	79	39	40	57	28	29	71	37	34
Mechatronics	**175**	**38**	**137**	**190**	**38**	**152**	**157**	**30**	**127**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automatics, Robotics and Industrial Computer Science (90.6%)	65	8	57	62	7	55	53	8	45
Biomedical engineering	17	12	5	25	13	12	14	10	4
Mechatronics	93	18	75	103	18	85	90	12	78
Automotive and Construction Machinery Engineering	**173**	**16**	**157**	**157**	**11**	**146**	**152**	**18**	**134**
Mechanical Engineering	-	-	-	-	-	-	0	0	0
Electric and Hybrid Vehicle Engineering	77	9	68	61	8	53	73	12	61
Mechanics and Mechanical Engineering	-	-	-	-	-	-	-	-	-
Mechanics of Vehicles and Construction Machinery	59	3	56	50	1	49	32	3	29
Mechatronics	-	-	-	-	-	-	-	-	-
Mechatronics of Vehicles and Construction Machinery	37	4	33	46	2	44	47	3	44
Transport	**149**	**56**	**93**	**131**	**36**	**95**	**94**	**28**	**66**
Transport	0	0	0	131	36	95	94	28	66
Management	**149**	**56**	**93**	**98**	**63**	**35**	**172**	**106**	**66**
Management Engineering	68	47	21	50	34	16	101	62	39
Management	57	40	17	43	26	17	42	26	16
Critical Infrastructure Security Management	11	7	4	5	3	2	29	18	11
Management and Production Engineering	-	-	-	-	-	-	-	-	-
Total at WUT:	**3101**	**1108**	**1993**	**2920**	**990**	**1930**	**2975**	**1045**	**1930**

Table 2
Graduates of second-cycle studies by gender in particular programmes and faculties

Faculty/field of study	2019			2020			2021		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**184**	**145**	**39**	**129**	**99**	**30**	**101**	**78**	**23**
Administration	184	145	39	129	99	30	101	78	23
Architecture	**150**	**97**	**53**	**85**	**58**	**27**	**154**	**101**	**53**
Architecture	125	85	40	85	58	27	154	101	53

Architecture and urban planning	25	12	13	-	-	-	-	-	-
Civil Engineering, Mechanics and Petrochemistry	**140**	**42**	**98**	**105**	**35**	**70**	**77**	**26**	**51**
Civil Engineering	59	14	45	54	16	38	30	9	21
Environmental engineering	0	0	0	0	0	0	0	0	0
Mechanics and Mechanical Engineering	37	3	34	21	3	18	19	0	19
Chemical Technology	44	25	19	30	16	14	28	17	11
Chemistry	**171**	**127**	**44**	**143**	**95**	**48**	**212**	**161**	**51**
Biotechnology	56	49	7	51	39	12	78	68	10
Chemical Technology	124	78	46	107	58	49	134	93	41
Electronics and Information Technology	**222**	**45**	**177**	**219**	**51**	**168**	**249**	**54**	**195**
Automatics and Robotics	14	2	12	12	2	10	11	1	10
Cybersecurity	0	0	0	0	0	0	0	0	0
Electronics	46	13	33	41	10	31	45	10	35
Electronics and Telecommunications	0	0	0	0	0	0	0	0	0
Computer Science	118	14	104	118	17	101	135	24	111
Biomedical engineering	12	5	7	14	13	1	8	5	3
Internet of Things Engineering	-	-	-	-	-	-	-	-	-
Telecommunications	40	11	29	49	11	38	50	14	36
Electrical Engineering	**294**	**42**	**252**	**276**	**44**	**232**	**254**	**29**	**225**
Automatics and Robotics	8	2	6	-	-	-	-	-	-
Automatics and Applied Robotics	31	5	26	30	3	27	18	0	18
Electromobility	-	-	-	-	-	-	-	-	-
Electrical Engineering	181	29	152	164	28	136	159	20	139
Computer Science	12	0	12	-	-	-	-	-	-
Applied Computer Science	62	6	56	82	13	69	77	9	68
Physics	**47**	**18**	**29**	**34**	**12**	**22**	**36**	**16**	**20**
Technical Physics	40	16	24	31	11	20	32	15	17
Photonics	7	2	5	3	1	2	4	1	3
Geodesy and Cartography	**108**	**77**	**31**	**107**	**71**	**36**	**122**	**81**	**41**
Geodesy and Cartography	90	59	31	64	44	20	61	36	25
Geoinformatics	14	9	5	0	0	0	0	0	0
Spatial planning	47	38	9	43	27	16	61	45	16
Building Installations, Hydraulic Engineering and Environmental Engineering	**183**	**113**	**70**	**157**	**91**	**66**	**180**	**102**	**78**
Bioeconomy	0	0	0	0	0	0	3	1	2
Environmental engineering	167	100	67	146	82	64	160	90	70
Environmental protection	16	13	3	11	9	2	17	11	6
Chemical and Process Engineering	**55**	**36**	**19**	**38**	**15**	**23**	**53**	**32**	**21**
Chemical and Process Engineering	55	36	19	38	15	23	53	32	21
Civil Engineering	**145**	**49**	**96**	**104**	**48**	**56**	**115**	**43**	**72**
Construction and Operation of Rail Transport Infrastructure	-	-	-	-	-	-	-	-	-
Construction	145	49	96	104	48	56	115	43	72
Materials Engineering	**39**	**21**	**18**	**37**	**25**	**12**	**40**	**15**	**25**
Materials Engineering	39	21	18	37	25	12	40	15	25
College of Economic and Social Sciences	**74**	**61**	**13**	**60**	**44**	**16**	**65**	**58**	**7**
Economics	74	61	13	60	44	16	65	58	7
Mathematics and Information Science	**85**	**31**	**54**	**92**	**31**	**61**	**103**	**27**	**76**
Computer Science and Information Systems	35	7	28	46	9	37	44	7	37
Computer Science and Information Systems [Computer Science]	8	2	6	-	-	-	-	-	-
Engineering and Data Analysis	0	0	0	16	2	14	31	5	26
Mathematics	35	7	28	30	20	10	28	15	13
Mathematics and Data Analysis	0	0	0	0	0	0	0	0	0

Power and Aeronautical Engineering	**161**	**43**	**118**	**177**	**33**	**144**	**164**	**30**	**134**
Automatics	58	12	46	2	1	1	0	0	0
Automatics and Robotics (valid until: 2019-09-30]	1	0	1	14	1	13	4	0	4
Energy	62	18	44	75	18	57	55	6	49
New Generation Power Engineering	0	0	0	0	0	0	6	2	4
Aviation and Astronautics	54	16	38	50	10	40	48	9	39
Mechanics and Mechanical Engineering	1	1	0	-	-	-	-	-	-
Mechanics and Mechanical Design	20	3	17	36	3	33	40	9	31
Robotics and Automatics	0	0	0	0	0	0	11	4	7
Mechanical and Industrial Engineering	**143**	**44**	**99**	**215**	**61**	**154**	**260**	**102**	**158**
Automatics and Robotics	51	14	37	-	-	-	-	-	-
Automation and Robotisation of Production Processes	15	4	11	17	1	16	11	3	8
Mechanics and Mechanical Engineering	55	6	49	58	12	46	85	27	58
Papermaking and Printing	11	6	5	12	8	4	11	8	3
Management and Production Engineering	111	42	69	128	40	88	153	64	89
Mechatronics	**110**	**20**	**90**	**65**	**13**	**52**	**122**	**32**	**90**
Automatics and Robotics	8	1	7	-	-	-	-	-	-
Automatics, Robotics and Industrial Computer Science	10	1	9	21	1	20	42	6	36
Biomedical engineering	2	2	0	8	7	1	14	8	6
Mechatronics	65	11	54	36	5	31	66	18	48
Automotive and Construction Machinery Engineering	**42**	**5**	**37**	**43**	**6**	**37**	**50**	**4**	**46**
Mechanical Engineering	-	-	-	-	-	-	-	-	-
Electric and Hybrid Vehicle Engineering	10	1	9	0	0	0	0	0	0
Mechanics and Mechanical Engineering	13	1	12	-	-	-	-	-	-
Mechanics of Vehicles and Construction Machinery	16	2	14	33	4	29	29	4	25
Mechatronics	13	1	12	-	-	-	-	-	-
Mechatronics of Vehicles and Construction Machinery	10	2	8	10	2	8	21	0	21
Transport	**100**	**54**	**46**	**94**	**35**	**59**	**90**	**31**	**59**
Transport	100	54	46	94	35	59	90	31	59
Management	**124**	**82**	**42**	**92**	**66**	**26**	**56**	**36**	**20**
Management Engineering	46	30	16	30	21	9	26	17	9
Management	69	46	23	62	45	17	28	17	11
Critical Infrastructure Security Management	-	-	-	-	-	-	2	2	0
Management and Production Engineering	9	6	3	-	-	-	-	-	-
Total at WUT:	**2680**	**1188**	**1492**	**2287**	**935**	**1352**	**2503**	**1058**	**1445**

Faculty/field of study	2022			2023			2024		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**69**	**56**	**13**	**58**	**49**	**9**	**71**	**48**	**23**
Administration	69	56	13	58	49	9	71	48	23
Architecture	**106**	**78**	**28**	**111**	**81**	**30**	**107**	**72**	**35**
Architecture	106	78	28	111	81	30	107	72	35
Architecture and urban planning	-	-	-	-	-	-	-	-	-
Civil Engineering, Mechanics and Petrochemistry	**81**	**35**	**46**	**66**	**26**	**40**	**64**	**17**	**47**
Civil Engineering	32	15	17	28	10	18	22	6	16
Environmental engineering	0	0	0	0	0	0	0	0	0
Mechanics and Mechanical Engineering	17	0	17	13	3	10	18	0	18
Chemical Technology	32	20	12	25	13	12	24	11	13
Chemistry	**165**	**120**	**45**	**128**	**104**	**24**	**183**	**129**	**54**
Biotechnology	72	48	24	63	54	9	73	58	15
Chemical Technology	93	72	21	65	50	15	110	71	39

Electronics and Information Technology	**230**	**54**	**176**	**227**	**40**	**187**	**262**	**45**	**217**
Automatics and Robotics	11	2	9	5	0	5	10	0	10
Cybersecurity	0	0	0	0	0	0	12	2	10
Electronics	29	11	18	21	4	17	33	7	26
Electronics and Telecommunications	0	0	0	0	0	0	0	0	0
Computer Science	129	19	110	131	19	112	158	20	138
Biomedical engineering	11	9	2	5	2	3	9	6	3
Internet of Things Engineering	-	-	-	-	-	-	0	0	0
Telecommunications	50	13	37	65	15	50	40	10	30
Electrical Engineering	**292**	**44**	**248**	**250**	**48**	**202**	**257**	**37**	**220**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automatics and Applied Robotics	11	3	8	11	1	10	15	2	13
Electromobility	3	1	2	1	0	1	4	0	4
Electrical Engineering	153	24	129	130	24	106	106	7	99
Computer Science	-	-	-	-	-	-	-	-	-
Applied Computer Science	125	16	109	108	23	85	132	28	104
Physics	**41**	**16**	**25**	**40**	**14**	**26**	**43**	**23**	**20**
Technical Physics	39	16	23	32	10	22	34	19	15
Photonics	2	0	2	8	4	4	9	4	5
Geodesy and Cartography	**107**	**73**	**34**	**98**	**59**	**39**	**82**	**53**	**29**
Geodesy and Cartography	51	32	19	56	28	28	39	25	14
Geoinformatics	0	0	0	0	0	0	0	0	0
Spatial planning	56	41	15	42	31	11	43	28	15
Building Installations, Hydraulic Engineering and Environmental Engineering	**152**	**83**	**69**	**135**	**72**	**63**	**162**	**85**	**77**
Bioeconomy	2	2	0	0	0	0	-	-	-
Environmental engineering	123	61	62	124	63	61	154	80	74
Environmental protection	27	20	7	11	9	2	8	5	3
Chemical and Process Engineering	**49**	**31**	**18**	**50**	**31**	**19**	**48**	**32**	**16**
Chemical and Process Engineering	49	31	18	50	31	19	48	32	16
Civil Engineering	**111**	**44**	**67**	**96**	**36**	**60**	**112**	**44**	**68**
Construction and Operation of Rail Transport Infrastructure	4	1	3	1	0	1	-	-	-
Construction	107	43	64	95	36	59	112	44	68
Materials Engineering	**32**	**17**	**15**	**41**	**20**	**21**	**30**	**15**	**15**
Materials Engineering	32	17	15	41	20	21	30	15	15
College of Economic and Social Sciences	**53**	**36**	**17**	**45**	**33**	**12**	**43**	**31**	**12**
Economics	53	36	17	45	33	12	43	31	12
Mathematics and Information Science	**87**	**28**	**59**	**85**	**26**	**59**	**98**	**21**	**77**
Computer Science and Information Systems	40	11	29	33	7	26	39	2	37
Computer Science and Information Systems [Computer Science]	-	-	-	-	-	-	-	-	-
Engineering and Data Analysis	24	4	20	19	5	14	28	4	24
Mathematics	23	13	10	33	14	19	19	8	11
Mathematics and Data Analysis	0	0	0	0	0	0	12	7	5
Power and Aeronautical Engineering	**138**	**25**	**113**	**143**	**22**	**121**	**137**	**31**	**106**
Automatics	0	0	0	1	0	1	-	-	-
Automatics and Robotics (valid until: 2019-09-30]	-	-	-	-	-	-	-	-	-
Energy	40	7	33	48	11	37	48	15	33
New Generation Power Engineering	7	1	6	0	0	0	-	-	-
Aviation and Astronautics	42	14	28	42	4	38	35	9	26
Mechanics and Mechanical Engineering	-	-	-	-	-	-	-	-	-
Mechanics and Mechanical Design	28	2	26	29	2	27	26	4	22
Robotics and Automatics	21	1	20	23	5	18	28	3	25

Mechanical and Industrial Engineering	**126**	**44**	**82**	**124**	**38**	**86**	**124**	**33**	**91**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automation and Robotisation of Production Processes	7	0	7	13	2	11	9	3	6
Mechanics and Mechanical Engineering	32	9	23	22	2	20	27	5	22
Papermaking and Printing	1	0	1	5	3	2	5	3	2
Management and Production Engineering	86	35	51	84	31	53	83	22	61
Mechatronics	**99**	**22**	**77**	**82**	**10**	**72**	**75**	**18**	**57**
Automatics and Robotics	-	-	-	-	-	-	-	-	-
Automatics, Robotics and Industrial Computer Science	42	4	38	35	2	33	34	5	29
Biomedical engineering	6	6	0	2	1	1	8	7	1
Mechatronics	51	12	39	45	7	38	33	6	27
Automotive and Construction Machinery Engineering	**42**	**3**	**39**	**40**	**8**	**32**	**36**	**4**	**32**
Mechanical Engineering	-	-	-	-	-	-	7	2	5
Electric and Hybrid Vehicle Engineering	7	2	5	6	2	4	11	1	10
Mechanics and Mechanical Engineering	-	-	-	-	-	-	-	-	-
Mechanics of Vehicles and Construction Machinery	23	0	23	26	4	22	9	1	8
Mechatronics	-	-	-	-	-	-	-	-	-
Mechatronics of Vehicles and Construction Machinery	12	1	11	8	2	6	9	0	9
Transport	**74**	**24**	**50**	**57**	**21**	**36**	**63**	**27**	**36**
Transport	2	1	1	57	21	36	63	27	36
Management	**92**	**54**	**38**	**70**	**47**	**23**	**59**	**37**	**22**
Management Engineering	46	27	19	29	22	7	34	22	12
Management	29	18	11	41	25	16	25	15	10
Critical Infrastructure Security Management	17	9	8	0	0	0	0	0	0
Management and Production Engineering	-	-	-	-	-	-	-	-	-
Total at WUT:	**2100**	**860**	**1240**	**1946**	**785**	**1161**	**2056**	**802**	**1254**

Table 3
First-cycle students by gender in particular programmes and faculties

Faculty/field of study	2019			2020			2021		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**628**	**397**	**231**	**589**	**366**	**223**	**622**	**381**	**241**
Administration	628	397	231	589	366	223	622	381	241
Management Administration	-	-	-	-	-	-	-	-	-
Architecture	**605**	**416**	**189**	**574**	**392**	**182**	**570**	**372**	**198**
Architecture	605	416	189	574	392	182	570	372	198
Civil Engineering, Mechanics and Petrochemistry	**708**	**223**	**485**	**687**	**214**	**473**	**625**	**189**	**436**
Civil Engineering	242	67	175	225	70	155	205	64	141
Environmental engineering	116	58	58	97	46	51	82	39	43
Mechanics and Mechanical Engineering	164	8	156	166	6	160	151	4	147
Applications of Information Science in Industry	-	-	-	-	-	-	-	-	-
Chemical Technology	186	90	96	199	92	107	187	82	105
Chemistry	**843**	**582**	**261**	**793**	**547**	**246**	**765**	**513**	**252**
Biotechnology	268	197	71	263	195	68	258	190	68
Materials for Energy Storage and Conversion	-	-	-	-	-	-	-	-	-
Chemical Technology	575	385	190	530	352	178	507	323	184
Electronics and Information Technology	**2358**	**387**	**1971**	**2638**	**435**	**2203**	**2522**	**413**	**2109**
Automatics and Robotics	158	18	140	159	17	142	171	16	155
Cybersecurity	56	11	45	102	21	81	151	31	120
Electronics	375	34	341	448	51	397	399	47	352
Electronics and Telecommunications	276	40	236	321	40	281	220	25	195
Computer Science	834	120	714	858	121	737	883	133	750
Biomedical engineering	119	74	45	113	71	42	100	62	38
Internet of Things Engineering	0	0	0	26	3	23	45	8	37
Telecommunications	540	90	450	611	111	500	553	91	462
Electrical Engineering	**2001**	**242**	**1759**	**2114**	**263**	**1851**	**1951**	**247**	**1704**
Automatics and Applied Robotics	230	29	201	225	28	197	207	27	180
Electromobility	31	3	28	373	13	360	84	5	79
Electrical Engineering	982	89	893	605	69	536	740	61	679
Applied Computer Science	758	121	637	911	153	758	920	154	766
Physics	**401**	**161**	**240**	**353**	**137**	**216**	**282**	**115**	**167**
Technical Physics	275	106	169	250	91	159	196	80	116
Photonics	126	55	71	103	46	57	86	35	51
Geodesy and Cartography	**911**	**489**	**422**	**926**	**495**	**431**	**869**	**464**	**405**
Geodesy and Cartography	478	238	240	447	223	224	412	206	206
Geoinformatics	89	27	62	99	26	73	105	31	74
Spatial planning	344	224	120	380	246	134	352	227	125
Building Installations, Hydraulic Engineering and Environmental Engineering	**955**	**443**	**512**	**935**	**442**	**493**	**832**	**383**	**449**
Bioeconomy	0	0	0	0	0	0	0	0	0
Environmental engineering	816	355	461	795	351	444	714	308	406
Environmental Protection	139	88	51	140	91	49	118	75	43
Chemical and Process Engineering	**308**	**180**	**128**	**292**	**169**	**123**	**271**	**152**	**119**
Chemical and Process Engineering	308	180	128	292	169	123	271	152	119
Civil Engineering	**1006**	**350**	**656**	**957**	**336**	**621**	**925**	**357**	**568**
Construction and Operation of Rail Transport Infrastructure	0	0	0	327	99	228	0	0	0
Construction	1006	350	656	630	237	393	925	357	568

Materials Engineering	**201**	**93**	**108**	**183**	**93**	**90**	**156**	**85**	**71**
Materials Engineering	201	93	108	183	93	90	156	85	71
College of Economic and Social Sciences	**316**	**222**	**94**	**280**	**181**	**99**	**261**	**176**	**85**
Economics	316	222	94	280	181	99	261	176	85
Mathematics and Information Science	**972**	**204**	**768**	**991**	**203**	**788**	**1022**	**222**	**800**
Computer Science and Information Systems	-	-	-	590	78	512	554	70	484
Computer Science and Information Systems [Computer Science]	606	80	526	0	0	0	0	0	0
Engineering and Data Analysis	128	26	102	184	31	153	210	44	166
Mathematics	199	85	114	136	61	75	143	65	78
Mathematics and Data Analysis	39	13	26	81	33	48	115	43	72
Power and Aeronautical Engineering	**1170**	**214**	**956**	**1138**	**213**	**925**	**1124**	**202**	**922**
Automatics and Robotics	-	-	-	82	18	64	50	13	37
Automatics and Robotics (valid until: 2019-09-30]	131	26	105	-	-	-	-	-	-
Energy engineering	326	75	251	324	76	248	308	70	238
New Generation Power Engineering	0	0	0	0	0	0	0	0	0
Aviation and Astronautics	464	80	384	456	82	374	462	83	379
Mechanics and Mechanical Design	198	28	170	180	27	153	177	23	154
Robotics and Automatics	51	5	46	96	10	86	127	13	114
Mechanical and Industrial Engineering	**1068**	**368**	**700**	**999**	**323**	**676**	**980**	**319**	**661**
Automation and Robotisation of Production Processes	261	41	220	293	37	256	282	38	244
Mechanics and Mechanical Engineering	291	54	237	228	34	194	220	28	192
Papermaking and Printing	131	89	42	135	86	49	145	92	53
Management and Production Engineering	385	184	201	343	166	177	333	161	172
Mechatronics	**1137**	**201**	**936**	**1088**	**193**	**895**	**1154**	**201**	**953**
Automatics, Robotics and Industrial Computer Science	400	41	359	397	39	358	400	39	361
Biomedical engineering	126	81	45	117	75	42	123	72	51
Mechatronics	611	79	532	574	79	495	631	90	541
Automotive and Construction Machinery Engineering	**1362**	**106**	**1256**	**1448**	**117**	**1331**	**1320**	**108**	**1212**
Mechanical Engineering	-	-	-	-	-	-	-	-	-
Electric and Hybrid Vehicle Engineering	413	44	369	499	57	442	543	61	482
Mechanics of Vehicles and Construction Machinery	576	38	538	526	32	494	410	25	385
Mechatronics of Vehicles and Construction Machinery	373	24	349	423	28	395	367	22	345
Transport	**850**	**261**	**589**	**714**	**214**	**500**	**629**	**168**	**461**
Construction and Operation of Railway Transport Infrastructure	0	0	0	0	0	0	0	0	0
Transport	850	261	589	714	214	500	629	168	461
Management	**594**	**324**	**270**	**592**	**308**	**284**	**580**	**306**	**274**
Management Engineering	389	203	186	337	179	158	351	190	161
Management	140	84	56	174	88	86	137	72	65
Critical Infrastructure Security Management	65	37	28	81	41	40	92	44	48
Total at WUT:	**18394**	**5863**	**12531**	**17210**	**6421**	**10789**	**17460**	**5373**	**12087**

Faculty/field of study	2022			2023			2024		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**575**	**356**	**219**	**471**	**294**	**177**	**387**	**231**	**156**
Administration	575	356	219	471	294	177	260	159	101
Management Administration	-	-	-	-	-	-	127	72	55
Architecture	**604**	**386**	**218**	**597**	**374**	**223**	**680**	**421**	**259**
Architecture	604	386	218	597	374	223	680	421	259
Civil Engineering, Mechanics and Petrochemistry	**561**	**163**	**398**	**559**	**164**	**395**	**584**	**159**	**425**
Civil Engineering	184	61	123	193	71	122	195	72	123
Environmental engineering	73	33	40	81	28	53	97	36	61

Mechanics and Mechanical Engineering	138	3	135	119	2	117	123	5	118
Applications of Information Science in Industry	-	-	-	24	1	23	63	1	62
Chemical Technology	166	66	100	142	62	80	106	45	61
Chemistry	**666**	**423**	**243**	**580**	**361**	**219**	**564**	**352**	**212**
Biotechnology	222	152	70	198	134	64	232	162	70
Materials for Energy Storage and Conversion	-	-	-	-	-	-	0	0	0
Chemical Technology	444	271	173	382	227	155	332	190	142
Electronics and Information Technology	**2474**	**395**	**2079**	**2411**	**410**	**2001**	**2293**	**381**	**1912**
Automatics and Robotics	199	22	177	196	25	171	186	23	163
Cybersecurity	195	35	160	193	34	159	183	27	156
Electronics	410	39	371	395	41	354	389	36	353
Electronics and Telecommunications	226	26	200	211	25	186	214	25	189
Computer Science	790	130	660	752	125	627	700	117	583
Biomedical engineering	96	53	43	115	65	50	107	64	43
Internet of Things Engineering	59	11	48	80	15	65	89	19	70
Telecommunications	499	79	420	469	80	389	425	70	355
Electrical Engineering	**1706**	**215**	**1491**	**1514**	**184**	**1330**	**1493**	**180**	**1313**
Automatics and Applied Robotics	197	25	172	189	22	167	164	17	147
Electromobility	93	8	85	94	7	87	82	6	76
Electrical Engineering	700	60	640	585	50	535	598	54	544
Applied Computer Science	716	122	594	646	105	541	649	103	546
Physics	**263**	**84**	**179**	**246**	**78**	**168**	**217**	**62**	**155**
Technical Physics	183	52	131	174	46	128	176	43	133
Photonics	80	32	48	72	32	40	41	19	22
Geodesy and Cartography	**878**	**467**	**411**	**872**	**460**	**412**	**833**	**440**	**393**
Geodesy and Cartography	429	227	202	419	216	203	383	194	189
Geoinformatics	105	30	75	121	38	83	121	37	84
Spatial planning	344	210	134	332	206	126	329	209	120
Building Installations, Hydraulic Engineering and Environmental Engineering	**766**	**353**	**413**	**802**	**387**	**415**	**752**	**362**	**390**
Bioeconomy	0	0	0	0	0	0	-	-	-
Environmental engineering	656	284	372	652	293	359	602	267	335
Environmental Protection	110	69	41	150	94	56	150	95	55
Chemical and Process Engineering	**274**	**154**	**120**	**269**	**160**	**109**	**270**	**160**	**110**
Chemical and Process Engineering	274	154	120	269	160	109	270	160	110
Civil Engineering	**915**	**364**	**551**	**925**	**360**	**565**	**939**	**351**	**588**
Construction and Operation of Rail Transport Infrastructure	0	0	0	0	0	0	-	-	-
Construction	915	364	551	925	360	565	939	351	588
Materials Engineering	**158**	**93**	**65**	**150**	**76**	**74**	**146**	**72**	**74**
Materials Engineering	158	93	65	150	76	74	146	72	74
College of Economic and Social Sciences	**218**	**138**	**80**	**189**	**125**	**64**	**178**	**107**	**71**
Economics	218	138	80	189	125	64	178	107	71
Mathematics and Information Science	**1075**	**261**	**814**	**1042**	**264**	**778**	**1018**	**275**	**743**
Computer Science and Information Systems	555	87	468	521	82	439	478	82	396
Computer Science and Information Systems [Computer Science]	0	0	0	2	0	2	-	-	-
Engineering and Data Analysis	249	61	188	246	67	179	253	79	174
Mathematics	136	62	74	112	53	59	103	45	58
Mathematics and Data Analysis	135	51	84	161	62	99	184	69	115
Power and Aeronautical Engineering	**1082**	**192**	**890**	**1111**	**204**	**907**	**1177**	**220**	**957**
Automatics and Robotics	8	2	6	2	1	1	-	-	-
Automatics and Robotics (valid until: 2019-09-30]	-	-	-	-	-	-	-	-	-
Energy engineering	275	70	205	274	69	205	278	72	206

New Generation Power Engineering	0	0	0	0	0	0	-	-	-
Aviation and Astronautics	462	81	381	487	97	390	534	102	432
Mechanics and Mechanical Design	176	22	154	188	17	171	208	28	180
Robotics and Automatics	161	17	144	160	20	140	157	18	139
Mechanical and Industrial Engineering	**964**	**320**	**644**	**932**	**293**	**639**	**923**	**305**	**618**
Automation and Robotisation of Production Processes	291	41	250	284	43	241	266	47	219
Mechanics and Mechanical Engineering	203	32	171	210	26	184	228	36	192
Papermaking and Printing	159	101	58	156	92	64	165	105	60
Management and Production Engineering	311	146	165	282	132	150	264	117	147
Mechatronics	**1046**	**165**	**881**	**1017**	**146**	**871**	**1021**	**134**	**887**
Automatics, Robotics and Industrial Computer Science	387	31	356	387	34	353	383	32	351
Biomedical engineering	104	65	39	88	58	30	84	51	33
Mechatronics	555	69	486	542	54	488	554	51	503
Automotive and Construction Machinery Engineering	**1200**	**86**	**1114**	**1055**	**88**	**967**	**959**	**82**	**877**
Mechanical Engineering	484	52	432	75	8	67	154	15	139
Electric and Hybrid Vehicle Engineering	0	0	0	449	54	395	390	48	342
Mechanics of Vehicles and Construction Machinery	364	19	345	236	13	223	150	7	143
Mechatronics of Vehicles and Construction Machinery	352	15	337	295	13	282	265	12	253
Transport	**616**	**161**	**455**	**653**	**155**	**498**	**688**	**157**	**531**
Construction and Operation of Railway Transport Infrastructure	0	0	0	0	0	0	-	-	-
Transport	616	161	455	653	155	498	688	157	531
Management	**643**	**323**	**320**	**649**	**314**	**335**	**596**	**268**	**328**
Management Engineering	354	178	176	366	180	186	317	148	169
Management	181	90	91	198	91	107	233	99	134
Critical Infrastructure Security Management	108	55	53	85	43	42	46	21	25
Total at WUT:	**16684**	**5099**	**11585**	**16044**	**4897**	**11147**	**15718**	**4719**	**10999**

Table 4
Second-cycle students by gender in particular programmes and faculties

Faculty/field of study	2019			2020			2021		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**324**	**244**	**80**	**218**	**169**	**49**	**201**	**157**	**44**
Administration	324	244	80	218	169	49	201	157	44
Management Administration	-	-	-	-	-	-	-	-	-
Architecture	**336**	**226**	**110**	**365**	**246**	**119**	**296**	**209**	**87**
Architecture	336	226	110	365	246	119	296	209	87
Civil Engineering, Mechanics and Petrochemistry	**195**	**61**	**134**	**160**	**53**	**107**	**129**	**48**	**81**
Civil Engineering	111	38	73	91	32	59	70	26	44
Environmental engineering	0	0	0	0	0	0	0	0	0
Mechanics and Mechanical Engineering	41	2	39	33	0	33	26	1	25
Applications of Information Science in Industry	0	0	0	0	0	0	0	0	0
Chemical Technology	43	21	22	36	21	15	33	21	12
Chemistry	**242**	**157**	**85**	**300**	**209**	**91**	**281**	**195**	**86**
Biotechnology	81	63	18	99	80	19	107	78	29
Materials for Energy Storage and Conversion	-	-	-	-	-	-	-	-	-
Chemical Technology	161	94	67	201	129	72	174	117	57
Electronics and Information Technology	**1024**	**219**	**805**	**1155**	**231**	**924**	**946**	**181**	**765**
Automatics and Robotics	56	8	48	56	5	51	38	3	35
Cybersecurity	0	0	0	0	0	0	0	0	0

Electronics	161	46	115	169	45	124	105	22	83
Electronics and Telecommunications	0	0	0	0	0	0	0	0	0
Computer Science	570	91	479	663	102	561	588	89	499
Biomedical engineering	0	0	0	33	19	14	37	22	15
Internet of Things Engineering	33	25	8	0	0	0	0	0	0
Telecommunications	204	49	155	234	60	174	178	45	133
Electrical Engineering	**877**	**105**	**772**	**905**	**130**	**775**	**870**	**127**	**743**
Automatics and Applied Robotics	30	2	28	32	5	27	16	2	14
Electromobility	0	0	0	193	24	169	9	1	8
Electrical Engineering	366	43	323	138	22	116	287	32	255
Applied Computer Science	481	60	421	542	79	463	558	92	466
Physics	**94**	**36**	**58**	**103**	**44**	**59**	**76**	**31**	**45**
Technical Physics	84	33	51	89	41	48	73	31	42
Photonics	10	3	7	14	3	11	3	0	3
Geodesy and Cartography	**182**	**113**	**69**	**190**	**114**	**76**	**159**	**95**	**64**
Geodesy and Cartography	102	57	45	102	52	50	98	52	46
Geoinformatics	0	0	0	0	0	0	0	0	0
Spatial planning	80	56	24	88	62	26	61	43	18
Building Installations, Hydraulic Engineering and Environmental Engineering	**513**	**280**	**233**	**453**	**236**	**217**	**416**	**223**	**193**
Bioeconomy	0	0	0	8	6	2	3	3	0
Environmental engineering	475	251	224	400	196	204	366	184	182
Environmental Protection	38	29	9	45	34	11	47	36	11
Chemical and Process Engineering	**88**	**45**	**43**	**75**	**47**	**28**	**75**	**43**	**32**
Chemical and Process Engineering	88	45	43	75	47	28	75	43	32
Civil Engineering	**419**	**162**	**257**	**370**	**150**	**220**	**314**	**116**	**198**
Construction and Operation of Rail Transport Infrastructure	0	0	0	217	82	135	5	1	4
Construction	419	162	257	153	68	85	309	115	194
Materials Engineering	**64**	**31**	**33**	**56**	**24**	**32**	**49**	**24**	**25**
Materials Engineering	64	31	33	56	24	32	49	24	25
College of Economic and Social Sciences	**166**	**125**	**41**	**146**	**111**	**35**	**101**	**71**	**30**
Economics	166	125	41	146	111	35	101	71	30
Mathematics and Information Science	**263**	**81**	**182**	**264**	**64**	**200**	**237**	**57**	**180**
Computer Science and Information Systems	122	20	102	117	21	96	107	20	87
Computer Science and Information Systems [Computer Science]	0	0	0	0	0	0	0	0	0
Engineering and Data Analysis	44	6	38	56	6	50	54	9	45
Mathematics	97	55	42	91	37	54	76	28	48
Mathematics and Data Analysis	0	0	0	0	0	0	0	0	0
Power and Aeronautical Engineering	**462**	**75**	**387**	**429**	**84**	**345**	**378**	**66**	**312**
Automatics and Robotics	0	0	0	10	0	10	2	0	2
Automatics and Robotics (valid until: 2019-09-30]	30	2	28	0	0	0	0	0	0
Energy engineering	145	22	123	107	23	84	101	21	80
New Generation Power Engineering	0	0	0	12	2	10	3	1	2
Aviation and Astronautics	134	23	111	127	26	101	117	22	95
Mechanics and Mechanical Design	129	23	106	123	25	98	98	12	86
Robotics and Automatics	24	5	19	50	8	42	57	10	47
Mechanical and Industrial Engineering	**584**	**182**	**402**	**518**	**176**	**342**	**326**	**112**	**214**
Automation and Robotisation of Production Processes	29	5	24	86	10	76	34	5	29
Mechanics and Mechanical Engineering	166	43	123	80	31	49	60	11	49
Papermaking and Printing	25	15	10	20	14	6	16	12	4
Management and Production Engineering	364	119	245	332	121	211	216	84	132
Mechatronics	**280**	**63**	**217**	**271**	**55**	**216**	**288**	**38**	**250**

Automatics, Robotics and Industrial Computer Science	123	16	107	143	16	127	162	16	146
Biomedical engineering	22	15	7	21	14	7	14	8	6
Mechatronics	135	32	103	107	25	82	112	14	98
Automotive and Construction Machinery Engineering	**153**	**14**	**139**	**147**	**18**	**129**	**156**	**13**	**143**
Mechanical Engineering	0	0	0	0	0	0	0	0	0
Electric and Hybrid Vehicle Engineering	0	0	0	10	2	8	28	4	24
Mechanics of Vehicles and Construction Machinery	96	10	86	88	13	75	83	8	75
Mechatronics of Vehicles and Construction Machinery	57	4	53	49	3	46	45	1	44
Transport	**241**	**88**	**153**	**203**	**70**	**133**	**179**	**68**	**111**
Transport Critical Infrastructure Security	-	-	-	-	-	-	-	-	-
Logistics security	-	-	-	-	-	-	-	-	-
Construction and Operation of Railway Transport Infrastructure	0	0	0	4	2	2	2	1	1
Transport	241	88	153	199	68	131	177	67	110
Management	**232**	**129**	**103**	**199**	**117**	**82**	**230**	**129**	**101**
Management Engineering	134	75	59	65	39	26	96	53	43
Management	90	51	39	132	76	56	134	76	58
Critical Infrastructure Security Management	8	3	5	2	2	0	0	0	0
Total at WUT:	**6739**	**2436**	**4303**	**6527**	2348	4179	**5707**	**2003**	**3704**

Faculty/field of study	2022			2023			2024		
	Total	W	M	Total	W	M	Total	W	M
Administration and Social Sciences	**174**	**129**	**45**	**136**	**90**	**46**	**161**	**109**	**52**
Administration	174	129	45	136	90	46	64	42	22
Management Administration	-	-	-	-	-	-	97	67	30
Architecture	**335**	**231**	**104**	**270**	**191**	**79**	**196**	**135**	**61**
Architecture	335	231	104	270	191	79	196	135	61
Civil Engineering, Mechanics and Petrochemistry	**134**	**47**	**87**	**124**	**43**	**81**	**88**	**37**	**51**
Civil Engineering	71	27	44	50	20	30	31	12	19
Environmental engineering	0	0	0	28	13	15	28	13	15
Mechanics and Mechanical Engineering	32	3	29	25	0	25	10	0	10
Applications of Information Science in Industry	0	0	0	0	0	0	0	0	0
Chemical Technology	31	17	14	21	10	11	19	12	7
Chemistry	**235**	**165**	**70**	**218**	**149**	**69**	**177**	**112**	**65**
Biotechnology	81	68	13	77	61	16	57	43	14
Materials for Energy Storage and Conversion	-	-	-	-	-	-	31	14	17
Chemical Technology	154	97	57	141	88	53	89	55	34
Electronics and Information Technology	**882**	**159**	**723**	**925**	**169**	**756**	**1043**	**190**	**853**
Automatics and Robotics	26	3	23	42	6	36	64	8	56
Cybersecurity	0	0	0	27	4	23	32	5	27
Electronics	109	24	85	115	26	89	141	26	115
Electronics and Telecommunications	0	0	0	0	0	0	0	0	0
Computer Science	564	83	481	581	94	487	602	107	495
Biomedical engineering	26	17	9	29	14	15	35	19	16
Internet of Things Engineering	0	0	0	0	0	0	14	0	14
Telecommunications	157	32	125	131	25	106	155	25	130
Electrical Engineering	**706**	**112**	**594**	**551**	**83**	**468**	**601**	**78**	**523**
Automatics and Applied Robotics	25	2	23	12	2	10	18	1	17
Electromobility	14	2	12	7	0	7	8	0	8
Electrical Engineering	256	39	217	170	20	150	152	15	137
Applied Computer Science	411	69	342	362	61	301	423	62	361
Physics	**84**	**43**	**41**	**61**	**23**	**38**	**61**	**21**	**40**

Technical Physics	62	32	30	55	21	34	60	21	39
Photonics	22	11	11	6	2	4	1	0	1
Geodesy and Cartography	**163**	**104**	**59**	**105**	**53**	**52**	**105**	**60**	**45**
Geodesy and Cartography	98	56	42	55	26	29	59	30	29
Geoinformatics	0	0	0	0	0	0	0	0	0
Spatial planning	65	48	17	50	27	23	46	30	16
Building Installations, Hydraulic Engineering and Environmental Engineering	**381**	**194**	**187**	**294**	**146**	**148**	**310**	**155**	**155**
Bioeconomy	0	0	0	0	0	0	-	-	-
Environmental engineering	351	174	177	258	121	137	284	134	150
Environmental Protection	30	20	10	36	25	11	26	21	5
Chemical and Process Engineering	**46**	**27**	**19**	**59**	**37**	**22**	**39**	**19**	**20**
Chemical and Process Engineering	46	27	19	59	37	22	39	19	20
Civil Engineering	**262**	**106**	**156**	**238**	**100**	**138**	**206**	**89**	**117**
Construction and Operation of Rail Transport Infrastructure	0	0	0	0	0	0	-	-	-
Construction	262	106	156	238	100	138	206	89	117
Materials Engineering	**54**	**25**	**29**	**71**	**39**	**32**	**40**	**16**	**24**
Materials Engineering	54	25	29	71	39	32	40	16	24
College of Economic and Social Sciences	**92**	**67**	**25**	**78**	**59**	**19**	**90**	**66**	**24**
Economics	92	67	25	78	59	19	90	66	24
Mathematics and Information Science	**226**	**59**	**167**	**230**	**68**	**162**	**246**	**61**	**185**
Computer Science and Information Systems	92	10	82	80	10	70	72	5	67
Computer Science and Information Systems [Computer Science]	0	0	0	0	0	0	-	-	-
Engineering and Data Analysis	53	11	42	71	17	54	99	28	71
Mathematics	47	17	30	24	10	14	22	6	16
Mathematics and Data Analysis	34	21	13	55	31	24	53	22	31
Power and Aeronautical Engineering	**388**	**74**	**314**	**361**	**66**	**295**	**372**	**65**	**307**
Automatics and Robotics	1	0	1	0	0	0	-	-	-
Automatics and Robotics (valid until: 2019-09-30]	0	0	0	0	0	0	-	-	-
Energy engineering	110	27	83	90	20	70	70	13	57
New Generation Power Engineering	1	0	1	0	0	0	-	-	-
Aviation and Astronautics	105	19	86	90	16	74	107	20	87
Mechanics and Mechanical Design	105	18	87	119	21	98	142	21	121
Robotics and Automatics	66	10	56	62	9	53	53	11	42
Mechanical and Industrial Engineering	**311**	**88**	**223**	**328**	**88**	**240**	**294**	**80**	**214**
Automation and Robotisation of Production Processes	32	6	26	28	9	19	35	5	30
Mechanics and Mechanical Engineering	59	6	53	72	16	56	58	14	44
Papermaking and Printing	16	11	5	14	11	3	18	13	5
Management and Production Engineering	204	65	139	214	52	162	183	48	135
Mechatronics	**272**	**48**	**224**	**303**	**58**	**245**	**277**	**53**	**224**
Automatics, Robotics and Industrial Computer Science	163	20	143	181	23	158	160	15	145
Biomedical engineering	18	15	3	22	17	5	22	16	6
Mechatronics	91	13	78	100	18	82	95	22	73
Automotive and Construction Machinery Engineering	**152**	**21**	**131**	**91**	**14**	**77**	**76**	**12**	**64**
Mechanical Engineering	0	0	0	15	2	13	19	3	16
Electric and Hybrid Vehicle Engineering	29	5	24	16	5	11	21	6	15
Mechanics of Vehicles and Construction Machinery	80	11	69	22	5	17	3	1	2
Mechatronics of Vehicles and Construction Machinery	43	5	38	38	2	36	33	2	31
Transport	**221**	**90**	**131**	**173**	**55**	**118**	**167**	**49**	**118**
Transport Critical Infrastructure Security	-	-	-	-	-	-	5	2	3
Logistics security	-	-	-	-	-	-	19	6	13
Construction and Operation of Railway Transport Infrastructure	0	0	0	0	0	0	-	-	-

Transport	221	90	131	173	55	118	143	41	102
Management	**232**	**136**	**96**	**191**	**111**	**80**	**211**	**124**	**87**
Management Engineering	96	58	38	92	57	35	108	63	45
Management	136	78	58	99	54	45	103	61	42
Critical Infrastructure Security Management	0	0	0	0	0	0	0	0	0
Total at WUT:	**5350**	**1925**	**3425**	**4807**	**1642**	**3165**	**4760**	**1531**	**3229**