

# **Evaluation of research and professional activity of research-oriented institutes of the Czech Academy of Sciences for the period 2015–2019**

## **Final Report**

**Name of the Institute: Institute of Sociology of the CAS, v. v. i.**

**Evaluated teams and their leaders:**

1. Economic Sociology (Jiří Večerník)
2. Gender & Sociology (Alena Křížková)
3. Local and Regional Studies (Josef Bernard)
4. National Contact Centre for Gender & Science (Marcela Linková)
5. Political Sociology (Zdenka Mansfeldová)
6. Socioeconomics of Housing (Martin Lux)
7. Value Orientations in Society (Klára Plecítá)

## Part A: Evaluation of the institute

### Strengths:

Over the 2015-2019 period, the size of the institute, in terms of number of employees, has significantly grown (from about 90 to 103 FTE) and this increase has exclusively concerned the research staff. The number of journal articles published and highly-ranked international publications has also significantly increased as well as the participation in international collaborative research projects. The establishment of the Czech Household Panel Survey has been an important achievement. The institute also has the capability to organize and host large international conferences. Generally speaking, the institute serves as a hub between Czech and international sociology and this function has become more salient over the 2015-2019 period.

### Weaknesses:

The institute highly depends on project funding (see Threats below) and that introduces restrictions in the long-term human resources policy, with notably a difficulty to stabilize the positions of highly-skilled young researchers who are funded by research grants and to offer them a satisfactory professional development within the institute. Despite its success in obtaining international research grants, notably in the H2020 programme, so far the institute was not successful in receiving a grant from the European Research Council.

### Opportunities:

The increasing visibility of the institute and the facilities it offers in terms of research infrastructures should help them to attract productive and innovative international scholars at the junior and early-senior level, despite the limitations encountered in terms of salary levels offered. The very favourable age structure of the institute is also an asset that should be exploited in the next period (2020-2024) as it offers a good perspective for further professional development.

### Threats:

Over the 2015-2019 period, the institutional funding of the institute has strongly increased (from 35,6 million CZK to 45,4 million CZK). However, the financial situation of the institute mostly depends on project-based funding that represents 61,8 % of total funding in 2018 and 58,7 % in 2019. The fact that the institutional component only represents about 40 % of the total resources is a demanding situation that, in the long run, may compromise the stability of the institute and its ability to be involved in high-level and more risky internationally-oriented basic research.

## Main criterion: 1. Quality of results (H1.1-H1.5)

<b>H1.1</b>	<b>Quality of selected outputs of Phase I</b>
<p>The quality of the outputs evaluated in Phase 1 is very satisfactory in general and excellent in some cases. In total, 87 outputs were evaluated. Among them, quality level 2 is the modal category, followed by quality level 3, then quality level 1. Quality level 4 is only marginally present and quality level 5 is non-existent. This evaluation confirms and is even slightly higher than the M17+ national evaluation that has assessed 39 outputs delivered by the Institute of Sociology.</p>	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
<p>This indicator is not available at the level of the whole institute, but only at the level of each team.</p>	

<b>H1.3</b>	<b>Quality of all outputs and results</b>
<p>The Institute of Sociology produces journal articles, books and chapters in books, with both a national and an international audience. Over the 2015-2019 reviewed period, the number of international publications has grown. This has also been the case for the number of articles published (from 99 in the 2010-2014 period to 121 in the 2015-2019 one for journals with an impact factor; from 52 to 79 for articles in international journals). This progress especially concerns the publication of articles in journals that belong to the first two quartiles of the Web of Science.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>The project Dynamics of Change in Czech Society has been the largest basic research project (with a budget of more than 3 million euros, the involvement of four departments of the institute and three academic partners). It has notably established and run the Czech Household Panel Survey between 2015 and 2018 and this is an important achievement. A central program in applied research has addressed the cumulative effects of social disadvantage on health and the quality of life (with the involvement of four partners, the CAS Institute of Physiology and several hospitals). This research has also been used for the continuation of the Czech Household Panel and in a national survey searching for Covid-19 prevalence.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>Not applicable.</p>	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>The Institute of Sociology has a significant societal impact in the Czech Republic by assisting relevant social actors and providing impartial information about society in the context of applied research. Over the 2015-2019 period, that has especially concerned the gender pay gap, issues about international migration and the integration of foreigners, and the social aspects of building of repository of nuclear waste.</p>	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the institute's activity on proper practice in society in the area of social sciences and humanities</b>
<p>Through its researchers, the Institute of Sociology plays a significant advisory role for governments at the local, regional and national level on a regular basis. It also conducts regular public opinion polls, makes their results widely available, and maintains a significant presence in the media.</p>	
<b>H2.3</b>	<b>Relation to practice</b>
<p>Over the 2015-2019 period, the Institute of Sociology has conducted 21 research contracts in the category "Research to practice". They were notably commissioned by the European Union Agency for Fundamental Rights, the Czech Public Radio, the Czech Public Television, the Czech Statistical Office, the Ministry of Finance and the Ministry of Interior of the Czech Republic.</p>	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>

<p>The Institute of Sociology is thoroughly engaged in the AV21 strategy. Since 2016, it has coordinated the ‘Global Conflicts and Local Interactions: Cultural and Societal Challenges’ programme. It also participates in eight other programmes, cooperating with other institutes of the CAS and several disciplines outside the social sciences and humanities (natural sciences, medical sciences, technical sciences). A very significant example is the collaboration with the CAS Institute of Physiology on wellbeing in health and disease (Qualitas programme).</p>	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
<p>The Institute of Sociology conducts research projects aimed at helping regional and municipal governments to tackle various issues of broader societal relevance. Over the 2015-2019 period, three significant research projects were: Societal entrepreneurship in the Pardubice region; Volunteering in the Pardubice region; Analysis of the position of migrants on the territory of the capital city of Prague.</p>	

**Further criterion: 1. Position in international and national context (D1.1-D1.3)**

<b>D1.1</b>	<b>Comparison of the teams and the institute with similar international and national institutes</b>
<p>The Institute of Sociology of the CAS is the main and most visible Czech (non-university) institution in sociology and political science. First, it conducts basic research with a strong international orientation in seven thematically-oriented research departments. Second, it provides the Czech and international sociological community with important research infrastructures such as the Czech Social Science Data Archive and the Public Opinion Research Centre (that includes, in particular, the collection of data for the European Social Survey (ESS) and the International Social Survey Programme (ISSP)). As such, the Institute of Sociology of the CAS is certainly one of the leading sociological institutions in Central Europe.</p>	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the institute in such cooperation; engagement in broad international cooperation</b>
<p>Over the 2015-2019 period, the Institute of Sociology has successfully expanded its international cooperation, notably with its participation in international research programmes such as European Framework Programmes, COST, NORFACE and CESSDA: the institute participated in 26 different research projects funded from international funding bodies. The Institute of Sociology has also established bilateral cooperation agreements with similar institutes in Bulgaria, China, Hungary, Mongolia, Poland and Slovakia. With the publication of three journals (Czech Sociological Review, Gender and Research, Critical Housing Analysis), the Institute of Sociology is highly visible as an academic publisher.</p>	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
<p>Over the period under review, the Institute of Sociology has organized or co-organized 101 conferences or workshops with international participation. In 2015, it was the main organizer of the very large conference of the European Sociological Association in Prague. The institute and its staff are also significantly involved in international scientific associations such as ECPR, ECSR, ESA, IPSA and ISA. Over the 2015-2019 period, in collaboration with international co-authors, researchers of the institute have written</p>	

4 books, 12 book chapters, 22 articles and 12 research reports and they have organized 38 workshops and seminars.

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
<p>The Institute of Sociology has developed an appropriate strategy for future development between 2020 and 2024 with: further internationalization (via, notably, the support of research stays abroad, the recruitment of staff from abroad, and the organization of international conferences); sustained efforts to secure large research grants, especially from the European Union; the establishment of a new research department on social stratification; the development of innovative projects linking social sciences, artificial intelligence and big data (including the building of a representative on-line panel).</p>	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
<p>The strategy plan of the institute for the 2015-2019 period expressed the following goals: improving the quality of publication; making progress in internationalization of activities; increasing the number of successful applications for research funding. On the basis of objective criteria, it is clear for the commission that these three goals have been successfully accomplished. While the current Czech society has remained the core of the research conducted in the institute, more emphasis has been put on studying processes and social structures in Czech society in a comparative perspective.</p>	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
<p>The recommendations expressed in the context of the previous evaluation have been very satisfactorily implemented. That includes the establishment of an International Advisory Board in 2019, the development and institutionalization of the network of international connections, the increase in the international profile of publication and the enhancement of participation in higher education.</p>	
<b>D2.4</b>	<b>Success in receiving grants</b>
<p>The number of research grants obtained has strongly grown and the number of active research grants (in a given year) has increased from 30 in 2015 to 44 in 2019. Every year between 2017 and 2019, between 7 and 9 grants coming from European programmes have been active.</p>	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
<p>The Institute of Sociology is well equipped with relevant research infrastructures (Czech Social Science Data Archive, Library, Public Opinion Research Centre, Publication Department).</p>	
<b>D2.6</b>	<b>Effectiveness of management</b>
<p>The management of the Institute of Sociology seems very effective and the commission has been impressed by the thorough vision of the strengths, potential for development and weaknesses of the institution that the director has developed during his presentation.</p>	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>

<p>The age structure of the institute is clearly favorable with the 35-39 category as the modal one in the female part of the staff and the 40-44 category in the male part. Over the 2015-2019 period, 39 researchers were promoted to a higher position on a career track ladder and the overall qualification structure of the institute has improved. The institute has also implemented a sophisticated internal system of performance evaluation of employees. However, because of the strong dependence on project-based funding, a worrying factor is the progressive development of a duality within the research departments of the institute with “core researchers” having long-term contracts and salaries covered by institutional funding on the one hand, younger researchers employed only for specific projects with short-term work contracts on the other hand - the latter represent 35% of FTE employees conducting research activities. The finite institutional resources clearly introduce constraints in the career opportunities for researchers and the continual development of the research departments.</p>	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
<p>The Institute of Sociology specifically supports the reintegration and career growth of the researchers who are returning to work after maternity or parental leave. Facilities are also offered to support the work participation of researchers with young children. Special attention is devoted to prevent any form of gender inequality within the institute.</p>	
<b>D2.9</b>	<b>Relation of the institute with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
<p>Not relevant.</p>	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
<p>The Institute of Sociology cooperates with Charles University in Prague and holds joint PhD programmes with two faculties (PhD programme in Sociology, PhD programme in Public and Social Policy). The researchers of the institute participate in higher education activities on a personal basis. Over the 2017-2020 period, the institute has been involved in a European network of leading research universities (PLATO). The commission strongly encourages the Institute of Sociology to try to develop a stronger profile to offer a theoretical and methodological training in the social sciences on the basis of its own achievements and research infrastructures.</p>	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
<p>The Institute of Sociology significantly serves the Czech sociological and academic community with the provision of different research infrastructures: the Centre for Public Opinion Research, the Czech Social Science Data Archive, the National Contact Centre for Gender and Science, and a public sociological library. However, the Institute of Sociology has not currently established a joint research centre with a university.</p>	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
<p>The Institute of Sociology plays a significant role in the training of students via joint PhD programmes with Charles University. Between 2015 and 2019, 16 doctoral students who</p>	

participated at some institute's research project during their doctoral studies obtained their PhD and continued their research work in the institute as post-doctoral researchers.	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
PhD students supervised by researchers from the Institute of Sociology are incorporated in their research teams.	
<b>D3.5</b>	<b>Participation of the institute in master or bachelor studies</b>
Over the 2015-2019 period, the researchers of the Institute of Sociology have delivered 185 semestrial courses at the Bachelor level, 205 at the Master level, and 25 at the PhD level. This has occurred mainly in Charles University, but also in several other Czech universities (notably University of Hradec Kralove, Masaryk University, University of West Bohemia) and in a few universities abroad.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
The intensity of the cooperation with universities in terms of teaching is quite satisfactory and, as expressed above, the commission encourages the Institute of Sociology to play a more prominent role in the training of young experts in the social sciences and social science methodology at the doctoral level.	

#### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
The Institute of Sociology includes a very active Press and Publications Department that serves the publishing needs of researchers and is also responsible for public relations and the promotion of the research activities in direction of both the academic community and the wider public. This is very satisfactory as the dedicated department allows a high public visibility for research conducted within the institute. More generally, the commission assesses the outreach activities of the Institute of Sociology at a high level.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
The Institute of Sociology has quite intensive and high-quality publishing activities with the publication of 30 scientific books between 2015 and 2019 as well as the management of several peer-reviewed and open access academic journals (see above). Among them, the Czech Sociological Review (published both in Czech and English) is the flagship journal of the Czech sociological community.	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
Not relevant.	

#### Other comments of the commission:

The commission strongly recommends the strengthening of the project section of the Economic Department, in order to help the researchers of the institute in the preparation of grant applications and the administration of the obtained research grants more effectively.

The commission encourages the Institute of Sociology to set up a programme with appropriate institutional collaborations and national funding in order to allow for the continuation of the Czech Household Panel Survey after 2021.

## Part B: Evaluation of teams

### 1. Economic Sociology

#### Strengths:

The strengths of the team are its interdisciplinary composition: sociology, economics, historical, cultural, religious studies are research assets of the participants. The two streams (economic sociology and historical-religious studies) may usefully strengthen each other. It is a strength of the team that it is able to cover a wide range of topics relevant for social reports: a tradition worth to continue. It is also a useful tradition that the team dealt with history of Czech sociology and provided encyclopaedic background for contemporary studies. The team is successful in national grant applications.

#### Weaknesses:

A source of weakness is the suboptimal size of the team. A relatively high proportion of project-based, temporary participation might be another source of uncertainties.

#### Opportunities:

Concerted efforts of team and institute management to keep alive, develop and strengthen the team's activity holds great potential. What the team deserves after the retirement of its leader is the strengthening of the staff with researchers who are able to continue the researches on well-being of economic actors, extending the research on upper and middle layers of the society and cohere the efforts on socio-economic and historical-cultural studies.

#### Threats:

Indifference may undermine the mutual interest of the two streams' members in each other's work. Overspecialization without efforts of contributing to the understanding of the broader contexts might be another source of threat.

#### Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
<p>The quality of the outputs is of international standard. The overwhelming majority of the results was published in academic journals and volumes. Among journal publications IF-outlets are dominant.</p> <p>There are two streams within the economic sociology group. One - relying mostly upon quantitative sources, empirical surveys - deals with social structuring of economy, inequality, labour market, social indicators and poverty. The other deals with sociology of religion, historical sociology, including the history of sociology and cultural issues. The sources of this stream are mostly qualitative and archival materials.</p> <p>Among the topics of research the sociology of wealth, entrepreneurship and capital markets could be considered in the future.</p> <p>Scientific productivity of the team is satisfactory. Proportion of international grant applications and publications is to be increased.</p>	

<p>The Economic Sociology team belongs to the smaller ones, although its FTE has grown from 3,19 to 6,47 between 2015 and 2019. Further strengthening of the group seems to be advisable with younger colleagues and PhD students.</p>	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
<p>Concerning the background of the researchers the majority arrived from sociology economics, history and religious studies. The team in the last year of the evaluated period has been strengthened by young sociologists which is an effort worth to keep. Both broad research orientations are important and interesting fields.</p> <p>Linking historical and contemporary knowledge about economic actors and institutions, expanding the research focus of wealth, entrepreneurs and capital markets, investigating the role of religion in social and economic actors' attitudes might be supported.</p>	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
<p>Good examples of interplay between the economic sociology and religious studies - which is a tradition since Weber - are the chapters devoted to the impact of religious values on job satisfaction, or the overview about the history of welfare research are very useful.</p> <p>The researchers relying upon ISSP, EU-SILC, the Czech Household Panel and other useful sources of comparative research the team members produced substantive and methodologically relevant contributions to volumes and special issues devoted to the problems of contemporary socio-economic structure in CEE-countries.</p> <p>The Central-East European perspective in comparative efforts is a special strength of the team.</p> <p>Researches about the role of religion in the formation of social and economic attitudes might be a link between the two research streams of the group. Not only the presence of religious rhetoric in public discourse, but the attitudes of religious people toward wealth, entrepreneurship, inequality, objective and subjective well-being might be of interest in this respect.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>The solution of the volume <i>Work, Well-being and Values</i> that the sections are completed by a historical overview seems to be a good solution.</p> <p>Dictionaries of the history and institutions of Czech sociology are useful products of the team. History of sociology is anyway many times a neglected field, especially in small nations' social sciences. The Czech is a successful exception.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>Social report and encyclopaedic volumes are good examples of collaboration which is a strength of the team. Participation in international surveys and methodological developments should be mentioned too.</p>	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>The team's efforts to update knowledge about the history of sociology and of religious studies provide a meaningful link between research and academic service. Social reports belong to the strong traditions of the team as well, worth to continue.</p>	

<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team´s activity on proper practice in society in the area of social sciences and humanities</b>
The cooperative efforts of the researchers are promising as well as their connections with the public. That there are two streams in the team might not be a problem if the researchers can cooperate and they are seemingly able to do that.	
<b>H2.3</b>	<b>Relation to practice</b>
The team´s efforts in public sociology are outstanding. The popularity of online social encyclopaedias is encouraging.	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
Visibility of the team could be multiplied by more publications of encyclopaedic overviews, social reports and scholarly articles in foreign languages.	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
Not applicable.	

### Further criterion: 1. Position in international and national context (D1.1-D1.3)

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
The team has high international reputation, especially in CEE countries, mainly due to the prestige and activity of the former leader. But team members have good reputation on their own right as well. In national frame both streams of the team represent unique research directions. Further strengthening internationalization of the two streams is recommended	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
In terms of HR the team's size is suboptimal at the moment. Extension of the number of non-project-dependent members could be advised with a special effort to increase international cooperation. By this the team may strengthen its efforts for joining international projects (besides of being able to successfully apply for national grants which is their strength).	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
Cooperation in Central-East European researches could be highlighted here, the results are available for the wider audience in the Czech sociological review. Besides of personal and targeted intra-institutional connections active participation in the ISA and ESA research groups could be recommended.	

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
As for activity plan for the forthcoming period the two stream-structure of the team seems to be feasible. Besides of finalization of ongoing projects three new grant applications were submitted (two in religious and one in poverty studies).	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
The strengths of the team are its interdisciplinary composition: sociology, economics, historical, cultural, religious studies are research assets of the participants. The two streams (economic sociology and historical-religious studies) may usefully strengthen each other. It is a strength of the team that it is able to cover a wide range of topics relevant for social reports (a tradition worth to strengthen and continue). It is also a useful tradition that the team dealt with the history of Czech sociology and, provided encyclopaedic background for contemporary studies. The team was successful in national grant applications.	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
Internationalization of the research activities were strengthened, especially in the research stream of economic sociology. Due to lack of resources an independent research team devoted to religious studies couldn't be established. Securing the activity of this research stream within the economic sociology group could be an acceptable solution. Combining these efforts with researches on the history of social sciences is worth to keep.	
<b>D2.4</b>	<b>Success in receiving grants</b>
The team is very successful in competition for national scientific grants. International grant seeking ambitions might be supported.	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
Basic equipment is provided. Renewal, as well as spreading information about how to exploit new softwares is recommended. Strengthening research support personnel with international experience in grant applications might be recommended.	
<b>D2.6</b>	<b>Effectiveness of management</b>
The management style of the previous leader was supportive and inclusive, generating concerted efforts of a wide range of researchers. Several management solutions are imaginable after his retirement if they are able to preserve or improve the achievements of this tradition.	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
What the team deserves after the retirement of its leader is the strengthening of the staff with researchers who are able to continue the researches on well-being of economic actors, extending the research on upper and middle layers of the society, cohere the efforts on socio-economic and historical-cultural studies and strengthen international cooperation.	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
Sociologists are generally sensitive about the work-life balance issues, this is the case in the team as well.	

<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
Joint research initiatives with university research centres could be encouraged in case of mutual interest.	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
Participation in higher education is part of the activities of the team on all levels. Balanced participation in higher education, especially in MA and PhD level could be slightly extended.	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
Joint research initiatives with university research centres could be encouraged in case of mutual interest.	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
Success rate of PhD supervision should be evaluated on longer run. There were 4 doctoral theses defended under the control of the team members which is an acceptable result from a team of 4 FTE. In any case tutoring PhD students and involving them into research projects is a priority of the team.	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
Involvement of PhD students into the researches of the team could be mutually fruitful and there are good examples in the team.	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
BA and MA participation is especially strong, but results based partly on the achievement of temporary team members might be misleading.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
Cooperation with universities seems to be research topic dependent. If there is no wider interest in cooperation on behalf of national universities, the team members may try to find partners among international universities.	

### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
Outreach activities of the team are very impressive, serving well the aims of public sociology as well as informing the expert and lay audience.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>

<p>Providing reliable knowledge by integrating online social encyclopaedias is a service of outstanding importance. Social report type of writings produced by the team are on international standard.</p>	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
<p>The participation of the team members in the activities of scientific community is satisfactory; perhaps slightly more activity in ISA and ESA research committees/networks and organization of workshops might be advised.</p>	

**Other comments of the commission:**

## 2. Gender & Sociology

### **Strengths:**

The Team includes many internationally recognised experts in the field of sociology of gender and the labour market, family and intimate life, care, ageing, and transnational migration, who are invited to present their research internationally and in the Czech Republic. It works in a cooperative manner to draw upon its varied expertise and has been successful in applying for funding in the Czech Republic and internationally, participating in large-scale networks and to publish high-impact outputs.

PhD students are being supervised by team members, and like postdoctoral researchers, involved in research projects to develop their early careers in science. Early career and senior staff publish together and are encouraged to apply for research funding and to develop international as well as national cooperation and expertise. The team also has a strong transdisciplinary potential with expertise across a range of social science disciplines.

The team has a strong potential for future development in terms of further publishing in highly ranked journals, international networking, and national and international cooperation and projects.

### **Weaknesses:**

The main one is the precarious nature of the contracts of some of the team members, as their involvement within the team is fully dependent on external funding through projects. The team is in constant danger of losing some members as the financial support of projects finishes and not enough new projects are awarded. Therefore, team members are using a significant part of their capacity for the preparation and application process for new project funding. However there is a lack of support for participation in international and especially EU projects.

### **Opportunities:**

The Team might consider in the next period developing a more strategic collaboration with the National Contact Centre for Gender and Science to take the opportunities opened up by a greater emphasis on gender equalities and gender plans in future Czech and European research funding. In particular it is well placed to be able to provide training for all other institutes in the Czech Academy of Science and to position itself as a leading institute for gender and sexuality studies in Central and Eastern Europe.

It could deepen collaboration and synergy through interdisciplinary research and policy development with other institutes around areas of common interest such as Covid which might enable it to bring together legal, social science and STEM perspectives.

On the basis of its existing links with Charles University for the training of PhD, the Team might explore setting up a more extensive training on gender issues.

Lastly the Team might explore ways of attracting external scholars through the use of European resources such as the Marie Skłodowska-Curie Fellowships.

### **Threats:**

Lack of support to enable greater stability and financial support to prepare funding proposals.

## Main criterion: 1. Quality of results (H1.1-H1.5)

<b>H1.1</b>	<b>Quality of selected outputs of Phase I</b>
<p>14 outputs, including 9 journal articles, were selected for evaluation. A number of the articles were in highly rated international journals such as Critical Sociology, Sociological Research Online and the International Feminist Journal of Politics. The outputs mainly fell in the range of 1-3 with 1 at 1 and 7 at 2 so the majority fell into the higher two grades of world class and excellent.</p>	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
<p>The majority of articles were written solely by members of the Team -8 were at 100%, 1 at 70%, 1 at 65%, 3 at 50% and 1 at 25%</p>	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
<p>13 of the articles were published in journals with an impact factor with a number in well-known international journals and 22 in other journals. There were also a number of book chapters including with international authors. The team has published prolifically in English and in Czech.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>The Team produces both theoretical and applied research and has contributed to a number of significant contemporary sociological topics such as gender and the labour market, gender and entrepreneurship, motherhood and the life course, the care of the elderly, the changing nature of the family e.g. childless couples and home birthing and the application of intersectionality, which has become the key contribution of feminist scholarship, to an understanding of the differentiated nature of inequalities.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>During the period 2015-19 the Team obtained 6 international awards involving large scale collaboration in European Framework Programmes, COST and NORFACE. Team members also participate in extensive networks such as the Comparative Organisational Inequality Network (COIN) since 2015 and the Multilocality Network, of which it was the founder, since 2017.</p>	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>The team has made a contribution to formulating social policies from a gender perspective in the Czech Republic and at the European level in relation to a number of areas such as family practices amongst the childless and those with one child, gay and lesbian parenting, a new topic in the Czech Republic, and in terms of the labour market, issues such as entrepreneurship and care policies and practices.</p>	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities</b>
<p>Its theoretical and applied research in its four themes has been supported and used by various organizations such as ministries in CR Governmental Council for Equality of</p>	

<p>Women and Men, Government Office, Ministry of Labour and Social Affairs, municipal and regional authorities, NGOs, trade unions, etc., international organisations such as the European Commission (expert networks and projects for DG Justice, expert evaluation of proposals), OECD, and the European Women’s Lobby. It has also popularized its findings through the media.</p>	
<b>H2.3</b>	<b>Relation to practice</b>
<p>The team’s research has been supported by a number of grants from the Czech Science Foundation (7), European Social Fund (2), Ministry of Labour and Social Affairs (1), Technology agency (1) and at a European level by the European Commission (2), COST Actions (2), NORFACE (1) and Heinrich Böll Stiftung (1). Gender and the labour market received 7 grants and family and intimate life 5 grants.</p>	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
<p>The Team has participated in a project <i>Global Conflicts and Local Interactions</i> bringing together 9 institutes across CAS.</p>	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
<p>Not applicable.</p>	

**Further criterion: 1. Position in international and national context (D1.1-D1.3)**

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
<p>The Team has obtained a large number of Czech and international grants and participated in a range of international networks (see H1.5). It has published extensively in journals, chapters and reports from each of the grants it has received.</p>	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
<p>The Team has not only obtained a large number of national and international grants involving collaboration with an extensive range of partners but has also actively participated and founded networks, such as the Comparative Organisational Inequality Network (COIN) since 2015 and the Multilocality Network of which it is the founder member since 2017; the Global Women’s Entrepreneurship Policy Network (Global WEP).</p>	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
<p>The Team organized 15 international conferences, workshops, and conference streams and panels, and 21 conferences, workshops, seminars, and invited lectures for domestic audience in the period 2015-19. These included <i>Intersectional Perspectives in Sociological Research of Inequalities</i> (2015); <i>International Workshop AZOLA</i> (2015); <i>Economic Impacts of Motherhood</i> (2016); and <i>Private, Civic, and Public Sexualities</i> (2019) which are at the forefront of sociological research.</p> <p>Its members presented 40 invited lectures at international and domestic conferences, seminars, workshops, and other scientific events.</p> <p>The Team has been invited to expert cooperation by the Ministry of Labour and Social Affairs of CR (family policy, gender wage gap), the Government Office of the CR (Strategy for Gender Equality), the European Commission (Scientific analysis and advice on gender</p>	

equality/SAAGE), and the European Institute for Gender Equality (EIGE), and the team cooperates with civil society in CR (Gender studies, Czech Women's Lobby, Nesehnutí, Aperio) and abroad (JUMP, migration-control.info, European Women's Lobby). Hana Hašková is a member of an International Advisory Board of the journal Sociology (Sage, WOS).

2014–2015: Alena Křížková, obtained Fulbright Fellowship at Arizona State University.  
 2015: Zuzana Uhde, Otto Wichterle Award for outstanding young scientists, CAS. 2016: Hana Hašková, travel grant, American Sociological Association Annual Meeting, 19– 23 August 2016 in Seattle, USA.

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
<p>The recommendations from the previous evaluation were to split Gender and Sociology which has been successfully accomplished. Another recommendation was to internationalise through publications and networking. A further comment concerned the gender balance of the Team.</p>	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
<p>The split of the Team has produced two highly active Teams but they could probably cooperate more strategically and systematically on funding opportunities and training rather than on an ad-hoc basis given the current opportunities for research on gender equality and gender plans.</p>	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
<p>It has strongly internationalised in terms of publications and networks (see H1.1 and D1.2). At the same time it has attracted non-Czech authors to publish in its own journal Gender and Research which has an international advisory board. It has actively engaged in international organisations ESA Research Network 13 on "Sociology of Families and Intimate Lives" and Research Network 01: Ageing in Europe. Basic Income Earth Network (BIEN) African Borderland Research Network (ABORNE). African Migration, Mobility, and Displacement; member of the Knowledge Exchange Advisory Committee (KEAC) of the DIAL NORFACE Program; member of Council for European Studies Research Network Gender and Sexuality; Standing Group on Gender and Politics (ECPR). They also sit on editorial boards of highly prestigious journals such as Sociology (UK), Gender and Society (USA).</p> <p>In terms of its gender balance, it has recruited a male researcher into a new area, that of sexuality. Another area it might venture into is masculinity which where it is most likely to attract male researchers.</p>	
<b>D2.4</b>	<b>Success in receiving grants</b>
<p>For the period 2015-19, members of the Team were principal investigators of or collaborated on 19 international and domestic research projects for which they won grant support independently or in cooperation with partner institutions abroad or in Czech Republic. These included national awards from Czech Science Foundation 7 European Social Fund 2 Ministry of Labour and Social Affairs 1 Technology Agency of the CR 1 Czech Academy of Sciences 2 and international, namely from 2 European Commission 2 COST, 1 NORFACE, EU and 1 Heinrich-Böll-Stiftung.</p>	

<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
Not applicable.	
<b>D2.6</b>	<b>Effectiveness of management</b>
Management is not hierarchical but based on cooperation between senior researchers planning and organising across the four major areas gender and the labour market, politics and practices of care, sociology of family and intimate lives, and feminist critique of inequalities. Project teams also overlap.	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
<p>The staff includes 8 researchers (7.25 FT equivalent) and 3 workers 1.72 FT equivalent). Across the staff as a whole, three are 30-5 years, 3 35-40 years, 4 40-45 years and 1 55-60 years.</p> <p>There are 5 senior researchers and since 2018 2 postdocs. There are also 4 PhD students who are encouraged to complete their studies as well as becoming PIs on projects. From the previous period, three PhD students have become researchers on the Team.</p> <p>Researchers update and acquire new knowledge through attending training courses, including on methodological issues, and obtaining fellowships at foreign universities.</p> <p>Though obtaining both Czech and European funding, the uncertainty of it means it may be difficult to retain good researchers.</p>	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
The one issue that has been raised has been the largely female labour force which is not unusual for those working on gender issues. However, a male PhD student, and the leading researcher on the topic of sexuality, is pursuing his studies and organising conferences.	
<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
Not applicable.	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
<p>In CR, the team has cooperated with the Charles University and individuals with a number of universities internationally in countries such as the US and Austria. It also occurs through comparative research projects and networks:</p> <ul style="list-style-type: none"> <li>· Comparative Organizational Inequality Network (COIN) of 14 countries “Rising between workplace inequalities in high-income countries”</li> <li>· the Global Women’s Entrepreneurship Policy Network (Global WEP), members come from 29 countries). The network is currently preparing a comparative report for OECD.</li> <li>· Multilocality Network, is in the scientific committee of the annual conferences</li> </ul>	

<p>Since 2019, <i>The European Family Support Network: A Bottom-up, Evidence-based, and Multidisciplinary Approach</i> (EuroFam-Net), COST CA18123 (<a href="http://www.cost.eu/actions/CA18123/#tabs Name:overview">www.cost.eu/actions/CA18123/#tabs Name:overview</a>), 36 countries.</p> <p>- Since 2019, <i>Who cares in Europe?</i> (WCE), COST CA19119; cooperate with researchers from Faculty of Arts, Charles University and Masaryk Institute and the Archive of Czech Academy of Sciences within the project, <a href="http://www.cost.eu/actions/CA18119/#tabs Name:overview">www.cost.eu/actions/CA18119/#tabs Name:overview</a>, 32 countries.</p> <p>Cooperation has also been developed around research publishing - Stockholm University (L. Oláh), University of Massachusetts (D. Tomaskovic-Devey); Arizona State University....REMESO, Linköping University (C. Schierup); the University of Houston (N. De Genova); the University of Iceland (G. Eydal), Ljubljana University (R. Kuhar, A. Kanjuo Mrčela), University of California Irvine (A. Penner, N. Bandelj), SciencesPo (O. Godechot, M. Safi); Mount Holyoke Nebrija University (M.C. La Barbera); College in Boston (F. M. Deutsch); and the University of Warsaw (M. Theiss).</p>	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
<p>It collaborates with the Undergraduate Program in Central and Eastern European Studies (UPCES), jointly organized by Charles University and the CERGE-EI institute in Prague.</p>	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
<p>Team members have been active in supervising PhD students though degrees cannot be awarded.</p>	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
<p>PhD students are encouraged to co-author and author outputs.</p>	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
<p>All members teach in Universities in Bachelors and Masters courses (see D3.6).</p>	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
<p>All staff teach at universities resulting in 17 BA, 25 MA and 1 doctoral courses at a range of universities e.g. Charles, Western Bohemia, Masaryk and University of Finance.</p>	

#### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
<p>The Team is heavily involved in media outreach and popularisation activities. On a regular basis, the team cooperates with media such as Česká televize (Czech TV), Český Rozhlas (Czech Radio), the DVTV (online TV), <i>Respekt</i> weekly magazine, <i>Lidové noviny</i>, <i>Hospodářské noviny</i> daily newspapers. Various team members make hundreds of appearances in the media in the CR every year.</p> <p>Members publish commentaries and articles in various Czech media on a regular basis, including public service media (the op-ed section of Czech Radio and Czech TV website) and independent media (Alarm.cz, Deník Referendum).</p> <p>The expertise of the team is sought out by journalists mostly in the areas such as parenting, traditional and non-traditional roles and forms of families, gender inequalities in the labour market, the gender pay gap, contemporary masculine and feminine identities,</p>	

<p>and LGBTQ+ families, as well as international migration, transnational care, transnational families, and migrant women in the Czech Republic.</p> <p>From 2015–2019, the team organized 20 lectures for the general public at a variety of sites, ranging from high schools, museums, churches and Microsoft. It has also undertaken four events on diversity management and for the public one 30 years of Czech LGBTQ+ movement.</p>	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
<p>In addition to the activities above, the Team also produced 22 popularisation publications on topics such as gender division of labour, motherhood and insecure work, diversity management in practice, market model of care, media and migration.</p>	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
<p>It has produced expert reports for the Czech Women’s Lobby, the Working Group of Men and Gender Equality, Office of the Government and EDUCON (on marginalised in Europe). The team continued cooperation with the non-profit sector, state administration, trade unions, NGOs, and the media by providing expert opinions, analyses, and studies, as well as through membership in advisory bodies and cooperation in projects as planned. It also contributed to policy making through these activities. Examples include three members of the Expert Commission for Family Policy (2015–2017) appointed by the Minister of Labour and Social Affairs which prepared <i>Family Policy Plan</i>. Four members cooperated with the Ministry of Labour and Social Affairs on implementation of the <i>22% to Equality</i> project on the gender wage gap in the CR. From 2016–2017, two members were advisors to the Office of Government of the Czech Republic, Department of Sustainable Development on Strategy for Quality of Life and Well-being project. In 2015– 2016, a member conducted research on cyberviolence for the Government Office of the CR.</p>	

**Other comments of the commission:**

### 3. Local and Regional Studies

#### Strengths:

- This is one of the largest teams of the Institute of Sociology (14 workers among whom 2 post- doc + 3 Ph D students), with sufficient academic and administrative influence
- The demographic profile of the team is very young.
- Although the team is young, two leaders and former senior members are highly skilled (Dr. Hab.).
- Relevance and originality of topics of research (for example: homelessness, phantom borders, migration and mobility, environment). The team sensitively takes into consideration the spatial dimension of social realities and multilevel, mixed methods approaches.
- Multidisciplinary (sociology, geography, anthropology) position in the Institute of Sociology.
- The team is successful in obtaining funds from national sources.
- The team is involved in problem-driven, sensitive researches.
- Expertise, consultancy, advisory and outreach activities of the team are important.

#### Weaknesses:

- Application efforts for international grants should be continued and strengthened
- Although there is apparently a gender balance, the work-life balance, as well as academic-administrative balance might be improved.
- Research cooperation with universities is sub-optimal.

#### Opportunities:

- A strong and constant cooperation with other teams of the Institute should be maintained and even reinforced. Some research topics of the team are also mentioned by other teams of the Institute: spatial inequalities, social stratification, electoral studies.
- Intensified cooperation with universities at home and abroad should be continued.
- The team is involved in several international networks which could be exploited in joint grant applications.

#### Threats:

- The overlapping of some research topics with other teams (such as Economic sociology, Socioeconomics of housing, Political sociology) could lead to situations of competition for the same grants.
- Multiplicity of academic, administrative, advisory and public roles may result suboptimal performance.
- Exposure to the compulsion of grant applications may lead to the danger of thematic fragmentation.

#### Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
The outputs selected for the phase I are diverse as far the journals or books are concerned. They are written in Czech (2) and in English (15).	

<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
Out of 17 outputs, Josef Bernard (the leader of the team) is the author or co-author of 8 of them.	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
<p>It is worth underlying here that especially in the field of rural studies, the bibliometric tools are not very relevant: such a “localised” and empirical knowledge has structurally a lower “impact” in the light of bibliometrics. See for example Gingras, 2016                  (<a href="https://mitpress.mit.edu/books/bibliometrics-and-research-evaluation">https://mitpress.mit.edu/books/bibliometrics-and-research-evaluation</a>)</p> <p>This is why the analysis of the intensity of citations is not very relevant. The authors published in very good journals such as <i>Geoforum</i>, <i>Cities</i>, <i>Sociologia Ruralis</i>, <i>Journal of Rural Studies</i>, <i>Housing Studies</i>.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>Some outputs bring out very important results both for science and for society: the team brought important contributions to the knowledge about post-socialist cities about original topics such as homeless people in Prague and Plzen, the geography of criminalization, the social and residential disadvantage of living in rural periphery in the Czech Republic. These outputs highlight more generally how metropolisation transforms the Czech territory and society. It is worth also underlying that some researchers of the team contributed to the emerging topic of phantom borders which was very relevant in this decade in the whole Central Europe and in Germany. Contributions to electoral studies, environmental and to migration issues proved to be important as well.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>The team participated in 3 international projects (two bilateral with Germany and Hungary) and in 1 multilateral. Out of the outputs selected for the evaluation, many of them are written together with authors outside the Institute, including abroad (for example a COST action untitled <i>Action Local Public Sector Reforms: an international comparison</i>).</p>	

**Main criterion: 2. Societal relevance (H2.1-H2.5)**

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>Research topics such as poverty in rural areas, homelessness, migration, local responses to climate change in the Czech Republic have high societal relevance.</p>	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team’s activity on proper practice in society in the area of social sciences and humanities</b>
<p>The team explained during the presentation that they wish to publish both in English in scientific international journals, and in Czech language, in books or journals. This is a very good choice, enabling to maintain and enhance the impact of the scientific activity in society. Some members of the team provide also lectures for secondary school pupils.</p>	

<b>H2.3</b>	<b>Relation to practice</b>
<p>The team deliver expertise and consultancy for local, regional and national authorities. Some reports were published for them about demographic development of rural areas, migrant integration policy tools, participative methodology to create regional-level conception of cultural development and tourism support, etc.                  3 projects were applied research projects financed by the Technological Agency of the Czech Republic.</p>	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
<p>7 projects were part of the AV21 Strategy among which:                  - “Priority of soil biological research, intersection of science and public interest”                  - “Biodiversity conservation. Importance for the Czech Republic and groups interested in nature and environment”.</p>	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
<p>The team wishes to establish the department as “a leading Czech team in the field of rural and urban studies”. In this aim, it wishes to cultivate relationships with Czech and foreign scholars. Some members deliver undergraduate and MA level courses in the universities of Brno, or Hradec Kralove.</p>	

**Further criterion: 1. Position in international and national context (D1.1-D1.3)**

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
<p>It is difficult to find similar teams because this one is very special due to the five main topics it cultivates.</p>	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
<p>The team has already been involved in 3 international (European) joint research projects. These efforts could be further extended and deepened.</p>	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
<p>The members of the department disseminate their research through conferences, invited lectures in the country and abroad.</p>	

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
<p>The five main topics of the team are socially and academically relevant, the strategy is sustainable. Theoretical cohesion of the topics should be emphasised. It is advisable to link consultancy and applied research to these topics.</p>	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
<p>The department followed some recommendations of the previous report:                  - “increased focus on spatial aspects of poverty and disadvantage”.</p>	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
<p>The department also                  -“continue[d] and strenghtene[d] further international networks and collaboration”                  -“increase[d] the international profile of publications” in “top level journals and publishers”                  -“provide[d] systematic training in research leadership for postdocs. (see D 2.4).</p>	
<b>D2.4</b>	<b>Success in receiving grants</b>
<p>The department is successful in national grants, but less so in international ones (see D 3.2.).                  The department was successful in encouraging postdocs and research assistants to submit research projects as it was recommended. Since 2015, 4 team members launched successfully independent research projects during their first years after the PhD.</p>	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
<p>Not relevant.</p>	
<b>D2.6</b>	<b>Effectiveness of management</b>
<p>The head of the department encourages every member of the team to be “personal investigator” in research projects.                  Training offered by the Czech Academy of Science is encouraged for the staff.</p>	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
<p>The team is young, which is a chance. The balance of outputs per author seems to be very concentrated.</p>	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
<p>Out of the 4 “senior researchers” only 1 is a woman. But out of 14 members of the team, 8 are women. The gender composition in generational perspective has become balanced.                  The selection of outputs does not reflect the gender balanced composition of the department: out of 17 outputs selected, only 3 of them are co-signed by a female author of the team. Only 1 woman is classified as a researcher. The team is aware of the gender issues, work-life balance conditions are acceptable, but could be further improved.                  The department creates conditions compatible with family and childcare, although work-life balance could be further improved.</p>	

<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
Sustainability of the team is provided and could be further improved by greater proportion of non-grant dependent resources.	

**Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)**

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
<p>The department mainly cooperates with European institutes on bilateral basis as far as research is concerned (see D 1.2). It also cooperates in European or in national projects with domestic universities (Olomouc, Hradec Kralove, Brno) and with other institutes of the Academy of Science.</p> <p>The department collaborates also with national universities in teaching.</p> <p>Some members stayed in universities abroad (Israel, Belgium, United Kingdom, USA, Colombia, Germany).</p>	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
The department applied to 4 international consortia for European grants, without success (H2020 and ESPON). Efforts to improve international grant application performance are recommended.	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
During the period 2015-19, 6 theses were supervised and 2 were defended. 1 student working in the Department successfully obtained a Ph D. Taking into account the FTE of the team, the results are acceptable.	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
Among the selection of outputs, only 2 are co-signed or signed by a PhD student. This is coherent with the fact that relatively few outputs are co-signed or signed by women (all the PhD Students are women in the department).	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
The team participates in undergraduate and MA level courses in the Charles University, the University of Hradec Kralove, the Masaryk University, and the University of Basel.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
Teaching activity is acceptable, participation in PhD courses could be strengthened.	

#### **Further criterion: 4. Outreach activities (D4.1-D4.3)**

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
Media presence public sociology and outreach activities are very good.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
Publications are in good shape, international publications could be strengthened.	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
Participation in professional organisations is appropriate. Furthermore the department wrote reports in the field of expertise and consultancy (about demography, immigration, methodology of development of tourism). They were transmitted to Ministries, or to the Parliament.	

**Other comments of the commission:**

## 4. National Contact Centre for Gender & Science

### Strengths:

- High societal relevance and impact with a strong application to policy and engagement in public debates (gender-based violence, climate change, research ethics).
- The team's expertise is recognised at the EU and Czech policy levels: The team's expertise is recognised domestically and at the EU level and is used for evidence-informed policy-making.
- Highly networked at European level which enables them to consolidate their knowledge and pursue novel areas of research.
- Openness and ability to identify salient research topics: The evaluation period attests to the team's ability to identify new salient research topics and to establish a new strand internationally within a short period of time, including areas that will be useful in and post Covid period.

### Weaknesses:

- Weak expertise in quantitative methodology which it will try to rectify in future.
- Limited synergies of research strands within the team as topics have evolved from research on careers and higher education to alternative medicine.

### Opportunities:

- Well placed to play a major role in European research.
- The centre has an important role in supporting CAS and other research organisations and universities in the implementation of institutional changes in response to new Horizon Europe requirements regarding gender equality plans
- Training and mentoring activities seem of extremely high importance for CAS, and other research institutions in Czech Republic, hence an increase in institutional support for these activities would be of importance.
- The scientific output is of high-quality, there is an opportunity to increase the international recognition and visibility of their research outputs.
- Strengthening and planning a strategic collaboration with the Gender & Sociology team may be beneficial for the research activities of the team, as the research activities of these two teams and their expertise seem to partially overlap.

### Threats:

- The new emerging research area of alternative medicine and microbial citizenship (led by the senior member of the team T. Stockelova) seems not to be sufficiently integrated in other research and public policy activities of the Centre. To increase the synergy, new forms of structured and strategic collaboration could be considered around training activities of the Centre, combining training with the gender equality focus with the training focused on science policy and science methodology. Another potential field of collaboration between the members of the team could be within interdisciplinary projects focusing COVID-19 from different perspectives (human-viral coexistence and its impact on society).
- Institutional support: The size of the team is too small, making long-term planning challenging and creates pressure to constantly apply for grants and thus hire people to fill precarious positions though this is a problem encountered even by larger teams. Problem of staff fluctuation with multiple changes in staffing and administrative support.

## Main criterion: 1. Quality of results (H1.1-H1.5)

<b>H1.1</b>	<b>Quality of selected outputs of Phase I</b>
10 outputs were selected of which 1 was rated at 1, the majority (6) at 2, 2 at 3, 1 at 4 and none at 5, hence a high level of outputs.	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
The majority (8) were written entirely by members of the team with only one at 40% and another 30%.	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
14 articles in impact journals, 13 others, 4 books and 6 chapters. Given the small size of the team and their coordination and support role, the quality of their scientific research work is high.	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
Two notable achievements are the application of the results from the research project titled Analysis of Barriers and Strategy to Support Gender Equality, and of policy advice developed in the Horizon 2020 GENDERACTION project for various EU stakeholders, including the European Commission.  From the scientific output, particularly interesting is the monograph <i>Gender and Neoliberalism in Czech Academia</i> , which provides an original and insightful analysis of consequences of the neoliberal-informed reforms for gender equality in Czech academia.	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
Team members actively participated in large-scale Horizon2020 (Gender-SMART, TRIGGER, GE Academy) and COST (COST Action OC-2015-1-19837) actions. They coordinated the Horizon 2020 GENDERACTION project (see above), and secured their participation in new large collaborative projects (e.g. uniSAFE).	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
The research topics on development of careers, gender equality in higher education and science policy, including sexual harassment, and alternative medicine are all highly relevant.	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities</b>
The team has a considerable societal impact and fruitfully combines scientific research with the coordination and support role, which is funded mostly by the Horizon 2020 Science with and for Society programme. The leader of the team is the chair of ERAC Standing Working Group on Gender in Research and Innovation and a member of several international advisory boards. They also prepare and publish annual statistical monitoring reports on gender equality.	

<b>H2.3</b>	<b>Relation to practice</b>
<p>The institute has a very strong public policy focus and they seem to have achieved a visible impact. Large portion of their activities is focused on implementing structural and institutional change towards gender equality. They have a very prominent role in organising training modules, mentoring activities, and various workshops. In the evaluated period they organised almost twenty workshops. They coordinated a mentoring programme for early career researchers, but also participated in the Open Science programme.</p>	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
<p>Two of their research strands (“Post-1989 transformations of research and higher education and research careers from a gender perspective, including responsible research and innovation” and “The position of women in Charter 77 and dissent movement.”) were partially funded by the Strategy AV21.</p>	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
<p>One member of the team (N. Farova) has been a lecturer both at the University of Hradec Kralove, and the University of Western Bohemia.</p>	

### Further criterion: 1. Position in international and national context (D1.1-D1.3)

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
<p>The National Centre for Gender and Science emerged out of the Gender and Sociology Team in large part as a result of its earlier success in obtaining European grants. The Centre continues to place itself as a leading centre for the study of gender inequalities in higher education and research governance in terms of research but especially in public policy within international and Czech contexts.</p>	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
<p>The Centre has obtained a large number of European grants and membership of research networks such as Horizon 2020 projects Gender- SMART, and GENDERACTION, and in 2019 the CASPER research project. It is also involved in international networks, such as the ESA Research Network 24 on science and technology SSTNET, the RINGS International Research Association of Institutions of Advanced Gender Studies and eument-net) which attest to its international standing. At the national level</p>	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
<p>The Centre has organised a number of scientific events for Czech, European and international audiences and has taken leading roles in international organisations. An international conference has been organized annually, an example of which is the ‘Gendering Science: Women and Men Producing Knowledge’ with the Division of the History of Science and Technology of the International Union of History and Philosophy of Science and Technology. It joined RINGS – The International Research Association of Institutions of Advanced Gender Research and has also participated in eument-net: the European Network of Mentoring Programmes for the Advancement of Equal Opportunities and Cultural and Institutional Change in Academia and Research and a team member was chair for 2017-19. The Centre has also been highly active in popularization events around</p>	

significant contemporary issues of climate change and ecological practices for example for the Czech Academy of Science.

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
<p>The Centre plans involved a number of themes under two major strands of research governance (the main one) and alternative medicine and microbiopolitical citizenship, a secondary one. A methodological theme on a critical approach to qualitative research seems to have emerged. Most of the themes have been successfully addressed in the pursuit of a strategy on international cooperation and funding opportunities, major publications, organization of scientific events and popularization and communication to wider audiences and media.</p>	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
<p>The Centre did not exist at the time of the 2015 evaluation and was part of the Gender and Sociology Team, hence one is only evaluating the new Team since 2015.</p>	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
<p>The recommendations were directed to the former Gender and Sociology Team of which a major one was to divide the Team into two. This has been done and a new team created with an emphasis on science and a greater emphasis on public policy pillar in addition to a research one. Several connected recommendations were made in relation to increased internationalisation of research funding and networks and high quality publications. These have been accomplished as evidenced in the report on international collaboration. Obtaining basic research funding is an issue that goes beyond the remit of the Team and involves CAS policy more broadly in terms of the proportion of basic funding it provides.</p>	
<b>D2.4</b>	<b>Success in receiving grants</b>
<p>The Centre has been successful in obtaining Czech Science Foundation projects and one Ministry of Labour and Social Affairs project. National Contact Centre (2012-2015)) and - National Contact Centre 2017-2020 (Ministry of Education); - Strategy AV21 project (2017) ; - Analysis of Barriers and Strategy to Support Gender Equality (Ministry of Labour and Social Affairs, 2017-2018); -Medicine Multiple: Ethnography of the Interfaces between Biomedical and Alternative Therapeutic Practices (Czech Science Foundation, 2015-2017) and European ones Transforming Institutions by Gendering contents and Gaining Equality in Research (European Commission, FP 6, 2014-2017); European Network for Research Evaluation in the Social Sciences and the Humanities (COST Action OC-2015-1-19837, 2016-2019).</p>	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
<p>Not applicable.</p>	
<b>D2.6</b>	<b>Effectiveness of management</b>
<p>Management is decentralized with regular meetings between Head and the PIs who are responsible for their own grants.</p>	

<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
<p>Staff are between the ages of 30 and 50 years and include researchers and support staff as well as PhDs and Post docs. Only a limited number of staff are covered by permanent contracts while a number of doctoral, post docs, RA and research support staff are not covered by a secure contract. It has been decided therefore to limit additional contract staff. Keeping staff because of funding constraints has been identified as a problem.</p> <p>Staff however do have access to educational and professional development as well as training for additional skills, such as time and team management and conflict resolution which are not usually made available. The management further supports qualification growth by supporting members' international mobility (Erasmus and COST Actions' Scientific Missions).</p> <p>The team employs graduates from international institutions (Lumiere University Lyon 2, University of Maastricht, University of Oviedo, University of Hull). All team members (as listed on the website of the Centre) are female - the team is aware of the imbalance and strives to address this.</p>	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
<p>Flexible working conditions and home-working are available.</p>	
<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
<p>Not applicable.</p>	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
<p>The Centre has engaged in different types of cooperation with universities. On the national level, a notable example is the Community for Change consortium, which supports research organisations and universities with tools and training to design their gender equality plans. The large-scale international cooperation has been highlighted above (see H1.5 and D2.4).</p>	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
<p>The Centre does not participate in any joint research centres although it collaborates as and when needed with Gender and Sociology.</p>	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
<p>The Centre cannot register PhD but has provided supervision to 10 PhD students and has employed 4 students on projects.</p>	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
<p>PhD students participate in outputs (e.g., Nyklova et al., 2019 and Cidlinska, 2019) and present their findings at conferences.</p>	

<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
The team has taught BA courses at University of Western Bohemia, Hradec Kralové, Vienna and especially Charles University. In all 20 BA and 14 MA courses were taught 2015-2019.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
Several researchers are involved with activities at Charles University (doctoral study programme, Grant Agency) and at Hradec Králové.	

#### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
<p>The Centre is highly engaged with popularizing its research and policy initiatives. For instance, they are involved in organisation of events and social media campaigns to promote the International Day of Women and Girls in Science, which recognises and promotes the critical role of women and girls in STEM fields. They also organise activities and discussions during Researcher's Night event, and Science and Technology week. They organised a book launch of the Czech translation of a popular science book <i>Inferior. How Science Got Women Wrong</i> by Angela Saini (see below). Additionally, the Centre provides an organisational platform for Milada Paulova Award, which recognises life-long achievements of Czech women scientists. The Centre has a high visibility on social media platforms.</p>	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
<p>The centre is involved in numerous publishing activities. They publish monographs (e.g., the above-mentioned monograph <i>Gender and Neoliberalism in Czech Academia</i>), but also handbooks and training materials (e.g., <i>Mentoring: Career Development of Early Career Researchers</i>). They were also involved in the translation and publication of a popular science book <i>Inferior. How Science Got Women Wrong</i>, and in a publication of promotional materials (Milada Paulova Award).</p>	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
<p>The team is strongly involved in providing support for state and public administration bodies (e.g., Ministry of Education, Office of the Government – Research, Development Innovation Council). As mentioned above the leader of the team (M. Linkova) is highly active in the international advisory boards, and another senior member (T. Tereza Stöckelova frequently serves as a member of EU Horizon 2020 evaluation panels. Furthermore, the Centre for Gender &amp; Science is a member of several professional organisations, such as The International Research Association of Institutions of Advanced Gender Research (RINGS), and the eument- the European Network of Mentoring programmes.</p>	

#### Other comments of the commission:

## 5. Political Sociology

### Strengths:

- solid theoretical and methodological basis, broad thematic scope and thematic flexibility, and experience in organising research at the national and international levels.
- Involvement in the broader research structure of the Institute and cooperation with other teams.
- Successes in attracting foreign scholars
- Good visibility (media presence)

### Weaknesses:

- limited number of senior career researchers and their work capacity and specialisation in engaging in projects, especially international ones;
- two groups with a predominant focus on either quantitative or qualitative research have been established. The overlap of themes and methods and cooperation within the department could be enhanced;
- reduction of longitudinal research;
- research for 'infrastructures' has rather intangible direct results but still serves as an opportunity creator for further cooperation.

### Opportunities:

- Fostering cooperation among subteams focusing on quantitative or qualitative research
- effects of foreign scholars attraction
- emerging topics: shifts in public debate (safety)
- European Research Council (ERC) grant application
- Interactivity with other Institutes
- Formalisation (contractual cooperation) of cooperation with Universities

### Threats:

- Involvement in teaching process
- Funding
- Halt of longitudinal researches

### Main criterion: 1. Quality of results (H1.1-H1.5)

<b>H1.1</b>	<b>Quality of selected outputs of Phase I</b>
23 Outputs have been, 15 evaluated with an effective Quartile structure: 1 output in Q1, 4 in Q2, 3 in Q3 (including 1 not evaluated) and 9 in Q4 (including 6 not evaluated).	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
According to the provided information, 12 out of 15 evaluated outputs have a 100 % contribution by team members, the rest ranging from 25-80%. Most of the outputs have been created exclusively by the team members, a significant number of outputs created within a close international cooperation (C and C1).	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
The publication of seven books, six book chapters, eighteen impacted articles, and nine other articles by a relatively small team of four researchers and two doctoral student capacities within a five-year period demonstrates the efficiency of the department given its limited size and resources. The list of Scientific outputs of the team for the period 2015-	

<p>2019 might seem inflated by the division of multiple chapters in a single book (47 odstínů české společnosti) which is however an obvious result of the methodology of reporting and clearly indicated by the team. The quality does not lack behind the quantity (see H1.1.).</p> <p>The commission welcomes the fact that the majority of the impacted articles (Web of Science) were published in English in international journals. The publishing activities among the research team members is distributed and proportionate. Among the evaluated co-authored contributions (25-80%), team members had a higher contribution to the methodology and conceptual framework, hence a significant influence on the outputs.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>The most valuable discoveries refer to the focal area of the research team - the sociological approach to the political environment (understood broadly).</p> <p>Among the key findings are the data gathered on the differences between general citizens and “protest” citizens in the Czech Republic. According to the research results, the differences are rooted in social position, motivation, and opportunity to protest, i.e. context and these factors are linked with the transition to greater activism (moving from general to protest citizen), which seems to have a broader effect in shaping all Czechs’ (declining) support for democracy.</p> <p>Another valuable finding relates to public attitudes toward the role of government in the Czech Republic: data clearly demonstrate that the interconnectedness between a person’s position in the Czech economy and redistributive attitudes has weakened over time.</p> <p>Further significant results could be derived from the research focused on individual-level volatility in consecutive parliamentary elections by examining electoral participation and party choice decisions in consecutive elections.</p> <p>The importance of the team is also highlighted in the involvement in research infrastructure projects and participation in the Czech Household Panel Survey (CHPS) in 2014 - 2018 as part of an international cooperation - centre of excellence project.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>According to the provided information, team members have actively participated in a number of transnational research projects and the department was involved in established comparative research programmes such as the International Social Survey Programme (ISSP) and the Comparative Study of Electoral Systems (CSES). Members of the department have also participated in large-scale projects (including two Horizon 2020 projects) and are actively involved in a broad set of international research networks.</p>	

## **Main criterion: 2. Societal relevance (H2.1-H2.5)**

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>Given the focus of the research team, the societal relevance of outputs is undisputed. The research team participated in an impressive number of contractual and collaborative research. Contractual partners on both national and international level. Most of the participation consists in the sampling design, data collection and preparation of the dataset including a technical report. According to the provided information, team members play a key role in various contractual research projects, however most of the contractual research topics do not seem to represent the key four focal areas of the research team. This underlines the team ability to perform viable applied research also beyond the scope of its core research activities.</p>	

<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team´s activity on proper practice in society in the area of social sciences and humanities</b>
The research is widely accessible by the general public - due to its focus on the systematic study of basic democratic processes in the Czech political system after 1990.	
<b>H2.3</b>	<b>Relation to practice</b>
See above.	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
Members of the Department of Political Sociology have intensively participated in the programme framework of Strategy AV21 within the programme Effective Public Policies and Contemporary Society. The team was represented by the centre of excellence project 'Dynamics of Change in Czech Society' fielding the Czech Household Panel Survey. A team member acted as the coordinator of the Global Conflicts and Local Interactions: Cultural and Social Challenges (2016–2020) theme within the AV21 Strategy.	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
The research of the team covers the Czech population in general. A more vivid cooperation is with Prague as the Capital and the national level.	

### Further criterion: 1. Position in international and national context (D1.1-D1.3)

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
The research team has a well-established position on the national level and seems to be accepted internationally with its members acting as national consultants or national reporters for a broader international network. The team was involved in established comparative research programmes such as the International Social Survey Programme (ISSP) and the Comparative Study of Electoral Systems (CSES).	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
Participation in the International Social Survey Programme (ISSP) and multiple other international funded projects. The team was also very active in data collection for international collaborative publications. It is to be highlighted, that the team members have strongly influenced the methodology of the international research. Moreover, six researchers from two countries were hosted by the department.	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
The research team members organise conferences and workshops. They also have a general media and public presence. The team members hold invited lectures on a regular basis (26 invitations to give lectures, 18 abroad and 8 in the Czech Republic) and have received 2 prizes. The participation in scientific community activities is impressive.	

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
The activity plan of the research team for 2015–2019 was fulfilled and the research profile of the Department of Political Sociology was broadened.	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
Public funding for four streams of research (mass political attitudes and behaviour, elite political attitudes and behaviour, research infrastructure, and applied research) have been vital for the department's research capacity.	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
The commission applauds the thorough implementation of the recommendations. In particular, the centre of excellence project combining the research activities among more CAS institutes seems to boost the scientific output. The publishing activities moved to journals with higher impact and 17 applications for internationally funded projects have been presented. The focus on the solid high value project is also positive.	
<b>D2.4</b>	<b>Success in receiving grants</b>
The team (Dynamics of Czech Society), An additional ERC project or a leading role of the institute in a larger EU funded project shall be the next step.	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
No shortages have been identified nor communicated.	
<b>D2.6</b>	<b>Effectiveness of management</b>
The management seems to have a good overview of the research members and the functioning of the team. However, given the small number of researchers, there is no need for a strong management and administration. The formal position of the management equals the position of an ordinary department leader. The department seems to be well incorporated into the Institute.	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
The professional structure seems balanced, the age structure leans towards younger researchers (30-45). Lack of senior researchers. A solid academic growth is visible (1xdoc., 1xDSc., PhDs).	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
No work-life balance nor gender issues have been identified.	
<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
Not applicable.	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
Research team members are engaged in the educational process at Czech and German universities. The coverage of subjects by team members is extensive, members holding lectures in at least 3 different courses (one member teaching 8 different courses). A significant number of these were supervised by the team members.	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
The Political Sociology team is currently not involved in a joint research centre with any university.	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
Apparently, 8 PhDs have been supervised by team members, 2 PhDs have completed their studies (according to the explanatory text, although the data is missing in the chart) and 2 PhDs have abandoned their studies.	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
PhD students are well represented in the scientific output (36 outputs, 50 % co-authored). Remarkably, a significant portion of their publications is in WoS and Scopus journals.	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
The team members seem to be intensively involved in the teaching process, which might be time consuming. A significant number of bachelor and master theses indicates the involvement of team members in the educational process. The involvement in the master studies may however favour the master students in becoming PhDs supervised by team members.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
The cooperation seems to be very close.	

### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
Media presence is intense, public lectures, participation in public seminars and round-table activities, and cooperation with the media have facilitated the dissemination of research results. Even PhDs are involved in media interviews.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
The team presented an exhaustive list of press releases, media interviews and articles aimed at the general public. The book Lyons, P., R. Kindlerová (eds.). 2015. 47 odstínů české společnosti. Praha: Sociologický ústav AV ČR, v. v. i. appears to have gained a significant attention also in general public (said to be the most popular sociology book ever published in the Czech Republic as it has sold more than 6,000 copies).	

<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
<p>The team and the institute has a solid position in its area of research. Team members participated in international research programmes. The institute has been an institutional member of the International Social Survey Programme (ISSP) since 1991, and the European Social Survey (ESS) since 2002.</p> <p>Research team members have a solid participation in scientific commissions, scientific councils and editorial boards.</p>	

**Other comments of the commission:**

The evaluated teams of the Institute are rather small (slightly over 4 FTE). Unfortunately, even in such small, the team identified a certain dividing line between members based on the methodological approach to problems (qualitative vs. quantitative). The cooperation and synergy between all team members should be strengthened. There is the opportunity to participate with the Values Orientation team in particular towards a viable ERC proposal.

Most comments regarding other teams of the institute are applicable to the Political Sociology team as well.

## 6. Socioeconomics of Housing

### Strengths:

The interdisciplinarity is certainly one of the strengths: mainly economics and sociology, but also architecture, geography and social geography, and social anthropology are represented, which is remarkable given the small size of the department. The research orientation is quite appropriate with the combination of basic and applied research, at the national and comparative level, and a focus on publication in international academic journals of urban and housing studies. The journal run by the team (Critical Housing Analysis) affords some international visibility and also functions as an identity marker, with an original emphasis on critical and innovative ideas in international housing research.

### Weaknesses:

The small size of the Socioeconomics of Housing department does not allow it to lead and apply for large international projects. There is a limited involvement in European research projects, but this is partly due to the fact that housing is more a matter for the EU member states than for the European Union as such.

### Opportunities:

The age structure of the Socioeconomics of Housing department is very favourable. The opportunity structure must clearly be developed, with young researchers being encouraged to obtain their own funding and lead their own independent research projects. It is important and relevant that the department maintains its geographic focus on the Czech Republic as well as Central and Eastern European countries. The on-going success of the Critical Housing Analysis journal offers an opportunity to increase even more the international visibility of the department. The fact that the team leader has become an Assistant Professor in the Palacky University of Olomouc in January 2020 may represent an opportunity to attract and supervise performing students in housing research at the doctoral level.

### Threats:

As a consequence of its relatively small size, there is a risk of vulnerability of the department that would be linked to a change in the academic position of its leaders. For instance, we may wonder whether the new position of the team leader as an Assistant Professor in the Palacky University in Olomouc will have any adverse consequence for the department in terms of the amount of time he will be able to offer.

### Main criterion: 1. Quality of results (H1.1-H1.5)

H1.1	Quality of selected outputs of Phase I
<p>In phase I of the evaluation, 9 outputs of the Socioeconomics of Housing team were assessed: 5 of them were classified at quality level 2, 1 at, respectively, quality level 1, quality level 3 and quality level 4; quality level 5 was non-existent and the last output was not classified. The assessment of the scientific production of the team is therefore very satisfactory. No comparison with the M17+ national evaluation is available at the level of the team. All submitted outputs were published in well-recognized scientific journals: Housing Studies (2); Urban Studies; Journal of Housing and the Built Environment; Housing, Theory and Society; International Journal of Housing Policy; Journal of Cultural Economy; Cultural Geographies; Transactions of the Institute of British Geographers.</p>	

<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
<p>Five of the 9 outputs submitted were totally written (100 %) by members of the Socioeconomics of Housing team. For the other outputs, the share of the team was, respectively, 50 %, 65 %, 75 % and 80 %.</p>	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
<p>Among the total number of 15 outputs published in the 2015-2019 reviewed period and included in the bibliometric analysis, 2 of them were classified in the top decile (Q1*) of journals in the corresponding Web of Science category. Overall, over the period under review, the Socioeconomics of Housing team has published 3 books, 13 articles in journals with impact factor, 6 other articles and 16 chapters in professional books. This is a significant production, given the size of the team.</p>	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
<p>Over the period under review and for the housing market research axis, the main findings of the department include:</p> <ul style="list-style-type: none"> <li>- the evidence of systemic deviations from economic rationality in home-buying behaviour that stem from the influence of a dominant social norm (tenure) in post-socialist culture;</li> <li>- the evidence that decision-making on the housing market is familial, conservative and socially determined, with resource transfers and the within-family socialization of housing preferences (including internalization of tenure norm) being strongly interconnected;</li> <li>- the evidence that, in societies where homeownership is dominant, house price dynamics more significantly associate with changes in household incomes, and house prices are more income-elastic than in societies where renting is dominant.</li> </ul> <p>For the inequality research axis:</p> <ul style="list-style-type: none"> <li>- intergenerational within-family financial (wealth) transfers represent the main mechanism in the reproduction of homeownership;</li> <li>- the rise in wealth inequality in the Czech society would be very steep if transfers to the next generations were interrupted, i.e. transfers work as wealth equalizers.</li> </ul> <p>The policy research axis has developed:</p> <ul style="list-style-type: none"> <li>- a new conceptual framework for the reinterpretation of housing policy reforms in post-socialist countries;</li> <li>- a critical assessment and comparison of the operation of private renting segments in a sample of post-socialist countries;</li> <li>- measures of overcrowding and housing affordability that are alternative to those used by Eurostat and may better reflect the specific contexts of individual states while preserving international comparability.</li> </ul> <p>The opinion of the commission is that these findings, all published in journals with impact factor and a book from an international publisher, are rich and fully relevant for the research field on socioeconomics of housing.</p>	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
<p>Not applicable.</p>	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
<p>According to the commission, the Socioeconomics of Housing department has been successful in finding an appropriate balance between basic and applied research, and the results highlighted above are fully relevant for Czech society and even more broadly. In its very nature, the theme ‘Socioeconomics of Housing’ is an important one, especially because of its relationship with inequality in general, within-cohort and between-cohort inequalities in particular. It also has very concrete consequences for the general population in everyday life. The department has been able to maintain academic research at a high level together with a strong engagement in popularization activities, consultancy activities, and an application of research results in policy practice.</p>	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team’s activity on proper practice in society in the area of social sciences and humanities</b>
<p>The Socioeconomics of Housing department has a sustained consultancy activity for domestic and international institutions. Over the reviewed period, that notably occurred with the OECD, the Council of Europe Development Bank as well as municipalities, Czech ministries and banks.</p>	
<b>H2.3</b>	<b>Relation to practice</b>
<p>Over the 2015-2019 period and in addition to five basic research projects, the Socioeconomics of Housing team has conducted two projects in applied research. One is about ‘Market failure in the context of social housing provision as a service of general economic interest’ (supported by the Technology Agency of the Czech Republic) and the other concerns the ‘Do-it-Yourself culture and its importance for Czech national and cultural identity’ (supported by the Ministry of Culture).</p>	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
<p>The department has been active in Strategy AV21 of the Czech Academy of Sciences in the context of the research programme about Effective Public Policies and Contemporary Society. Moreover, the team leader motivates the whole research staff to engage in greater popularization activity by including it in Strategy AV21. Each year, a different Department member may take a lead in particular events.</p>	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
<p>In relation with the Ministry for Regional Development, the Socioeconomics of Housing department has developed a certified methodology for the identification of acute housing need and entitlement for social housing.</p>	

## Further criterion: 1. Position in international and national context (D1.1-D1.3)

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
<p>Because of its relatively small size, it is difficult to precisely compare the Socioeconomics of Housing department with equivalent teams in other countries. However, the commission considers the department as a very dynamic one with a sustained involvement in both national and international research.</p>	

<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
<p>The Socioeconomics of Housing department and its members regularly participate in the activities of the European Network for Housing Research (ENHR) whose CAS Institute of Sociology is an institutional member. The commission also notes that ENHR supports the Critical Housing Analysis journal. Although the department has not been successful as yet in participating in any Horizon 2020 or ERC project, the commission recommends that efforts in this direction are pursued during the 2020-2024 period.</p>	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
<p>Over the 2015-2019 period, the Socioeconomics of Housing department has organized 11 workshops related to its scientific activities in the context of the CAS Institute of Sociology. The team leader has delivered invited lectures in several European countries (Italy, Netherlands, Poland, Switzerland and United Kingdom). Several awards were delivered to members of the department, mostly young researchers.</p>	

**Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)**

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
<p>Over the 2020-2024 period, the Socioeconomics of Housing department rightly intends: to expand its international cooperation and increase its involvement in international research networks with the development of comparative and cooperative research; to increase the prestige of the Critical Housing Analysis journal; to further increase the number of articles published in highly-ranked journals of the Web of Science. The project also is: to improve the support for junior members of the department; to maintain a high level of popularization activities and a strong relationship to policy practice; finally, to expand teaching activities leading to more Master and PhD theses. The commission fully acknowledges these goals that go on with the direction pursued during the 2015-2019 period.</p>	
<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
<p>The commission considers that the previous research objectives have been achieved, notably: development of the team philosophy with a combination of applied and basic interdisciplinary housing research; improvement in scientific output with a focus on innovative methods (especially agent-based modelling, experiments, micro-simulation, and Qualitative Comparative Analysis); development of the support for innovative and critical housing research through the operation of the Critical Housing Analysis journal; maintenance of a high exposure to practice; greater involvement of the department members in teaching activities.</p>	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
<p>The commission considers that the recommendations made in the context of the past evaluation have been successfully implemented. The commission favourably notes that cross-disciplinary research cooperation has been extended to physics. Only the recommendation regarding an application for a prestigious international grant to consolidate the team's position in basic research was not successful. This orientation has, however, to be maintained.</p>	

<b>D2.4</b>	<b>Success in receiving grants</b>
Over the period under review, the Socioeconomics of Housing department received grants for five basic research projects and two applied research projects.	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
The Socioeconomics of Housing department benefits from the infrastructure research facilities offered by the CAS Institute of Sociology.	
<b>D2.6</b>	<b>Effectiveness of management</b>
The management of the department seems very effective. The team leader is both dynamic, open to the scientific development of young researchers, and academically well recognized in the research field.	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
The Socioeconomics of Housing department is one of the smallest departments within the Institute of Sociology: in 2019, it comprised three senior researchers, one research assistant, two post-doctoral researchers and two PhD students, i.e. 8 persons in total. It has nonetheless successfully implemented a clear stabilization strategy by hiring and promoting researchers with the potential to conduct high-level international research. The age structure of the department is very favourable.	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
Given the age structure of the department, family-friendly working conditions are offered to allow young researchers to better combine their professional and personal lives (see also D2.8 in the main report on the Institute of Sociology).	
<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
Not relevant.	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
The cooperation of the department with Czech universities has well developed over the period under review and the recent appointment of the team leader as an Assistant Professor in the University of Olomouc may represent a further opportunity.	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
The Socioeconomics of Housing department is not involved in a joint research centre with a university.	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
Given its relatively small size, the Socioeconomics of Housing department is very well involved in supervision at the doctoral level. Over the period under review, four PhD	

students have completed their theses. Three of them are still working within the department and two run their own grant projects. There are currently two doctoral students within the team, one in architecture and the other in sociology.	
<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
PhD students are actively involved in preparation of project proposals and their research design, and they also systematically participate in final publications, including those in international journals. They are simultaneously encouraged to write their own research papers.	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
Given its size, the team is strongly involved in pedagogical activities. Over the period under review, it offered 37 courses in total, in several faculties and universities, in the Czech Republic and also the United Kingdom; 24 were at the Bachelor level, 12 at the Master level, and one at the doctoral level (Palacky University in Olomouc). Several members of the team have also supervised Bachelor and Master theses.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
See above.	

#### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
Over the period under review, the Socioeconomics of Housing department has developed an important activity in direction of the general public with, for instance, a book about the pros and cons of wider use of housing-asset-based welfare and another book on the impact of social norms on home-buying behaviour. Indeed, outreach activities such as workshops for the general public and press conferences, exhibitions, popularization articles, books, lectures and studies, and media interviews have been quite numerous in the period under review.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
The Socioeconomics of Housing department manages and publishes Critical Housing Analysis, a peer-reviewed international journal, launched in 2014, entirely published in English, with a fully international editorial board, that develops an original emphasis on critical and innovative ideas in international housing research. Its impact factor has strongly increased from 2017. In 2019, the journal belongs to the second quartile in sociology and political sciences in Scopus. This is a significant achievement according to the commission.	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
The Socioeconomics of Housing department is a member of professional associations such as the Centre for Housing Quality and the Association for Housing Market Development.	

**Other comments of the commission:**

Given the thematic interests of the department on housing wealth inequalities, their reproduction and trends, the commission encourages the development or reinforcement of collaborations with the newly established Social Stratification department. The same could be said about research on short-term excessive house price volatility and the Economics Institute of the CAS.

## 7. Value Orientations in Society

### Strengths:

The strength of the team is its integration and participation in Europe wide research projects and networks on social values and attitudes, and the high degree of relevance of and interest in such matters in political and public life. The team has established a solid foothold for itself in its research area and in Czech public life.

### Weaknesses:

The weaknesses are the standard ones in Czech academic organisation of a somewhat flimsy institutional solidity in terms of staff retainment and career development. These are significant challenges, but not specific challenges to this team.

### Opportunities:

The kind of research the team undertakes is of high interest and high demand not only academically but also in political and social life. This gives the team an opportunity to enhance its presence and participation in Czech public awareness and public life. A main challenge for the team is to review and possibly enhance its capacity in this respect.

### Threats:

The team is firmly established in its field. Its activities face challenges but not what should be described as threats.

### Main criterion: 1. Quality of results (H1.1-H1.5)

<b>H1.1</b>	<b>Quality of selected outputs of Phase I</b>
The selected outputs are published to good international standard.	
<b>H1.2</b>	<b>Contribution of workers on the outputs reached</b>
The team gives the impression of cooperating well with team members sharing and contributing productively to the team's overall output.	
<b>H1.3</b>	<b>Quality of all outputs and results</b>
Outputs are of two main types: research publications and contributions to general knowledge and public debate. The team publishes in various formats, nationally and internationally, to good standard. It is active and in demand in the Czech public space and has a good record of public intellectual contribution.	
<b>H1.4</b>	<b>The most valuable discoveries and findings in the fields, their importance for the field</b>
There is a continuous value-added flow of socially relevant information about values and attitudes into public life.	
<b>H1.5</b>	<b>Contribution of the participation of the authors in large collaborations</b>
The team members are engaged in a range of collaborations nationally and on the European level and are generally in a position of contributing productively in these collaborations.	

## Main criterion: 2. Societal relevance (H2.1-H2.5)

<b>H2.1</b>	<b>Societal relevance of outputs and results pursuant to CAS and institute mission</b>
Outputs on values and attitudes are of general high relevance and contribute positively to giving the Institute high visibility and appreciation.	
<b>H2.2</b>	<b>System functionality for knowledge transfer into practise, its usefulness for society. The impact of the team's activity on proper practice in society in the area of social sciences and humanities</b>
The team has the advantage of working on issues that are of immediate social interest and relevance and is competent in bringing knowledge on such matters into social awareness and public debate.	
<b>H2.3</b>	<b>Relation to practice</b>
The team's practice is to enlighten society on matters within its remit. This is an integrated part of the team's work and activity.	
<b>H2.4</b>	<b>Participation in AV21 strategy</b>
This is an Institute-wide matter.	
<b>H2.5</b>	<b>Cooperation with regions of the Czech Republic</b>
The team has various collaborations outside of the Institute but is perhaps rather Prague-centred.	

## Further criterion: 1. Position in international and national context (D1.1-D1.3)

<b>D1.1</b>	<b>Comparison of the team with similar international and national institutes</b>
The team is the leading national centre for research in its area and stands well in comparison with similar centres in Europe and internationally.	
<b>D1.2</b>	<b>Scope and quality of international and national cooperation and the role of the team in such cooperation; engagement in broad international cooperation</b>
The core of the team's activity is its participation in the European Social Survey in which team members are active on both research and managerial level, both Europe wide and in the Visegrad regions.	
<b>D1.3</b>	<b>Participation of the workers in scientific community activities (organizing of conferences and workshops, invited lectures, awards)</b>
The team displays a high level of activity in these areas.	

## Further criterion: 2. Vitality, sustainability and strategy (D2.1-D2.9)

<b>D2.1</b>	<b>Direction in line with the perspective of the planned research directions</b>
The team has a firm plan of research and is pursuing its research plan successfully.	

<b>D2.2</b>	<b>Assessment of the previous research objectives and their achievement</b>
The team has a good record in achieving previous plans.	
<b>D2.3</b>	<b>Assessment of implementation of recommendations from past evaluation</b>
The team has been successful in implementing recommendations from the last evaluation.	
<b>D2.4</b>	<b>Success in receiving grants</b>
The team has a good record in terms of research funding but has, in common with the Institute, some way to go towards success in the highest grade of funding. The operational aim should be Institute-wide collaboration towards securing a ERC grant, in particular in collaboration with the Political Sociology Department.	
<b>D2.5</b>	<b>Adequacy of instrumental equipment</b>
This is satisfactory.	
<b>D2.6</b>	<b>Effectiveness of management</b>
This is satisfactory.	
<b>D2.7</b>	<b>Assessment of professional structure, development strategy and the strategy of keeping best scientists, age structure, career and qualification growth</b>
The team flags this as a main challenge. Career development and staff retainment is a matter of concern in the entire Czech academic community and is a struggle for most units within that community.	
<b>D2.8</b>	<b>Creating work-life balance conditions, assessment of approach towards possible gender issues</b>
The team composition is biased in favour of women and the team has been less successful in attracting male candidates to posts.	
<b>D2.9</b>	<b>Relation of the team with regard to the integration, development and sustainability of the research centre funded by the National Programme of Sustainability II.</b>
This is an Institute-wide matter.	

### Further criterion: 3. Cooperation with universities and participation in education (D3.1-D3.6)

<b>D3.1</b>	<b>Scope of cooperation with universities on national and international level</b>
This is satisfactory, with the qualification that national collaboration is Prague-centred.	
<b>D3.2</b>	<b>Effectiveness of joint research centres</b>
This is satisfactory.	
<b>D3.3</b>	<b>Success rate in supervision of PhD students</b>
Ongoing PhD supervision has been satisfactory but the team might endeavour to integrate a higher number of PhD students.	

<b>D3.4</b>	<b>Participation of PhD students in the outputs</b>
PhD students are well integrated in the team's research.	
<b>D3.5</b>	<b>Participation of the team in master or bachelor studies</b>
This is satisfactory.	
<b>D3.6</b>	<b>Assessment of cooperation intensity with universities in the form of teaching</b>
Team members are actively involved in university teaching, mainly in Prague institutions.	

#### Further criterion: 4. Outreach activities (D4.1-D4.3)

<b>D4.1</b>	<b>Sufficiency of media strategy and activities in the area of research popularisation</b>
The team is active in research communication and dissemination. Given its research area, there is a huge potential for societal contribution on this level. The team is advised to give this branch of its activity careful review towards enhanced output and contribution.	
<b>D4.2</b>	<b>Publishing activities and its quality</b>
The team publishes research actively and in a range of formats. This is successful, but it should continue to aim for a steadily higher profile of research publications.	
<b>D4.3</b>	<b>Participation in professional organisations in the area of research and development</b>
The team's activity in this area is very satisfactory.	

#### Other comments of the commission:

The team is advised to

- strengthen PhD student involvement with a higher number of PhD students in a more robustly organised PhD programme,
- collaborate in particular with the Department of Political Sociology in a viable ERC proposal.

**Final report was elaborated by:**

**Commission 9 - Social sciences**

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