

# **Equal Opportunities Report 2019**

## **Executive Summary**

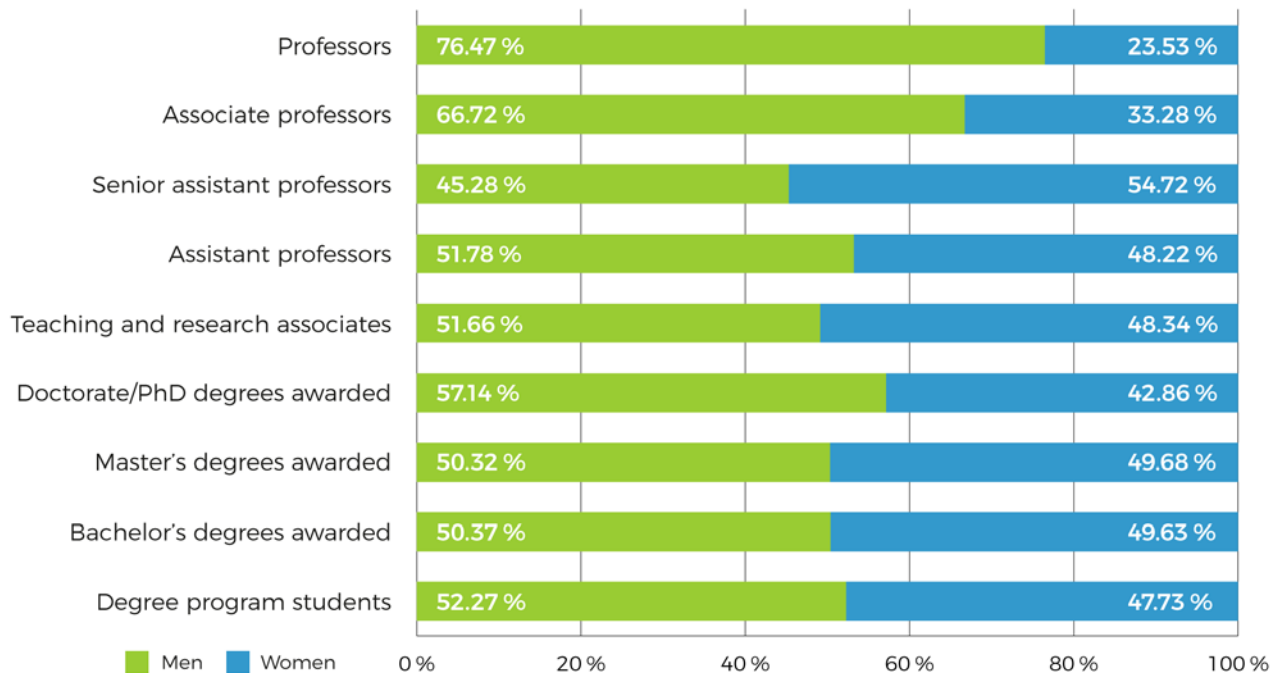
# Equality in numbers

## How high is the percentage of women in WU's senior faculty? How many men graduate from WU's degree programs?

These and many other statistics about the gender ratios at WU are generated and published annually. Until 2018, this data was published in brochures available [in print and in PDF format](#). The 2019 report is being published as an online-only version for the first time, with [interactive features](#) that allow users to explore the analyzed data based on their interests.

The Executive Summary in English offers an overview of the most important statistics with regard to academic and administrative staff and students. The most important 2019 developments are also briefly summarized.

### OVERVIEW OF GENDER RATIOS AT WU



Data source: WU Personnel Office, as of December 31, 2019, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of April 14, 2020

The number of men (52.27%) enrolled at WU slightly exceeds the number of women (47.73%). The percentages of bachelor's and master's degrees awarded to women and men were balanced, however.

As in the previous year, the number of doctoral and PhD degrees awarded to men (57.14%) exceeded the number of such degrees awarded to women (42.86%).

At 48%, the percentage of women at the levels of pre-doc teaching and research associates and post-doc assistant professors is lower than the percentage of men.

At WU, the “**leaky pipeline**” phenomenon, which refers to the continual loss of women as the level of qualification increases on the scientific-academic career ladder, is particularly visible at the associate professor and full professor levels. Although the percentage of women at the associate professor level reached a new high of 33.28% in 2019, the gap between the genders is closing only slowly among senior faculty: The percentage of women among full professors is 23.53%.

*Note: Previous data is based only on binary gender categories (female/male). Pursuant to the University and Higher Education Statistics and Education Documentation Ordinance (Universitäts- und Hochschulstatistik- und Bildungsdokumentationsverordnung), as of January 1, 2020, data collection categories are female, male, and diverse. Our raw data contains no entries under “diverse” for the 2019 reporting year.*

### Important developments in 2019:

- The percentage of women at the **associate professor** level reached a new high of 33.28% in 2019.
- The percentage of women in senior faculty positions (**full professors**) is 23.53%. The percentage of women in senior faculty is slightly lower than in the previous year, in spite of the fact that the percentage of women among newly recruited professors starting work at WU in 2019 pursuant to § 98 of the Universities Act increased to 66.67%. However, due to the small size of the absolute numbers (n[female professors]= 20.84) and the underlying total number of this personnel category (n[professors]= 88.56), short-term fluctuations in these percentages should be interpreted with caution, as any individual female professor who leaves the university or goes on a leave of absence is enough to significantly change this ratio. WU is implementing a number of measures to increase the percentage of women in senior faculty, for example, WU invited applications for professorships reserved exclusively for women for the first time in 2019.
- In previous years, the percentage of women in **tenure-track positions**<sup>1</sup> was 50% or more. In 2019, just under 56% of all tenure-track positions are held by women.
- Among **administrative staff**, the percentage of women remained stable at approximately 70%. The percentage of women in management positions, however, dropped considerably in 2019. At the second management level (heads of WU’s service units), this percentage sank from 43% percent last year to 38% in 2019. At the third management level (heads of individual divisions within service units), the percentage of women has fallen from 53% to 48%.

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<sup>1</sup> Tenure-track positions are initially fixed-term positions subject to fulfillment of a qualification agreement, which then results automatically in permanent employment.