

# **Equal Opportunities Report 2020**

## **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](#). Since 2019, the report has been published as an online-only version, with interactive features that allow users to explore the analyzed data based on their interests.

[Link data 2020 - interaktive](#)

[Link data 2015 – 2020 - interaktive](#)

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 2020 developments are also briefly summarized.

### WU GENDER RATIOS IN 2020

Category	Percentage of women	Percentage of men
Professors	29%	71%
Associate professors	35%	65%
Senior assistant professors	69%	31%
Assistant professors	45%	55%
Teaching and research associates	49%	51%
Degree program students	48%	52%
Bachelor's degrees awarded	47%	53%
Master's degrees awarded	46%	54%
Doctoral / Phd degrees awarded	41%	59%

Data source: WU Personnel Office, as of December 31, 2020, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of March 23, 2021

The number of men (52%) enrolled at WU slightly exceeds the number of women (48%).

There has been a sharp decline in the number of bachelor's (47%), master's (46%), and doctoral / Phd (41%) degrees awarded to women.

At 49%, the percentage of women at the levels of pre-doc teaching and research associates is slightly lower than the percentage of men. At the level of post-doc assistant professors, on the other hand, the percentage of women fell considerably to 45%.

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 (35%) and

full professor level (29%) reached new highs in 2020, the gap between the genders is closing only slowly among senior faculty.

*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 2020 reporting year.*

### Important developments in 2020:

- The percentage of women in senior faculty positions (**full professors**) reached a new high in 2020 (29%). The percentage of women in senior faculty is thus significantly higher than in the previous year (23%). The percentage of women among newly recruited professors starting work at WU in 2020 pursuant to § 98 of the Universities Act slightly fell to 54%. However, due to the small size of the absolute numbers (n[female professors]= 29,41) and the underlying total number of this personnel category (n[professors]= 100,89), 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.
- The percentage of women at the **associate professor** level reached a new high of 35% in 2020.
- In previous years, the percentage of women in **tenure-track positions**<sup>1</sup> was 50% or more. In 2020, 50% of all tenure-track positions are held by women.
- A significant reduction in the percentage of women can be observed at the level of assistant professors. The downward trend of the previous year continued and the percentage of women fell further to 45.4% (from 48.5% in the previous year).
- In the research funding programs, the percentage of women fell at all levels of the funding process: At the applicant level, the percentage of women fell from 44% in the previous year to 41%. There was an even greater decrease in the percentage of funding volume that went to women - at 30%, this is significantly below the percentage of applicants and also significantly below the figures for previous years. COVID-related cancellations of conferences and trips led, among other things, to fewer grants being awarded for these areas in the reporting year. WU will analyze these developments in detail.
- 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.