

Equal Opportunities Report 2021

Executive Summary

1. Equality in numbers – summary

How high is the percentage of women in WU’s senior faculty? How many men graduate from WU’s degree programs? And how have these figures changed over the last few years?

These and many other statistics about the gender ratios at WU are generated and published annually. Until 2018, the data were published in brochures available [in print and in PDF format](#). As of 2019, the report is now being published as an online-only version with interactive features.

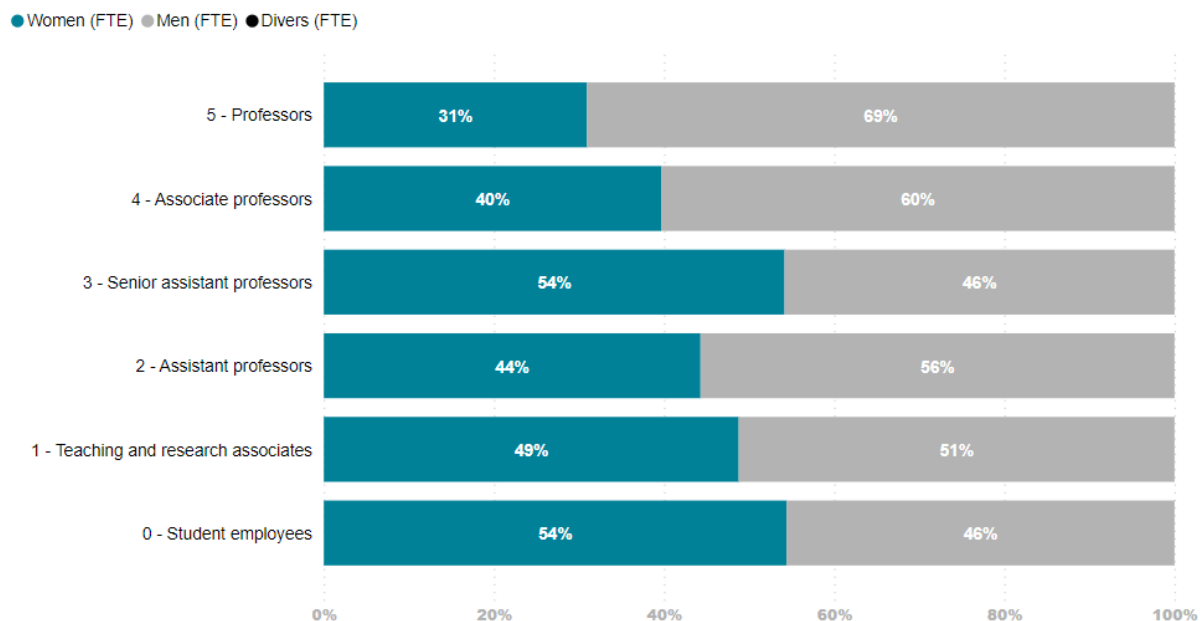
The goal is to offer more visualizations of WU’s data on equal opportunities and to present the statistics in interactive formats, allowing users to explore the analyzed data based on their specific interests. This is a further step towards digitalization at WU and helps us to reduce the number of print brochures.

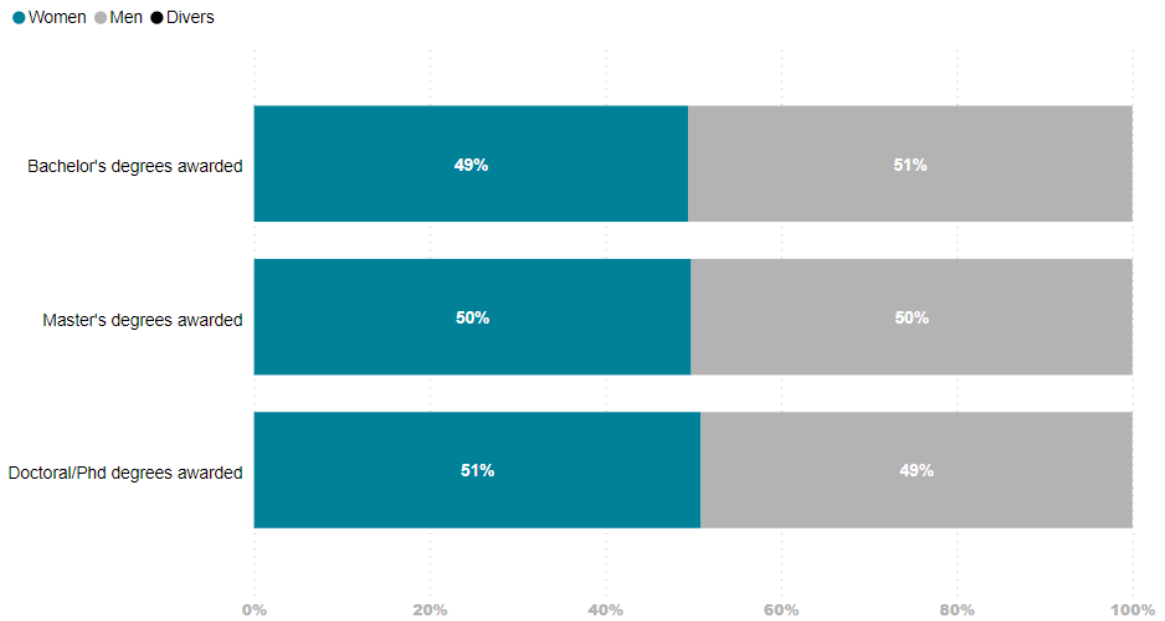
[Link to 2021 data – interactive](#) (German only)

The Executive Summary offers an overview of the most important statistics with regard to gender ratios among WU’s academic and administrative staff and students. The data and their development over time are visualized in the form of graphs and tables, and the statistics are explained in short texts. **The tables contain the same data as the graphs.** The tables are shown below the graphs and are intended to **ensure easy and barrier-free legibility.**

The interactive elements are only available online. The Executive Summary presents the data in a non-interactive format.

FIGURE 1: **WU GENDER RATIOS IN 2021**
ACADEMIC CAREER LEVELS AND COMPLETED DEGREE PROGRAMS





Category	Percentage of women	Percentage of men
0 - Student employees	54,39 %	45,61 %
1 - Teaching and research associates	48,77 %	51,23 %
2 - Assistant professors	44,28 %	55,72 %
3 - Senior assistant professors	54,16 %	45,84 %
4 - Associate professors	39,66 %	60,34 %
5 - Professors	30,93 %	69,07 %

Degree	Percentage of women	Percentage of men
Bachelor's degrees awarded	49,42 %	50,58 %
Master's degrees awarded	49,77 %	50,23 %
Doctoral/Phd degrees awarded	50,88 %	49,12 %

Data source: WU Personnel Office, as of December 31, 2021, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of May 16, 2022

Important developments in 2021:

- The percentage of women in senior faculty positions (**full professors**) reached a new high of 31%. This means that the percentage of women in senior faculty shows a year-on-year increase again, up from 29% in 2020. The percentage of women among newly recruited professors was 44%. In total, nine people were appointed full professors pursuant to § 98 of the Universities Act and started working at WU in 2021, four of them women and five of them men. However, due to the small size of the absolute numbers (n[female professors]=33.90) and the underlying total number of employees in 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 further increase the percentage of women in senior faculty (see our web pages on [equal opportunities and gender equality](#)).
- The percentage of women at the **associate professor level** also continued to rise in 2021, climbing to 40% (up from 35% in 2020).
- In previous years, the percentage of women in **tenure-track positions**¹ was always 50% or more. In 2021, 51% of all tenure-track positions were held by women.
- A significant decline in the percentage of women can be observed at the level of **teaching and research associates and post-docs**. At the teaching and research associate level, the percentage of women was 49% in 2021. At the post-doc level, the downward trend of the previous years also continued and the percentage of women dropped further, falling to 44%.
- The percentage of women among applicants for **research funding** experienced a steady increase until 2018, but it has been falling again since 2019. In 2021, the percentage of women applicants dropped more sharply than in the year before, falling to 36%. In terms of the volume of research funding awarded to women, however, 2021 saw a reversal of the downward trend. The percentage of the research funding volume awarded to women increased considerably, soaring to 45%, up from 30% in the year before.

In 2020, COVID-related cancellations of conferences and trips led, among other things, to fewer grants being awarded in these areas. The funding volume rebounded in 2021, however. With 45% of the funding going to female researchers, women's share in the grants awarded was significantly higher than the percentage of women among all research funding applicants (36%).

- Among **administrative staff**, the percentage of women remained relatively stable at 68%. The percentage of **women in administrative management positions** also remained roughly same year on year, albeit at a lower level than in the years before 2020. At the second management level (heads of WU's service units), this percentage was at 40% percent in 2021. At the third management level (heads of individual divisions within service units), the women accounted for 47.4% of WU's management personnel. There is still a considerable gap between these figures and the overall percentage of women among WU's administrative staff (68%).
- A positive development can be observed with regard to the **degrees awarded** at WU in 2021. The downward trend with falling percentages of women among the recipients of academic degrees came to a halt from 2020 to 2021: the numbers of degrees awarded to women went up at all three degree levels, rising to 49% for bachelor's degrees, 50% for master's degrees, and around 51% for PhD/doctoral degrees, which is an increase of 10 percentage points.
- At around 47%, the percentage of women among WU's bachelor's students has steadily remained below the percentage of male bachelor's students in the previous years. 2021 is no exception, with women making up 47% of WU's bachelor's students. A slight decrease was observed in the percentage of female master's students, which fell to 49%. The percentage of women among WU's PhD/doctoral students remained low at 43%.

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

Legal and copyright information:

Data source: WU Personnel Office, SAP

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