

# Equal Opportunities Report 2023

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.

[Link to data 2023 - interactive](#)

**The Executive Summary offers an overview of the most important statistics and developments with regard to gender ratios** among WU’s academic and administrative staff and students.

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

FIGURE 1: **WU GENDER RATIOS IN 2023**  
ACADEMIC CAREER LEVELS AND COMPLETED DEGREE PROGRAMS

Category	Percentage of women	Percentage of men
Student employees	55.52 %	44.48 %
Teaching and research associates	49.71 %	50.29 %
Assistant professors	45.04 %	54.96 %
Senior assistant professors	38.46 %	61.54 %
Associate professors	44.56 %	55.44 %
Professors	34.08 %	65.92 %

Degree	Percentage of women	Percentage of men
Bachelor’s degrees awarded	46.83 %	53.17 %
Master’s degrees awarded	48.68 %	51.32 %
Doctoral/Phd degrees awarded	30.43 %	69.57 %

Data source: WU Personnel Office, as of December 31, 2023, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of April 26, 2024

WU is committed to addressing and including all genders. For this report, the following categories were collected: female, male, and diverse. For the reporting year 2023, the raw data do not include any entries in the "diverse" category.

### **Important developments in 2023:**

- The percentage of women in senior faculty positions (**full professors**) reached a new high of 34.1 %. The percentage of women among newly recruited professors was 40 %. In total, ten people were appointed full professors pursuant to § 98 of the Universities Act and started working at WU in 2023, including four women and six men. However, due to the small size of the absolute numbers (n[female professors]=36.24) and the underlying total number of employees in this personnel category (n[professors]=106.34), 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](#)).
- At the **associate professor level** the percentage of women fell by one percentage point to 44.6 %.
- At the **senior assistant professor level** the downward trend of recent years continued and the percentage of women at this level decreased to 38.5 % (compared to 40.4 % in the previous year).
- After an increase in the percentage of women at the level of **assistant professors** (post-docs) in the previous year, the percentage of women at this level fell to 45.04 % in 2023.
- At the level of level of **teaching and research associates** (pre-docs) the percentage of women rose from 47.78 % to 49.71 %.
- In the previous years, the percentage of women in **tenure-track positions**<sup>1</sup> has always been 50 % or more. In 2023, it fell below 50 % for the first time since 2012 and totalled 46 %. WU is trying to counteract this development with targeted measures to promote women (e.g. WU Policy on Equal Opportunities).
- After a significant increase in the previous year, the percentage of women among applicants for **research funding** fell by around 2 percentage points to 42.6 %. It is noteworthy that the share of the funding volume awarded to women continued to increase in 2023: At 55.1 %, as in the previous year, the share of the funding volume awarded to women was significantly higher than the percentage of women applicants (42.6 %).
- At the second and third **management levels in WU's administrative staff**, the share of women developed in opposite directions: At the second management level (heads of WU's service units), the share of women among the management personnel remained constant at 45 %, while at the third management level (heads of individual divisions within service units) the share of women rose from 44 % to 52 %. There is still a considerable gap between these figures and the overall percentage of women among WU's administrative staff (67 %).

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

- In terms of **degrees awarded** at WU, the sharp decline in the percentage of PhD / doctoral degrees awarded to women is striking: At this level, the percentage of women fell from 41.8 % in the previous year to 30.4 % in 2023. At 46.8 %, the percentage of bachelor's degrees awarded to women remained relatively unchanged compared to the previous year. The percentage of master's degrees awarded to women fell from 51.7 % to 48.7 %.
- In the **student population**, the downward trend in the percentage of women among WU's bachelor's students continued in 2023. At this level, the percentage of women fell slightly to 45.8 %. In contrast, the percentage of women among WU's master's students rose a little (48.6 %), while the percentage of women among PhD/doctoral students also increased slightly (45.4 %).

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Data source: WU Personnel Office, SAP, Academic Controlling  
Edited by: Gender & Diversity Policy Office/Rector's Office, WU, 1020 Vienna  
[www.wu.ac.at](http://www.wu.ac.at)

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