

Gender Diversity Report 2022

Department of Political Science

The report describes the share of female and male research employees at Department of Political Science. The report is updated yearly as part of the department's strategy to raise awareness of gender diversity and increase the share of female scholars at all academic levels.

The report includes:

- Table 1: Number and share of female and male employees, 2011-2022
- Figure 1: Development of share of female employees, 2011-2022
- Table 2: Share of male and female applicants for student instructor positions 2022
- Table 3: Share of male and female applicants for PhD call 2022
- Table 4: Share of male and female applicants for assistant professorship 2022
- Table 5: Share of male and female applicants for associate professorships 2022
- Table 6: Assessment committees: gender composition

Table 1: Number and share of female and male research employees, 2011-2022

	2011				2012				2013				2014				2015			
	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M
PhD	13	17	43	57	16	15	52	48	16	16	50	50	19	20	49	51	17	26	40	60
Postdoc	0	1	0	100	0	3	0	100	1	2	33	67	3	5	37	63	4	6	40	60
Assistant professors	4	10	29	71	4	7	36	64	4	8	33	67	4	14	22	78	9	14	39	61
Associate professors	9	28	24	76	6	31	16	84	6	29	17	83	8	26	24	76	9	31	23	78
Full professors	0	17	0	100	3	15	17	83	3	13	19	81	3	18	14	86	3	19	14	86
Total	26	73	26	7	29	71	29	71	30	68	31	69	37	83	31	69	42	96	30	70

	2016				2017				2018				2019				2020			
	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M	#F	#M	%F	%M
PhD	17	26	40	60	22	29	43	57	16	28	36	64	20	34	37	63	20	34	37	63
Postdoc	6	7	46	54	6	5	55	45	1	7	13	88	3	12	20	80	5	15	25	75
Assistant professors	8	14	36	64	6	15	29	71	5	18	22	78	6	15	29	71	8	13	38	62
Associate professors	10	26	28	72	12	30	29	71	12	29	29	71	12	28	30	70	12	33	27	73
Full professors	3	22	12	88	3	23	12	88	3	22	12	88	5	26	16	84	6	26	19	81
Total	44	95	32	68	49	102	32	68	37	104	26	74	46	115	29	71	51	121	30	70

	2021				2022			
	#F	#M	%F	%M	#F	#M	%F	%M
PhD	20	33	38	62	20	19	51	49
Postdoc	4	27	13	87	8	26	24	76
Assistant professors	9	9	50	50	9	9	50	50
Associate professors	12	30	29	71	14	33	30	70
Full professors	6	26	19	81	6	26	19	81
Total	51	125	29	71	57	113	34	66

Note: #F: Number of females, #M: Number of males, %F: Share of females, %M: Share of males. Data provided by BSS HR. For 2011 to 2015, Professor MSO is counted as Full professor.

Figure 1. Share of female employees at all academic levels, 2011-2022. Percent

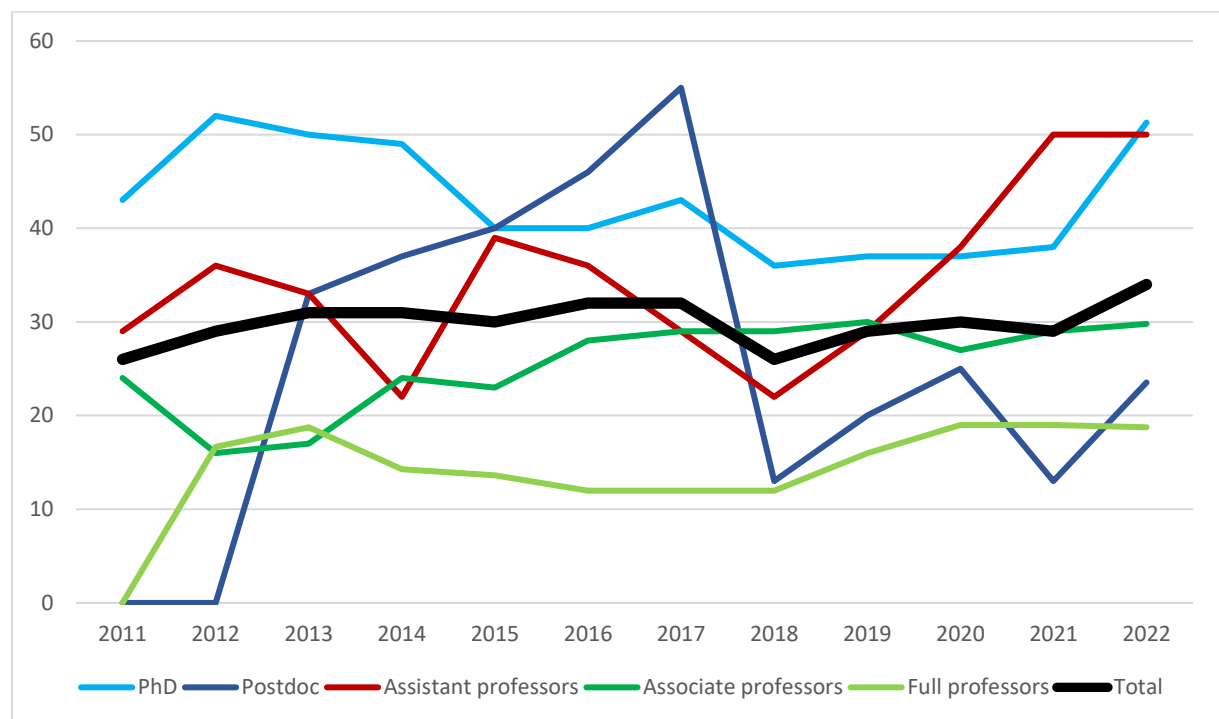


Table 2: Applicants and employed instructor positions by gender.

	2022		
	Female	Male	Total
Applicants	36 (40%)	53 (60%)	89 (100%)
Employed	11 (37%)	19 (63%)	30 (100%)

Table 3: Applicants and employed PhD students in political science by gender.

	2022		
	Female	Male	Total
Applicants	65 (35%)	121 (65 %)	186 (100%)
Qualified	6 (50 %)	6 (50 %)	12 (100%)
Offered position	6 (50 %)	6 (50%)	12 (100%)
Employed	4 (57%)	3 (43%)	7 (100%)

Note: Only applications for enrollment in program for political science. Excluding special calls outside the regular calls in January and August. One special call in 2022.

Table 4: Applicants and employed assistant professor in political science by gender.

	2022		
	Female	Male	Total
Applicants	26 (23%)	85 (77%)	111 (100%)
Invited for presentation	3 (60%)	2 (40%)	5 (100%)
Actual presentation	1 (33%)	2 (67%)	3 (100%)
Employed	0 (0%)	1 (100%)	1 (100%)

Table 5: Applicants and employed associate professor in political science by gender.

	2022		
	Female	Male	Total
Applicants	23 (28%)	59 (72%)	82 (100%)
Shortlisted	5 (36%)	9 (64%)	14 (100%)
Presentation	2 (33%)	4 (67%)	6 (100%)
Employed	2 (40%)	3 (60%)	5 (100%)

Table 6: Assessment committees: gender composition

	Associate professorship		Assistant professorship	
	Female	Male	Female	Male
September 2022			3	2
September 2023	2	3		