

Gender Diversity Report 2024

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, 2011-2024
- Figure 1: Development of share of female employees, 2011-2024
- Table 2: Hires across all job categories by gender, 2022-2024

Table 1: Number and share of female and male research employees, 2011-2024

| | 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 | | | | 2023 | | | | 2024 | | | |
|----------------------|------|-----|----|----|------|-----|----|----|------|-----|----|----|------|-----|----|----|
| | #F | #M | %F | %M | #F | #M | %F | %M | #F | #M | %F | %M | #F | #M | %F | %M |
| PhD | 20 | 33 | 38 | 62 | 20 | 19 | 51 | 49 | 19 | 16 | 54 | 46 | 25 | 17 | 60 | 40 |
| Postdoc | 4 | 27 | 13 | 87 | 8 | 26 | 24 | 76 | 9 | 20 | 31 | 69 | 7 | 14 | 33 | 67 |
| Assistant professors | 9 | 9 | 50 | 50 | 9 | 9 | 50 | 50 | 9 | 12 | 43 | 57 | 6 | 15 | 29 | 71 |
| Associate professors | 12 | 30 | 29 | 71 | 14 | 33 | 30 | 70 | 11 | 31 | 26 | 74 | 12 | 30 | 29 | 71 |
| Full professors | 6 | 26 | 19 | 81 | 6 | 26 | 19 | 81 | 6 | 23 | 21 | 79 | 7 | 26 | 21 | 79 |
| Total | 51 | 125 | 29 | 71 | 57 | 113 | 34 | 66 | 54 | 102 | 35 | 65 | 57 | 102 | 36 | 64 |

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, 2011-2024. Percent

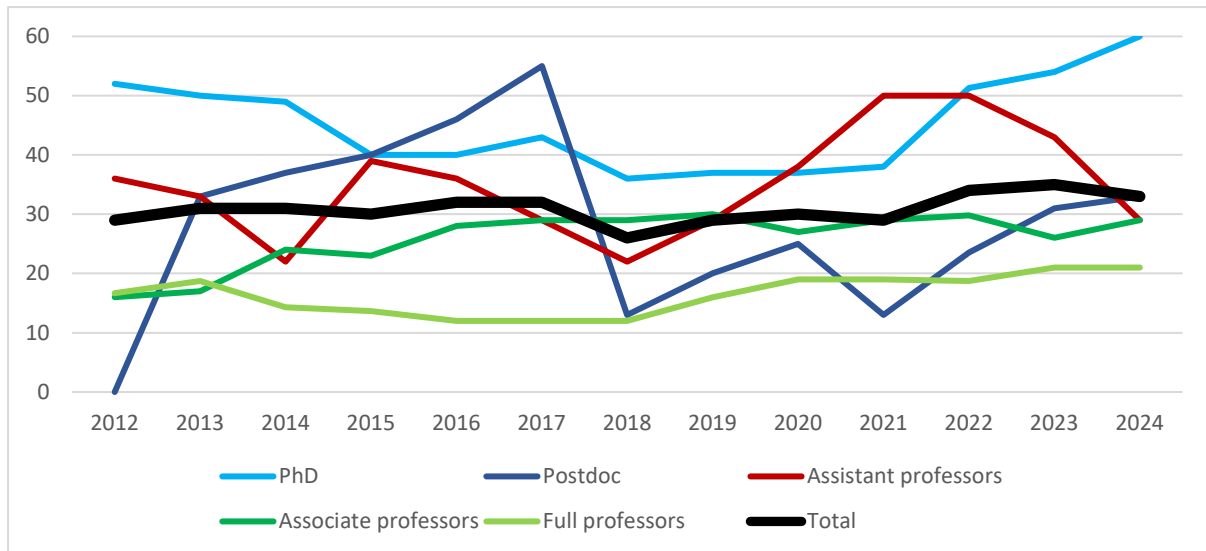


Table 2: Hires across all job categories by gender, 2022-2024

| Gender report | | 2022 | | | 2023 | | | 2024 | | |
|-----------------------|--------------------------|----------|------------|-------|----------|-----------|-------|----------|-----------|-------|
| | | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Instructor | Applicants | 36 (40%) | 53 (60%) | 89 | 36 (40%) | 53 (60%) | 89 | 29 (38%) | 47 (62%) | 76 |
| | Employed | 11 (37%) | 19 (63%) | 30 | 11 (37%) | 19 (63%) | 30 | 13 (45%) | 16 (55%) | 29 |
| PhD | Applicants | 65 (35%) | 121 (65 %) | 186 | 64 (34%) | 127 (66%) | 191 | 51 (34%) | 101 (66%) | 152 |
| | Qualified | 6 (50 %) | 6 (50 %) | 12 | 8 (44%) | 10 (56%) | 18 | 8 (50%) | 8 (50%) | 16 |
| | Offered position | 6 (50 %) | 6 (50%) | 12 | 8 (53%) | 7 (47%) | 15 | 8 (50%) | 8 (50%) | 16 |
| | Employed | 4 (57%) | 3 (43%) | 7 | 8 (57%) | 6 (43%) | 14 | 8 (53%) | 7 (47%) | 15 |
| Post doc ¹ | Applicants | | | | | | | 42 (33%) | 86 (67%) | 128 |
| | Shortlisted | | | | | | | 42 (33%) | 85 (67%) | 127 |
| | Qualified | | | | | | | 39 (33%) | 81 (68%) | 120 |
| | Employed | | | | | | | 4 (50%) | 4 (50%) | 8 |
| Assistant professor | Applicants | 26 (23%) | 85 (77%) | 111 | 19 (34%) | 37 (66%) | 56 | 16 (34%) | 31 (66%) | 47 |
| | Shortlisted | | | | 8 (44%) | 10 (56%) | 18 | 10 (42%) | 14 (58%) | 24 |
| | Invited for presentation | 3 (60%) | 2 (40%) | 5 | 2 (33%) | 4 (67%) | 6 | 2 (50%) | 2 (50%) | 4 |
| | Actual presentation | 1 (33%) | 2 (67%) | 3 | 2 (50%) | 2 (50%) | 4 | 2 (50%) | 2 (50%) | 4 |
| | Employed ² | 0 (0%) | 1 (100%) | 1 | 1 (25%) | 3 (75%) | 4 | 2 (30%) | 3 (60%) | 5 |
| Associate professor | Applicants | 23 (28%) | 59 (72%) | 82 | 6 (23%) | 20 (77%) | 26 | 11 (27%) | 30 (73%) | 41 |
| | Shortlisted | 5 (36%) | 9 (64%) | 14 | 4 (25%) | 12 (75%) | 16 | 9 (35%) | 17 (65%) | 26 |
| | Presentation | 2 (33%) | 4 (67%) | 6 | 1 (25%) | 4 (75%) | 5 | 3 (33%) | 6 (67%) | 9 |
| | Employed | 2 (40%) | 3 (60%) | 5 | 1 (50%) | 1 (50%) | 2 | 1 (33%) | 2 (67%) | 3 |
| Professor | Applicants | | | | 5 (31%) | 11 (69%) | 16 | | | |
| | Employed | | | | 1 (33%) | 2 (67%) | 3 | | | |

¹Data on postdoc positions was collected from 2024 to provide more detail on junior scholar recruitment

² Assistant professorships are occupied by four-year assistant professors and department financed postdoc extensions transferring postdoc contracts into assistant professorship contracts. These extensions do not include job talks.