



Gender Diversity Report 2025

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:

- Figure 1: Share of female employees at all academic levels, 2011-2025. Percent
- Table 1: Hires across all job categories by gender, 2022-2025
- Appendix 1: Number and share of female and male research employees, 2021-2025

Figure 1. Share of female employees at all academic levels, 2011-2025. Percent

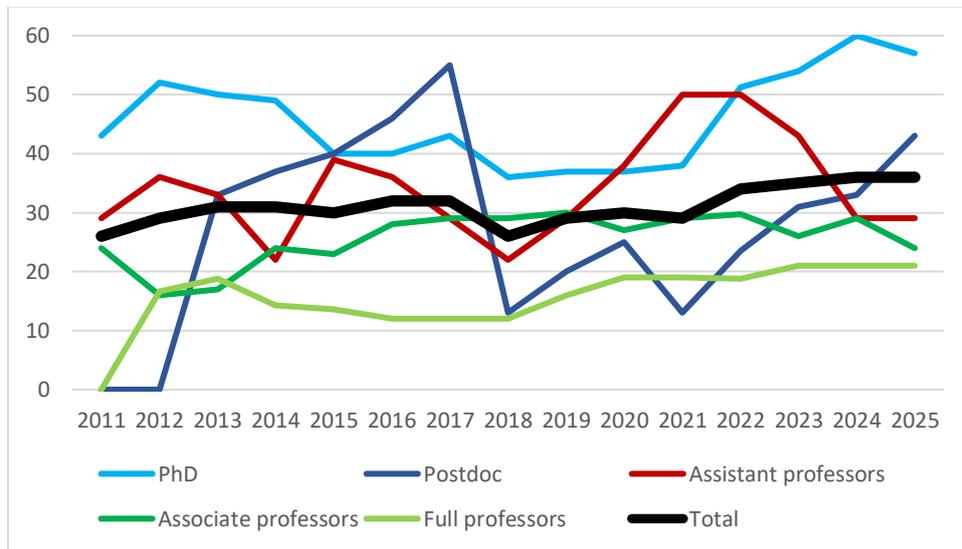


Table 1: Hires across all job categories by gender, 2022-2025

Gender report		2022			2023			2024			2025		
		Female	Male	Total	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	81 (43%)	107 (57%)	188
	Employed	11 (37%)	19 (63%)	30	11 (37%)	19 (63%)	30	13 (45%)	16 (55%)	29	41 (53%)	37 (47%)	78
PhD	Applicants	65 (35%)	121 (65%)	186	64 (34%)	127 (66%)	191	51 (34%)	101 (66%)	152	104 (36%)	184 (64%)	288
	Qualified	6 (50%)	6 (50%)	12	8 (44%)	10 (56%)	18	8 (50%)	8 (50%)	16	97 (37%)	166 (63%)	263
	Offered position	6 (50%)	6 (50%)	12	8 (53%)	7 (47%)	15	8 (50%)	8 (50%)	16	7 (44%)	9 (56%)	16
	Employed	4 (57%)	3 (43%)	7	8 (57%)	6 (43%)	14	8 (53%)	7 (47%)	15	7 (44%)	9 (56%)	16
Post doc ¹	Applicants							42 (33%)	86 (67%)	128	69 (41%)	98 (59%)	167
	Qualified							39 (33%)	81 (68%)	120	65 (41%)	94 (59%)	159
	Employed							4 (50%)	4 (50%)	8	7 (50%)	7 (50%)	14
Assistant professor ²	Applicants	26 (23%)	85 (77%)	111	19 (34%)	37 (66%)	56	16 (34%)	31 (66%)	47	80 (36%)	145 (64%)	225
	Shortlisted				8 (44%)	10 (56%)	18	10 (42%)	14 (58%)	24	15 (52%)	14 (48%)	29
	Invited for presentation	3 (60%)	2 (40%)	5	2 (33%)	4 (67%)	6	2 (50%)	2 (50%)	4	2 (50%)	2 (50%)	4
	Actual presentation	1 (33%)	2 (67%)	3	2 (50%)	2 (50%)	4	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	2 (33%)	4 (66%)	6
Associate professor	Applicants	23 (28%)	59 (72%)	82	6 (23%)	20 (77%)	26	11 (27%)	30 (73%)	41	11 (27%)	30 (73%)	41
	Shortlisted	5 (36%)	9 (64%)	14	4 (25%)	12 (75%)	16	9 (35%)	17 (65%)	26	8 (32%)	17 (68%)	25
	Presentation	2 (33%)	4 (67%)	6	1 (25%)	4 (75%)	5	3 (33%)	6 (67%)	9	1 (33%)	2 (77%)	3
	Employed	2 (40%)	3 (60%)	5	1 (50%)	1 (50%)	2	1 (33%)	2 (67%)	3	0	2 (100%)	2
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 professors count four-year assistant professors, department financed teaching extensions transferring postdoc contracts into assistant professorship contracts, and similar contract changes due to time limitations. Contract changes from postdoc to assistant professor due to teaching extensions or contract limitations do not include job talks.



Appendix 1: Number and share of female and male research employees, 2021-2025

	2021				2022				2023				2024				2025			
	#F	#M	%F	%M																
PhD	20	33	38	62	20	19	51	49	19	16	54	46	25	17	60	40	27	20	57	43
Postdoc	4	27	13	87	8	26	24	76	9	20	31	69	7	14	33	67	10	13	43	57
Assistant professors	9	9	50	50	9	9	50	50	9	12	43	57	6	15	29	71	7	17	29	71
Associate professors	12	30	29	71	14	33	30	70	11	31	26	74	12	30	29	71	10	32	24	76
Full professors	6	26	19	81	6	26	19	81	6	23	21	79	7	26	21	79	7	26	21	79
Total	51	125	29	71	57	113	34	66	54	102	35	65	57	102	36	64	61	108	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.