



Università  
della  
Svizzera  
italiana

JOANNEUM  
RESEARCH  
POLICIES



AUSTRIAN INSTITUTE  
OF TECHNOLOGY

NIFU

Nordisk institutt for studier av  
innovasjon, forskning og utdanning



SAPIENZA  
UNIVERSITÀ DI ROMA

**ETER**  
EUROPEAN TERTIARY EDUCATION REGISTER

# ACADEMIC PERSONNEL AT EUROPEAN UNIVERSITIES GENDER EQUITY AND CAREER STRUCTURE

ETER-RISIS webinar

21 June 2023

Prof. Andrea Bonaccorsi  
University of Pisa



This project is funded by the European Union under Service Contract EAC-2021-0170

# INTRODUCING THE EUROPEAN TERTIARY EDUCATION REGISTER



- The European Tertiary Education Register (ETER) has established itself as the reference point for any analysis of higher education based on microdata, that is, on data related to individual institutions.
- It is currently supported by DG Education, Youth, Sport and Culture.
- ETER covers both university (PhD granting) and non-university institutions (e.g. Fachhochschule) on the basis of microdata **validated by National Statistical Authorities** across all European Union countries and several affiliated countries.
- In particular, within the RISIS ETER dataset we select those HEIs that award the PhD as the highest degree, that is, university institutions only. We use data from 1086 universities.

# MAIN QUESTIONS

## Roundtable 1 *Exploring the academic gender gap at the microlevel. Evidence from ETER data*

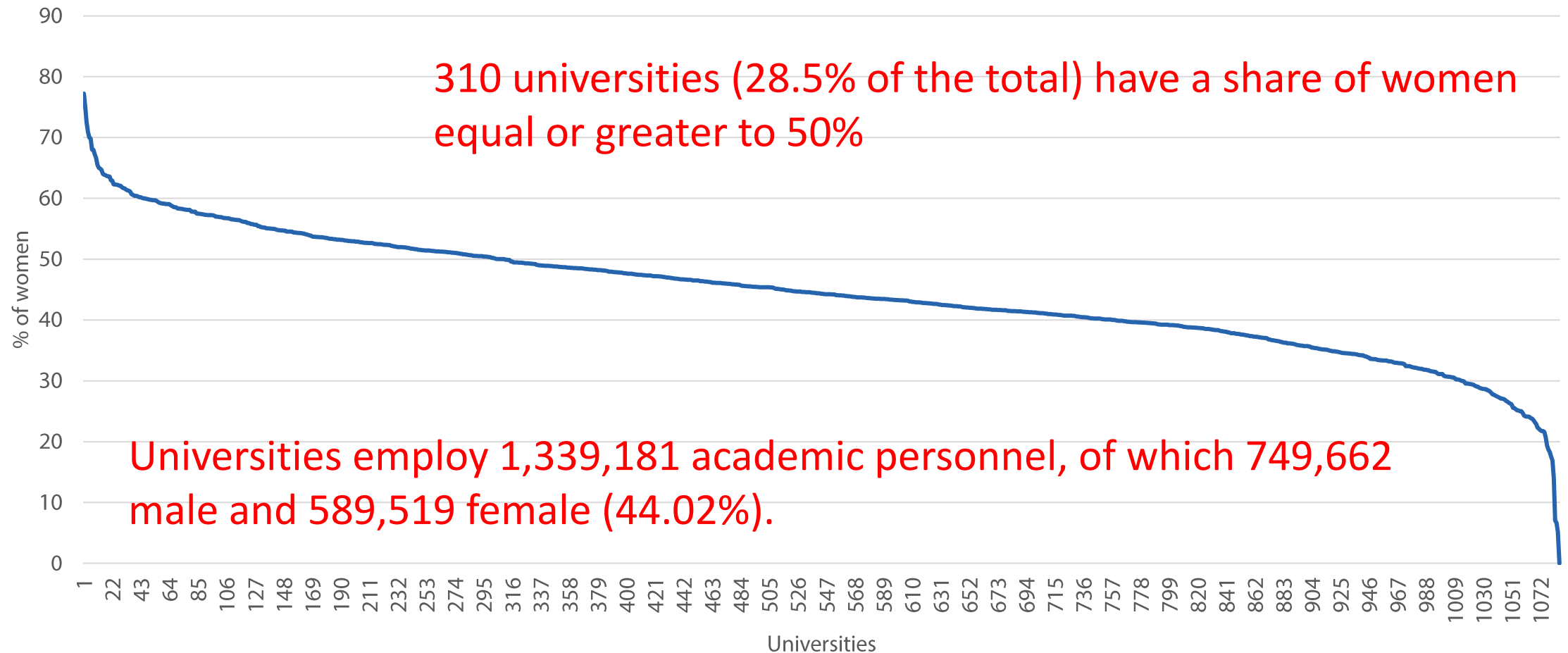
- Frederique Sachwald, Director, OST Paris
- Cinzia Daraio, Università Roma La Sapienza
- Alesia Zuccala, University of Copenhagen
- *What is the composition of academic personnel in terms of gender distribution (in particular, share of women in total academic personnel)?*
- *What is the composition of senior academic personnel?*
- *Do we see gender equity in the distribution of academic personnel?*
- *What might be the causes of equity/ inequality ?*
- *Do we need new indicators to identify potential causes and track the dynamics of gender equity over time?*

# MAIN QUESTIONS

## Roundtable 2 *Preliminary evidence on academic personnel and careers at European HEIs and the way forward*

- Thomas Estermann, European University Association
- Tatiana Fumasoli, Director, Centre for Higher Education Studies, University College London
- Marek Kwiek, Director, Institute for Advanced Studies in Social Sciences and Humanities, University of Poznan
- *What is the composition of academic personnel in terms of career structure (Junior/Intermediate/Senior)?*
- *What is the weight of part time academic staff?*
- *Is this composition adequate to offer early researchers opportunities for academic careers?*

# SHARE OF WOMEN IN TOTAL ACADEMIC PERSONNEL (HC). YEAR 2020



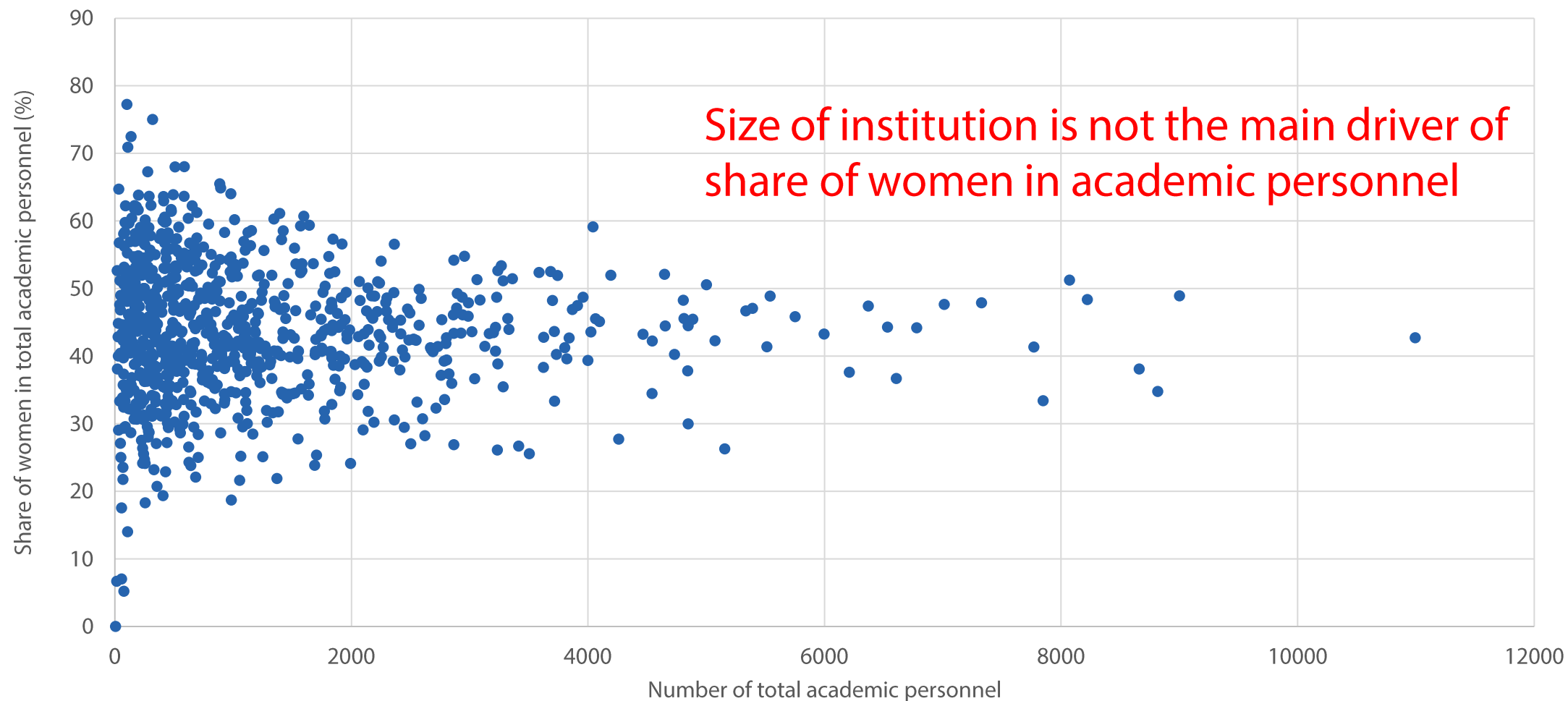
## Top 20 by share of women

- East European countries
- Specialist universities, or universities with a dedicated disciplinary specialization,
- Small to medium- no large university is represented in the top list
- Relatively young, that is, born in XX century or even in the last 50 years
- Most represented specializations are Humanities (Pedagogy, Education) and Medicine (Medical or Veterinary).

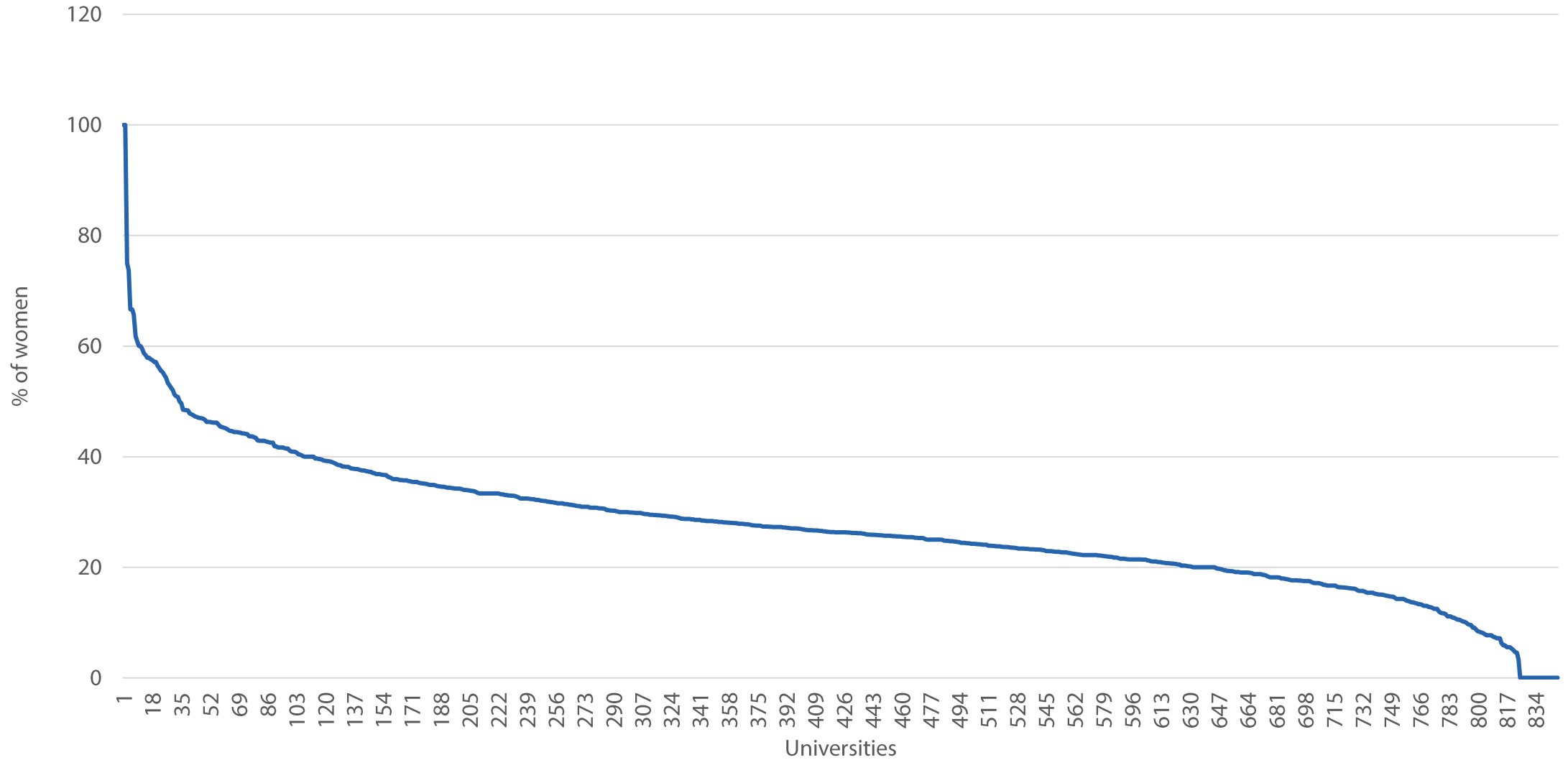
## Bottom 71

- Technical, or engineering specialist universities in almost all countries
- Austria (Vienna University of Technology, Graz University of Technology), Switzerland (EPFL, ETH), Germany (Technical Universities of Berlin, Kaiserslautern, Karlsruhe, Darmstadt, Hamburg), Greece (National Technical University of Athens), Italy (Politechnic of Turin and Bari), Sweden (KTH Royal University of Technology, Chalmers University of Technology), Netherlands (Delft University of Technology) or Spain (Technical University of Madrid, Polytechnic of Catalunya)
- Few military schools and pontifical universities
- In Italy- Institutes of Advanced Studies, that are typically strongly concentrated in STEM disciplines (Gran Sasso Science Institute, Sant'Anna School of Advanced Studies, IUSS of Pavia, Scuola Normale Superiore, IMT, SISSA).

# SHARE OF WOMEN IN TOTAL ACADEMIC PERSONNEL BY SIZE OF UNIVERSITY. YEAR 2020

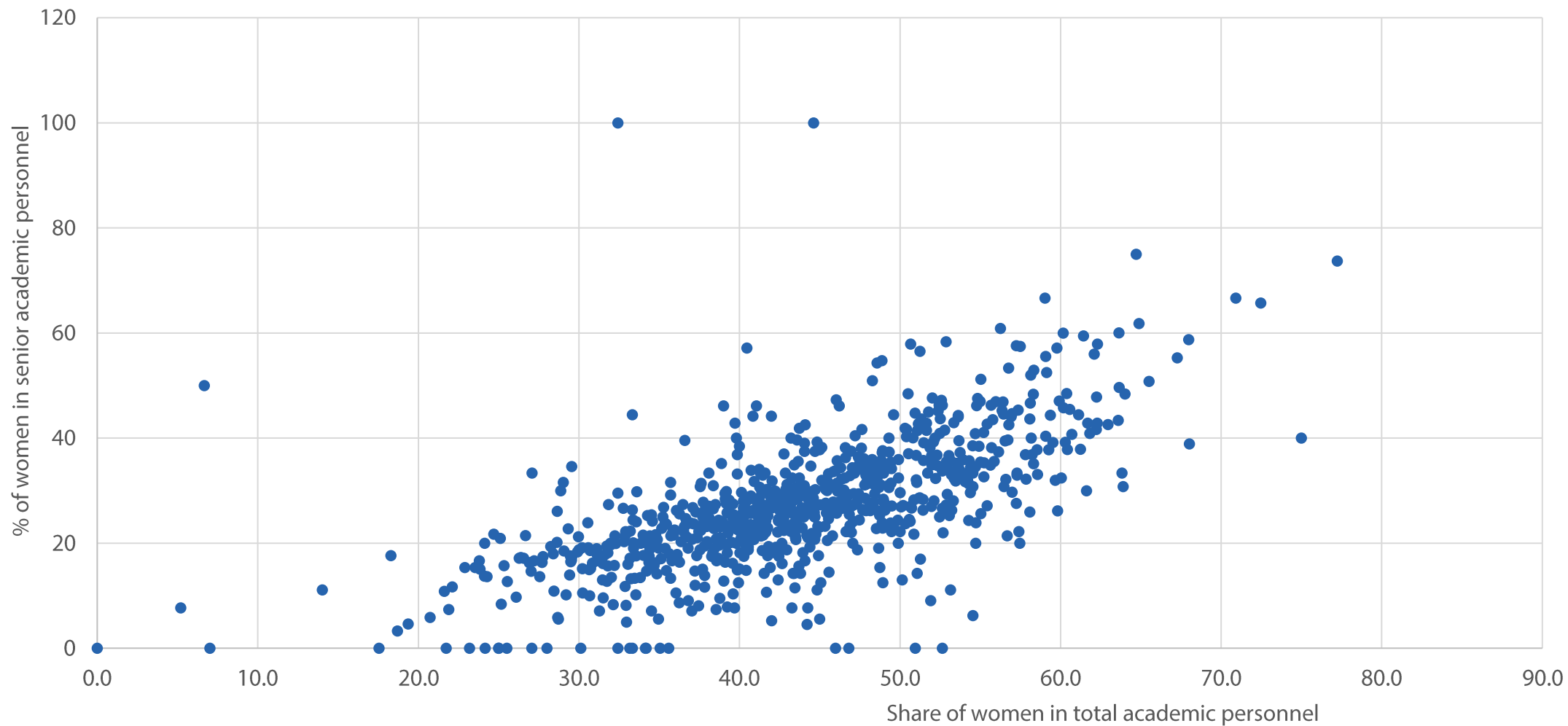


# SHARE OF WOMEN IN SENIOR ACADEMIC PERSONNEL (HC). YEAR 2020

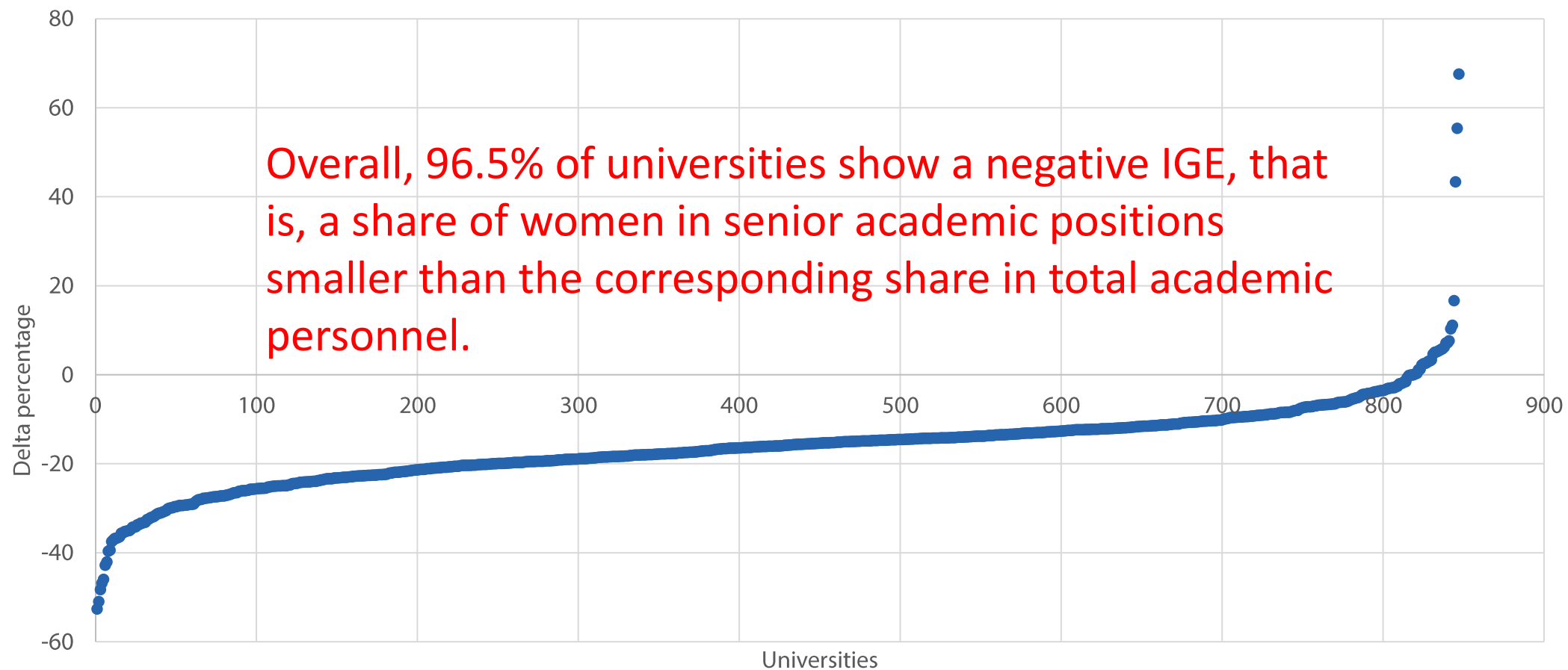




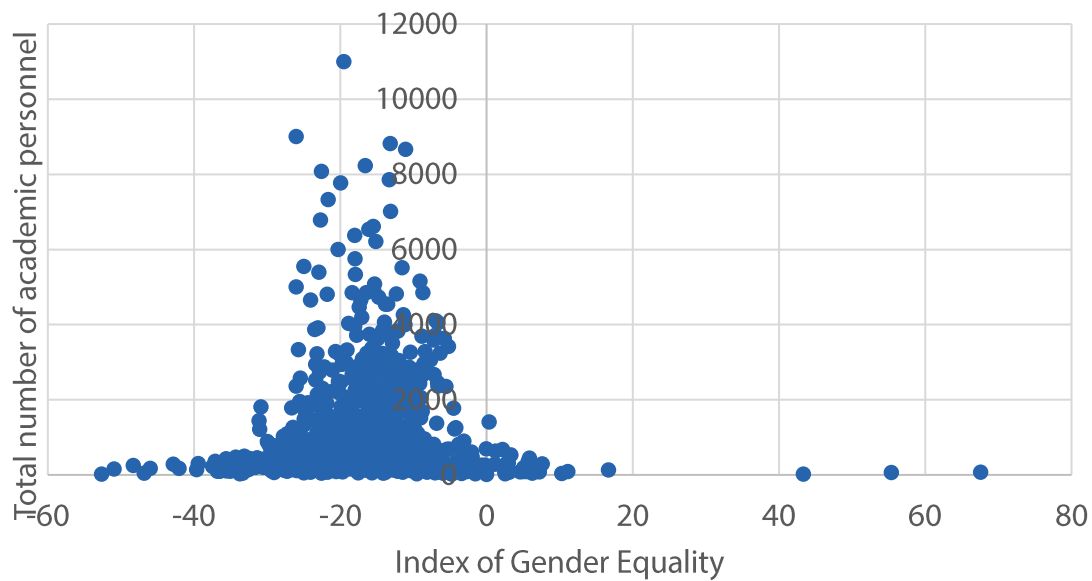
# SHARE OF WOMEN IN SENIOR VS TOTAL ACADEMIC PERSONNEL. YEAR 2020



# DISTRIBUTION OF UNIVERSITIES BY INDEX OF GENDER EQUALITY (IGE)

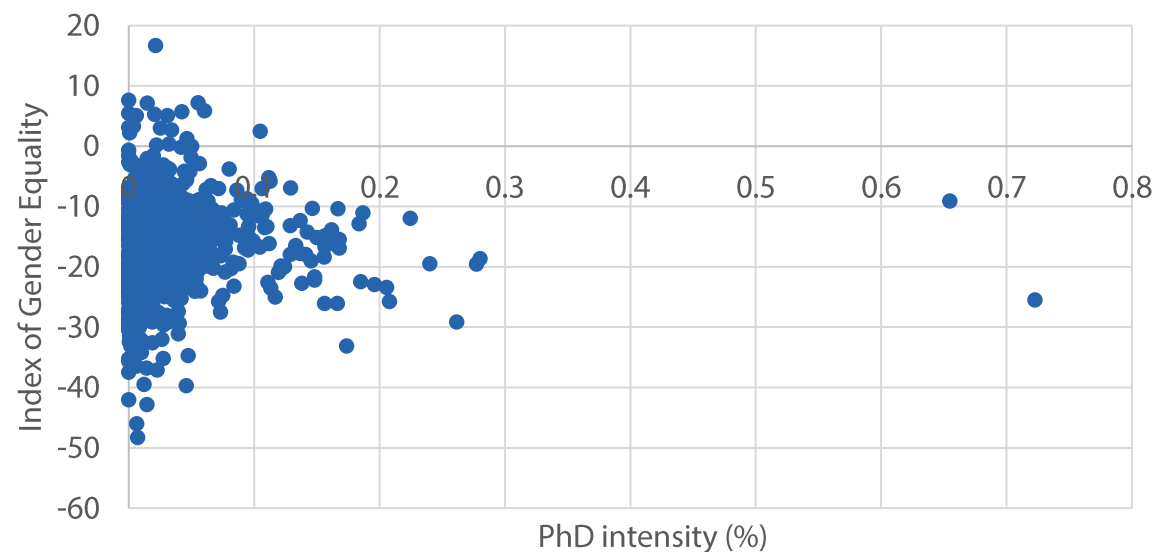


## Index of Gender Equality by size of universities. Total academic personnel. Year 2020



Achieving gender equality in large universities is more difficult.

## Index of Gender Equality by PhD intensity of universities. Year 2020



Universities with high PhD intensity (horizontal axis) show largely negative values of IGE.

## COMPOSITION OF ACADEMIC PERSONNEL BY CAREER LEVEL

	Senior academic personnel	Intermediate academic personnel	Junior academic personnel	Other academic personnel	Total academic personnel
Number of academic personnel	127,488	214,316	440,189	203,822	985,815
%	12.9	21.7	44.7	20.7	100,0

# COMPOSITION OF ACADEMIC PERSONNEL BY CAREER LEVEL

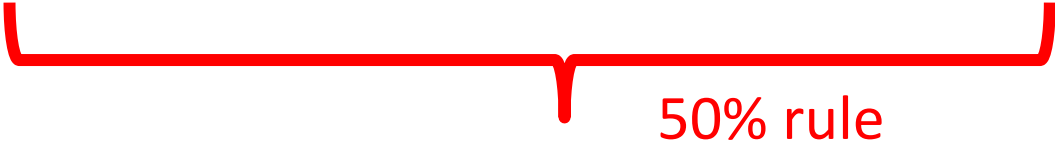
	Senior academic personnel	Intermediate academic personnel	Junior academic personnel	Other academic personnel	Total academic personnel
Number of academic personnel	127,488	214,316	440,189	203,822	985,815
%	12.9	21.7	44.7	20.7	100,0

Part time personnel

# COMPOSITION OF ACADEMIC PERSONNEL BY CAREER LEVEL

	Senior academic personnel	Intermediate academic personnel	Junior academic personnel	Other academic personnel	Total academic personnel
Number of academic personnel	127,488	214,316	440,189	203,822	985,815
%	12.9	21.7	44.7	20.7	100,0

**50% rule**



## WHAT COULD BE DONE (FURTHER) WITH ETER DATA

- Geographic-level analysis
  - Country
  - Region
  - Metropolitan areas
  - Urban vs rural areas
- Structural relations with student population (ISCED 5-7 and ISCED 8)
- Stock vs flow data (**recruitment** of new academic staff)
- Integration with other data
  - Cordis data
  - Publication data
  - Funding



Università  
della  
Svizzera  
italiana

JOANNEUM  
RESEARCH  
POLICIES



AUSTRIAN INSTITUTE  
OF TECHNOLOGY

NIFU

Nordisk institutt for studier av  
innovasjon, forskning og utdanning



SAPIENZA  
UNIVERSITÀ DI ROMA



# THANK YOU !

[eter-project.eu](http://eter-project.eu)



This project is funded by the European Union under Service Contract EAC-2021-0170