

EPFL

GENDER MONITORING EPFL 2019-2020

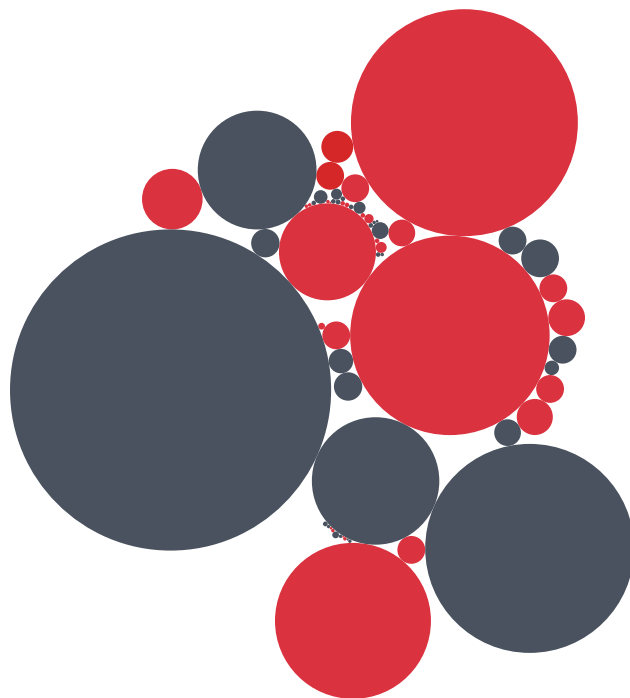


TABLE OF CONTENTS

About this report	p. 3
Key Results	p. 4
Overview	p. 5
Bachelor Students	p. 6
- <i>Number and %</i>	<i>p. 6</i>
- <i>Percentage of women by School</i>	<i>p. 6</i>
- <i>Percentage by nationality and residence</i>	<i>p. 6</i>
Master Students	p. 7
- <i>Number and %</i>	<i>p. 7</i>
- <i>Percentage of women by School</i>	<i>p. 7</i>
- <i>Percentage by nationality and residence</i>	<i>p. 7</i>
PhD Students	p. 8
- <i>Number and %</i>	<i>p. 8</i>
- <i>Percentage of women by School</i>	<i>p. 8</i>
- <i>Percentage by nationality and residence</i>	<i>p. 8</i>
Scientific Collaborators	p. 9
- <i>Scientific Collaborators</i>	<i>p. 9</i>
- <i>Senior Scientists (MER)</i>	<i>p. 9</i>
Professors	p. 10
- <i>Tenure Track Assistant Professors</i>	<i>p. 10</i>
- <i>Associate and Full Professors</i>	<i>p. 10</i>
- <i>Percentage of women in professorial positions</i>	<i>p. 10</i>
-	
Origin of academic staff	p. 11
- <i>Origin of Scientific collaborators</i>	<i>p. 11</i>
- <i>Origin of Professors</i>	<i>p. 11</i>
Administrative and Technical Staff	p. 12
- <i>Administrative staff</i>	<i>p. 12</i>
- <i>Technical staff</i>	<i>p. 12</i>
- <i>Managers</i>	<i>p. 12</i>
Apprentices	p. 13
- <i>Apprentices and trainees, Administrative Jobs</i>	<i>p. 13</i>
- <i>Apprentices and trainees, Technical Jobs</i>	<i>p. 13</i>
Abbreviations and technical notes	p. 14

ABOUT THIS REPORT

Gender Monitoring is an integral part of the ETH Board's "Strategy for Gender Balance and Equal Opportunities for Women and Men" 2017-2020. It provides a basis for defining indicative targets and specific measures to promote women's careers in the academic, administrative and technical sectors.

This 3rd EPFL Gender Monitoring Report is composed of a general report and reports for the School of Basic Sciences (SB), School of Life Sciences (SV), School of Engineering (STI), School of Computer and Communication Sciences (IC) and School of Architecture, Civil and Environmental Engineering (ENAC).

In order to give a better account of the change in the representation of men and women, the report includes, wherever possible, the figures for the period 2010 to 2019 (except for apprentices).

KEY RESULTS

Change at PA and PO level with differences by School

Over a ten-year period, from 2010 to 2019, the percentage of women among tenured professors (PA and PO) has increased from 7% to 15%. The percentage of female associate professors increased from 10% in 2010 to 22% in 2019. The percentage of female full professors increased from 6% to 11%.

The change in the percentage of women among tenured professors (PA & PO) varied from one School to the next. The most significant increase was recorded at the STI. The percentage of women among tenured and tenure-track faculty increased by 13 percentage points, from 6% in 2010 to 19% in 2019.

The percentage of female PA & PO increased from 6% in 2010 to 14% in 2019 (+8 percentage points) at ENAC, from 6% to 13% (+7 percentage points) at the SB and from 12% to 18% (+6 percentage points) at SV. At the IC, the percentage of women among PA & PO has increased by 4 percentage points, from 5% in 2010 to 9% in 2019 and at the CDM it was up by 2 percentage points, from 11% to 13%.

Firm results for PATT

At the end of 2019, women represented 27% of the PATT at EPFL. This corresponds to the average rate over the last ten years, which fluctuated between 25%, the rate recorded at the end of 2010, and 30%, the rate recorded at the end of 2015. The percentages of female and male PATT promoted to PA status to date point to equal chances of promotion.

Bachelor level: improvement in all Schools

With an increase of just 3%, the percentage of female students at the Bachelor level increased only slightly between 2010 and 2019. The situation varies, however, depending on the sections and schools. The MT (7% in 2010 and 18% in 2019), SC (12% in 2010 and 23% in 2019) and SIE (38% in 2010 and 49% in 2019) sections experienced the strongest increase (+11%), followed by the GC section with an increase of 9% (21% in 2010 and 30% in 2019), the MX (26% in 2010 and 34% in 2019) and EL (13% in 2010 and 21% in 2019) sections, and the SV School (51% in 2010 to 59% in 2019), with increases of +8 percentage points, and the Physics section with an increase of 6 percentage points (19% in 2010 and 25% in 2019), as well as the IC School (10% in 2010 and 16% in 2019). One section, the MA section, saw the percentage of female students decrease from 29% in 2010 to 27% in 2019. The increase in the percentage of female students at the Bachelor's level can be attributed to the increase in the number of international students. The percentage of women among Bachelor students of Swiss origin is systematically lower than among students from elsewhere.

Master level: percentages of women improved only slightly

With an increase of just 2%, the percentage of female Master's students at EPFL increased only slightly between 2010 and 2019. The section with the greatest increase was the MX section, with an increase of 10% (23% in 2010 and 33% in 2019), followed by the PH (18% in 2010 and 26% in 2019) and MT (8% in 2010 and 16% in 2019) sections with +8%, the CH section with +7% and AR with +6%. The CDM recorded a decrease in the percentage of female Master students.

Small improvement at the PhD level

Between 2010 and 2019, the percentage of female PhD students increased from 28% to 32%. The IC School recorded the largest increase in the percentage of female PhD students (8 percentage points), from 15% in 2010 to 23% in 2019, followed by the STI School with an increase of 5 percentage points (22% in 2010 and 27% in 2019). Elsewhere the percentage stagnated, or even declined slightly.

Slow trend among of scientific staff members

The number of female scientific staff FTE (excluding assistants) increased from 23% in 2010 to 25% in 2019. However, the trend varies depending on the School. The IC School recorded the highest increase, with 11 percentage points (9% in 2010 and 20% in 2019), followed by the ENAC School 6 percentage points, (from 24% in 2010 to 30% in 2019) and the SB School (+4 percentage points, from 18% in 2010 to 22% in 2019). At the SV School the percentage of women was down 5 percentage points (41% in 2010 to 36% in 2019) and at the CDM it fell 20 percentage points (52% in 2010 and 32% in 2019).

Senior scientists (MER) and adjunct professors - categories where there are few women

The number of MER positions held by women at EPFL remained practically stable and was remarkably low, at 11% in 2010 and 10% in 2019. The same trend was observed among adjunct professors. The proportion of women was 13% in 2010 and 14% in 2019.

Focus on apprentices and managers

Managers include staff at the pay grades \geq 10-14. The percentage of women in this category increased from 16% in 2010 to 22% in 2019. For administrative and technical staff alone, the percentage was 29%. Between 2013 and 2019, the percentage of women in an apprenticeship at EPFL remained stable, with 30% in 2010 and 31% in 2019. The percentage of men among commercial apprentices increased from 0% to 43%. In the technical professions, the trend was slower. Between 2013 and 2019 there were no female IT apprentices at EPFL.

OVERVIEW

Below is an overview, at given points in time, of the percentages of men and women at the different levels of an academic career. The graph below shows data for December 2010 and December 2019. The detailed trend is presented on the following pages.

There was an increase in the percentage of women in 2019 compared with 2010, although sometimes small, in all the categories considered, with the exception of senior scientists (MER).

At Bachelor level, female students represented 28% of the student population in 2010-11 (1089/ 3959 Bachelor students), 27% in 2015-16, and 30% in 2019-20 (1715/ 5739 students).

The percentage of female students at Master level increased from 25% in 2010 (427/ 1716 students) to 27% (902/ 3328 students) in 2019. In the previous gender monitoring in 2017, it was 25%.

Between 2010 and 2019, the percentage of female PhD students at EPFL increased from 28% (533/ 1901 PhD students) to 32% (693/ 2199 PhD students). In 2017, the percentage of female PhD students was 29%.

Between 2010 and 2019, the percentage of female scientific collaborators increased from 23% (226.3/ 974.1 FTE) to 25% (320.3/ 1271.5 FTE). Compared with 2017, the proportion remained stable.

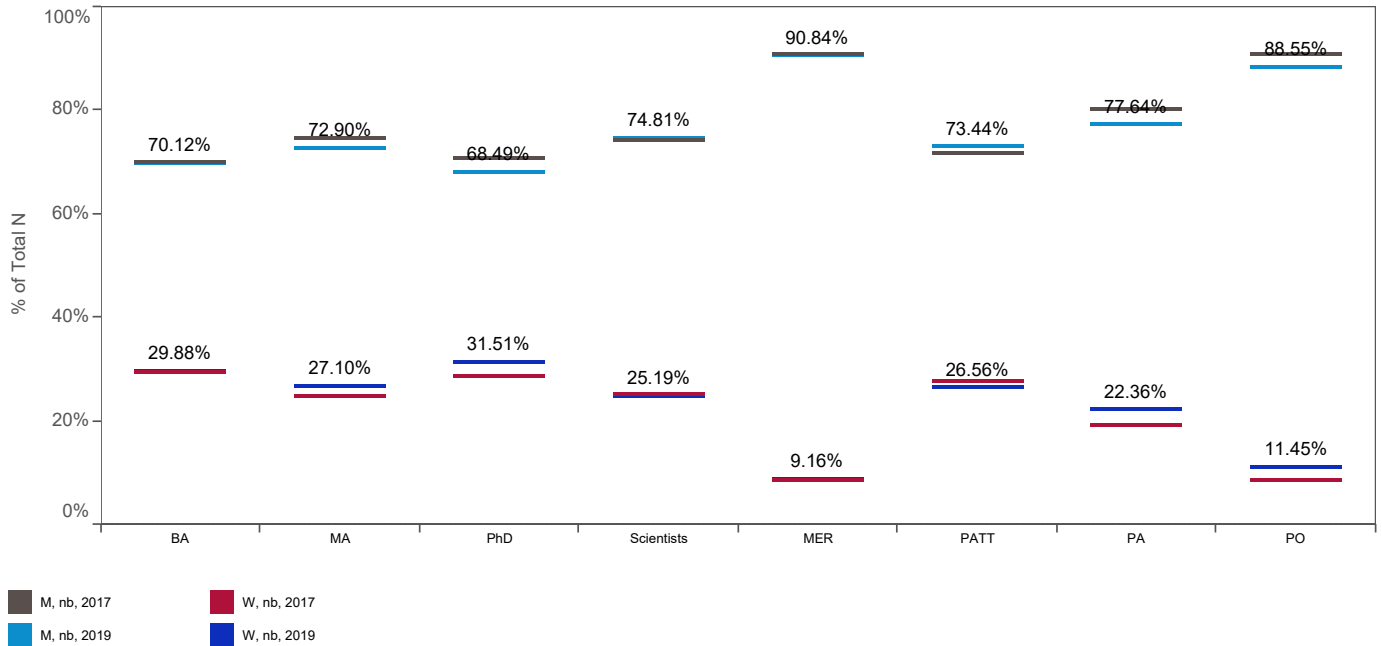
Between 2010 and 2019, the percentage of MER positions held by women increased from 10% (6.6/ 66.6 FTE) to 9% (6.6/ 72.1 FTE).

The percentage of women among PATT was 25% in 2010 (14/ 56.7 FTE), 30% in 2015 (17/ 56.7), and 27% in 2019 (17/ 64 FTE).

At PA level, the percentage of women increased from 10% in 2010 (6.3/43.5 FTE) to 16% in 2015 and 22% in 2019 (16.3/84 FTE). The percentage of women among PA increased from 10% in 2010 (4.3/ 44 FTE) to 22% (19.3/ 86.3 FTE) in 2019. Since 2017, the percentage has increased by 3%.

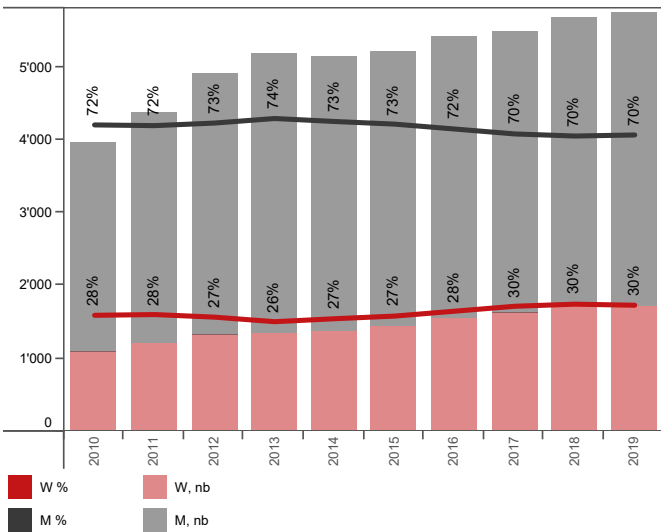
Between 2010 and 2019, the percentage of women PO increased from 6% (10/ 162.1 FTE of PO) to 11% (19/ 166 PO). Since 2017, the increase has been 2 percentage points.

Overview, EPFL, 2010 and 2019



BACHELOR STUDENTS

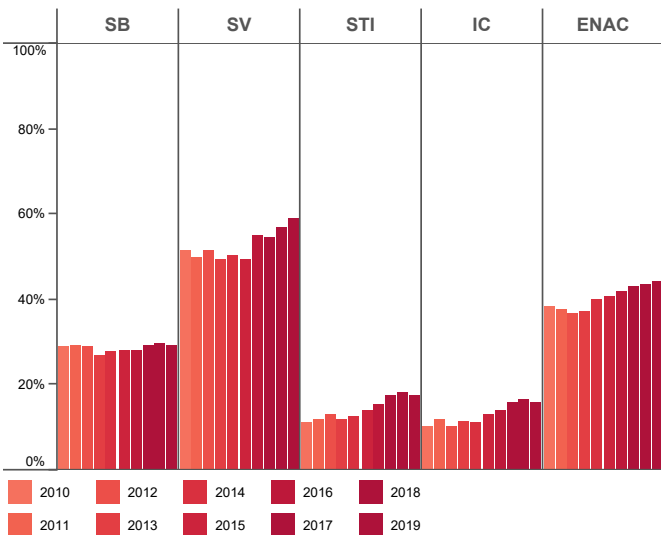
Number and %, Bachelor, 2010-2019



The percentage of female students at Bachelor level is increasing very slowly. Over ten years, from 2010 to 2019, it increased from 28% (1089/3959 students) to 30% (1715/5739 students).

Compared with the previous Gender Monitoring in 2017-18, the percentage of female students at Bachelor level remained unchanged at 30%.

Percentage of women by School, Bachelor, 2010-2019



With the exception of the SB School, all Schools recorded an increase in the percentage of female students between 2010 and 2019. The SV, STI and ENAC Schools also recorded a slight increase in the percentage of female students compared with the previous Gender Monitoring 2017-18.

At SB the percentage of female students in 2010 was 29% (225/ 785 students). In 2017 (309/ 1051 students) and 2019 (314/1068 students) the percentage was the same (23%).

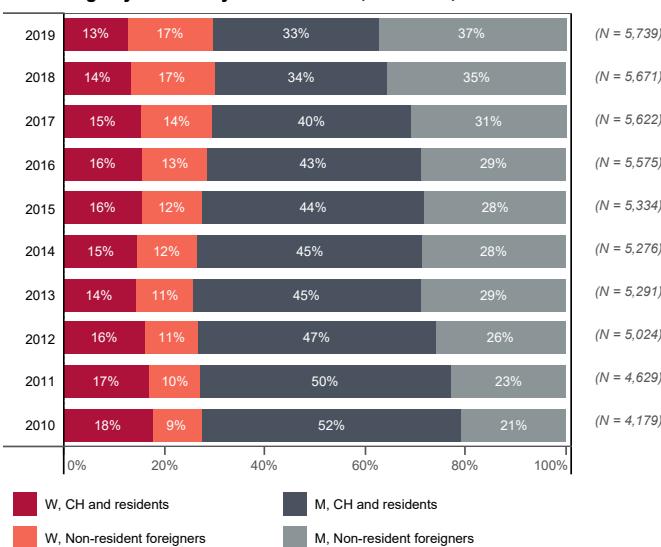
At SV female Bachelor students represented 51% of the Bachelor population in 2010 and 59% in 2019. In 2017-18 they represented 55%.

At STI the percentage of female students was 11% in 2010 and 18% in 2019. In 2017, female students accounted for 17% of Bachelor students.

At IC the percentage of female students at Bachelor level in 2010 was 10% in 2019 it was 16%. In the previous Gender Monitoring, in 2017, the percentage of female Bachelor students was also 16%.

At ENAC, the proportion of female Bachelor students increased from 38% in 2010 to 44% in 2019. In 2017, the percentage of female Bachelor students at ENAC was 43%.

Percentage by nationality and residence, Bachelor, 2010-2019



Among Bachelor students, the percentage of female students who were Swiss nationals or who had previously studied in Switzerland [1] went from 52% in 2017 to 42% in 2019, and the percentage of female students who were from outside Switzerland and previously studied abroad went from 48% in 2017 to 58% in 2019.

The percentage of male Bachelor students who were Swiss nationals or who had previously studied in Switzerland went from 56% in 2017 to 47% in 2019, and the percentage of Bachelor students who were from outside Switzerland and previously studied abroad went from 46% to 53%.

[1] The category "CH and residents" includes Swiss and foreign nationals who obtained their university entrance qualification in Switzerland.

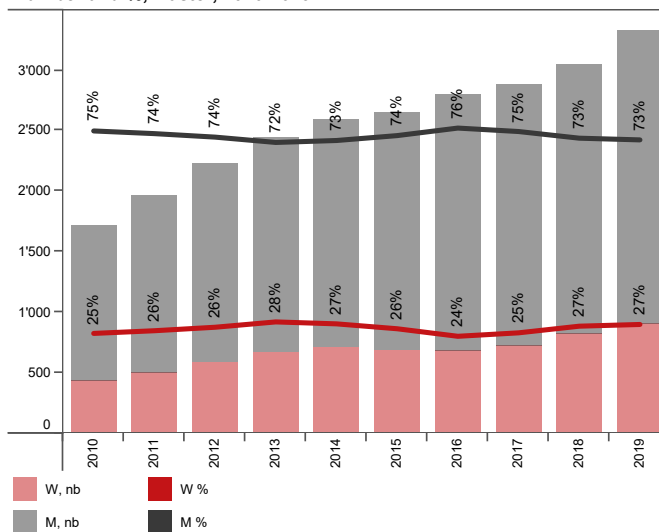
In the chart, 100% refers to the total number of international and Swiss students. In the text above, the percentages refer to 100% of international students and 100% of Swiss students.

MASTER STUDENTS

The percentage of female students at Master level is increasing very slowly. Over ten years it increased from 25% (427/ 1716 students) to 27% (902/ 3328 students).

Compared with the previous gender monitoring in 2017, the percentage of female students at Master level increased from 25% to 27%.

Number and %, Master, 2010-2019



With the exception of CDM, all Schools recorded an increase in the percentage of female students between 2010 and 2019. The SB, STI, IC and ENAC Schools also recorded an increase compared with the previous gender monitoring in 2017.

At SV, the percentage of female students remained stable compared with 2017, it declined at CDM.

At SB the rate of female Master students increased from 27% (80/299 students) to 31% (154/ 498 students). In 2017, female students made up 26% of students at the Master level.

At SV the percentage of female students at Master level was 48% (64/ 132 students) in 2010. It was 49% (169/ 343 students) in 2019. In 2017, 49% of Master's students were female.

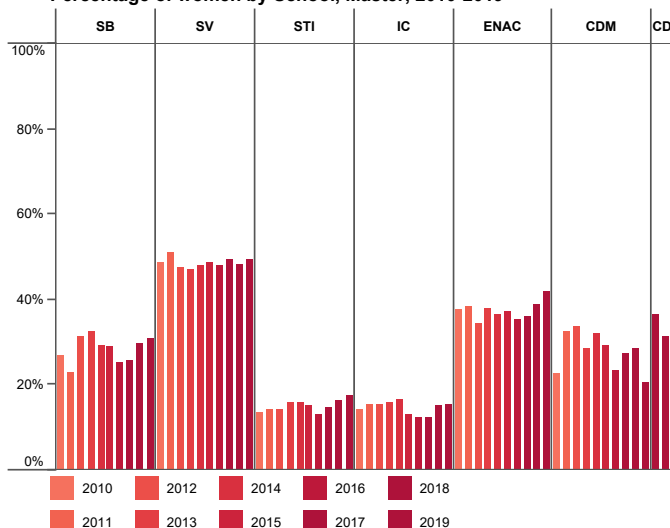
At STI, the rate of female Master students increased from 13% in 2010 (66/ 494 students) to 17% in 2019 (179/ 1024 students). In 2017, 15% of Master's students were female.

At IC, the percentage of female students was 14% in 2010 (41/ 287 students). In 2019, it stands at 15% (94/ 617). In 2017, 12% of Master's students were female.

At ENAC, the proportion of female students increased from 37% (157/420 students) in 2010 to 42% in 2019 (262/624).

At CDM, 23% of students were female (19/ 84) in 2010, 27% (39/ 142) in 2017 and then 21% (34/ 165) in 2019. In Digital Humanities (CDH), 36% of Master's students were female (4/ 11) in 2017, and 20% (4/ 20) in 2019.

Percentage of women by School, Master, 2010-2019



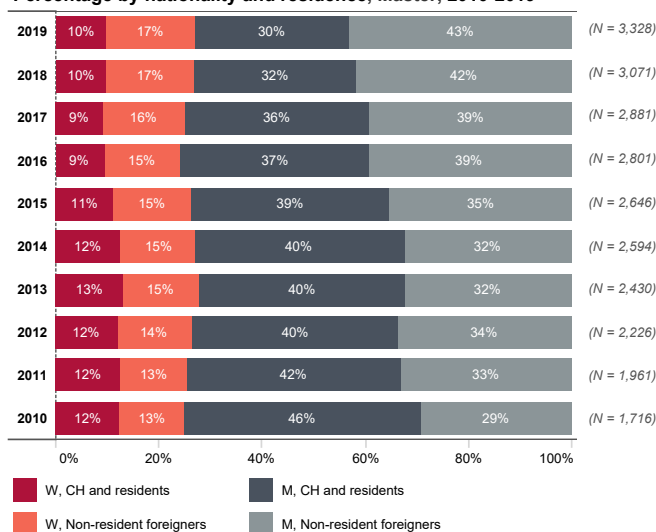
Among female Master students, the percentage of female students who were Swiss nationals or who had previously studied in Switzerland [1] went from 37% in 2017 to 36% in 2019. The percentage of female students who were from outside Switzerland and previously studied abroad increased from 63% in 2017 to 64% in 2019.

The percentage of male Master's students who were Swiss nationals or who had previously studied in Switzerland went from 48% in 2017 to 41% in 2019. The percentage of female students who were from outside Switzerland and previously studied abroad consequently increased from 52% in 2017 to 59% in 2019.

[1] The category "CH and residents" includes Swiss and foreign nationals who obtained their university entrance qualification in Switzerland.

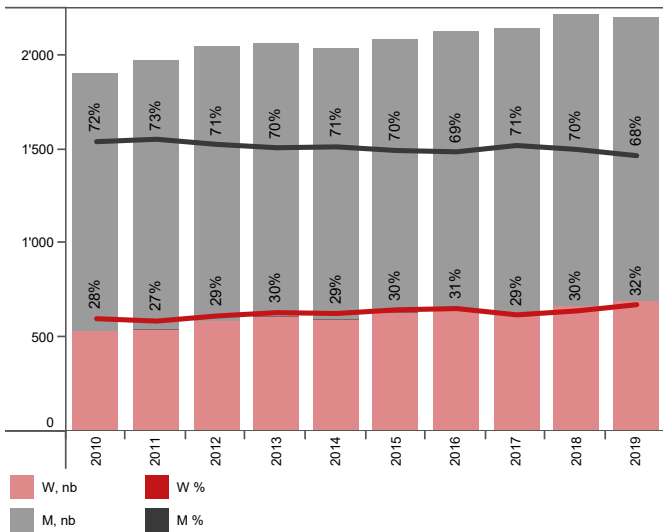
In the chart, 100% refers to the total number of international and Swiss students. In the text above, the percentages refer to 100% of international students and 100% of Swiss students.

Percentage by nationality and residence, Master, 2010-2019



PHD STUDENTS

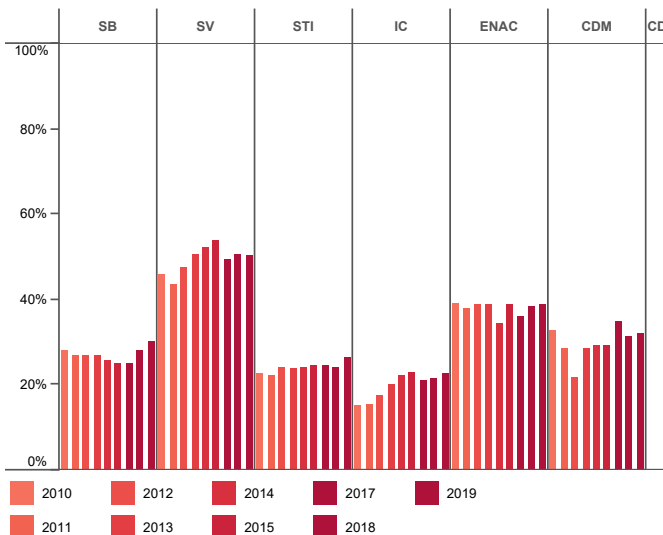
Number and %, PhD, 2010-2019



In the ten years, from 2010 and 2019, the percentage of female PhD students at EPFL increased from 28% (533/ 1901 PhD students) to 32% (693/ 2199 PhD students). Compared with the previous Gender Monitoring of 2017, the percentage of female doctoral students increased from 29% to 32%.

With the exception of ENAC and CDM, all Schools recorded an increase in the percentage of female PhD students between 2010 and 2019, but also since the 2017 Gender Monitoring.

Percentage of women by School, Doctorate, 2010-2019



At SB, the percentage of female PhD students increased from 28% in 2010 (130/465 PhD students) to 30% in 2019 (174/580). In 2017, the percentage of female PhD students was 25%.

At SV, in 2010 the percentage of female PhD students was 46% (106/ 232 PhD students). In 2019, there was an equal number of female (50%, n=134) and male (50%, n=132) PhD students. In 2017, the percentage of female PhD students was 49%.

At STI, the percentage of female PhD students increased from 22% (143/ 640 PhD students) in 2010 to 27% (201/ 758 PhD students) in 2019. In 2017, the percentage of female PhD students was 24%.

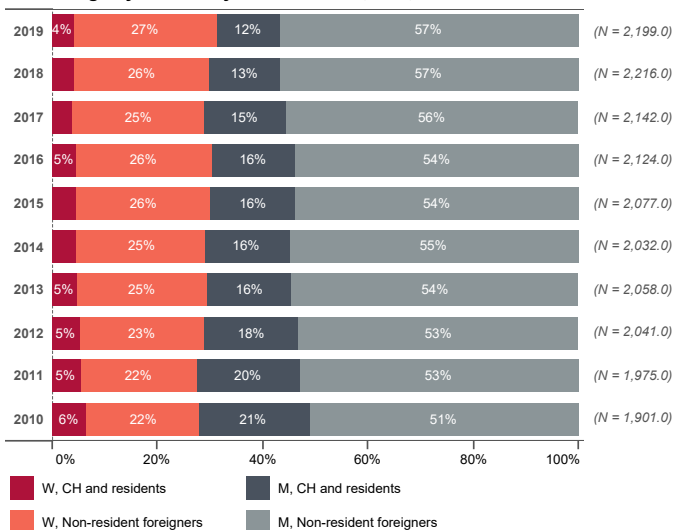
At IC, in 2010 the percentage of female PhD students was 15% (39/261). In 2019, the percentage of female PhD students was 23% (55/243). In 2017, 21% of PhD students were female.

At ENAC, the percentage of female PhD students was 39% (99/254 PhD students) in 2010. The percentage was the same in 2019 (110/285 PhD students).

At CDM, the percentage of female PhD students was 33% (16/49) in 2010. It was 32% (18/ 56) in 2019. In 2017, the percentage of women among PhD students was 35%.

In the Digital Humanities, 9% of PhD students were female (1/11).

Percentage by nationality and residence, Phd, 2010-2019



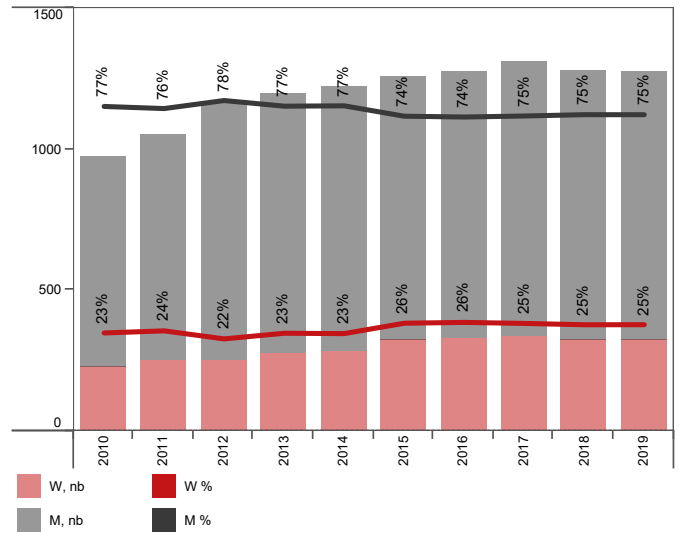
The percentage of female PhD students who were Swiss nationals or who had previously studied in Switzerland was [\[1\]](#) 13% in 2017. It was the same in 2019. As a result, the percentage of female PhD students who were from outside Switzerland and previously studied abroad was 87% in 2017 and 2019. The percentage of male PhD students who were Swiss nationals or who had previously studied in Switzerland was 22% in 2017 and 17% in 2019, and the percentage of male PhD students who were from outside Switzerland and previously studied abroad went from 78% in 2017 to 83% in 2019..

[1] The category "CH and residents" includes Swiss and foreign nationals who obtained their university entrance qualification in Switzerland.

In the chart, 100% refers to the total number of international and Swiss students. In the text above, the percentages refer to 100% of international students and 100% of Swiss students.

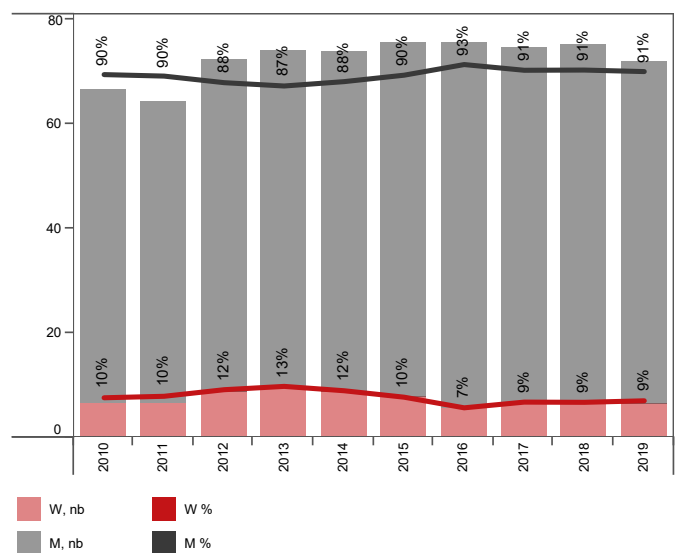
SCIENTIFIC COLLABORATORS

Scientific Collaborators (excluding assistants), FTE and %, 2010-2019



Between 2010 and 2019, the percentage of female scientific collaborators (FTE) at EPFL increased from 23% (226.3/ 974.1 FTE) to 25% (320.3/ 1271.5 FTE). Compared with the previous gender monitoring in 2017, the proportion of female scientific staff remained stable.

Senior scientists (MER), FTE and %, 2010-2019

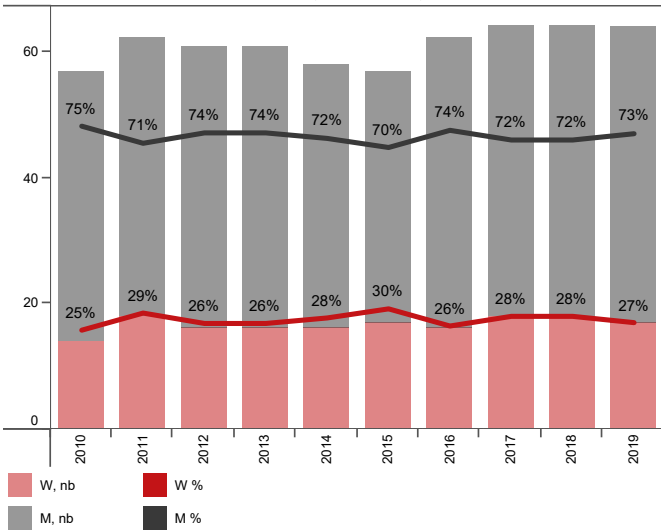


Between 2010 and 2019, the percentage of MER positions held by women dropped from 10% (6.6/ 66.6 FTE) to 9% (6.6/ 72.1 FTE). Compared with the previous gender monitoring in 2017, the percentage of women in MER positions remained unchanged.

The position of senior scientists is therefore the academic function at EPFL with the lowest representation of women.

PROFESSORS

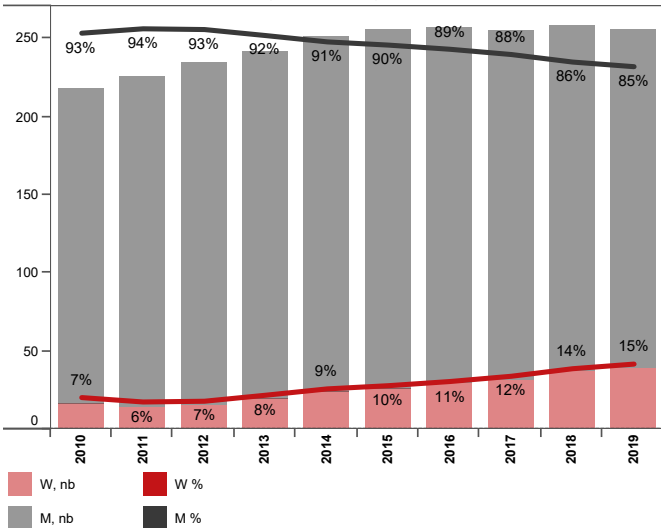
Tenure Track Assistant Professors, FTE and %, 2010-2019



Between 2010 and 2019, the number and percentage of female PATT ranged from 25% (2010), corresponding to 14/56.7 FTE, to 30% (2015), corresponding to 17/56.7 FTE. In 2019 the percentage of women among PATT was 27% (17/ 64).

On average, the percentage of women PATT between 2010 and 2019 was 27%.

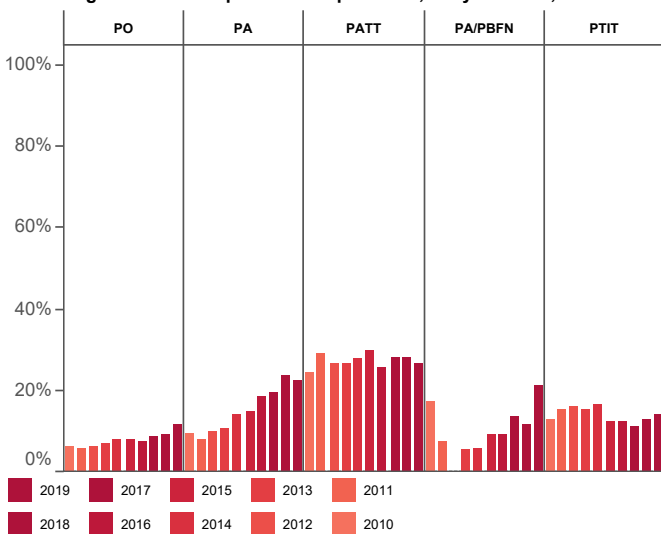
Associate and Full Professors, FTE and %, 2010-2019



Between 2010 and 2019, the percentage of female Associate and Full professors increased from (14.2/ 206.1 FTE) to 15% (28.3/ 252.3 FTE).

Compared with the previous Gender Monitoring in 2017, the percentage of women among tenured professors increased by 4%.

Percentage of women in professorial positions, % by function, 2010-2019



Between 2010 and 2019, the percentage of female PO increased from 6% (10/ 162.1 FTE) to 11% (19/ 166 FTE). Compared with the the previous Gender Monitoring in 2017, the increase was 2 percentage points

The percentage of female PA increased from 10% in 2010 (4.3 / 44 FTE) to 22% (19.3 / 86.3 FTE) in 2019. Compared with the previous Gender Monitoring in 2017, the percentage of women PA increased by 3 percentage points.

The percentage of female PATT increased from 17% (2/ 11.5 FTE) in 2010 to 21% (0.8/ 3.8 FTE) in 2019.

The number of SNSF-funded Professors (PB FN) is very small. This explains the variations in the percentages.

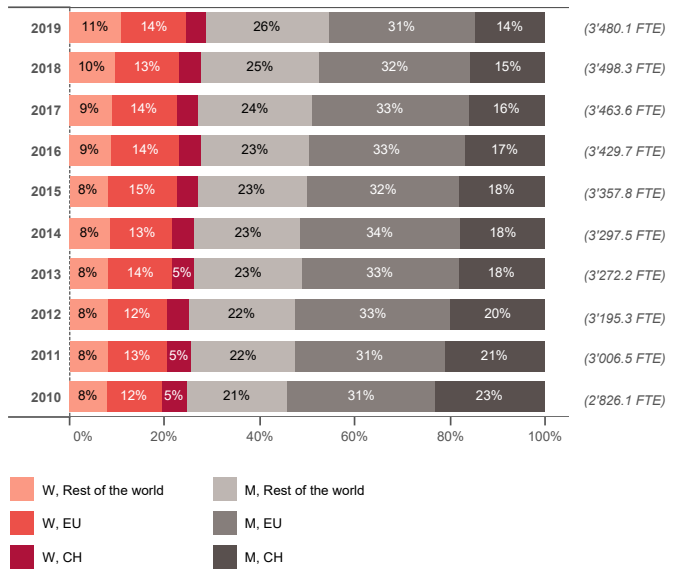
The percentage of female Adjunct professors increased from 13% (66/ 52 FTE) in 2010 to 14% (5.8/ 40.9 FTE) in 2019.

ORIGIN ACADEMIC STAFF

This chart includes all scientific employees (FTE), excluding professors (except adjunct professors).

Among scientific collaborators, nationals of European Union countries represent the largest group, followed by those from "other" countries Swiss nationals. In all groups, the proportion of women increased compared with 2010 and since the previous gender monitoring in 2017.

Origin of Scientific collaborators, % and FTE, 2010-2019



This chart includes PO, PA, PATT and PBFN.

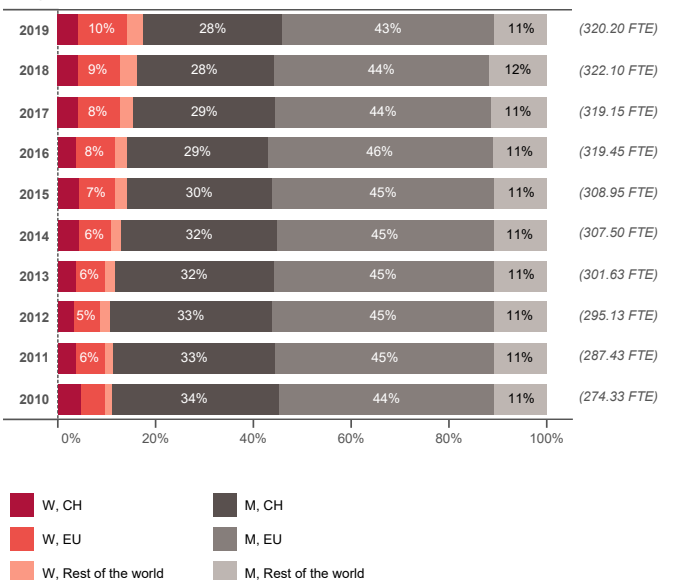
Nationals of European Union countries represent the largest group among EPFL professors, followed by Swiss nationals, and nationals of other countries.

Between 2010 and 2019, the percentage of women among professors with Swiss nationality did not increase. Between 2010 and 2019, the "other" nationality category saw the largest increase in the percentage of women, followed by the EU national category.

The population of female professors at EPFL is therefore more diverse than the population of male professors.

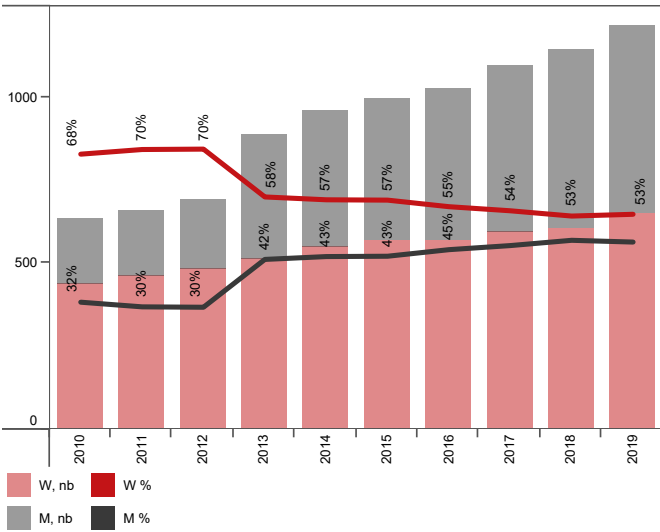
In the chart, 100% refers to the total number of international and Swiss professors. In the text above, the percentages refer to 100% of international professors and 100% of Swiss professors.

Origin of Professors, % and FTE, 2010-2019



ADMINISTRATIVE AND TECHNICAL STAFF

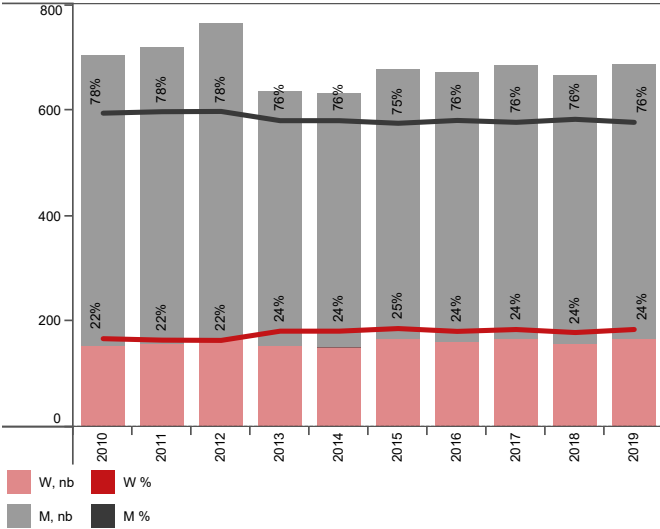
Administrative staff, FTE and %, 2010-2019



From 2010 to 2019, the percentage of women among administrative staff decreased significantly. It went from 68% (432.8/ 634.6 FTE) to 53% (648.2.0/ 1212.8 FTE).

Compared with the previous Gender Monitoring in 2017, the percentage of women among administrative staff decreased by 1percentage point.

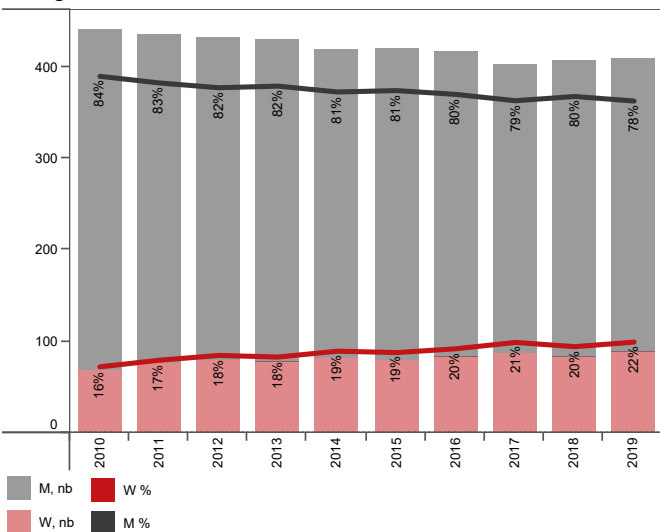
Technical staff, FTE and %, 2010-2019



From 2010 to 2019, the percentage of women among technical staff at EPFL remained almost unchanged. It increased from 22% (154.7/ 702.6 FTE) in 2010 to 24% (167.3/ 688.2 FTE) in 2019.

Compared with the previous gender monitoring in 2017, the percentage of women remained unchanged.

Managers, FTE and %, 2010-2019



Managers include EPFL employees who have a pay grade of between 10 and 14. The proportion of women (excluding professors) with a pay grade of between 10 and 14 increased from 16% (69.4/ 444.1 FTE) in 2010 to 22% (88.15/ 409.6 FTE) in 2019. This managerial population includes scientific, administrative and managerial staff (pay grades 13–14).

Among administrative staff, women accounted for 29% (56/193 people) of the people with pay grades 10–14 in 2019.

Among academic staff (excluding professors), the percentage was 17% (37/ 220 people).

Among managerial staff (non-academic staff, with pay grades 13–14), the percentage of women was 21% (3/ 14 employees) in 2019.

APPRENTICES

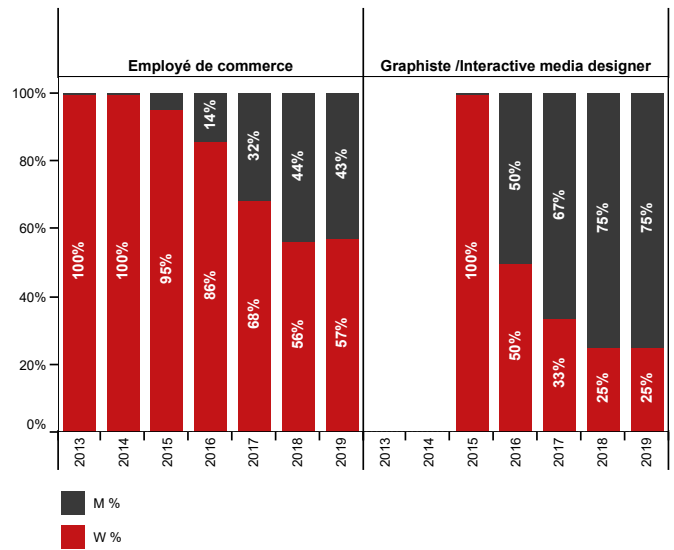
Between 2013 and 2019, the percentage of men among commercial apprentices rose from 0% (0/ 14) to 43% (6/ 14).

Since 2017, there has been one female apprentice Polymechanic (1/ 13). In contrast, in 2019 EPFL had still not hired any female computer science apprentices (0/ 9 in 2013; 0/19 in 2019).

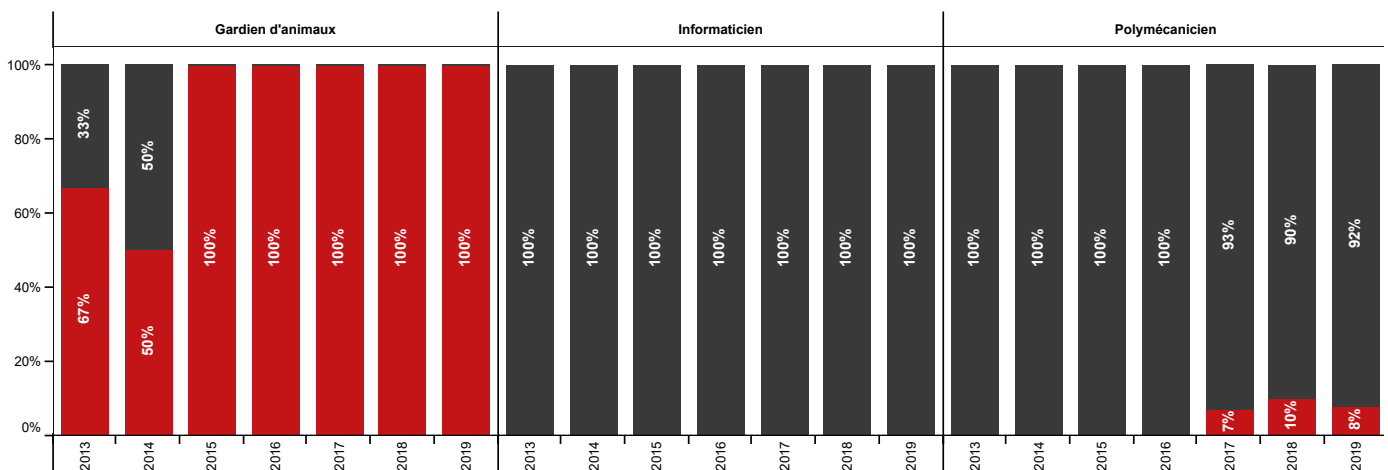
Among laboratory assistants in biology, chemistry and physics, the proportion of female apprentices rose overall from 35% in 2013 (16/ 46) to 42.5% (17/ 40). The percentage of women among physics laboratory assistants in particular increased from 8% (1/ 12) in 2013 to 27% (3/ 11) in 2019. Among chemical laboratory assistants the percentage of women was 35% in 2013 (9/ 25). It increased to 44% in 2019 (11/25). In Biology, women accounted for 75% (6/ 8) of assistants in 2013 and 75% (3/ 4) in 2019.

The overall percentage of women among apprentices trained at EPFL varied little between 2013 and 2019. It was 32% (32 / 82 apprentices) in 2013 and 31% (29 / 94 apprentices) in 2019.

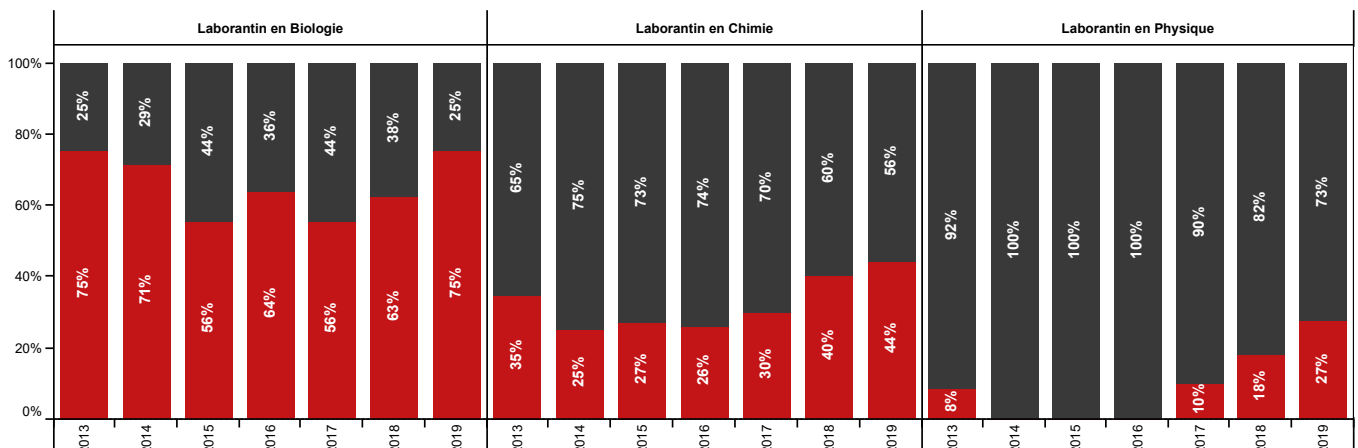
Apprentices and trainees, Administrative Jobs, % and FTE, 2013-2019



Apprentices and trainees, Technical Jobs, % and FTE, 2013-2019



Apprentices and trainees, Technical Jobs, % and FTE, 2013-2019



ABREVIATIONS ET NOTES TECHNIQUES

Data

With the exception of the data on apprentices and managers, the data were provided by the Budget and Planning Officer who reports to the Vice-President for Finance.

(www.epfl.ch/about/vice-presidencies/vice-presidencies/vice-presidency-for-finances/planning-treasury-and-institutional-data-department/)

Most of the data are available online under: www.epfl.ch/about/overview/fr/statistiques-institutionnelles/

Students

Student data are collected around seven weeks after the start of the fall semester.

BSc - Bachelor of Science

MSc - Master of Science

Doc - PhD students

Place of education - The Federal Statistical Office distinguishes between Swiss nationals and foreign nationals who studied in Switzerland, on one hand, and foreign nationals who studied abroad, on the other.

CH + Résidents - Students who are Swiss nationals or foreign nationals who reside and previously studied in Switzerland.

Non-Résidents - Students who are foreign nationals and previously studied abroad.

Staff members

Staff data are collected at the end of the calendar year, on 31 December.

EPT - Full-time equivalent

PO - Full Professors

PA - Associate Professors

PATT - Tenure-Track Assistant Professors.

PB FN - SNSF-Funded Professor.

PT - Adjunct Professors

MER - Senior Scientists.

Scientific Collaborators - Persons hired by EPFL after a PhD or equivalent professional experience, assuming training and research missions.

Technical Staff - Employees of a unit responsible for technical tasks.

Administrative Staff - Employees of a unit responsible for administrative tasks.

Schools

SB – School of Basic Sciences

SV – School of Life Sciences

STI – School of Engineering

IC – School of Computer and Communications Sciences

ENAC – School of Architecture, Civil and Environmental Engineering

CDM – College of Management of Technology

CDH – College of Humanities