Gender Monitoring 2018/19

Departmental Report: Chemistry and Applied Biosciences

Departmental reports serve as an addition to the general report «Gender Monitoring of ETH Zurich – Report on the Situation of Equal Opportunities for Women and Men in Studies and Science». They provide more detailed information on the situation of equal opportunities per area of expertise at ETH Zurich. All reports of the Gender Monitoring 2018/2019 are available under [www.gender-monitoring.ethz.ch](http://www.gender-monitoring.ethz.ch). Information on sources and compilation of data as well as explanations of abbreviations can be found in the general report. In this departmental report, the situation of equal opportunities in the chemistry and applied biosciences department (D-CHAB) of ETH Zurich is presented.

The department of D-CHAB exhibits the typical course of a Leaky Pipeline. The higher on the academic career ladder, the lower the proportion of women. The proportion of women at the D-CHAB department already decreases at the level of doctoral studies, unlike in the other departments, in which the proportion decreases from the level of postdoctoral studies.

Whereas the gender ratio among students at the department of D-CHAB is approximately balanced, the proportion of women on the level of full professorship amounts to merely 12%. Over all, the Leaky Pipeline at the D-CHAB department is steeper than the ETH average, which means that women have comparatively little opportunity of becoming professors.

*Note pertaining to functional levels: BSc: Bachelor’s students; MSc: Master’s students; Doc: doctoral students; Postdoc: postdoctoral students and research associates II; SSA: senior assistants and scientific assistants; SS: senior scientists and leading scientists (permanent contracts); Prof: assistant professors (AssP) and full professors (FP)

**starting from postdoctoral students the values represent FTEs (full-time equivalents), below they represent persons

In 2018, 1186 students were enlisted at the department of D-CHAB, thereof 544 women. Hence, the proportion of women among students (BSc and MSc) amounted to 45.9% in 2018 and thus was 0.7 percentage points above the previous year’s value. In 2018, the proportion of women on the level of BSc and MSc studies amounted to 47.4% and 42.0% respectively.

In 2018, 484 doctoral students were enlisted at the department of D-CHAB, thereof 157 women. The proportion of women at the level of doctoral studies was recorded to be at 32.4% in 2018. Hence, the proportion lay 1.6 percentage points below the previous year’s value.

In the transition from BSc to MSc studies, the proportion of women decreased by 5.4 percentage points in 2018. During the transition from MSc studies to doctoral studies, the proportion of women considerably decreased by 9.6 percentage points. This is partially due to a decrease of the proportion of women in pharmaceutical sciences as well as the markedly lower importance of pharmaceutical sciences on the level of doctoral studies in comparison with the level of BSc and MSc studies.
The proportion of women reached the following on individual levels of academic staff at the D-CHAB department in 2018:

- Postdoc/research associates II: 26.3% (plus 0.8 percentage points with respect to 2017, minus 0.2 compared to 2006);
- Senior assistants/academic staff: 17.4% (minus 1.9 compared to 2017, minus 0.7 respective of 2006);
- Senior scientists: 14.4% (plus 1.6 in comparison with 2017, plus 9.3 with respect to 2006).

The degree of internationalisation among students at the D-CHAB department significantly increased with each level of qualification starting at the level of BSc studies. In 2018, the proportion of students with foreign entry qualification among BSc students was recorded to be 17.2% (plus 0.7 percentage points with respect to 2017). On the level of MSc studies, the proportion reached 31.8% (minus 0.5 in comparison with 2017). International students formed approximately two-thirds of the doctoral students at 71.1% (plus 3.4 with respect to 2017).

In 2018, the proportion of women among Swiss doctoral students amounted to 32.2% (minus 0.9 respective of 2017), whereas the proportion of international doctoral students lay slightly above at 32.5% (minus 1.9 compared with 2017).

*The degree of internationalisation is measured by the proportion of international students.
**With Swiss entry qualification/students who acquired their entry qualification in Switzerland.
In 2018, the department of D-CHAB employed technical and administrative personnel in the amount of 137.8 full-time equivalents. 65.3 full-time equivalents were occupied by women. Accordingly, the proportion of women accounted for 47.4% and thus was 0.2 percentage points above the previous year’s value. Since 2010, the proportion of women and men among the technical and administrative personnel has been approximately equally represented.

In 2018, the department of D-CHAB recorded a GCI value of 1.74, which indicates an underrepresentation of women on the level of full professorship in comparison to the academic positions starting at the level of postdoctoral research. The GCI value of all of ETH Zurich amounts to 1.85 and thus is above the value of the D-CHAB department.

From 2011 to 2016, the GCI value of the department of D-CHAB has decreased continuously. In 2017 the GCI value increased slightly compared to the previous year and decreased again in 2018.

The Glass Ceiling Index (GCI) compares the proportion of women starting at the level of postdoctoral research to the level of professorship (full and associate professorship) with the proportion of women on the level of full professorship. A value greater than 1 displays an underrepresentation of women on the level of full professorship in comparison to the academic positions starting at the level of postdoctoral research. The further the GCI value exceeds 1, the «thicker» the «glass ceiling» is.

In 2018, assistant professors at the department of D-CHAB were occupied in the amount of 5.9 full-time equivalents (minus 0.1 percentage point compared to 2017). 1.7 full-time equivalents were held by female assistant professors (plus 0.7 compared to 2017). The proportion of women among all professors accounted for 14.4% in 2018 and hence was 2.1 percentage points above the previous year’s value.

Seit 2003 werden die Zahlen für die Amtsantritte der Assistenzprofessuren mit Tenure Track systematisch erfasst. Im Zeitraum von 2003 bis 2014 wurden insgesamt 129 Assistenzprofessuren vergeben; 20% davon an Frauen. 56 der 129 Assistenzprofessuren wurden mit Tenure Track vergeben, d.h. 43%. 13 dieser Assistenzprofessuren gingen an Wissenschaftlerinnen. Das ist ein Anteil von 23% für die letzten 10 Jahre. Der Frauenanteil bei den Amtsantritten von Non-Tenure Track Assistenzprofessuren liegt im Vergleich dazu bei nur 18% für den gleichen Zeitraum.

Insgesamt stellt sich die Situation bei den Neuberufungen von Assistenzprofessuren - mit und ohne Tenure Track - besser dar als bei den Neuberufungen auf ordentliche und ausserordentliche Professuren, denn auf dieser Stufe traten im gleichen Zeitraum durchschnittlich nur 12% Wissenschaftlerinnen ihre Professur an und nicht 20% wie bei den Assistenzprofessuren. Es bietet sich die Chance, dass in den kommenden Jahren die höheren Frauenanteile bei den Assistenzprofessuren auf die Stufe der ordentlichen und ausserordentlichen Professuren durchschlagen.

Ergänzung: AssP: Assistenzprofessur; FP: ordentliche und ausserordentliche Professuren (Full Professors)

Anmerkung: Aufgrund der sehr geringen Fallzahlen wird in dieser Ausgabe des Gender Monitorings auf Prozentangaben bei den Neuberufungen verzichtet.