

Equal Opportunities Report 2022

Executive Summary

1. Equality in numbers – summary

How high is the percentage of women in WU’s senior faculty? How many men graduate from WU’s degree programs? And how have these figures changed over the last few years?

These and many other statistics about the gender ratios at WU are generated and published annually. Until 2018, the data were published in brochures available [in print and in PDF format](#). As of 2019, the report is now being published as an online-only version with interactive features.

The goal is to offer more visualizations of WU’s data on equal opportunities and to present the statistics in interactive formats, allowing users to explore the analyzed data based on their specific interests.

[Link to data 2022 - interactive](#)

The Executive Summary offers an overview of the most important statistics and developments with regard to gender ratios among WU’s academic and administrative staff and students.

The interactive elements are only available online. The Executive Summary presents the data in a non-interactive format.

FIGURE 1: **WU GENDER RATIOS IN 2022**
ACADEMIC CAREER LEVELS AND COMPLETED DEGREE PROGRAMS

Category	Percentage of women	Percentage of men
0 - Student employees	49.73 %	50.27 %
1 - Teaching and research associates	48.77 %	51.23 %
2 - Assistant professors	46.56 %	53.44 %
3 - Senior assistant professors	40.64 %	59.36 %
4 - Associate professors	45.78 %	54.22 %
5 - Professors	31.18 %	68.82 %

Degree	Percentage of women	Percentage of men
Bachelor’s degrees awarded	46.5 %	53.5 %
Master’s degrees awarded	51.7 %	48.3 %
Doctoral/Phd degrees awarded	41.8 %	58.2 %

Data source: WU Personnel Office, as of December 31, 2022, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of May 31, 2023

WU is committed to addressing and including all genders. For this report, the following categories were collected: female, male, and diverse.

For the reporting year 2022, the raw personnel data do not include any entries in the “diverse” category.

The data on WU’s students do include persons whose gender was recorded as “diverse.” However, for data protection reasons, the Equal Opportunities Report nevertheless presents the data in binary form only in all areas, in accordance with the recommendations of Statistics Austria’s guidelines for the production of statistics, as summarized in the guide for drafting intellectual capital reports (WBV-Arbeitsbehelf), version 16.0, issued by the Federal Ministry of Education, Science and Research. The data will therefore be presented in binary format until the relevant provisions of the applicable regulations are amended.

Important developments in 2022:

- The percentage of women in senior faculty positions (**full professors**) reached a new high of 31%. The percentage of women among newly recruited professors was 67%. In total, three people were appointed full professors pursuant to § 98 of the Universities Act and started working at WU in 2022, including two women and one man. However, due to the small size of the absolute numbers (n[*female professors*]=33.69) and the underlying total number of employees in this personnel category (n[*professors*]=108.04), short-term fluctuations in these percentages should be interpreted with caution, as any individual female professor who leaves the university or goes on a leave of absence is enough to significantly change this ratio. WU is implementing a number of measures to further increase the percentage of women in senior faculty (see our web pages on [equal opportunities and gender equality](#)).
- The percentage of women at the **associate professor level** also continued to rise in 2022, climbing to 46% (up from 40% in 2021).
- The percentage of women at the **senior assistant professor level** moved in the opposite direction. The percentage of women in this category decreased to 41%, down from 54% in the previous year.
- In the previous years, the percentage of women in **tenure-track positions**¹ has always been 50% or more. In 2022, 51% of all tenure-track positions were held by women. This development is due to special support measures that are in place. Among other things, a total of 14 habilitation positions have been advertised exclusively for women since 2007.
- The downward trend in the percentage of women at the level of **teaching and research associates and post-docs** observed in recent years has not continued, at least not in the case of post-docs. The percentage of women in this category rose from 44% to 46%. Among the teaching and research associates, the percentage of women remained stable at 49%.
- In 2022, the percentage of women among applicants for **research funding** increased significantly from 36% to 45%. It is noteworthy that the share of the funding volume awarded to women continued to increase in 2022: At 52%, as in the previous year, the share of the funding volume awarded to women was significantly higher than the percentage of women applicants (45%).
- At the second and third **management levels in WU’s administrative staff**, the share of women developed in opposite directions: At the second management level

¹ Tenure-track positions are initially fixed-term positions subject to fulfillment of a qualification agreement, which then automatically results in permanent employment.

(heads of WU's service units), the share of women among the management personnel rose to 45%, while at the third management level (heads of individual divisions within service units) the share of women further declined to 44%. There is still a considerable gap between these figures and the overall percentage of women among WU's administrative staff (66%).

- In terms of **degrees awarded** at WU, last year's positive development at the bachelor's, master's, and PhD/doctorate levels continued only in part: The percentage of bachelor's degrees awarded to women decreased and was just under 47% in 2022, the percentage of master's degrees awarded to women increased to around 52%, and the percentage of PhD/doctoral degrees awarded to women fell to pre-2021 levels again at around 42%.
- In the **student population**, the percentage of women among WU's bachelor's students decreased slightly to 46% in 2022. There was also a slight decrease in the percentage of women among master's students (48%), while the percentage of women among PhD/doctoral students increased slightly (44%).

Legal and copyright information:

Data source: WU Personnel Office, SAP

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