



G.A. No. 611034

Project acronym **TRIGGER**

Project title: **TRansforming Institutions by Gendering contents
and Gaining Equality in Research**

**Seventh FRAMEWORK PROGRAMME
Specific programme 'Capacity'
Work programme 'Science in Society'**

FP7-SCIENCE-IN-SOCIETY-2013-1

Deliverable D.4.5.

**Report on the 1st year statistical analysis of the respective
situation of women and men among staff and students at UPD**

Due date of deliverable: 31/12/2014

Actual submission date: 19/12/2014

Start date of project: 01.01.2014

Duration: 48 months

Organisation name of the WP leader: UPD

Organisation name of lead contractor for these deliverables: UPD

Project co-funded by the European Commission within the Seventh Framework Programme (2007-2013)		
Dissemination Level		
PU	Public	X
PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission)	

The action 4.1.1. Annual statistical analyses to assess respective situations of women and men among staff and students for the 1st year unfolded from August to November 2014 with the collaboration of the administration of the University Paris Diderot. This deliverable, which is articulated in two parts, allows an overview of the repartition by sex of the students and the staff, as well as the different steps to get the required data and some perspectives of continuation.

Introduction

To establish statistics by sex for both students and staff at the UPD, two sources are available:

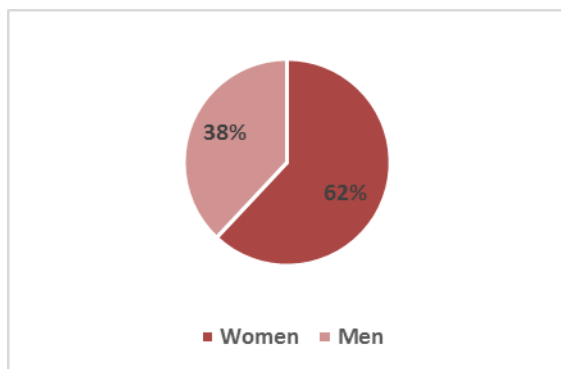
- the annual database of the registered persons at the University produced by the Office for students' registration of UPD;
- the annual social assessment of the University produced by the Human Resources Department of the University Paris Diderot-Paris 7 which gives information about the total staff.

The 2013 database for students was easily accessible. But for staff, it was more complicated. It had to be validated by the University's technical committee in November. Finally, we were allowed to get this data on condition we did not communicate its results before December.

I – Students

For the 2013 academic year, the population of ParisDiderotUniversity was mainly feminine (graphs I.1 and I.2): out of the 29,807 students, there were 62 % are women, which is a higher proportion than for French universities in general at 58 %.

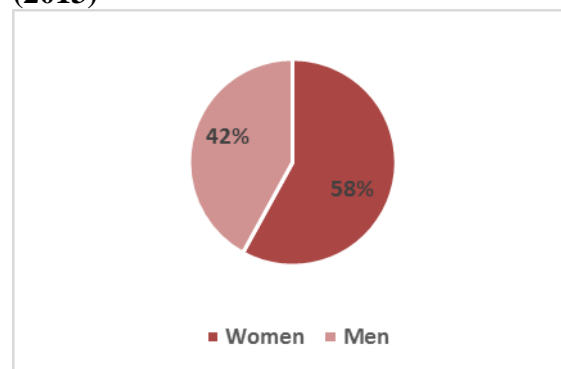
Graph I.1 – Gender distribution of the students at Paris-Diderot (2013)



Field: all the 29,807 students of the University Paris Diderot-Paris 7 in 2013.

Sources: Office for students' registration of the University Paris Diderot-Paris 7.

Graph I.2 – Gender distribution of the students in the French universities (2013)



Field: all the students in French universities (metropolitan + overseas department) in 2013.

Sources: Ministère de l'Education nationale, de l'Enseignement supérieur et de la Recherche, « Repères et références statistiques sur les enseignements, la formation et la recherche en 2013 » edited in 2014.

We define four categories of students at the University:

- neo-entrants: students who enrolled at Paris Diderot for the first time in 2013 but who obtained their baccalaureate (bac) before 2013. They may have been students elsewhere in former years. Students without the bac are not considered in this category.
- new students: students who enrolled for the first time in 2013 following a 2013 bac.
- foreigners students other than French nationals whose secondary education took place outside France, implying they hold a diploma other than a baccalaureate.
- others: all the other students who did not fit in any of the previous categories, it means students who enrolled before 2013.

According to the observed category, the proportion of women may change slightly but remains close to the average figure of 62 % (table I.1). The largest proportion is found among new students (64 %) and the smallest one among foreigners (60 %).

Table I.1 – Gender distribution according to the student categories (2013)

Studentcategories	Studentnumbers	Proportion of women, in %
Neo-entrant	5,883	61
New students	3,669	64
Foreigner	4,709	60
Total	29,807	62

Field: all the 29,807 students of the University Paris Diderot-Paris 7 in 2013.

Note: as the category “others” brings together very different people, we decided not to analyze it to avoid any wrong reading.

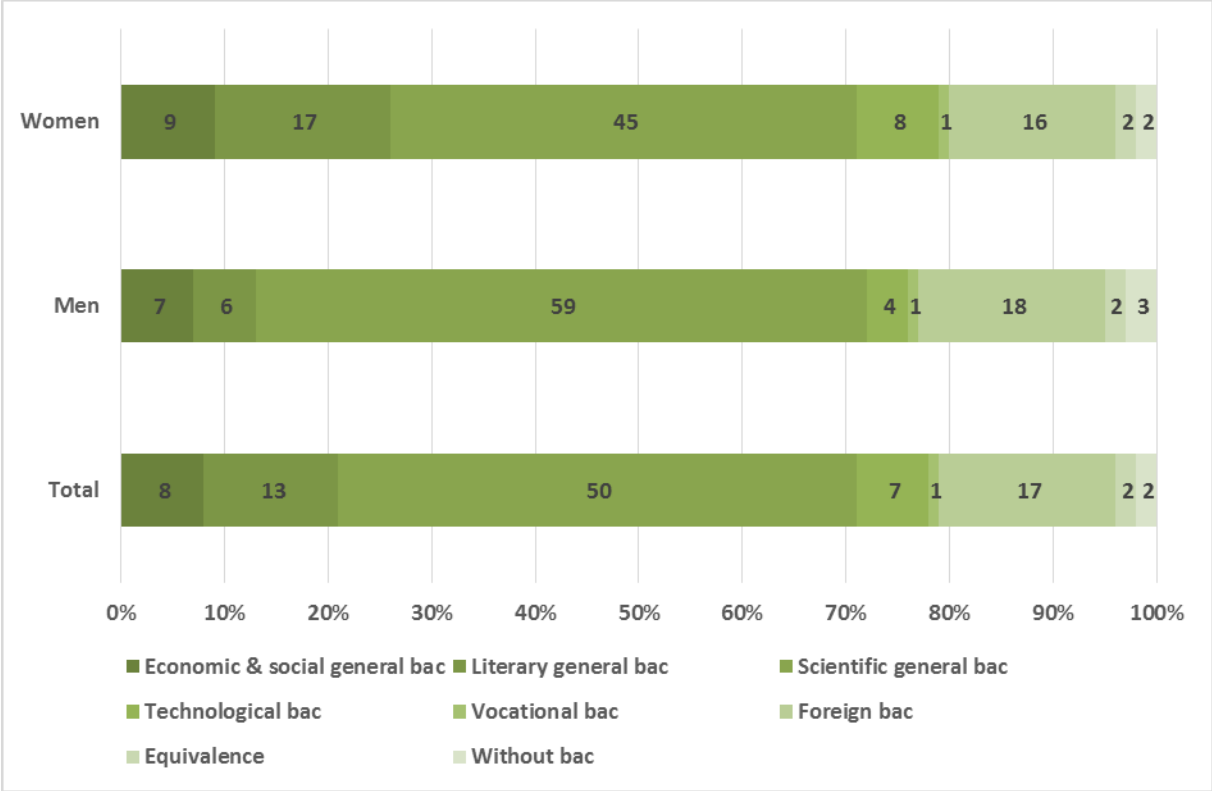
Sources: Office for students’ registration of the University Paris Diderot-Paris 7.

The bac in science is the most common for both sexes (graph I.3), although with a major discrepancy as 59 % of male students against 45 % of female students hold it. The other major difference (11%) is with the bac in humanities: 17 % of female students against only 6% of men.

“Medicine and odontology” is the dominant field of the University (graph I.4): almost four out of ten students are enrolled in this field, which ranks first among men and women. But gender differences appear if we look at the other fields. When “Sciences and technology” (ST) is equal first for men, these studies are followed by only 17 % of the women being 18 percentage points smaller than men. Women are more likely to choose “Arts, literature, languages” (ALL): over one fifth of them are in this field when only 14 % of the men are concerned.

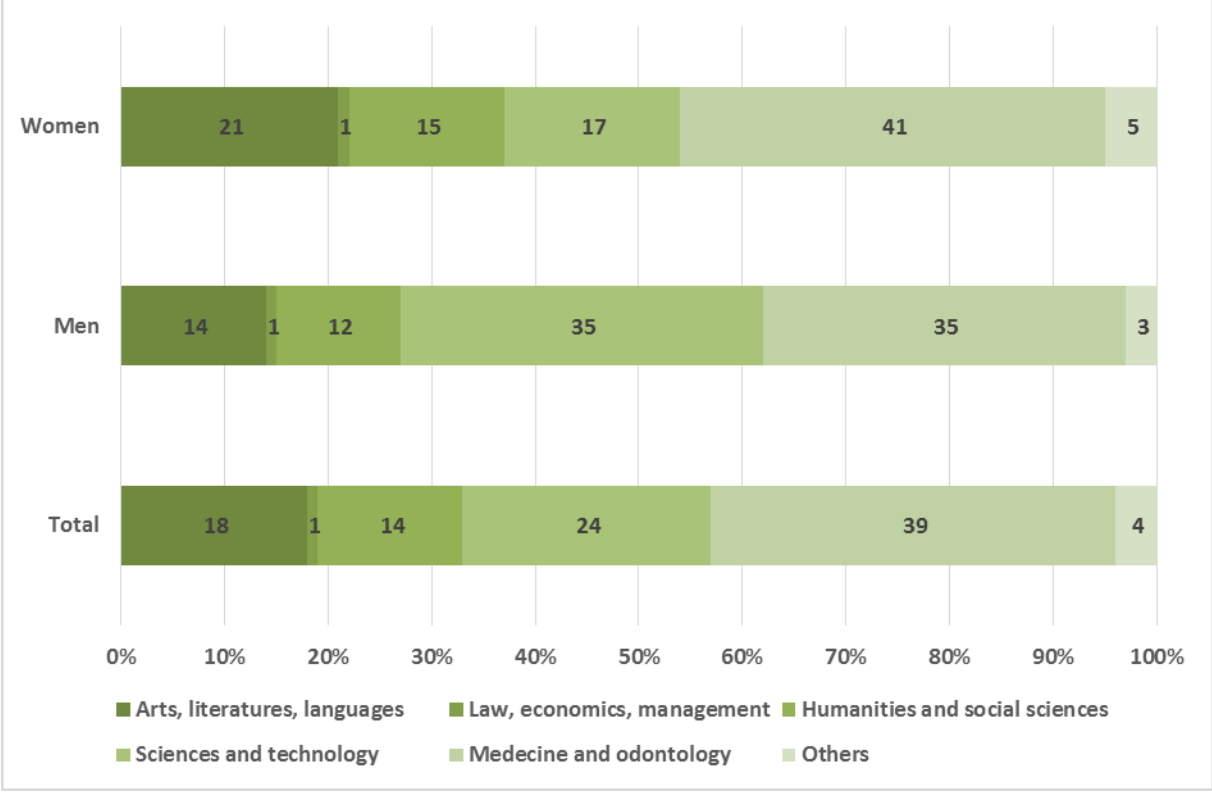
If we look at the gender distribution among each field (graph I.5), we can see there are two type of studies where the proportion of men is bigger than on average: “Sciences and technology” and “Law, economics, management” (LEM) with respectively 56 % and 48 % of men. On the other hand the much feminized fields are “Arts, literature, languages” and “Humanities and social sciences” (HSS) with respectively 72 % and 69 % of women when the average of the University is 62 %.

Graph I.3 – Bacalaureate distribution according to the student sex, in % (2013)



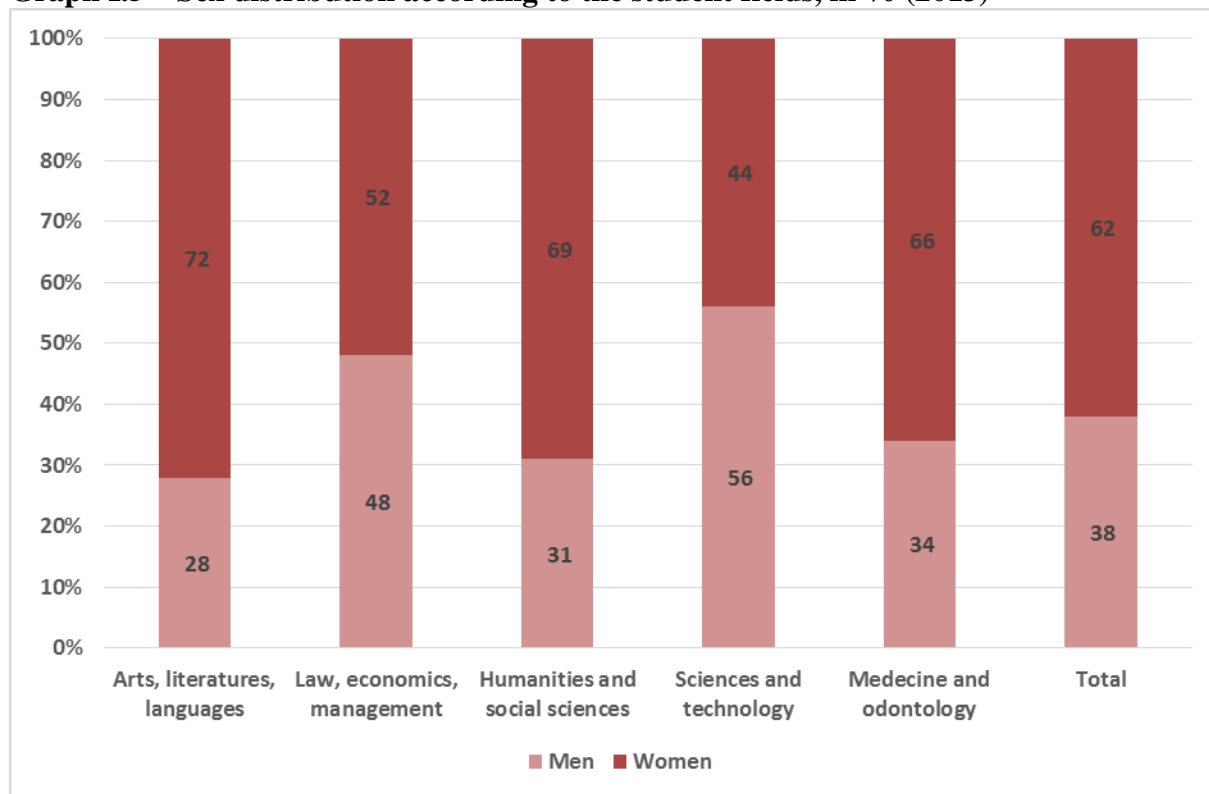
Field: all the 29,807 students of the University Paris Diderot-Paris 7 in 2013.
Sources: Office for students’ registration of the University Paris Diderot-Paris 7.

Graph I.4 – Field distribution according to the student sex, in % (2013)



Field: all the 29,807 students of the University Paris Diderot-Paris 7 in 2013.
Sources: Office for students’ registration of the University Paris Diderot-Paris 7.

Graph I.5 – Sex distribution according to the student fields, in % (2013)



Field: all the 29,807 students of the University Paris Diderot-Paris 7 in 2013.

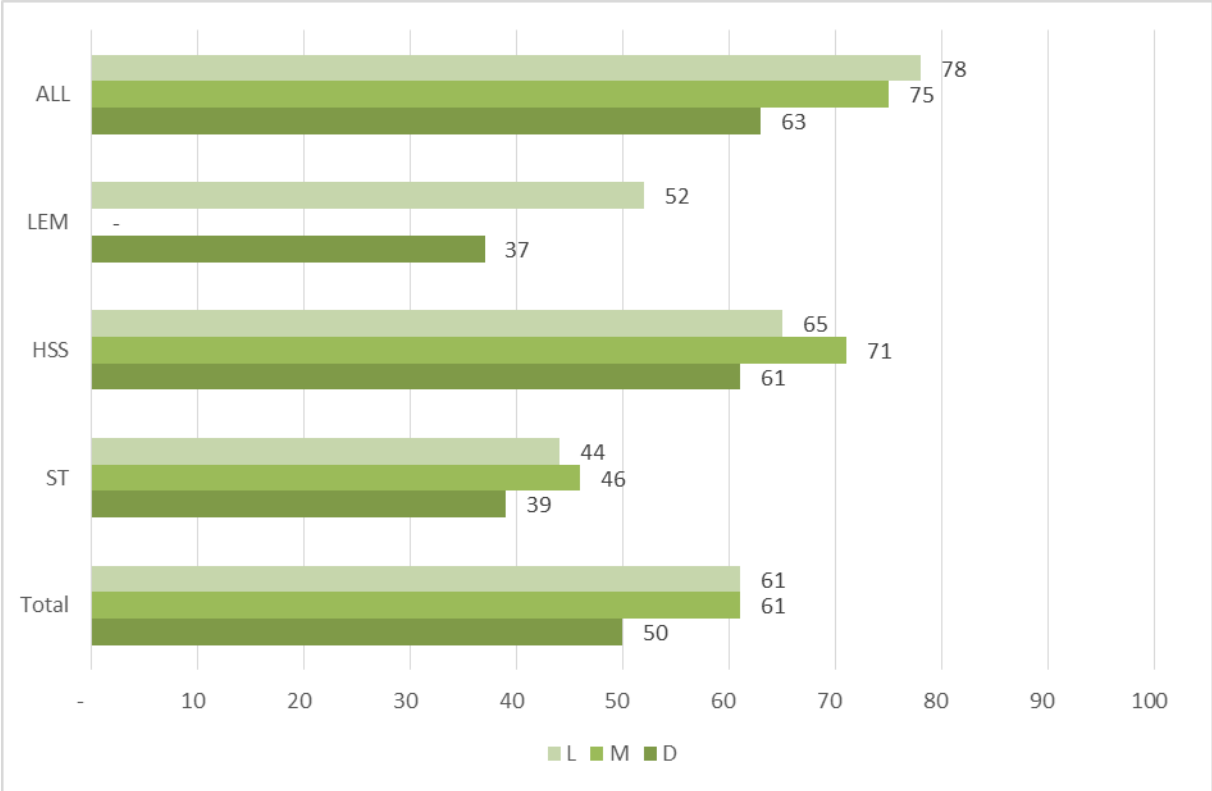
Note: as the category “others” brings together very different people, we do not analyze it to avoid any wrong reading.

Sources: Office for students’ registration Diderot-Paris 7.

Even if some fields are more or less feminized, one fact is verified in all instances: the higher the academic degree, the fewer the women (graph I.6). The gap is particularly clear between master’s degree and doctorate: the average loss is slightly over 10 percentage points. This observation is also true for the most feminized field “Arts, literatures, languages”: even if over three quarters of undergraduate ALL students are women, this share decreases by 15 percentage points in doctorate with 63 % of women.

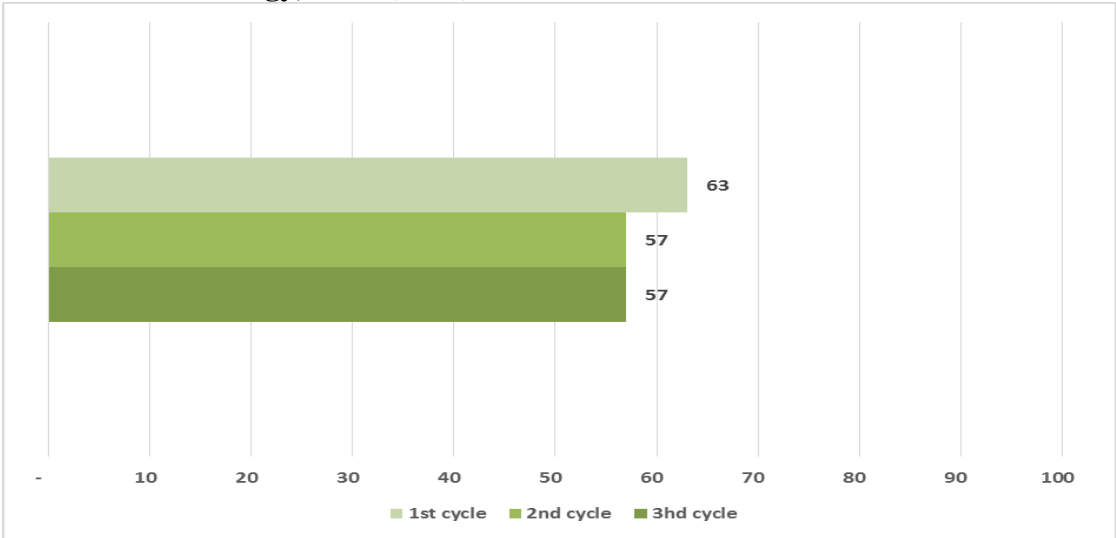
Analyzing gender distribution evolution over the years is less easy for medical students. According to the kind of medical studies, the years of studies are not the same. For example nursing school lasts between one and three years when a specialized diploma can take up to five years. So it would not be interesting to analyze the evolution for such heterogeneous kinds of studies. We can only see the gender distribution for the general course in medicine and odontology which can be divided in three cycles (graph I.7). Once again the share of women dwindles when the years of studying increase.

Graph I.6 – Proportion of women according to the student fields and the academic degree for the LMD¹ students, in % (2013)



*Field: all the 15,251 LMD students in ALL, LEM, HSS or ST of the University Paris Diderot-Paris 7 in 2013.
Sources: Office for students' registration of the University Paris Diderot-Paris 7.*

Graph I.7 – Proportion of women according to the academic degree for the students in medicine and odontology, in % (2013)



*Field: all the 4,669 students in general course in medicine and odontology of the University Paris Diderot-Paris 7 in 2013.
Sources: Office for students' registration of the University Paris Diderot-Paris 7.*

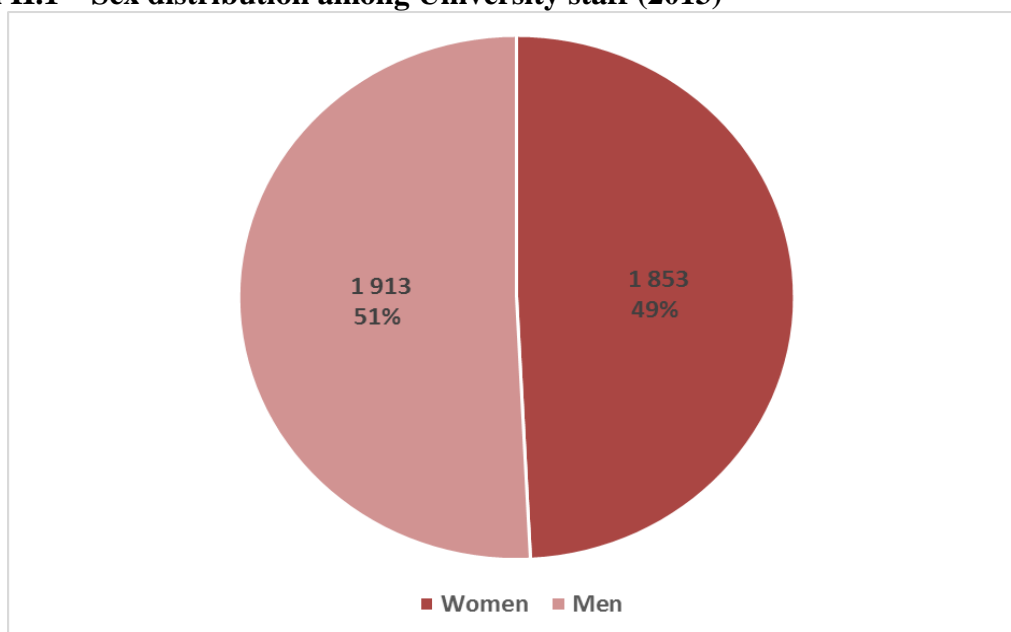
¹ LMD is the acronym derived from Licence, Master, Doctorat in French, meaning Bachelor, Master, Doctorate in English.

II – Researchers corps and administrative positions

Gender distribution among total University staff is almost equal: out of the 3,766 employees 49 % are women and 51 % are men (graph II.1). But gender inequalities appear if we look at the different professions in detail. To observe this we analyzed the difference in positions according to:

- staff categories: teachers and teachers-researchers, or administrative and technical staff;
- contracts: the ones for civil servants, or the ones for fixed-term contracts which are more unstable.

Graph II.1 – Sex distribution among University staff (2013)



Field: all the 3,766 civil servants and fixed-term contract employees of the University Paris Diderot-Paris 7 at the 31 December 2013.

Sources: Human Resources Department of the University Paris Diderot-Paris 7.

Among administrative and technical staff, the proportion of women is higher by 12 percentage points than on average (61 %). On the other hand, the proportion of women among teachers and teachers-researchers is quite low with a share of 43 % (table II.1). For this last category, it is even lower if we look at the different contracts: there are only 39 % of women among civil servant teachers and teachers-researchers.

Civil servants are a majority in Paris-Diderot (graph II.2) with a share of 63 % among University staff. Men more concerned than women (respectively 64 % for the former against 61 % for the latter).

Table II.1 – Gender distribution according to the University staff categories (2013)

University staff categories	Type of contracts	Paris-Diderot University (*)		All French higher education institutions (**)	
		Numbers, women& men	Proportion of women, in %	Proportion of women, in %	
Administrative & technical staff	Civil servant		969	61	63
		A	300	59	x
		B	265	63	x
		C	404	61	x
	Fixed-term contract	299	60	56	
	Sub-total	1,268	61	63	
Teacher & teacher-researchers	Civil servant		1,385	39	38
		Professor	588	27	x
		Assistant professor	745	48	x
		Secondary education teacher	52	52	x
	Fixed-term contract	1,113	49	35	
		Sub-total	2,498	43	38
Total			3,766	49	48

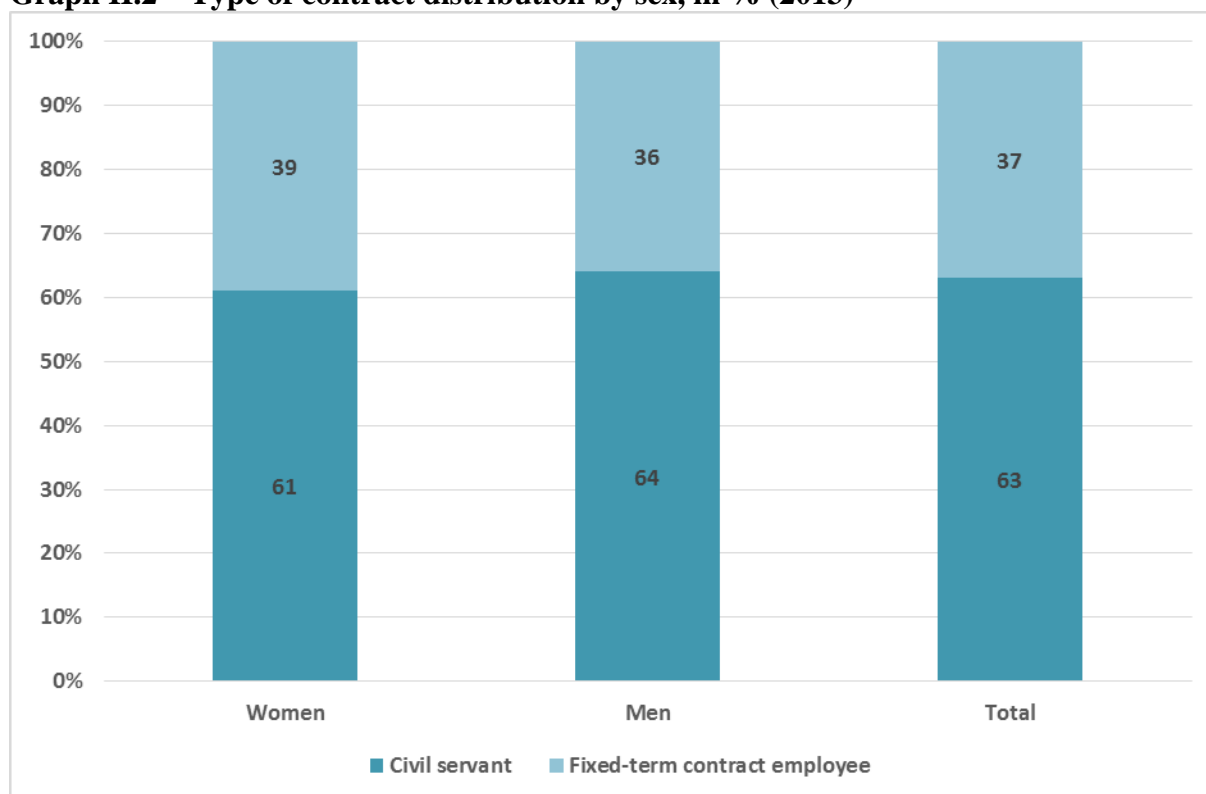
Field: all the 3,766 civil servants and fixed-term contract employees of the University Paris Diderot-Paris 7 at the 31 December 2013.

Sources:

(*) Human Resources Department of the University Paris Diderot-Paris 7

(**) Ministère de l'Éducation nationale, de l'Enseignement supérieur et de la Recherche, « Repères et références statistiques sur les enseignements, la formation et la recherche en 2013 » edited in 2014

Graph II.2 – Type of contract distribution by sex, in % (2013)

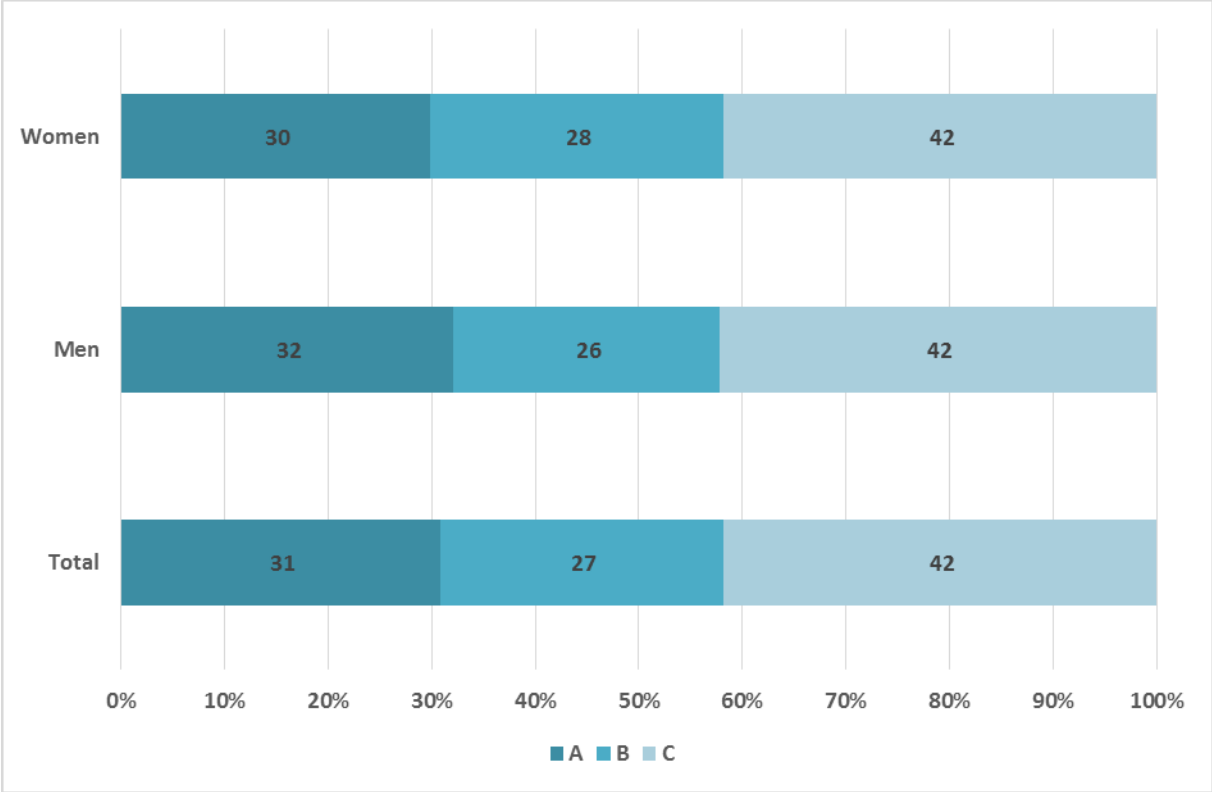


Field: all the 3,766 civil servants and fixed-term contract employees of the University Paris Diderot-Paris 7 at the 31 December 2013.

Sources: Human Resources Department of the University Paris Diderot-Paris 7.

Even if women are a majority among the administrative and technical civil servants (61 %), it seems they are also penalized in this sub-population (graphic II.3). Three main categories make up this staff: A (the highest in hierarchy and salary scales), B and C (the lowest). For both sexes the proportion of C is equal (42 %), but it is different for the other categories. There are a little bit more the A category among men is slightly higher (by 2 percentage points) and slightly lower for the B category among women (by 2 percentage points).

Graph II.3 – Category distribution by sex for the civil servants of the administrative and technical staff, in % (2013)



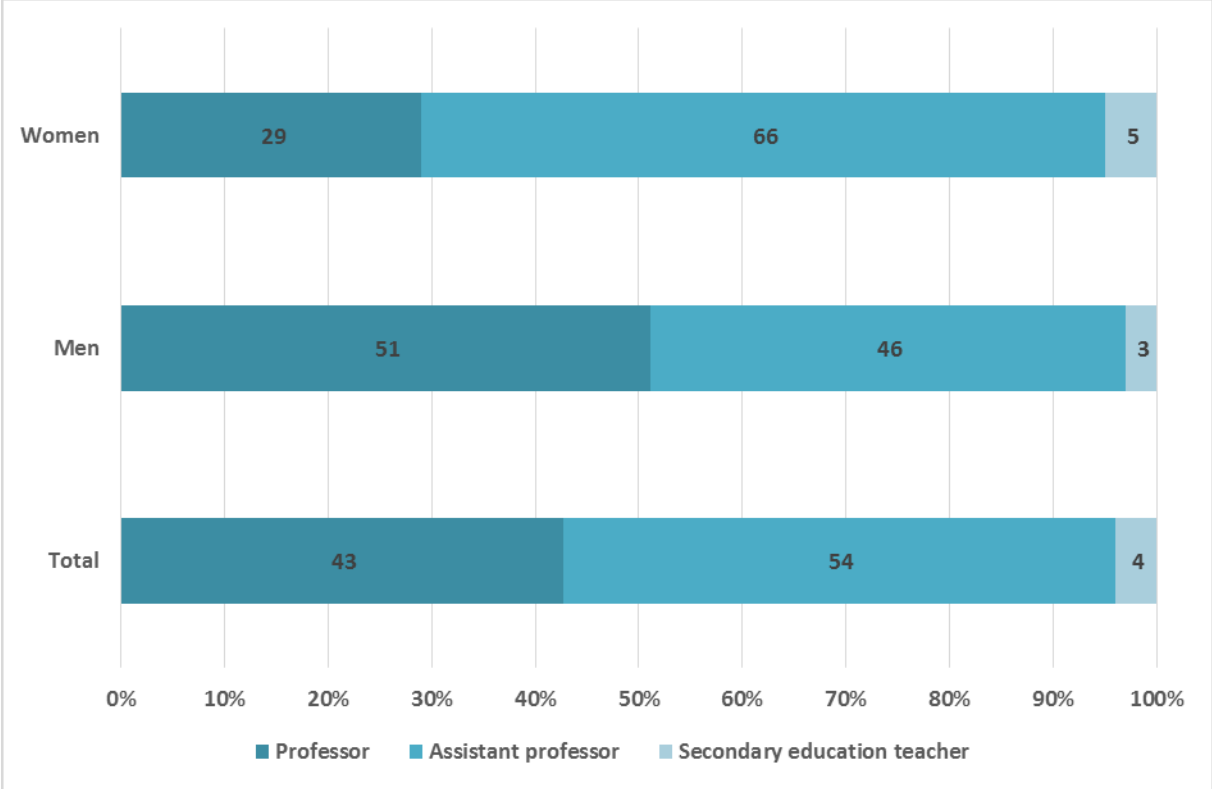
Field: all the 969 civil servants of the administrative and technical staff of the University Paris Diderot-Paris 7 at the 31 December 2013.

Sources: Human Resources Department of the University Paris Diderot-Paris 7.

Among civil servants teachers and teachers-researchers, women are affected by a double discrimination (graph II.4). Here, three other categories make up this staff: professors (the highest in the hierarchy and salary scales), assistant professors and secondary education teachers (the lowest). We have already seen that women are a minority in this sub-population (table II.1). Furthermore they do not have access to the university top jobs: only 29 % of them are professors when more than half the men are concerned (51 %).

On average, the civil servant population is composed of 48 % of women and 52 % of men. If we look at the research fields by sex, we see that some of them are more female-dominated when others concentrate more male (graph II.5). Indeed scientific fields recruit a majority of men (Mathematics; Physics; Computer Science-CS; Medicine) when women work more in Arts and languages (Applied Intercultural Language Studies-AILS; Literatures, Arts & Film Studies-LAFS; Anglophone studies-AS; Linguistics; East Asian Languages & Civilizations-EALC), sociology (Social Sciences-SS; Geography, History, Social Sciences-GHSS) and psychology (Clinical Human Sciences-CHS). We have to underline that there is one scientific field where women are overrepresented: Life Sciences.

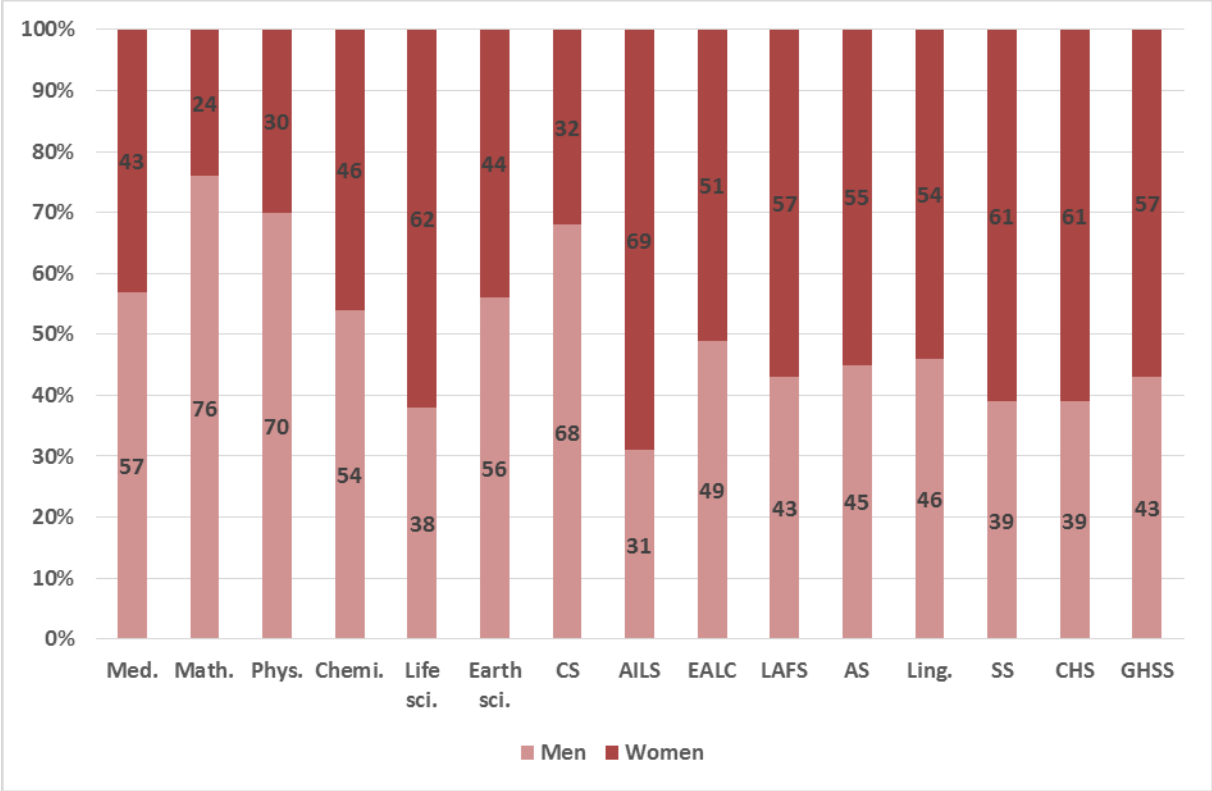
Graph II.4 – Category distribution by sex for the civil servants who are teachers and teachers-researchers, in % (2013)



Field: all the 1,385 civil servants who are teachers and teachers-researchers at the University Paris Diderot-Paris 7 at the 31 December 2013.

Sources: Human Resources Department of the University Paris Diderot-Paris 7.

Graph II.5 – Laboratory distribution by sex for all the civil servants, in % (2009)



Field: all the 2,073 civil servants (teachers and teachers-researchers and administration and technical staff) of the University Paris Diderot-Paris 7 in 2009.

Note: these data are not available for the year 2013, this is why we used the latest available data (2009).

Sources: Human Resources Department of the University Paris Diderot-Paris 7.

Conclusion

Thanks to the discussions with the different services of the UPD, it will be now easier to get up-dated data for the coming years. However, in order to achieve deeper analysis of some points, it would be relevant to have additional information on the staff, such as the laboratory distribution by gender, and to study the evolution of some results throughout the years.

The data collected through this action will be essential for us to promote change in organizational culture and behavior.