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and Gaining Equality in Research**

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Specific programme 'Capacity'
Work programme 'Science in Society'**

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Deliverable D. 4.13

**Report on the final year statistical analysis about proportion of
women and men and retention rates in early career**

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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)	

This deliverable relies on the action 4.6.1. “Annual statistics on recruitments broken down by gender” from the WP4. The data collect was done with the collaboration of the administration of the University Paris Diderot. The deliverable 4.13, which is articulated in two parts, allows an overview of the repartition of the staff recruitment (researchers and administrative staff) by sex.

Introduction

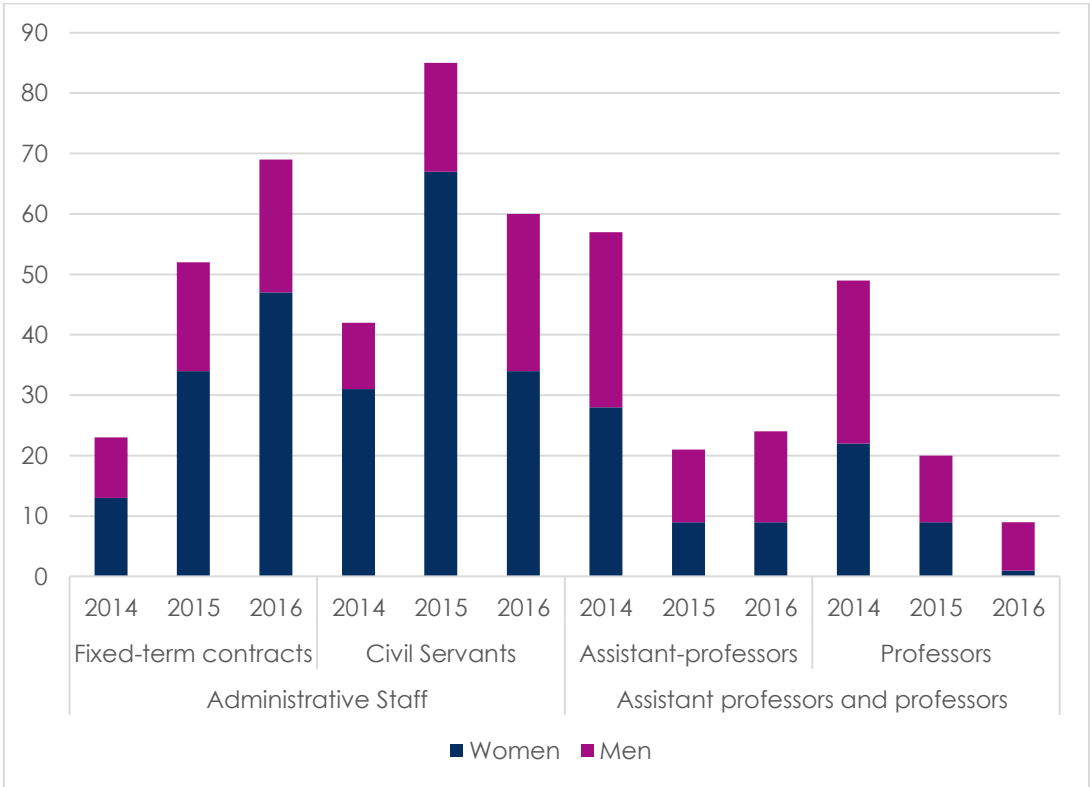
This deliverable is focusing on teachers, teachers-researchers and administrative and technical staff. Those will be broke down by type of contracts (civil servant and fixed-term contract) and by gender.

To establish statistics by sex for the UPD staff, two sources are available:

- The Contests Office of the University Paris Diderot-Paris 7 for the civil servants, both teachers & teachers-researchers and administrative & technical staff for 2016;
- the annual social assessment of the University produced by the Human Resources Department of the UPD which gives information about all the staff for 2014 and 2015;
- The Human Resources Department for the fixed-term contracts of 2016.

The annual social reports for 2014 and 2015 were already in our possession. But the report for 2016 was not yet available. So we contacted the Contests Office for the results of the last civil servants contests and the Human Resources Department to get information about fixed-term contracts.

Graph 1: Recruitments by year and by sex (numbers)



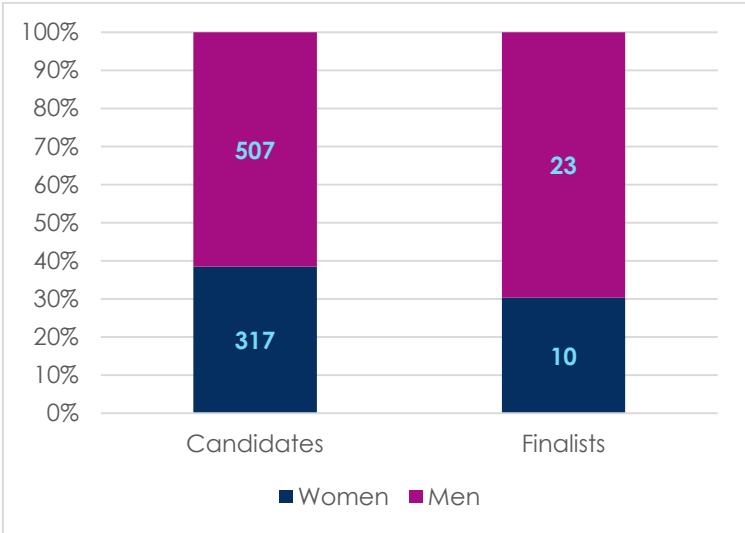
The number of recruitments by year highlights a recent University phenomenon. With the autonomy of universities, the financial budget is decreasing over the years. As a direct consequence, the number of fixed-term contracts is increasing when the more stables and prestigious contracts are decreasing. As a matter of fact, the amount of recruitments in some categories is very low. For

example, in 2016, only 9 full professors were hired. This complicated a little bit the comparison between years.

I- Teachers & teachers-researchers

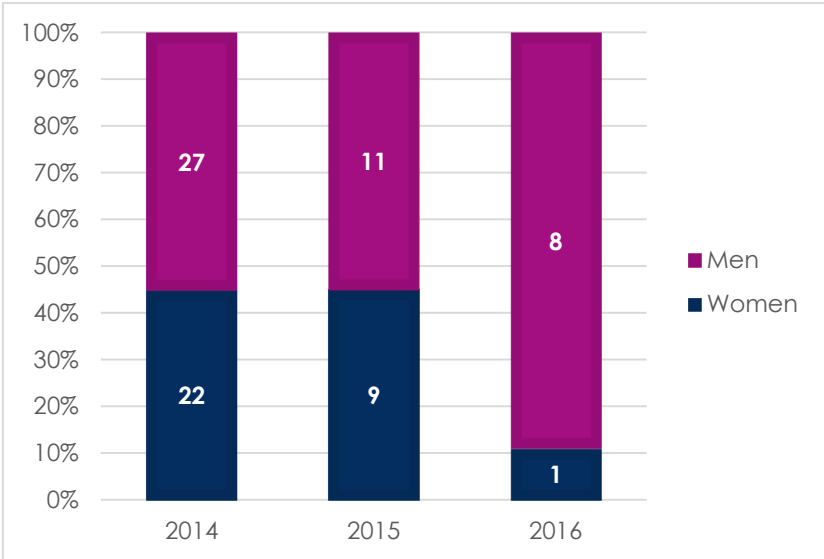
For the deliverable on publications¹, we managed to access the amount of candidates and finalists of teachers-researchers in last hiring competition (Graphl.1).

Graph I.1: Gender distribution of teachers-researchers candidates and finalists in % (2016)



Women do not apply to hiring competition as often as men. We can see in the first graph that even if they are less than 40 % to apply for teacher-researchers positions, they represent only 30 % of the teacher-researchers hired. But this proportion varies according to the position.

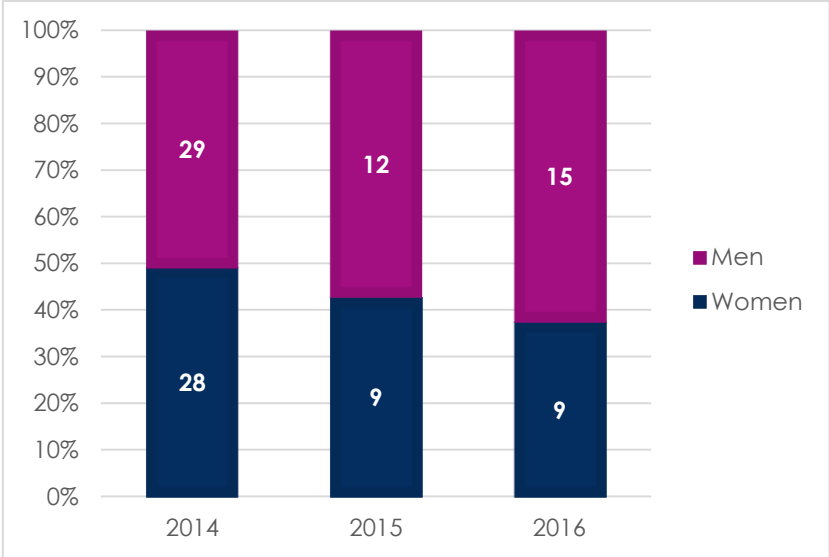
Graph I.2: Gender distribution of professor recruitment in % (between 2014 and 2016)



¹ D.4.10 :Report on women’s publishing activities

The amount of professor recruitments has fallen between 2014 and 2016. However, as they represented between 40 and 50 % of the professor recruitments in 2014 and 2015, women represent less than 10 % of the 2016 recruitments (Graph I.2).

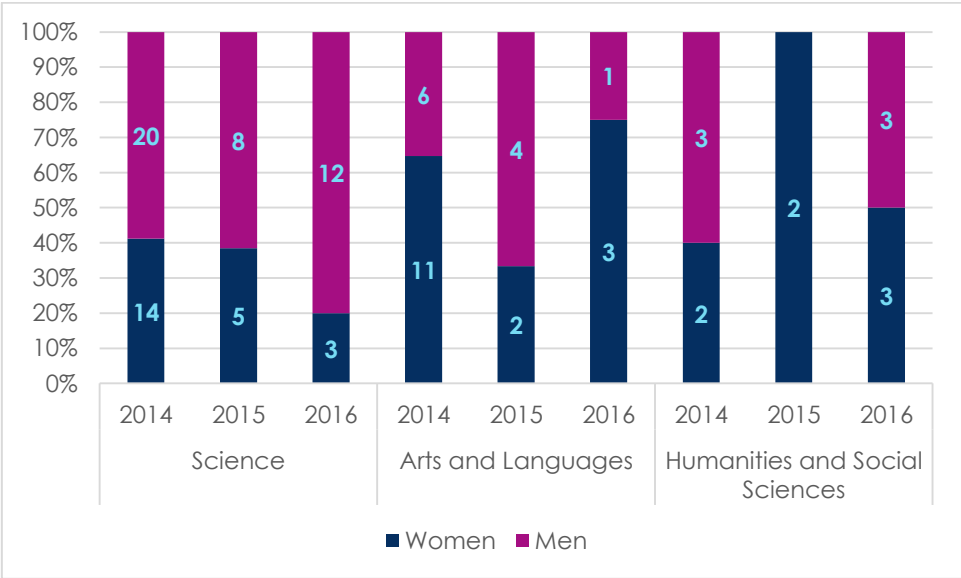
Graph I.3: Gender distribution of assistant-professor recruitments in % (between 2014 and 2016)



Regarding the assistant-professor recruitments, women still represent less and less recruitments per year: 50 % in 2014, near 40 % in 2015 and less than 40 % in 2016 (Graph I.3).

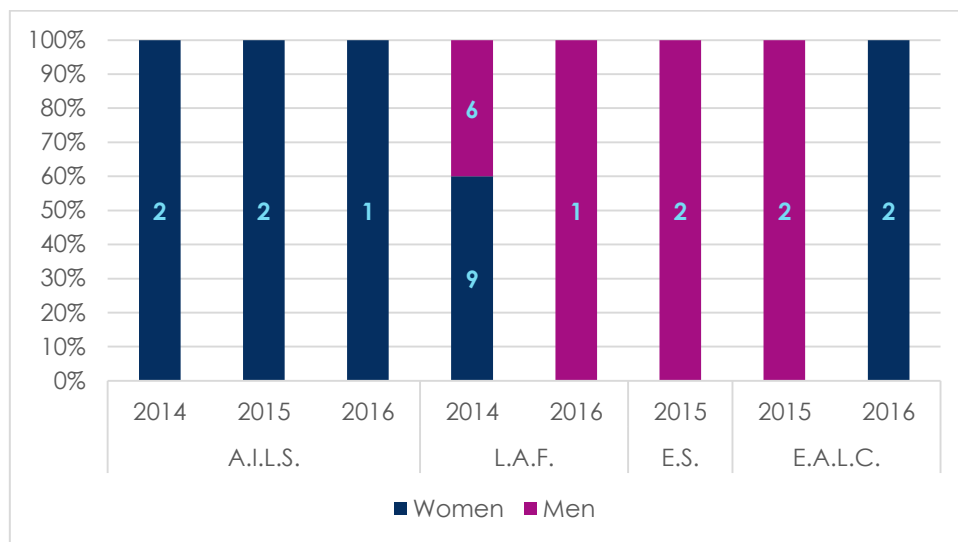
We can also observe that there is a gender distribution variation with the recruitments by field.

Graph I.4: Gender distribution of assistant-professor recruitments by field in % (between 2014 and 2016)



There is a continued drop in the proportion of women recruited in the scientific fields (less than 20 % for 2016 compared to 40% in 2014) while the Art and Languages field have more than 70 % of women in the last recruiting session and the Humanities and Social Sciences field, 50 % (Graph I.4). Besides, those last two fields do not have as much recruitment as the scientific field.

Graph I.5: Gender distribution of assistant-professor recruitments in Arts and Languages fields in % (between 2014 and 2016)²



Let take a more closely look to each of this fields, even if there are very few recruitments. We can observe that even if women are a majority in Arts and Languages, a high proportion of women is not a guarantee of parity in recruitments: in 2015, there were no women recruited for the English Studies (E.S.) and East Asian Languages and Civilizations (E.A.L.C.) sections, and none for the 2016 recruitment in Literature, Art & Film (L.A.F.). Except for the 2014 recruitments in the L.A.F. section, all the other recruitments of assistant-professors are exclusively male or female (Graph I.5).

Graph I.6: Gender distribution of assistant-professor recruitments in Scientifics fields in % (between 2014 and 2016)³

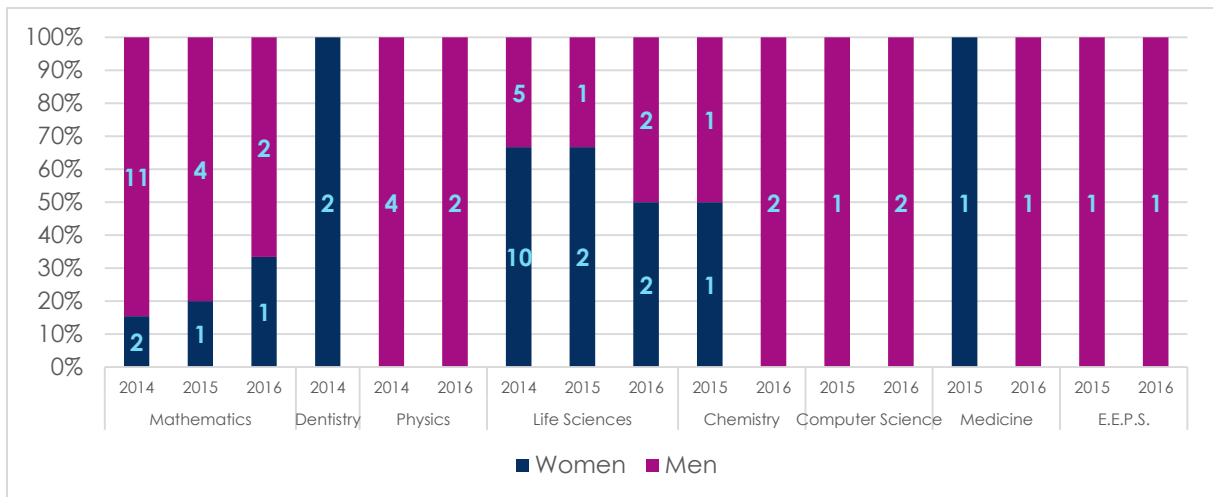
² A.I.L.S.: Applied Intercultural Languages Studies

L.A.F.: Literature, Arts and Film

E.S.: English Studies

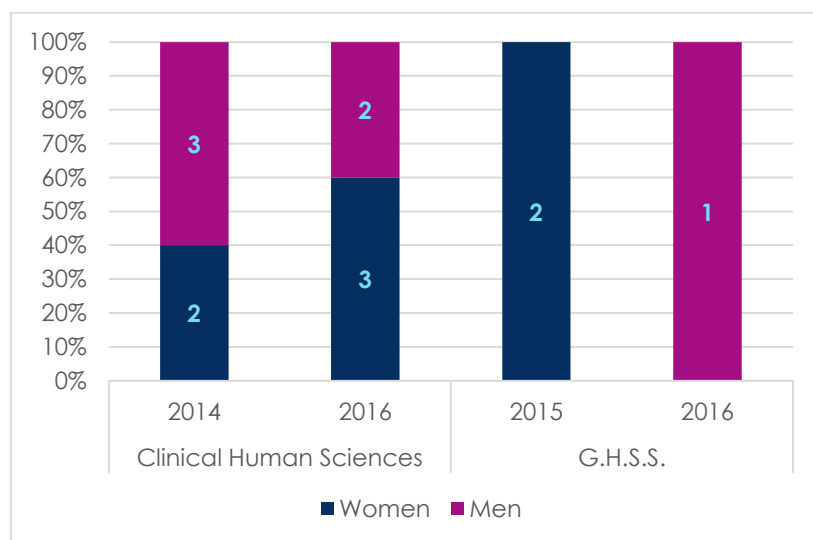
E.A.L.C.: East Asian Languages and Civilizations

³ E.E.P.S.: Earth, Environment and Planetary Sciences



In the Scientific field, Life Sciences is the only one to hire the same amount of men and women for 2016. Mathematics is the only one to improve their proportion of women’s hiring each year even if the number of women hired does not grow (Graph I.6). All the others fields only hired men for 2016.

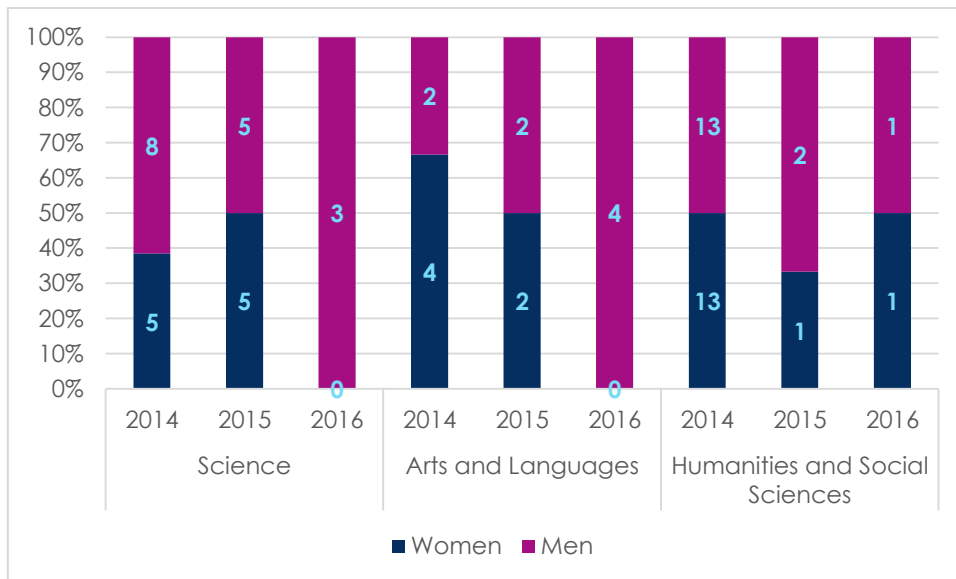
Graph I.7: Gender distribution of assistant-professor recruitments in Humanities and Social Sciences fields in % (between 2014 and 2016)



Humanities and Social Sciences are considered as “feminine” fields. With regard to recruitment, it is stable for Clinical Human Sciences in 2014 and 2016, but the last year, Geography, History and Social Sciences section hired only one person and he was a man (Graph I.7). In contrast, the year before, two women and no men were hired.

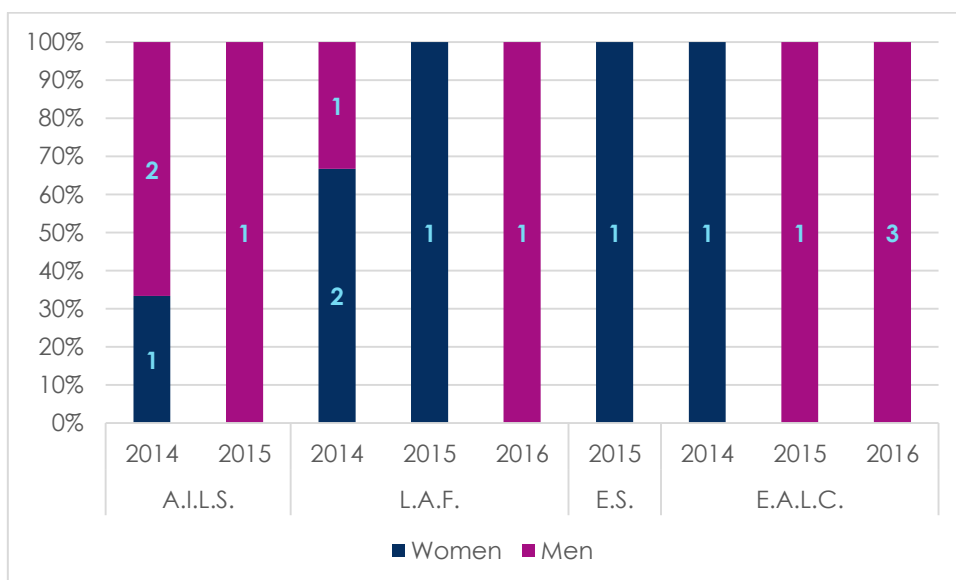
We made the same breakdown for the professors. Only one woman was recruited in 2016, but we are able to see variations over the years.

Graph I.8: Gender distribution of professor recruitment by field in % (between 2014 and 2016)



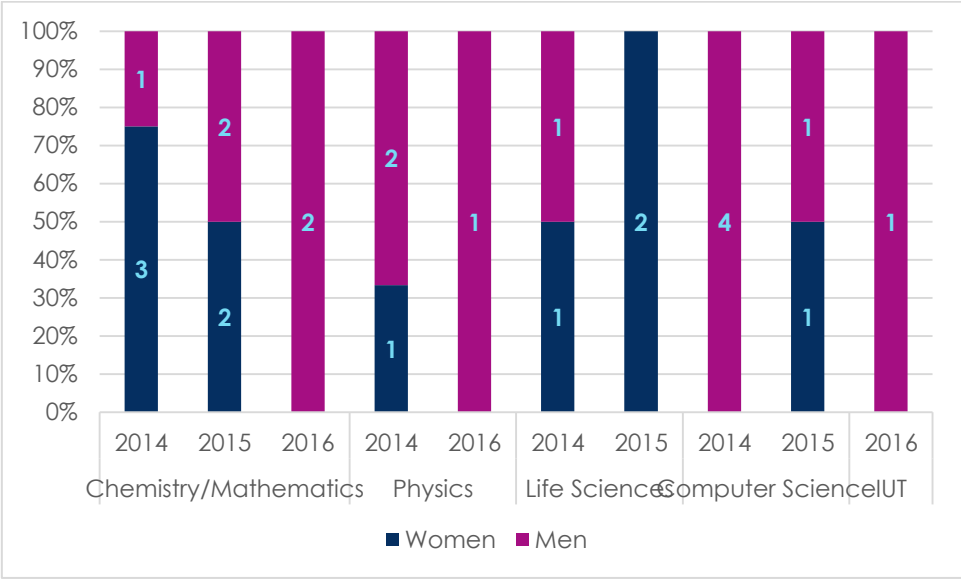
As we said before, only one woman was hired as full professor in 2016 at Paris Diderot and it was in Humanities and Social Sciences. Consequently, it is the only field relatively stable over the years observed in terms of recruitments by sex (Graph I.8). From 2014 to 2016, the proportion of women recruited only differs from 30% to 50% in this field (even if, once again, the amount of recruitments is very low). In Science and Art and Languages fields, no women were hired in 2016 while 3 men were hired in Sciences and 4 in Arts and Languages. It is worth noting that between 2014 and 2015, the proportion of women hired had grown significantly in Science from almost 40% to 50%. In Arts and Languages, the proportion of women hired decreased from 60% in 2014 to 50% in 2015.

Graph I.9: Gender distribution of professor recruitments in Arts and Languages fields in % (between 2014 and 2016)



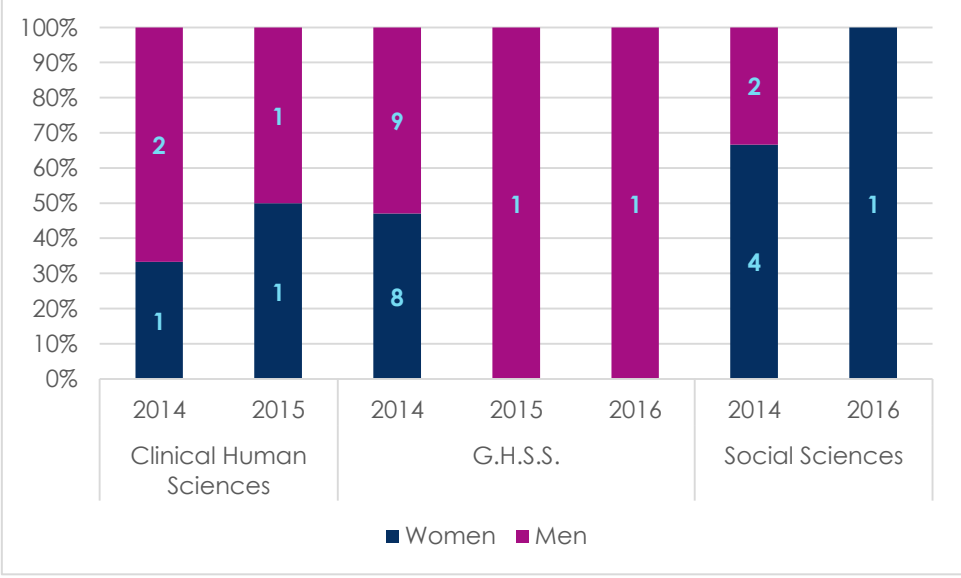
For the Arts and Languages field, apart for the English Studies section, all have recruited only men on their last recruitment sessions (Graph I.9).

Graph I.10: Gender distribution of professor recruitments in Scientifics fields in % (between 2014 and 2016)



As stated above, only one woman was recruited in 2016, and none was in the Sciences fields. But for the 2015’s session, the Chemistry/Mathematics and Computer Science sections recruited the same amount of men and women, and the Life Sciences sections only recruited women (Graph I.10).

Graph I.11: Gender distribution of professor recruitments in Humanities and Social Sciences fields in % (between 2014 and 2016)⁴



For the Humanities and Social Sciences field men are predominant in G.H.S.S. section for the latest recruitments. Meanwhile, women are the only recruitment for the Social Sciences section and a 50/50 recruitment has been done for the Clinical Human Sciences one (Graph I.11).

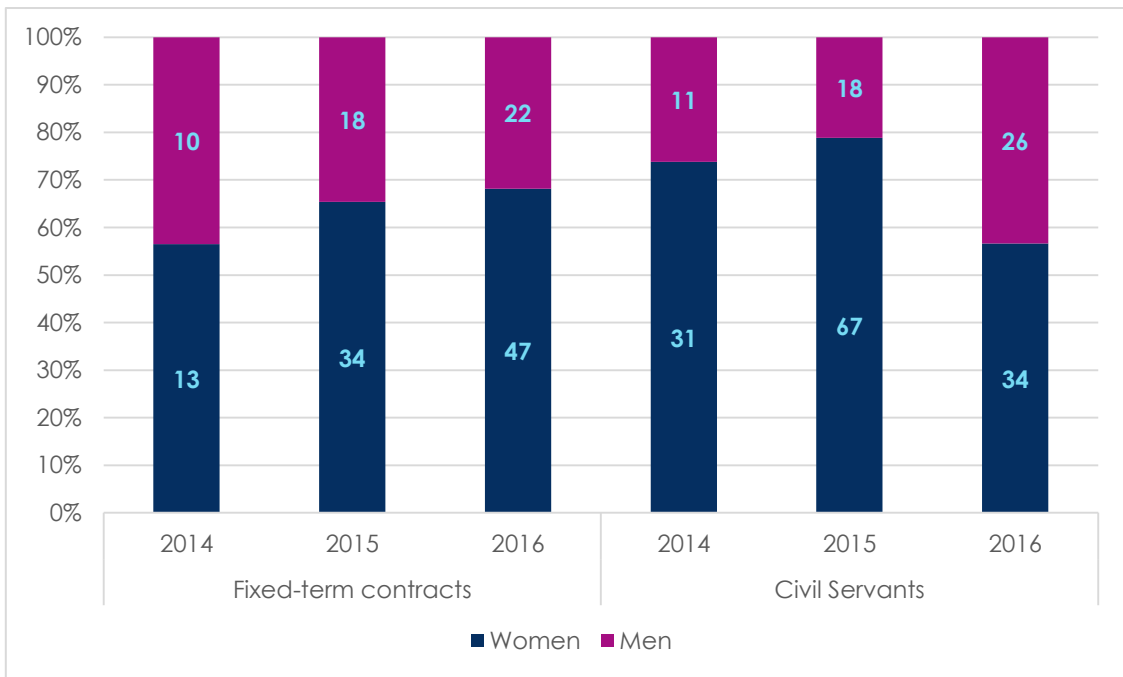
⁴ G.H.S.S.: Geography, History, Social Sciences

II- Administrative and technical staff

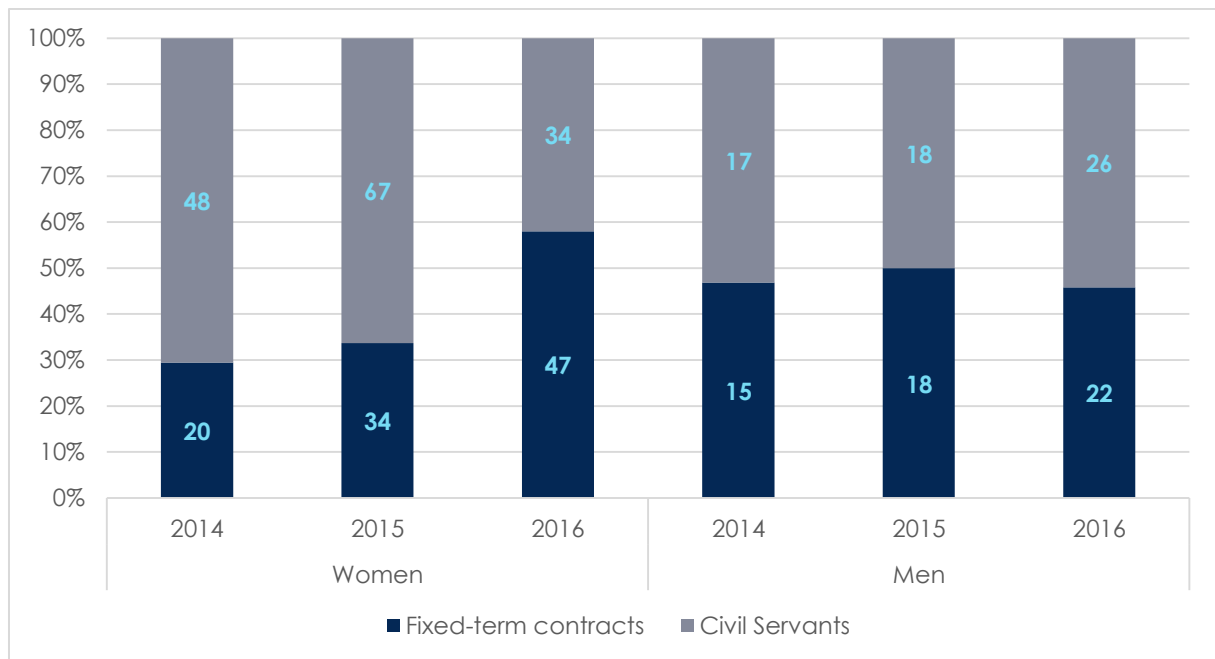
To observe the gender distribution among the university staff, we analyzed the difference in positions according to the contracts. There are two types of contracts in the University:

- Civil servants
- Fixed term contracts (which are more instable)

Graph II.1: Gender distribution of administrative staff recruitments, in % (between 2014 and 2016)



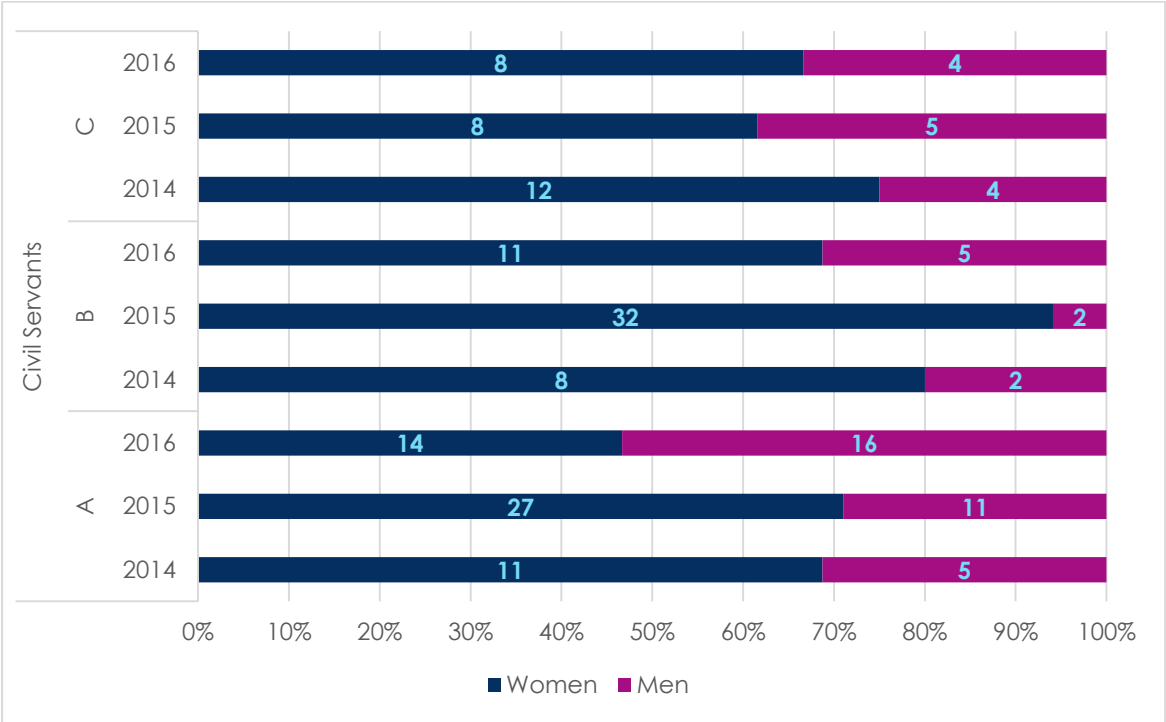
Graph II.2: Type of recruitment by contract and sex, in % (between 2014 and 2016)



A larger number of women were hired in 2016. They represent almost 70% of the fixed-term contracts and almost 60% of the civil servants recruited. But between 2014 and 2016, the proportion of women hired with fixed-term contracts increase while the proportion of women hired as civil servants decrease (Graph II.1). We can add that in proportion, they are largely more recruited for a fix-term contract than men. If we take a look at the Graph II.2, we can see that women were much more recruited as civil servants in 2014 and 2015 (from 60 to 70% of them) than in fixed-term contracts. But in 2016 they are mostly recruited with a fix-term contract (almost 60 % of them). The recruitment has been basically stable for men: 50 % for both kind of contract in 2015 and a little more than 50 % for the civil servant positions in 2014 and 2016 (Graph II.2).

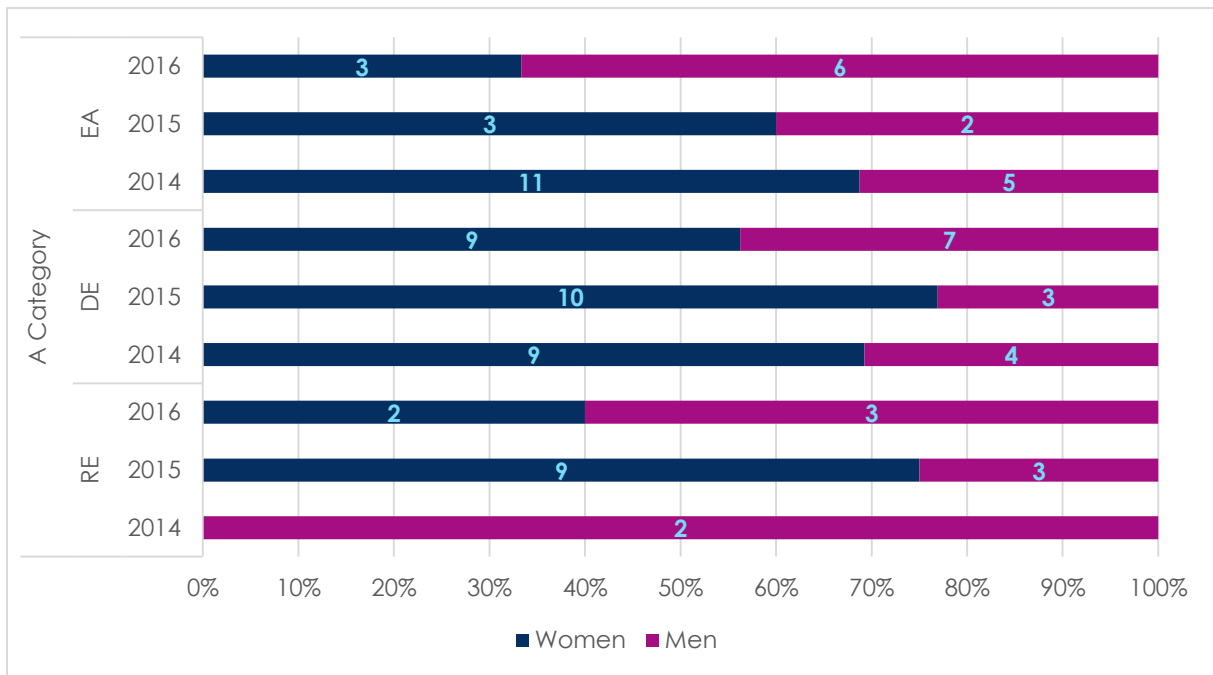
A. Civil Servants

Graph II.3: Gender distribution of the administrative staff (civil servants) recruitments by category, in % (between 2014 and 2016)



The A category is the highest in hierarchy and salary scales of the administrative staff. In 2016, we can observe that more women than men were hired in the lowest categories (B and C). For A and B categories, the proportion of women recruited is decreasing between 2015 and 2016, but it is increasing for the C. In 2016, the only category where men are more hired than women is the A category.

Graph II.4: Gender distribution of the administrative staff contest by type for the A Category (civil servants), in % (between 2014 and 2016)

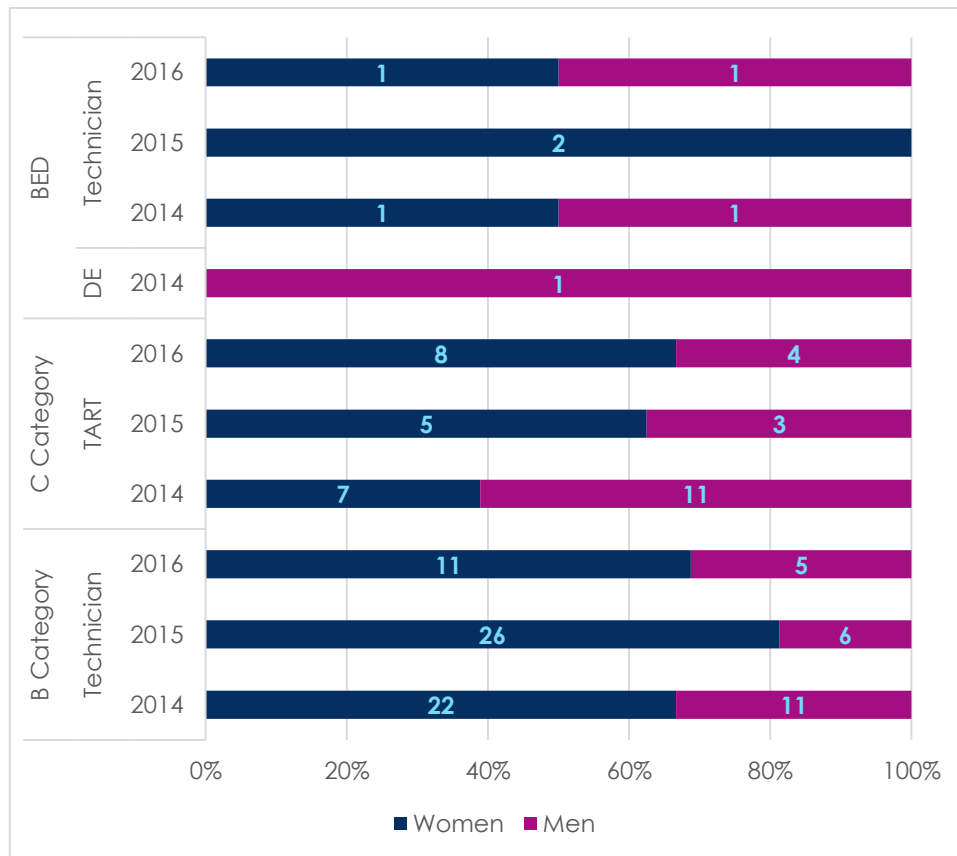


Each category is divided in grades. In the A category, the Engineer Assistant (EA) contest is open to anybody who has two years of study after the Baccalaureate. The Design Engineer (DE) contest is open to those who have three years after this same diploma; and the Research Engineer (RE) one, is open to candidates with a PhD.

Except for the Design Engineer (DE) recruitment, where more than 75% of women were hired, less than 40% of women were hired in both other A grades in 2016 (Graph II.4). But in 2014 and 2015, women were a majority in the three grades recruitments (except for the RE recruitment of 2014 when only 2 men were hired).

Graph II.5: Gender distribution of the administrative staff contest by type for the B, C and BED Categories (civil servants), in % (between 2014 and 2016)⁵

⁵ BED « Beneficiary of Employment Duty »: employers have the duty of a 6% BED workers. BED workers are disabled persons, victims of work accidents or occupational diseases, Beneficiaries of an invalidity or survivor's pension, civilian victims of war, volunteer firefighter, victims of terrorist acts etc.

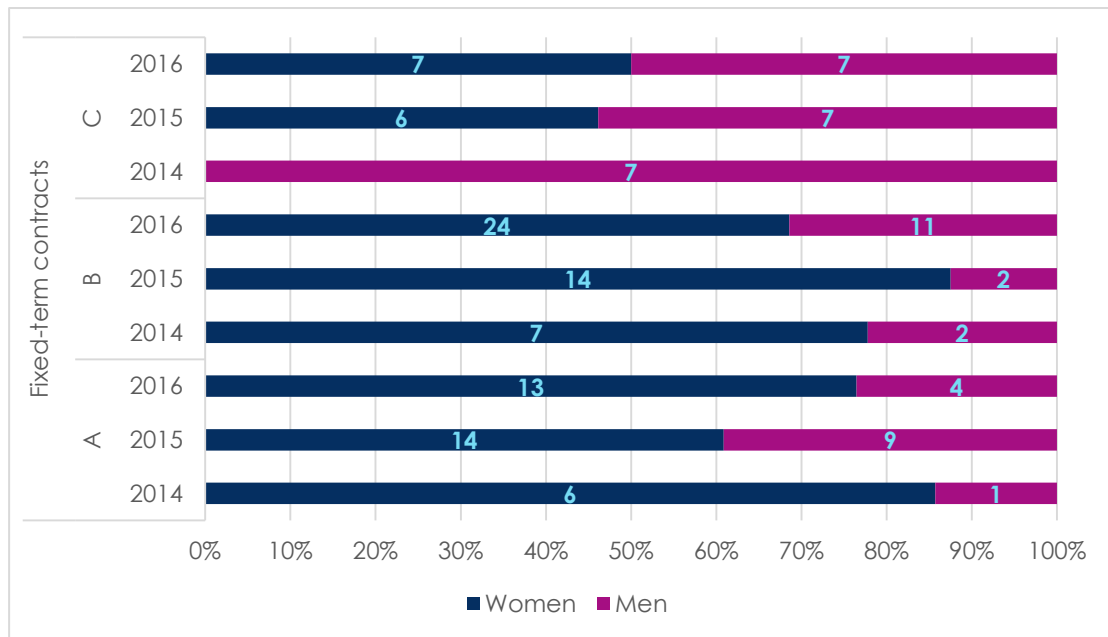


This chart gathers together the contests of the B, C and Beneficiary of Employment Duty (B.E.D.) categories. For all these categories, between 2014 and 2016, women represented approximately 60 % of the staff hired.

B. Fixed-term contracts

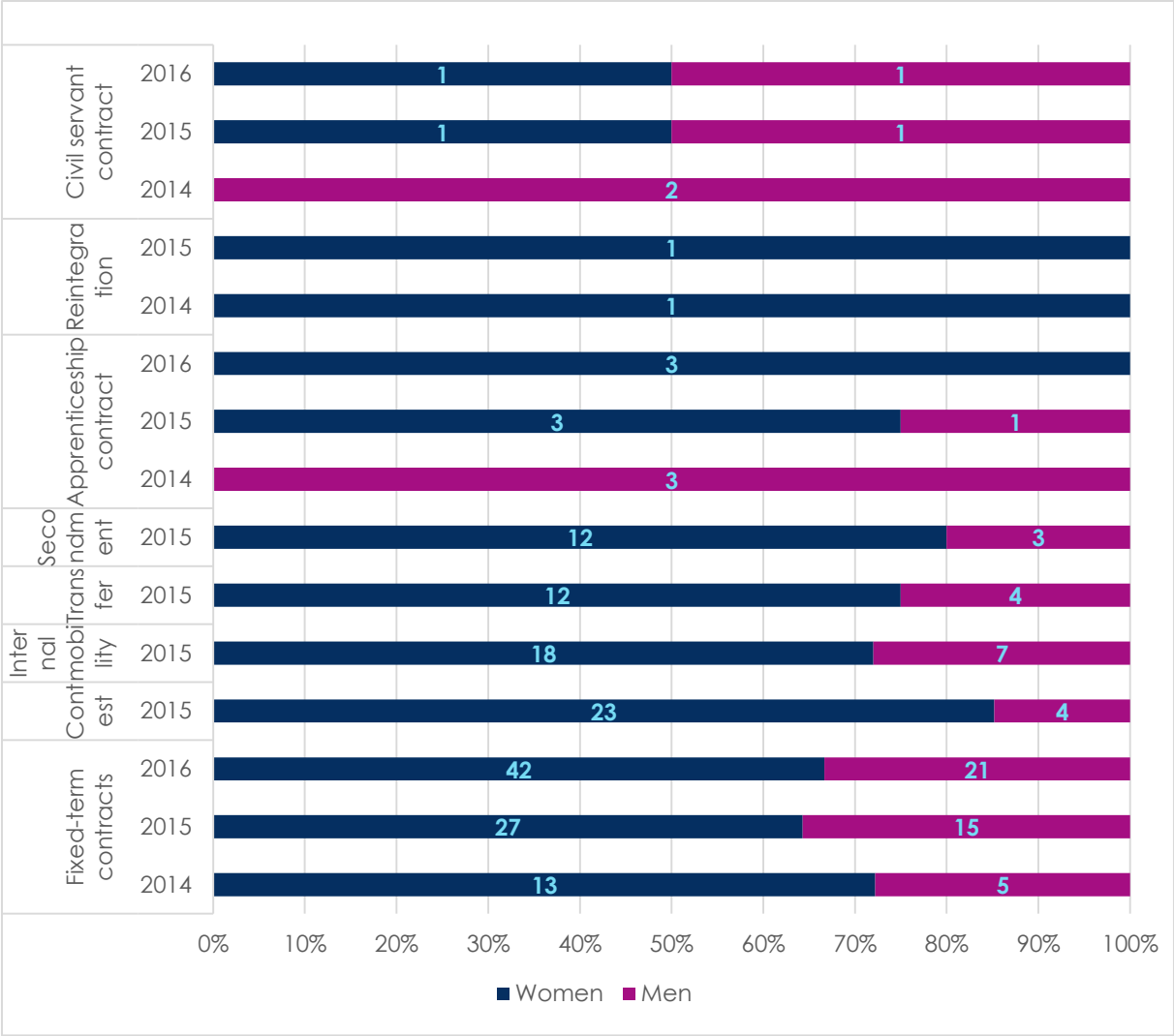
The fixed-term contracts are also divided by categories.

Graph II.6: Gender distribution of the administrative staff recruitments (fixed-term contracts) by category, in % (between 2014 and 2016)

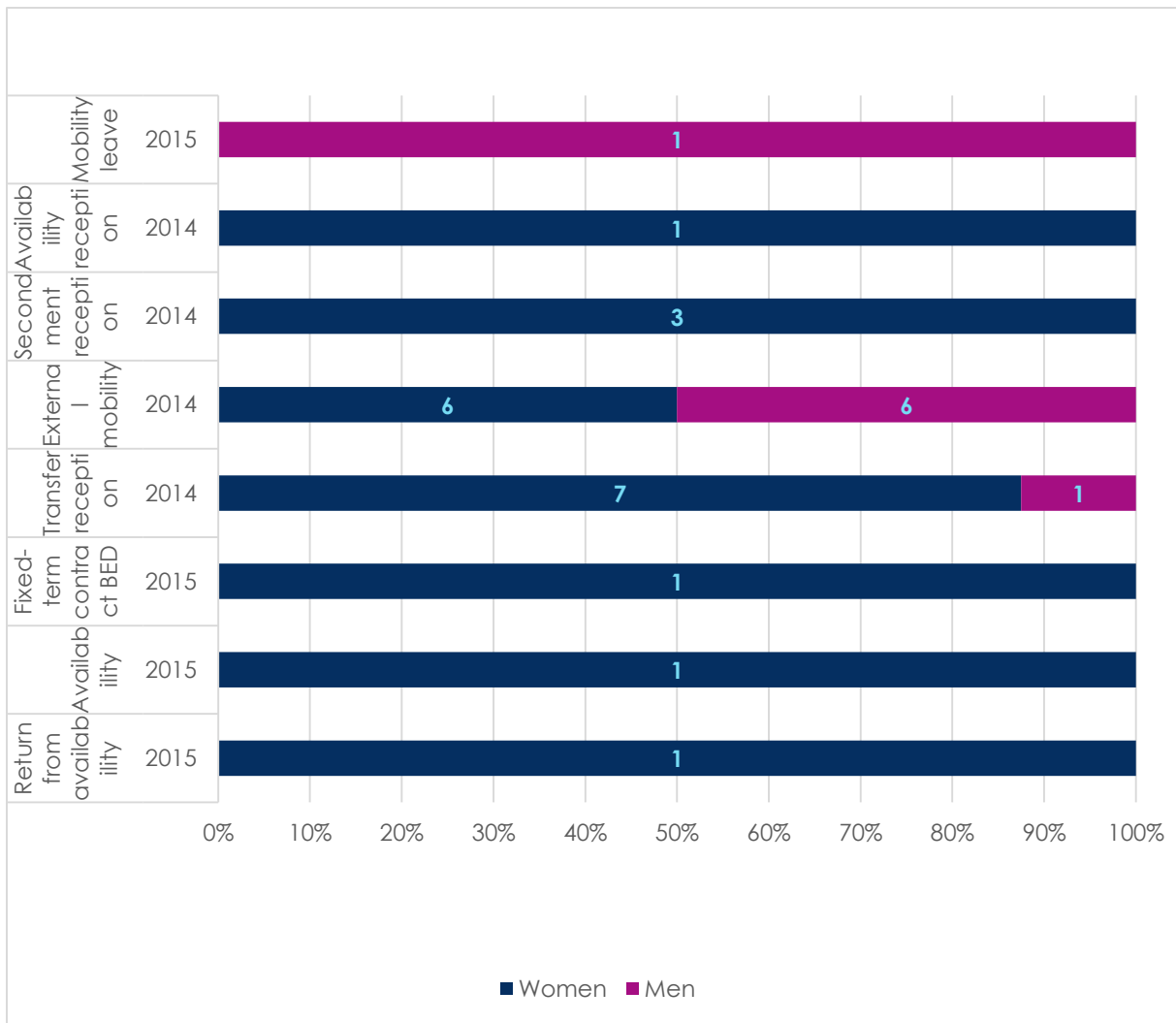


Regarding the fixed-term contract recruitments for the last year (2016), the more we go up in the grades, the more women are hired, in comparison to men (Graph II.6). 2014 is the only year where we can observe a full male recruitment and it was for the C category. Except for that last category in 2014, women represent 50 to near 90 % of the fixed-term contract recruitments. They are also less to be recruited in the C category than in the others.

Graph II.7: Gender distribution by recruitment process (1/2), in % (between 2014 and 2016)

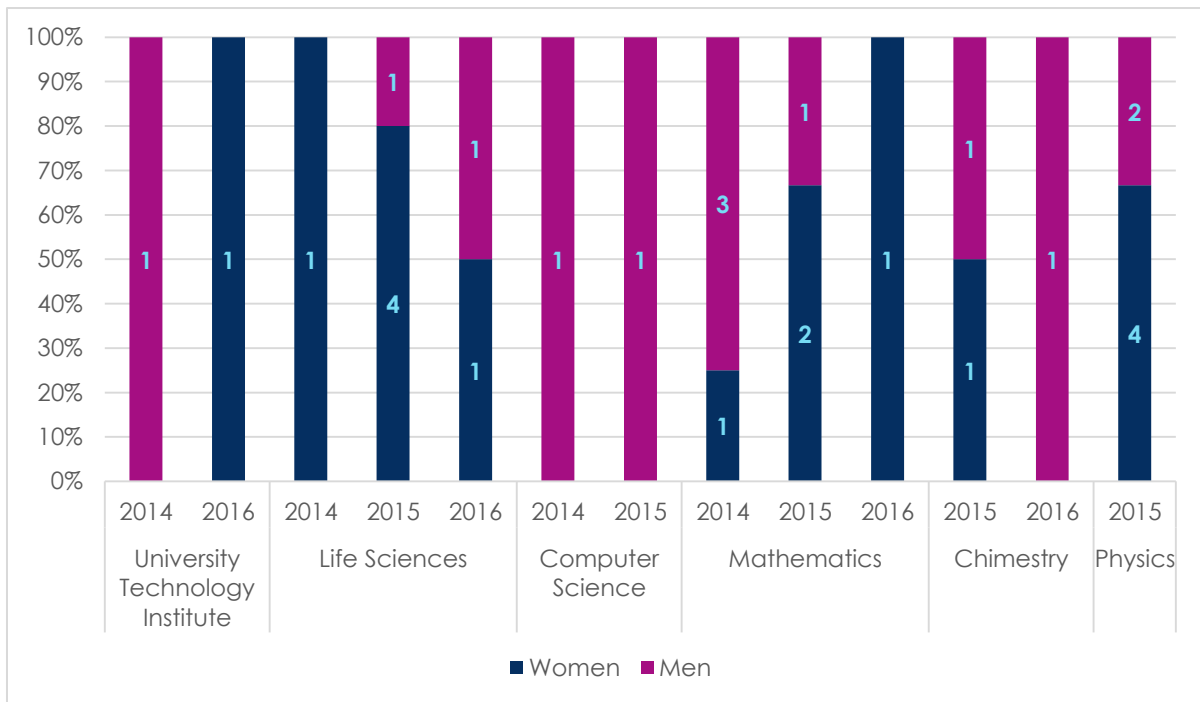


Graph II.8: Gender distribution by recruitment process (2/2), in % (between 2014 and 2016)



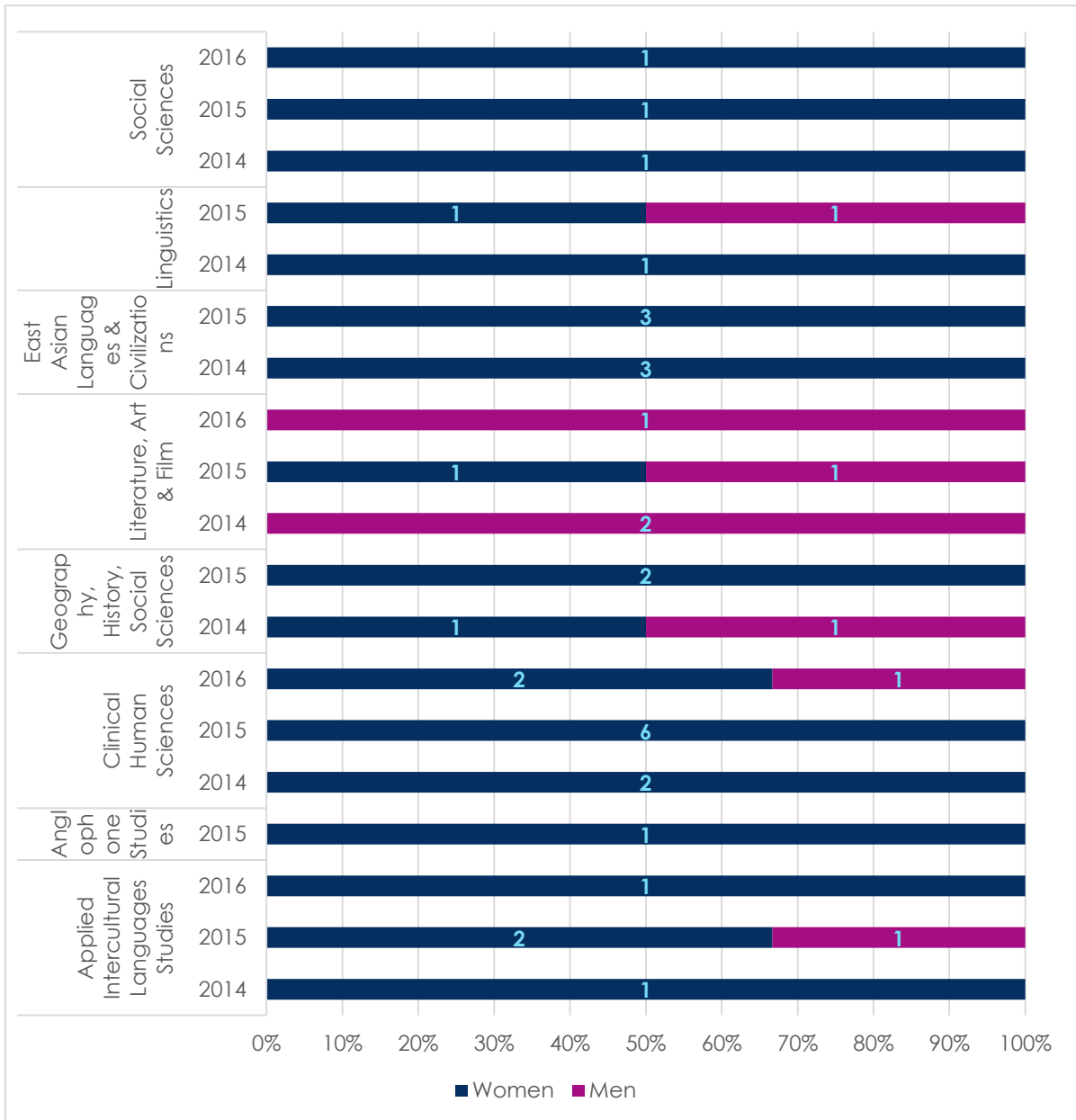
For the past two years, women recruitment was at least at 50 % for all the different recruitment processes (Graph II.7). The only male recruitment majority is for civil servant and apprenticeship contracts in 2014 and mobility leave in 2015 (Graph II.8). By contrast, all-women recruitments represent 8 processes of 23.

Graph II.9: Gender distribution of the administrative staff recruitment for the Science Field, in % (between 2014 and 2016)



There is no general rule for the recruitment in the scientific field. But we can observe for the last year that the same amount of men and women were recruited. Except in Life Science, all of these last recruitments are exclusively men or women. Computer Science is the only section who has only hired men for the last years.

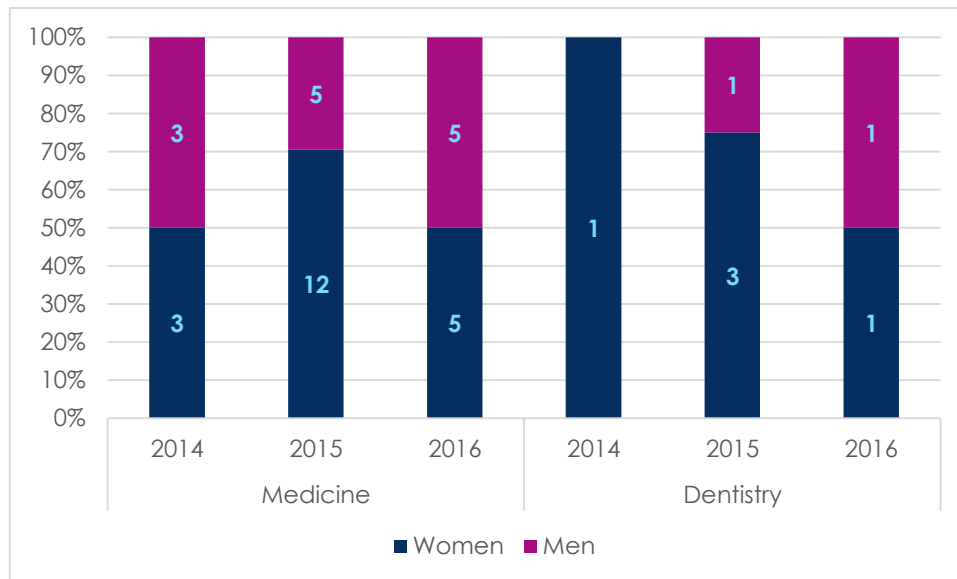
Graph II.10: Gender distribution of the administrative staff recruitment for the Literature and Human Sciences Field, in % (between 2014 and 2016)



In Literature and Human Sciences field, women are once again predominant in almost all the section recruitments, except in Literature, Art and Film where four men were hired the last two years compared with only one woman.

The Social Sciences and East Asian Languages and Civilizations sections are the only ones that didn't hired any men for the last two years.

Graph II.11: Gender distribution by recruitment for the Healthcare Field, in % (between 2014 and 2016)



The past two years in the Healthcare field are very similar: near 70 % of women were recruited in 2015 and 50 % were recruited in 2016 for each Medicine and Dentistry sections. In 2014, the medicine section hired an equal number of men and women but the dentistry only recruited a woman.

Conclusion

To conclude, even if women still represent a majority in a lot of recruitments, this tendency is decreasing each year.

The recruitment of women professors declines from less than 50 % in 2015 and 2016 to 11 % in 2016. But this proportion must be put in perspective with the fact that there was only one woman recruitment in 2016 for the professor position. She was recruited in Sociology, which is known to be a more feminized field. To compare, near 50 % of women were hired in the Scientifics and Arts & Languages fields, and 30 % in the Humanities and Social Sciences ones the previous year.

The recruitment of women assistant-professors was at 49 % in 2014 and 37 % in 2016. The recruitment by field is different than for the professors: women are less hired in the scientific field (20 %), are equally hired in the Humanities and Social Sciences one (50 %) and more hired in the Arts and Languages field (70 %).

The Life Sciences and Mathematics sections are the only ones to hire at least one woman each year for both professors (except in 2016) and assistant-professors in the scientific field. The composition of the selection committee for the assistant-professors and professors contests decrease from 57 % of women to 52 % between 2014 and 2015.

The statement that there is a majority of women recruited but that they are less and less every year is even clearest regarding the administrative and technical staff. In 2014 and 2015, almost 30 % of women were recruited for a fix-term contract. The fact that they are almost 60 % in 2016 demonstrated an increase of job instability for women. For men, this type of contract does not exceed 50 %, it even decrease a little between 2015 and 2016.

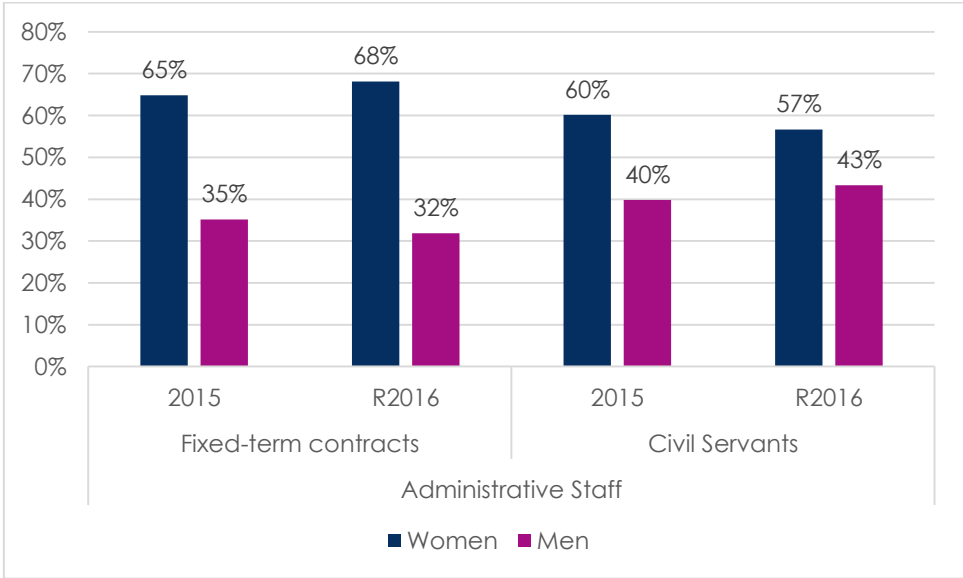
Women represent near 70 % of the recruited people in 2016 for the fixed-term contracts and 60 % for the civil servants ones. Their recruitment increase by 12 percentage points for the fix-term contract, and decrease by 15 percentage points for the civil servant ones. Even if they are still more recruited than men, they have less stable contracts than before and more precarious ones.

This observation does not stop at this level: women are also less and less recruited in the prestigious positions. Regarding to the civil servants contracts, if they were a majority to be recruited in 2014 (69 %), they are only 47 % recruited in 2016 in the highest category (A). Between 2014 and 2016, the other categories have also reduced the amount of women hired: minus 11 percentage points for the B category and minus 9 percentage points for the C category. So the recruitment of men has increased especially in the top categories.

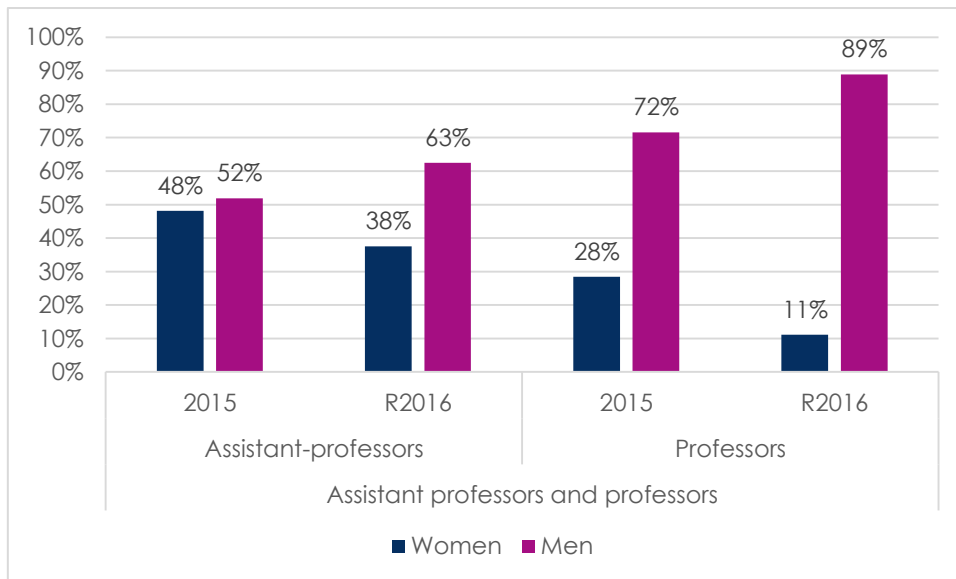
We observed the exactly same pattern for the fixed-term contracts: minus 10 percentages points between 2014 and 2016 for the A category and 9 for the B. For the last one (C), no women were hired in 2014, but they represent 50 % of the recruitment in 2016.

Regarding to the fields, in the same way as for the assistant-professors and professors, the Life Science and Literature & Human science fields are the only one who have hired women for all the different years.

Graph2: Gender distribution of the administrative staff in 2015 and the 2016 recruitment in %



Graph3: Gender distribution of the assistant-professors and professors in 2015 and the 2016 recruitment in %



To finish, the recruitment for the last year is worsen the social inequalities between men and women. For the less stable contracts in the administrative staff (fix-term), a larger proportion of women are hired than the proportion of women already in position (Graph2). Even if a larger proportion of women are hired for the civil servant position, they represent event less than those who are in place in 2015: the gap is further reducing between men and women.

For the assistant-professors and professors, the gap is widening between men and women. They were a little more proportion of men in 2015 for the assistant-professors positions, but the 2016 recruitment increase the difference between men and women. The only woman recruitment for the professor positions is more difficult to analyze but attest of the increasing of the gap in the highest positions between men and women.