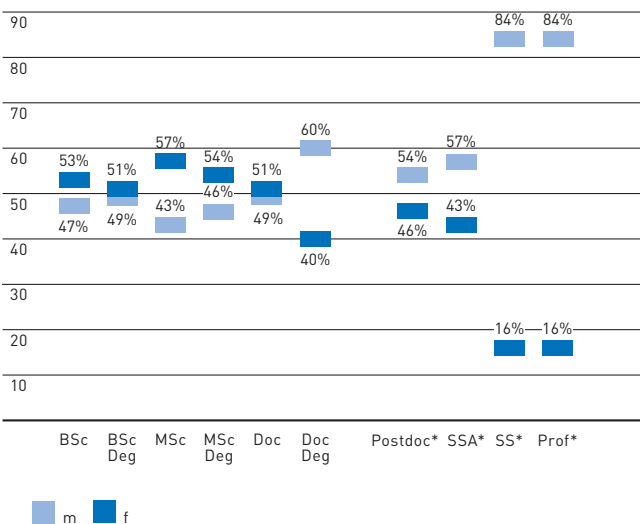


Gender Monitoring 2016/17

Department Report: Environmental Systems Science

Department 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 2016/2017 are available under 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 department report, the situation of equal opportunities in the Department of Environmental Systems Science (D-USYS) of ETH Zurich is presented.

Leaky Pipeline D-USYS 2016



In 2016, the department of USYS exhibited roughly a typical course of a Leaky Pipeline. The further up the academic career ladder, the lower the proportion of women.

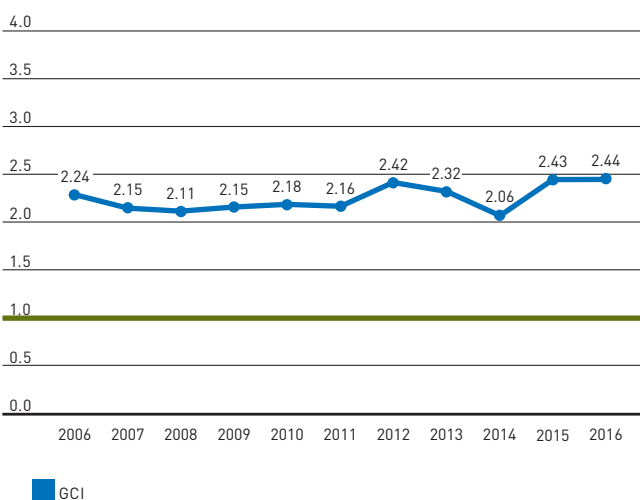
At first, the balanced gender ratio among students continued to the postdoctoral level in 2016. Especially after the level of postdoctoral research, women started to «drop away». Nevertheless, women still accounted for almost half of the postdoctoral researchers. From the level of senior assistants upward, the proportion of women decreased abruptly and reached merely 15.8% on the level of professorship.

Over all, the Leaky Pipeline at the department of USYS was steeper than the ETH average, which means that the chances for women to obtain an academic leading position are relatively low.

*Note pertaining to functional levels: Postdoc: postdoctoral students and research associates II; SSA: senior assistants and scientific assistants; SS: senior scientists and leading scientists (permanent contracts); AssP: assistant professors; FP: full professors

Remark: A graphical representation of the values is given by the middle of the data points.

Glass Ceiling Index at D-USYS 2006-2016

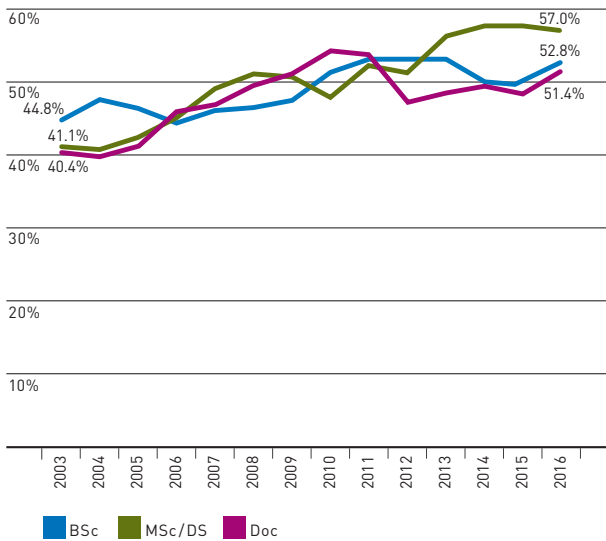


The Glass Ceiling Index (GCI) compares the proportion of women starting at the level of postdoctoral research up to the level of full professorship (full and associate professorships) to the proportion of women on the level of full professorship. A value greater than 1 indicates an underrepresentation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

In 2016, the department of USYS measured a GCI value of 2.44, which indicates a relatively distinct underrepresentation of women on the level of full professorship in comparison to the academic positions starting at the level of postdoctoral research. Thus, the GCI value for all of ETH Zurich at 2.02 was below the value of the D-USYS.

Remark: A definition of the GCI can be found in the appendix of the general report. It corresponds to the definition in She Figures 2015 (https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf, p.137). The GCI can take on a value from 0 to infinite.

Proportion of Women among Students and Doctoral Students D-USYS 2003-2016

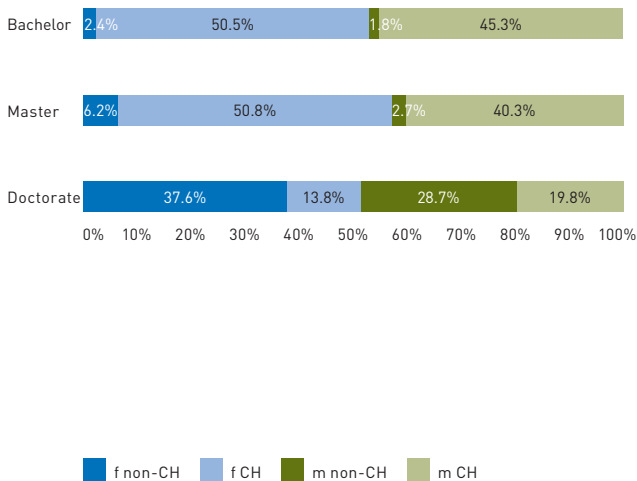


970 students were enlisted at the department of USYS in 2016, 528 women thereof. The proportion of female students reached 54.4% in 2016 and thus was 1.9 percentage points above the previous year's value. With respect to 2003, this marks an increase in the amount of 12.7 percentage points. The proportion of women on the level of BSc and MSc studies amounted to 52.8% and 57.0% respectively in 2016.

The department of USYS counted 383 doctoral students in 2016 and 197 women thereof. The proportion of women on the level of doctorate reached 51.4%. Hence, the proportion was 3.0 percentage points above the previous year's value and 11.0 percentage points above the value in 2003.

From BSc to MSc studies, the proportion of women increased markedly. However, from MSc to doctoral studies, the proportion decreased again by 5.6 percentage points.

Students and Doctoral Students against Gender and Foreign Entry Qualification D-USYS 2016



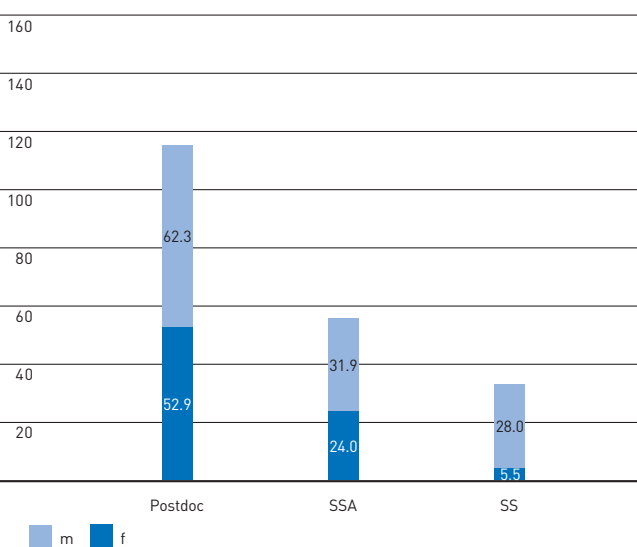
In 2016, the degree of internationalisation* among students at the department of USYS increased abruptly from the level of studies up to the level of doctorate. On the level of BSc and MSc studies, the proportion of students with foreign entry qualification amounted to 4.2% (no change with respect to 2015) and 8.9% (minus 0.5 percentage points compared to 2015) respectively in 2016. However, on the level of doctoral studies, international students formed two thirds of the doctoral students at 66.3% (plus 0.3 percentage points with respect to 2015).

The proportion of women among Swiss** doctoral students amounted to 41.1% in 2016 (plus 4.4 percentage points in comparison to 2015), whereas among international doctoral students, the proportion of women was markedly higher at 56.7% (plus 2.3 percentage points with respect to 2015).

*The degree of internationalisation is measured by the proportion of international students.

** With Swiss entry qualification/students who acquired their entry qualification in Switzerland.

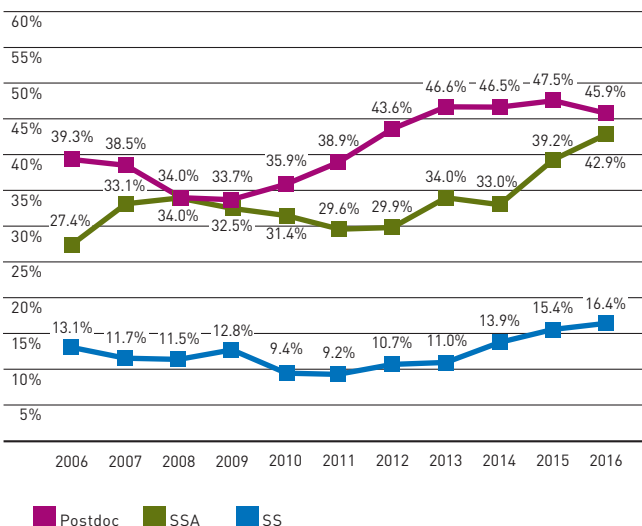
Academic Staff against Gender D-USYS 2016



Averaged over 2015, the department of USYS occupied academic staff in the amount of 204.6 full-time equivalents. 82.4 full-time equivalents were filled by women.

The proportion of women, averaged over all career levels, amounted to 40.3% and hence was considerably above the ETH average of 25.4%. With respect to 2015, the value slightly increased by 0.2 percentage points.

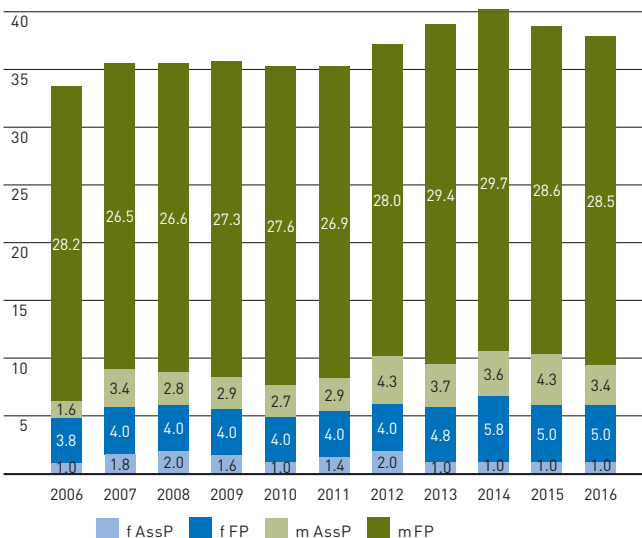
Proportion of Women among Academic Staff D-USYS 2006-2016



On the individual academic career levels, the proportion of women at the department of USYS reached the following in 2016:

- Postdoc/academic associates II: 45.9% (minus 1.6 percentage points with respect to 2015, plus 6.6 percentage points compared with 2006);
- Senior assistants/academic staff: 42.9% (plus 3.7 percentage points respective of 2015, plus 15.5 percentage points in comparison with 2006);
- Senior scientists: 16.4% (plus 1.0 percentage points with respect to 2015, plus 3.3 percentage points compared with 2006).

Full and Associate Professorships as well as Assistant Professorships D-USYS 2006-2016

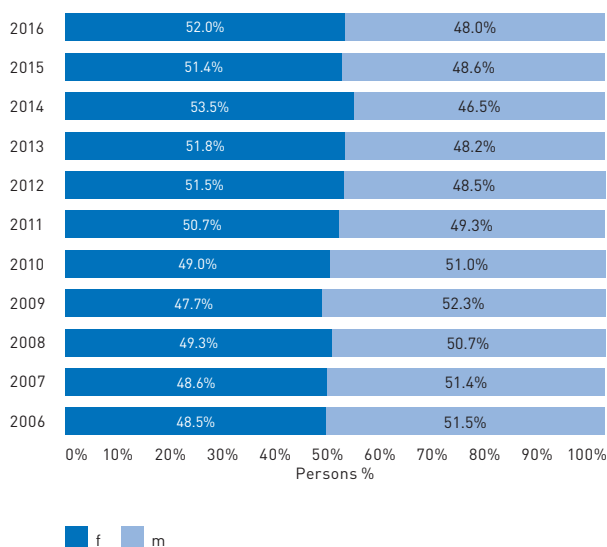


The number of full and associate professorships at the department of USYS expressed in full-time equivalents decreased by 0.1 to 33.5 in 2016. 5.0 full-time equivalents thereof were held by women.

In 2016, assistant professors at the USYS department were occupied in the amount of 4.4 full-time equivalents (minus 0.9 full-time equivalents with respect to the previous year). 1.0 full-time equivalents were held by women.

The proportion of women among all professorships at the department of USYS amounted to 15.8% in 2016 (plus 0.3 percentage points in comparison with the previous year's value) and thus was above the ETH average of 13.5%.

Technical and Administrative Personnel D-USYS 2006-2016



In 2016, the department of USYS employed technical and administrative personnel in the amount of 124.3 full-time equivalents. 64.6 full-time equivalents were filled by women. Accordingly, the proportion of women reached 52.0% and was 0.6 percentage points above the previous year's value. With respect to 2006, an increase by 3.5 percentage points was recorded. The proportion of women among technical and administrative personnel at the department of USYS reached more than 50% in 2011.

In 2016, the proportion of women among technical and administrative personnel at the USYS department was markedly above the ETH average of 43.0%.

		BSc			MSc			Doc			Post-doc	SSA	SS	FP & AssP								
		New	Stud	Deg	New	Stud	Deg	New	Stud	Deg												
Leaky Pipeline D-USYS 2016																						
Proportion of Women in %		59.4	52.8	51.3	51.6	57.0	54.1	55.4	51.4	39.8	45.9	42.9	16.4	15.8								
Proportion of Men in %		40.6	47.2	48.7	48.4	43.0	45.9	44.6	48.6	60.2	54.1	57.1	83.6	84.2								
Students at D-USYS	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016								
BSc																						
Proportion of Women in %	44.8	47.6	46.3	44.3	46.1	46.6	47.6	51.3	53.3	53.1	53.1	50.0	49.8	52.8								
Women in Headcount	81	137	196	212	228	223	227	252	278	289	304	279	293	317								
Men in Headcount	100	151	227	267	267	256	250	239	244	255	269	279	296	283								
MSc																						
Proportion of Women in %	41.1	40.9	42.5	45.1	49.1	51.1	50.7	48.0	52.2	51.4	56.3	57.6	57.7	57.0								
Women in Headcount	336	268	225	193	182	190	177	169	165	161	161	181	184	211								
Men in Headcount	482	387	304	235	189	182	172	183	151	152	125	133	135	159								
Doc																						
Proportion of Women in %	40.4	39.9	41.2	46.0	46.9	49.6	51.2	54.2	53.7	47.3	48.5	49.3	48.4	51.4								
Women in Headcount	163	162	169	182	196	225	257	288	283	177	167	184	182	197								
Men in Headcount	241	244	241	214	222	229	245	243	244	197	177	189	194	186								
Students and Doctoral Students by Gender and Foreign Entry Qualification D-USYS 2016					BSc	MSc / DS					Doc											
Women CH in %					50.5	50.8					13.8											
Women non CH in %					2.4	6.2					37.6											
Men CH in %					45.3	40.3					19.8											
Men non CH in %					1.8	2.7					28.7											
Academic Staff D-USYS												2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Postdoc																						
Proportion of Women in %												39.3	38.5	34.0	33.7	35.9	38.9	43.6	46.6	46.5	47.5	45.9
Women in FTE												28.8	27.6	27.4	30.0	34.8	34.3	39.6	45.3	51.3	57.3	52.9
Men in FTE												44.5	44.0	53.3	59.8	62.0	54.0	51.2	52.0	58.9	63.3	62.3
Senior or Scientific Assistants																						
Proportion of Women in %												27.4	33.1	34.0	32.5	31.4	29.6	29.9	34.0	33.0	39.2	42.9
Women in FTE												15.9	18.9	21.0	21.2	20.1	19.5	18.9	21.8	21.5	24.5	24.0
Men in FTE												42.1	38.2	40.8	43.9	43.9	46.3	44.1	42.3	43.7	37.9	31.9
Senior Scientists																						
Proportion of Women in %												13.1	11.7	11.5	12.8	9.4	9.2	10.7	11.0	13.9	15.4	16.4
Women in FTE												5.2	4.2	3.7	4.0	3.0	3.1	3.5	3.9	5.1	5.2	5.5
Men in FTE												34.3	31.9	28.8	27.3	28.9	30.2	29.3	31.6	31.3	28.7	28.0
Professorships D-USYS												2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Proportion of Women total in %												13.7	16.1	16.9	15.6	14.2	15.4	15.7	15.0	16.9	15.5	15.8
Full Professors																						
Women in FTE												3.7	4.0	4.0	4.0	4.0	4.0	4.0	4.8	5.8	5.0	5.0
Men in FTE												28.2	26.5	26.6	27.3	27.6	26.9	28.0	29.4	29.7	28.6	28.5
Assistant Professors																						
Women in FTE												1.0	1.7	2.0	1.6	1.0	1.4	2.0	1.0	1.0	1.0	1.0
Men in FTE												1.6	3.4	2.8	2.9	2.7	2.9	4.2	3.7	3.6	4.3	3.4
Technical and Administrative Personnel D-USYS												2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Proportion of Women in %												48.5	48.6	49.3	47.7	49.0	50.7	51.5	51.8	53.5	51.4	52.0
Women in FTE												48.8	48.5	49.9	53.1	53.7	56.0	60.1	58.5	60.1	63.6	64.6
Men in FTE												51.8	51.2	51.2	58.3	56.0	54.4	56.6	54.5	52.3	60.2	59.7