



European
University
Institute

Gender Review of Senior Posts at the EUI

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Organisation of the report

The report has been drafted with an eye to being easily read. To encourage wide engagement and reflection within the EUI community, we have aimed for brevity and to display much of the information in charts and tables rather than lengthy text. The information aims to show where we are now in five key areas, whether we are improving and some information on how gender data of EUI Faculty compares with categories of EUI fellows as well as at other academic institutions. For each key area the data is accompanied by some brief reflections and numbered recommendations. The five key areas are:

- A. Carrying out Gender Reviews at the EUI
- B. EUI Senior Administrators (AD posts)
- C. EUI Full-time Faculty
- D. EUI Part-time Professors
- E. Gender Work and Research Environment

A. Carrying out Gender Reviews at the EUI

The last gender review at the EUI was carried out by Colin Crouch¹ in 2002. A partial updating of some of the figures in the Crouch report was carried out by Academic Service in 2009.² The remit of the Crouch report was gender in recruitment of full-time senior administrators and full-time faculty. It also reflected on what gender diversity amongst Faculty could add to EUI research. It made a number of recommendations to increase female recruitment including considering a different kind of recruitment contract allowing more limited time at the EUI.

R1:

Data allowing such reviews, and EUI administrator expertise to create it, needs to become part of standard EUI operating systems.

In Summer 2017, EUI President Renaud Dehousse requested a new gender review of senior posts at the EUI. Claire Kilpatrick agreed to chair this review and prepare a report. Other than the senior posts remit, the scope and modus operandi of the review was left for the Chair to determine. This review differs from the Crouch report in adding gender pay differentials for full-time professors and an analysis of part-time professors to its scope. The review operated by first testing what gender data it would be productive to collect and then reviewing that data in a Review Group made up of senior administrators and Faculty from across the EUI. The Review Group met in December 2017 and March 2018. The report has been agreed by all members of the Review Group.

This brief history and overview of the process leading to this Report allow

1 Crouch Report (2002) *Gender balance of employment in senior posts at the EUI* (IUE 343/02 (CA 308).

2 Hence the gender reporting was carried out at the beginning and end of Yves Mény's term as EUI President (2002-2009). See on gender balance p.19 of The President's Annual Report, Spring 2010, available at: <https://www.eui.eu/Documents/Research/EUI-Publications/EUIPresidentReport/EUIPAR2010EN.pdf>

four key recommendations and reflections to be made. All stem from the need for large employers and academic institutions to have gender auditing as a normal part of their operation.

This Review took considerably longer than anticipated because the data on part-time professors and how to assess gender pay differentials had to be created from scratch. The Review Group assisted in considering the appropriate parameters for part-time faculty and gender pay differentials. The Review is very grateful to the Director of Human Resources and her team for creating the data. It is also very grateful to Michèle Belot, a member of the Review Group, for then conducting regression analyses on the gender pay data.³ Going forward, it is essential that gender-relevant data retrieval and analysis becomes a normal part of EUI systems. The data on full-time professorial, researchers and fellows recruitment from Academic Service⁴ and on AD recruitment from Human Resources provide examples of EUI good practice.

³ The HR Director notes, ‘The HR Service provided the main part of the data necessary to carry out the analysis illustrated in this report. However, the data delivered was not always available in the most suitable format, nor was it possible to obtain the accuracy hoped for. Moreover, it required a lot of manual operations. This is due mainly to the difficulty in extracting the data from the database. The new HR database recently put into production already represents a significant improvement from the past. Nevertheless, it would be recommendable to invest in improving the means of data extraction so as to have more data available with an increased accuracy. At the moment, some data simply cannot be provided. A project has started to test an additional tool for an improved data extraction, but the results will not be known for a while.’

⁴ Our thanks to Eija Heikkinen from Academic Service for meeting with the Chair and responding to ongoing data requests. We are also grateful to Hannah Adzakpa, Claire Kilpatrick’s research assistant, for help with the full-time professors’ data and to Ríán Derrig, an EUI PhD Law researcher for conducting, as Claire Kilpatrick’s research assistant, a gender audit of EUI research and academic events, the fifth key area in this report.

R2:

Gender Reviews need to be programmed regularly at the EUI, including a review of which recommendations from the previous review have and have not been acted on. We recommend a full review at five-yearly intervals. In addition, structures or events should be envisaged to ensure continuing momentum and oversight. This could include Gender Equality Officers, an annual Gender event and debriefing of departing female faculty and senior administrators to discuss their gender-relevant experiences. Gender Equality review and auditing requires appropriate EUI resources and support.

The Review Group found the 2002 Crouch Report very useful. However, not only have over 15 years elapsed since then, quite a number of the recommendations in that report have not, to our knowledge, been acted upon or reviewed since then.⁵

R3:

It would be worth considering whether a more focused review of others at the EUI such as non-AD staff or researchers should also be envisaged.

This review considers other categories of EUI fellows but for the limited comparative purpose of assessing gender balance in EUI Faculty and our research environment. Gender reviews of other categories of EUI staff and academic categories would build a fuller picture.

⁵ Action was taken to promote gender balance in Research Council membership and to improve gender balance on Selection Committees.

R4:

There is increasing expertise and knowledge on gender balance in universities and research infrastructure including in Europe.⁶ The EUI should consider participating in and fostering such networks and institutional connections as part of its developing institutional and research profile.

⁶ See, for eg, LSE Equality, Diversity and Inclusion Taskforce Report 2015-2017; the reports of the FP7 funded EGERA project (Effective Gender Equality in Research and Academia) bringing together Sciences-Po, CVGZ, Antwerp University, Radboud University, Vechta University, UAB and Middle Eastern Technical University, 2014-2016.

B. Senior administrative posts at the EUI (AD posts)

AD posts - applications, appointments and selection committees by gender June 2008 - 2017							
	Total	Male	Female	% Female			
Applications	2133	1054	1079	50,6%	Selection Boards		
Shortlisted	100	59	41	41,0%	Male	Female	% Female
Interviewed	97	57	40	41,2%	49	26	34,7%
Selected	15	11	4	26,7%			
Reserve	22	15	7	31,8%			

The EUI has a total of 21 AD staff members, 11 women and 10 men. Five of the women are employed as language teachers (of whom three are part-time). 12 staff members have an AD 10 grade or above, of whom 5 are women. While acknowledging that various factors affect who has an AD grade at the EUI, with many senior staff also on AST grades, for the purposes of this Review we decided to confine our analysis to AD staff.

The Review Group noted in particular that while women made up over half of applicants, and a substantial percentage of those interviewed, just over a quarter of those selected over the last decade are women. It was felt that the system used by the EUI for recruiting senior administrators, with exclusive reliance on points-based scoring, was for various reasons not conducive to improving the gender balance of senior administrators. The points system in use has difficulties, for instance, in recognizing career paths interrupted by caring responsibilities. One option could be to modify the points-based system and to encourage applicants to identify

periods of significant caring responsibilities. However, the Review Group would prefer to recommend to

R5:

Explore a shift away from a points-based system towards a qualitative in-the-round assessment of candidates coupled with ongoing review of gender outcomes in recruitment of AD staff.

C. Full-time Faculty at the EUI

This is the category for which we have the most data. We look first at recruitment across the EUI (1) and then by unit (the 4 departments and RSCAS/MWP) over the last fifteen years from the Crouch Report in 2002 until end-2017 (2)-(6). We then set out the gender of Full-time Faculty currently in post at the EUI (7) and how this compares with various categories of fellows at the EUI: Max Weber, Jean Monnet and Fernand Braudel (8). Following this we analyse gender pay differentials (9) and the gender effects of EUI partner policies (10). Reflections and recommendations conclude this section of the Report.

1. Full-time Professorial Vacancies, Share of Females in %

Full-time Professorial Vacancies at the EUI, Share of Females in %		
	2002-2008	2009-2017
Selected	17.0	28.3
Shortlisted	20.7	31.7
Applications	19.2	22.8

**Professorial Vacancies across the EUI,
Share of Females in %**



2. ECO Full-time Professorial Vacancies, Share of Females in %

ECO Full-time Professorial Vacancies, Share of Females in %		
	2002-2008	2009-2017
Selected	7.1	13.3
Shortlisted	9.7	17.5
Applications	10.5	11.9



3. HEC Full-time Professorial Vacancies, Share of Females in %

HEC Full-time Professorial Vacancies, Share of Females in %		
	2002-2008	2009-2017
Selected	25.0	41.7
Shortlisted	25.0	39.7
Applications	26.8	25.8



4. LAW Full-time Professorial Vacancies, Share of Females in %

LAW Full-time Professorial Vacancies, Share of Females in %		
	2002-2008	2009-2017
Selected	40.0	36.4
Shortlisted	22.0	43.4
Applications	12.4	28.3



5. SPS Full-Time Professorial Vacancies, Share of Females in %

SPS full-time professorial vacancies, share of females in %		
	2002-2008	2009-2017
Selected	9.1	26.7
Shortlisted	30.2	33.3
Applications	22.4	21.4



6. RSCAS/MWP Full-Time Professorial Vacancies, Share of Females in %

RSCAS/MWP full-time professorial vacancies, share of females in %		
	2002-2008	2009-2017
Selected	0.0 ⁷	28.6
Shortlisted	14.3	20.6
Applications	14.4	25.7



⁷ As this figure seemed surprising we double-checked it and it is correct. Some further context may be useful. There was no female appointment in 2002-2008. The total number of RSCAS/MWP appointments in this period was only 6 (so not a very representative figure) and they were all male (during this period we appointed Professors Fargues, Glachant, Patel, Roy, Bartolini and Marimon). Two offers for female candidates were made for one RSCAS position, but they did not accept the offer.

7. Resident Full Professors, Share of Females in %

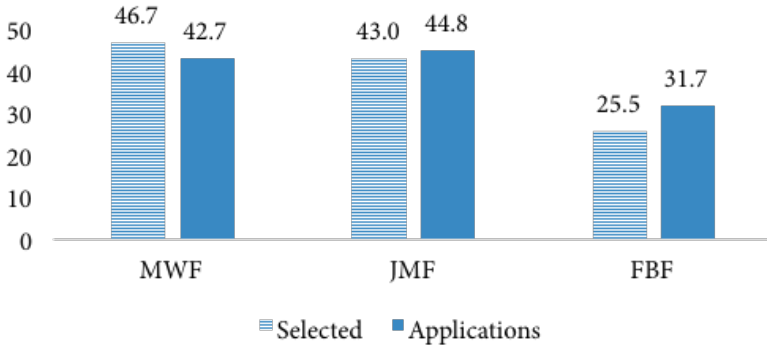
Resident Full Professors, Share of Females in %			
	2002	2009	2017
Females	14.6	19.2	29.7 ⁸

8. Postdoctoral Fellowships 2006-2017, share of females in %

Postdoctoral Fellowships 2006-2017, share of females in %			
	MWF	JMF	FBF
Selected	46.7	43.0	25.5
Applications	42.7	44.8	31.7

⁸ For 2017 this equals 57 professors, 17 women and 40 men, not including Assistant Professors.

Postdoctoral Fellowships 2006-2017, Share of females in %



9. Gender pay differential analysis amongst full-time EUI Faculty

We used anonymised data provided from HR on grades of full-time professors at EUI to examine gender differences in grades and promotions. The data covers the period from 1980 till 2017, with the most complete data covering the period 1996-2010. We used information on gender, age and an indicator indicating whether the person had a special duty (such as Head of Department, Dean, etc.).

We conducted an econometric analysis of the determinants of grade at appointment and promotion. Such analysis allows us to compare men and women conditioning on age and special duties.

We did not find statistically significant gender differences in grade at appointment or at a later point. Conditioning on age or special duties made little difference because the age distribution of men and women is relatively similar.

We also did not find statistically significant gender differences in the probability of being promoted. However, women tend to be promoted a bit later than men, and their promotion tends to coincide less with taking on special duties (which they appear to be taking on earlier than men). It is not entirely clear to us why that is the case.

Regarding special duties, we find that women and men are equally likely to take on these duties. As a consequence, and since there is a small proportion of women overall, we observe a small proportion of women with special duties at any point in time.

10. EUI Partner Policy 2002-2017: Full-time Professors

EUI Partner Policy 2002-2017: Full-time Professors		
Partners employed as:	Male	Female
Academic/Administrative Associates*	1	4
Research Fellows	1	1
Academic Assistants	0	1
Contractual Agents	0	3
Part-Time Professors	0	2

* according to High Council Decision 1/2013, PD Decisions 13/2017 and 41/2013

Professors benefitting from Partner Policy		
Total	Male	Female
13	11	2

Reflections on full-time professors at the EUI

Our core challenge lies in recruiting female colleagues rather than in paying them equally once they are appointed. The absence of any significant gender pay disparity is a very positive finding of this Review.

The Review also found, as a by-product of its gender pay analysis, that women professors take on the special duties institutionally recognized by the EUI (eg Director of Graduate Studies) as often as men. It only appears not to be so because there are fewer women overall.

One way in which the EUI seeks to address its ongoing gender imbalance is by having women on professorial selection committees often in a higher percentage than their presence on EUI faculty (eg LAW in 2009-2017 had 38.1% women on selection panels but 3 female and 10 male professors during most of that time). The same is true for other institutional representation roles. While underpinned by laudable ambitions, this has the effect that EUI female professors overall have a higher workload than male professors. A more gender-balanced EUI Faculty will help to address this workload imbalance.

Overall there is an improvement in our gender balance over the review period. Almost one third of professors in 2017 are women compared with one in seven in 2002 and one in five a decade ago.⁹ Nonetheless, this still compares unfavourably with the researchers and fellows EUI faculty are appointed to supervise and mentor where we are very close to gender parity.¹⁰ One explanation is that this is simply a cohort effect so that, if

⁹ This compares well with EU-28 data for A grade positions in the social sciences in 2013 (A being the single highest grade/post at which research is normally conducted within the institutional or corporate system) where women = 23.5%. This covers wide-ranging national variations (eg women are around 43% in Croatia and Ireland, 16% in Germany and 22.7% in the UK): SHE Report 2015 (European Commission, 2016). 2014 data on the percentage of female faculty at Sciences-Po generated as part of the EGERA FP7 funded project cited earlier provide useful comparative data given its size and disciplinary focus: Law 22.2%; Economics 11.5%; Political science 28%; History 34.6%. However, this includes all levels of researchers. Overall of 72 full professors at Sciences-Po, 12 are women and of 16 associate professors, 3 are women.

¹⁰ This is not to deny that striking departures from this can occur, underlining the need for a sustained focus on gender balance: eg in 2016-2017, 80% of JMFs were male.

we wait another decade or two, this will feed through into our EUI faculty appointments. However, other evidence in the Review casts doubt on this assumption.¹¹ Moreover, there are positive arguments for not waiting and hoping it will ‘just happen’. Greater gender balance leads to a wider range of research interests and experiences and a better range of role-models for younger academics or policy fellows enrolled at or visiting the EUI. It has positive effects on the work and research environment by, for instance, not making women feel their presence or views are exceptional (see further the last key area in this Report).

A sustained and systematic focus on identifying and appointing top-level female candidates in deciding on professorial profiles and throughout search and selection makes a difference. The data show that ad hoc appointment processes lead to worse EUI gender outcomes. This is evident not just in our part-time professorial outcomes (analysed next in this Report) but also in the outcomes for Braudel Fellows. Although more women apply to these (over 31%) than to be EUI full-time professors (22%), they are significantly less successful (25.5% selected as Braudel against 28.3% selected as Faculty). Recommendations to improve our gender balance in recruitment should therefore focus on strengthening this sustained commitment.

There is very significant variation across academic units. There is a risk that very low levels of female professors in particular units can become self-fulfilling while a better gender balance can also enhance the chances of that situation enduring or further improving.

Not everyone applying to the EUI has significant family responsibilities, as a parent or carer. Not everyone has a spouse or partner they wish to live with full-time. Nonetheless, family schooling and care and spousal employment are two factors likely to deter more woman than men in considering whether to apply or take up a position. The EUI has specificities that make it more difficult for it effectively to address these issues than other academic institutions. Florence has a limited and hard to access labour market, especially for non-Italians, and there are difficulties

¹¹ It is also worth noting that it is clear from the Crouch report and its update to end-2008 that near gender parity amongst EUI researchers has existed since at least 2002.

in finding availability in suitable schools. Nonetheless it is worth reflecting on what the EUI can do while acknowledging these constraints.

To date, the EUI partner policy has benefited mainly male professors (11 out of 13 beneficiaries) and therefore has not overall operated as a tool to enhance recruitment of female professors.

Recommendations on full-time professors at the EUI

R6:

Gender audit chair profiles

Certain fields are unlikely to attract a strong field of female candidates. Often profiles get reproduced from one professorial appointment to another. This means we have information on the gender composition of previous applicants to that Chair, readily available from Academic Service. Our recommendation is that this gender composition information should be included in Departmental/Academic Unit and Academic Council discussion and approval of each Chair profile with a discussion of how to address cases where a profile has previously attracted very low levels of female applicants. The EUI should also consider further institutional pathways to 'break out' of Chair profiles which attract mainly male applicants and 'break into' areas of research attracting more top-level female applicants.

R7: Encourage female candidates and assist new recruits (and in so doing improve our recruitment and settling-in of all full-time Faculty)

Improve communication with, and support of, prospective candidates. This can be done by more clearly signaling and better packaging what is on offer beyond salary eg schooling options for non-Italian children, good intensive Italian classes for those wishing to learn Italian, 4B activities for partners and the extent of housing assistance offered by the EUI. Offer a suitable EUI buddy/contact for potential applicants and new Fac-

ulty seeking further information on being at the EUI/life in Florence.

Make the EUI crèche multilingual and better quality.

Assist spouses connect with the local labour market while acknowledging the limits. Improving our links with potential job-providers in Florence and its environs eg links with US universities with a Florence base, Italian universities open to courses in English, international schools etc.

Consider one of the goals of any EUI partner policy, including the part-time professor option, as being to encourage full-time female professorial recruitment.

Exchange best practice (and what to avoid) in drafting chair profiles and search and selection between EUI academic units.

R8:

Support female colleagues especially when they are in a unit with very few female colleagues and keep the gendered work and research environment on the EUI agenda

The initiative this year taken by Marte Fraile Maldonado (an EUI part-time professor) to mark 8 March by holding an event open to all at the EUI at which a range of women fellows and Faculty shared their experiences was well-attended and very positively received. In recent years an annual dinner for female Faculty has provided another valuable opportunity to meet and exchange across academic units. These are ad hoc and volunteer initiatives of individual EUI Faculty. It would be worth reflecting on what further can be done to foster and support such initiatives.

R9:

Look at gender balance in Braudel selection

As we move towards improved gender balance, Braudel fellowships provide a valuable alternative route for bringing more senior female professors to the EUI. Yet at present, our appointment process leads to a lower percentage of women Braudel than women Faculty.

D. Part-time professors at the EUI

Recruitment of Part-time Professors

Part-time professors are recruited on an “on call” basis. There is no publication of either an open competition or a vacancy. The candidate identified is nominated to the Executive Committee. If approved, following the nomination, the contract is prepared. The contract should be of minimum one-month duration and 3/30 and cannot be full-time (30/30) of course. Part-time professors are entitled to the accident insurance (no health insurance) and, if they have dependent children, to a fiscal reduction.

Number of Part-time Professors at the EUI (2002-2017)* (Distribution per department/centre)			
Part-time Professors at the EUI	Male	Female	Total
ECO	51	1	52
HEC	8	3	11
LAW	17	7	24
MWP	1	0	1
RSC	44	13	57
SPS	7	3	10
STG	2	1	3
Affiliated to RSC and another unit	10	0	10
EUI	140	28	168

* Data as of November 2017

Part-time Professors at the EUI: Percentages (Distribution per department/centre)		
Part-time Professors at the EUI	Male	Female
ECO	98%	2%
HEC	73%	27%
LAW	71%	29%
MWP	100%	0%
RSC	77%	23%
SPS	70%	30%
STG	67%	33%
Affiliated to RSC and another unit	100%	0%
EUI	83%	17%

Part-time Professors at the EUI (2002-2017)			
	Male	Female	Total
All	140	28	168
Active	30	10	40
Non-Active	110	18	128

Reflections and Recommendation

The Review Group was concerned by the large gender imbalance in part-time professorial recruitment and how acute it is in some academic units. Part-time professors are a large and growing part of EUI Faculty. As with full-time professors, the issue is at recruitment stage rather than in conditions of employment. The median size and duration of part-time professor contracts did not differ by gender.

The Review Group overall accepted the need for a flexible recruitment system in certain cases. Where possible, however, consideration should be given to advertising part-time positions and mirroring our full-time professorial selection procedure. This review demonstrates our gender outcomes are better when we do that. The difficulties the Review experienced in obtaining the figures on part-time professors indicate an ad hoc process in which considerations of aggregate gender outcomes have been absent.

R10:

A running tally of part-time professors including their gender should be available at any academic unit and Executive Committee meeting where a part-time appointment is proposed. Each proposal at Executive Committee for a new part-time professor should be considered in light of the gender balance in that unit and in the EUI as a whole.

E. Gender Work and Research Environment at the EUI

To give a further sense of gender in the EUI work and research environment beyond the analysis earlier in the Report, the Chair commissioned a quantitative audit of academic events affiliated to the department or unit addressed in that section. These audits present the total number of events affiliated to the relevant department or unit in 2017, the total number of invitees to those events, and the percentage of women and men invitees.¹² The departments are presented first followed by Max Weber, RSCAS and STG. Of course, these aggregated figures do not tell the whole story. Some events may consist only of men ('manels') and some Faculty invite more women than others.

¹² For the purposes of these audits, 'Invitees' were defined as prominently listed participants (e.g. panellists, speakers, moderators), whether affiliated to the EUI or externally affiliated. 'Academic event' was defined to include large conferences and public lectures, as well as workshop meetings and thesis defences – any event where information on the EUI website specified individuals as invitees or prominent participants. Because their repetitive nature could skew the audit, departmental block seminars were not included in this definition.

R11:

An annual audit of this kind should be carried out by each academic unit and subject to some form of wider annual EUI reporting and review e.g. annual Gender event and annual reports.

GENDER AUDIT OF ECONOMICS EVENTS IN 2017	
Total Number of Events	108
Total Number of Invitees/Prominently Listed Participants	182
Percentage Women Invitees/Prominently Listed Participants	18.68%
Percentage Men Invitees/Prominently Listed Participants	81.32%

GENDER AUDIT OF HISTORY AND CIVILIZATION EVENTS IN 2017	
Total Number of Events	120
Total Number of Invitees/Prominently Listed Participants	603
Percentage Women Invitees/Prominently Listed Participants	44.44%
Percentage Men Invitees/Prominently Listed Participants	55.55%

GENDER AUDIT OF LAW EVENTS IN 2017	
Total Number of Events	126
Total Number of Invitees/Prominently Listed Participants	571
Percentage Women Invitees/Prominently Listed Participants	37.83%
Percentage Men Invitees/Prominently Listed Participants	62.17%

GENDER AUDIT OF POLITICAL AND SOCIAL SCIENCES EVENTS IN 2017	
Total Number of Events	123
Total Number of Invitees/Prominently Listed Participants	263
Percentage Women Invitees/Prominently Listed Participants	31.94%
Percentage Men Invitees/Prominently Listed Participants	68.06%

GENDER AUDIT OF MAX WEBER EVENTS IN 2017	
Total Number of Events	37
Total Number of Invitees/Prominently Listed Participants	217
Percentage Women Invitees/Prominently Listed Participants	43.78%
Percentage Men Invitees/Prominently Listed Participants	56.22%

GENDER AUDIT OF RSCAS EVENTS 2017	
Total Number of Events	157
Total Number of Invitees/Prominently Listed Participants	1421
Percentage Women Invitees/Prominently Listed Participants	33.5%
Percentage Men Invitees/Prominently Listed Participants	66.5%

GENDER AUDIT OF STG EVENTS 2017	
Total Number of Events	9
Total Number of Invitees/Prominently Listed Participants	61
Percentage Women Invitees/Prominently Listed Participants	11.48%
Percentage Men Invitees/Prominently Listed Participants	88.52%

