

The share of women among professorial staff in Flanders (Belgium)

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PROFESSORIAL STAFF – SITUATION IN FLANDERS IN A NUTSHELL

In Flanders the professorial staff is referred to as ‘ZAP’ which is the abbreviation for ‘Zelfstandig Academisch Personeel’, meaning independent academic staff. The Flemish University system distinguishes 4 levels in the professorial staff: 1) ‘docent’ or assistant professor, 2) ‘hoofddocent’ or associate professor, 3) ‘hoogleraar’ or full professor and 4) ‘gewoon hoogleraar’ or senior full professor. Senior full professor is the highest level that can be attained; assistant is usually (but not always) the first step in a career as professor and is mostly granted on a tenure-track basis.

GOAL OF THE PRESENT FACTSHEET

In this factsheet we provide validated numbers on the share of women among the professorial staff in Flanders. First we look at the population numbers: i.e. what is the share of women among the entire professorial staff at the Flemish universities at certain points in time. Second we look at the population of newly appointed professorial staff: i.e. what is the share of women among the professorial staff starting at the Flemish universities within a certain time frame. The first observation confirms what we know from the personal statistics produced by the Flemish Interuniversity Council (VLIR personeelsstatistieken) but eliminates double counts of individuals working at different Flemish universities. The second observation is new and is based on insights from the HRRF-database.

DATA SOURCE

The Human Resources in Research Flanders database (HRRF) contains all the appointments of all scientific staff affiliated to a Flemish university since 1990-1991, together with all PhD registrations and completions and demographic information. The latest update available concerns the data with respect to the academic year 2014-2015. The data are linked across the universities in order to identify a person affiliated to different universities as one single individual. The linking and coding of the data is executed by a Trusted Third Party, Statistics Belgium. The coded data are then merged, standardised and analysed by Ghent University, one of the partners in ECOOM, the Flemish Centre for R&D Monitoring (www.ecoom.be).

RESULTS POPULATION

Table 1: The share of women among the different levels of professorial staff – Situation at the 1st of February

	Assistant professor	Associate professor	Full professor	Senior full professor
2000	21.5% (917)	13.3% (863)	9.8% (655)	5.8% (789)
2005	28.0% (1006)	17.9% (882)	12.0% (658)	7.6% (896)
2010	32.2% (1082)	23.3% (1000)	15.9% (629)	10.4% (963)
2015	35.8% (1393)	27.5% (1216)	22.7% (748)	13.9% (992)

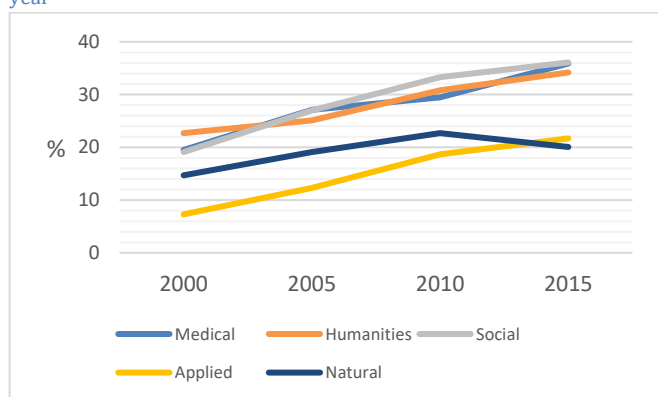
The number between brackets presents the denominator
Source: HRRF 2014-2015

Most important findings:

- The share of women among the professorial staff is growing across time
- The share of women decreases with higher professorial career level
- In 2015 the share of women among senior full professors is still below the share of women among assistant professors in 2000
- In 2015 only 26.2% of all the professorial staff are women (number not in table)

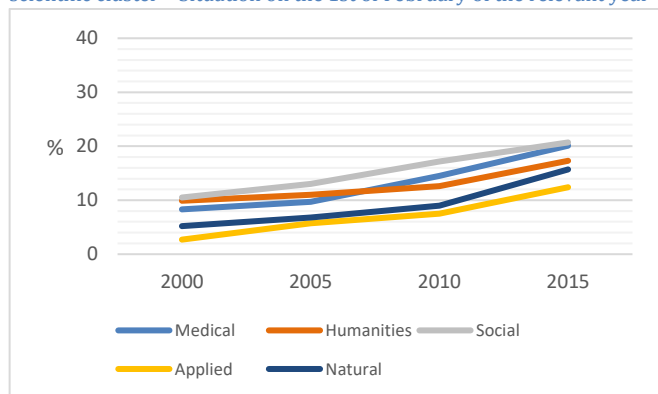
Next, we look at gender differences across scientific cluster.

Graph 1: The share of women among assistant & associate professors by scientific cluster – Situation on the 1st of February of the relevant year



The scientific cluster is determined by the organizational unit in which the professor spent the most time of his/her professorial career
Source: HRRF 2014-2015

Graph 2: The share of women among full & senior full professors by scientific cluster – Situation on the 1st of February of the relevant year



The scientific cluster is determined by the organizational unit in which the professor spent the most time of his/her professorial career
Source: HRRF 2014-2015

Most important findings

- The lowest share of women is observed in applied sciences, the highest share in social sciences.
- In natural sciences there has been a drop in the share of women between 2010 and 2015 among assistant & associate professors. Simultaneously there has been a remarkable increase in the share of women at the level of full & senior full professors.
- The share of women among full & senior full professors in 2015 exceeds (applied sciences) or equals (natural, social, medical sciences) the share of women among assistant & associate professors in 2000. In humanities however we observe the opposite development: 23% was the share of women among the assistant & associate professors in 2000 whereas in 2015 only 17% of the full & senior full professors are women.

RESULTS NEW APPOINTMENTS

Table 2 contains the share of women amongst all academic staff for the first time appointed as or promoted into the respective rank of professor.

Table 2: The share of women among the different levels of newly appointed professorial staff

	Assistant professor	Associate professor	Full professor	Senior full professor
'95-'99	22.8% (662)	16.7% (502)	11.9% (444)	6.2% (274)
'00-'04	28.8% (813)	19.0% (638)	11.9% (503)	10.2% (372)
'05-'09	32.6% (820)	25.7% (697)	19.0% (458)	14.0% (371)
'10-'14	36.2% (1172)	28.7% (913)	25.4% (574)	15.8% (374)

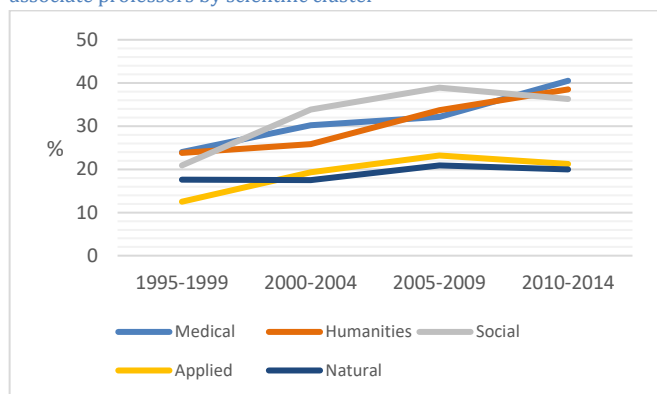
The number between brackets presents the denominator
'95-'99 stands for the academic years 1995-1996 until 1999-2000
Source: HRRF 2014-2015

Most important findings

- A growing share of women across time starts a career as professor
- The share of women among new appointments decreases with increasing professorial career level
- In 2010-2014 the share of women among newly appointed senior full professors is still below the share of women among newly appointed assistant professors in 1995-1999
- In 2010-2014 only 33.1% of the newly appointed professorial staff is a women (number not in table)

Next, we look at gender differences across scientific cluster.

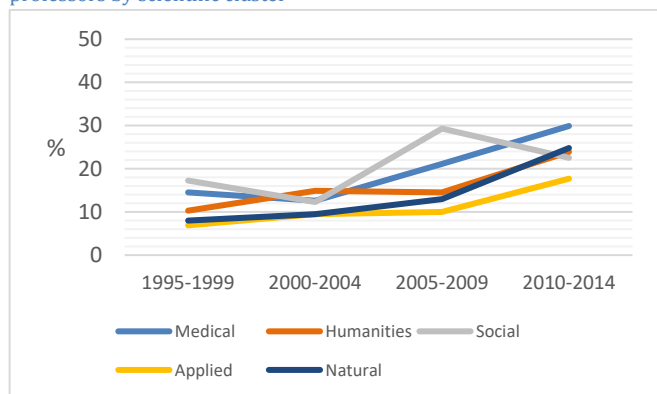
Graph 3: The share of women among newly appointed assistant & associate professors by scientific cluster



The scientific cluster is determined by the organizational unit in which the professor spent the most time of his/her professorial career

Source: HRRF 2014-2015

Graph 4: The share of women among starting full & senior full professors by scientific cluster



The scientific cluster is determined by the organizational unit in which the professor spent the most time of his/her professorial career

Source: HRRF 2014-2015

Most important findings

- The lowest share of women among newly appointed professors is observed in applied sciences, the highest share in social sciences (until 2005-2009) and in medical sciences (in 2010-2014).
- In natural, applied and social sciences the share of women among newly appointed assistant & associate professors has stopped increasing between 2005 and 2014. Among starting full & senior full professors however, there was a steep increase in the share of women during this period, except for social sciences.
- The share of women among starting full & senior full professors in 2010-2014 exceeds (applied, natural and medical sciences) or equals (social sciences and humanities) the share of women among starting assistant & associate professors in 1995-1999.