



**School of Architecture, Civil and
Environmental Engineering (ENAC)**

**GENDER MONITORING
EPFL 2015-2016**

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LEAKY PIPELINE

The graph below gathers data from ENAC School for 2005, 2010 and 2015, allowing to notice the differentiated evolution of male and female percentages at the different stages of the academic trajectory.

The percentages of women among Bachelor and Master students at ENAC have slightly increased between 2005 and 2015. The percentage of women has known a greater increase among PhD students, going from 28% in 2005 to 39% in 2010. In 2015 the percentage has however not increased anymore compared to the rate achieved in 2010.

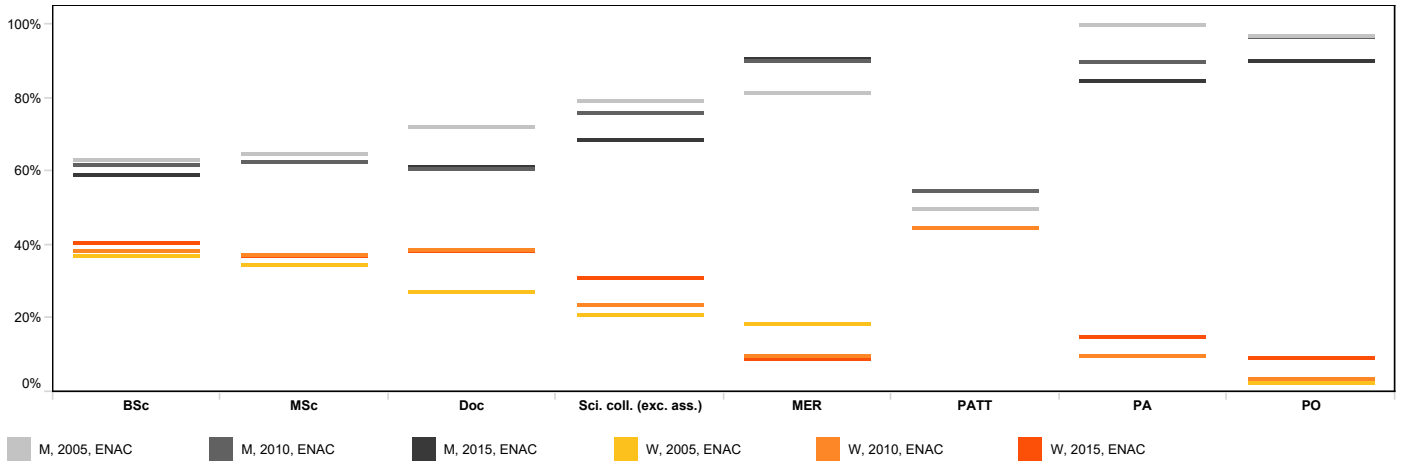
Among scientific collaborators (excluding assistants), the percentage of women at ENAC has gone from 21% in 2005 to 24% in 2010 and reaches 31% in 2015.

Among MER, the percentage of women has decreased from 15% in 2005 to 9% in 2015. The headcount in this category is however small (between 4.5 to 9.1 FTE).

The percentage of women among PATT at ENAC fluctuates between 45% and 55%. However it concerns very few headcounts (between 4 to 6.7 FTE in total).

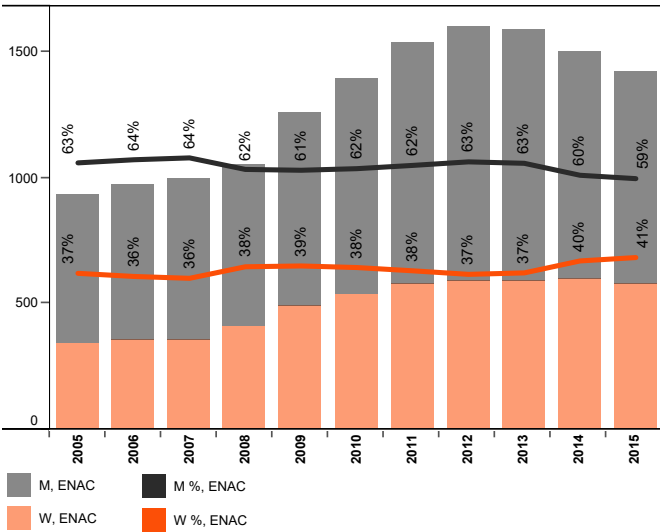
The percentage of women among PA at ENAC has gone from 0% in 2005 to 10% in 2010 and to 15% in 2015. Among POs at ENAC the percentage of women has increased since 2010. Being 3% in 2005 and 2010, it has reached 10% in 2015.

Leaky Pipeline, EPFL, School of Architecture, Civil and Environmental Engineering, 2005, 2010 and 2015



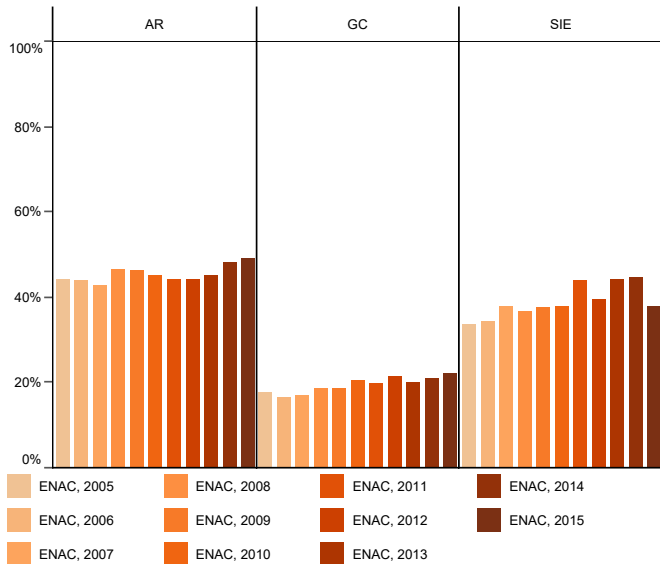
BACHELOR STUDENTS

Students, number and %, School of Architecture, Civil and Environmental Engineering, Bachelor, 2005-2015



Between 2005 and 2015, the number of female Bachelor students at ENAC has proportionally known an increase slightly higher than that of male students. The percentage of female Bachelor students has gone from 37% in 2005 to 41% in 2015.

Percentage of women per section, School of Architecture, Civil and Environmental Engineering, Bachelor, 2005-2015

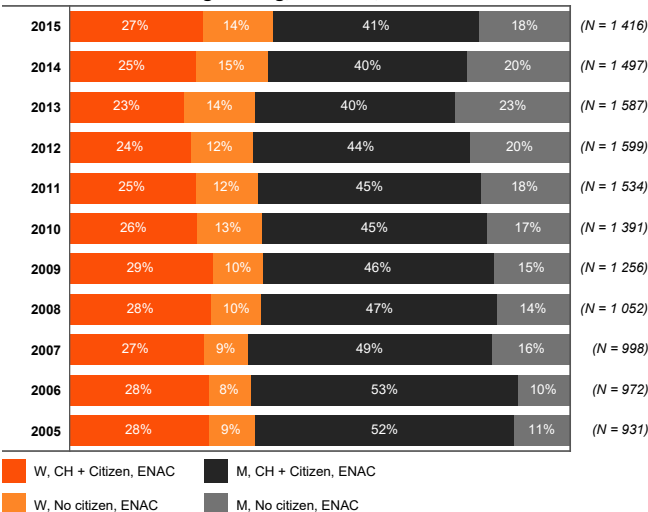


In AR, with 49% female students the share has almost reached parity. In SIE the highest level of female students was reached in 2014 (45%) before decreasing to 38% in 2015.

GC section displays the lowest percentage of female students at ENAC with 22% in 2015.

This percentage represents the highest share of female Bachelor students in GC for the 2005-2015 period.

Percentage per nationality and residence, School of Architecture, Civil and Environmental Engineering, Bachelor, 2005-2015



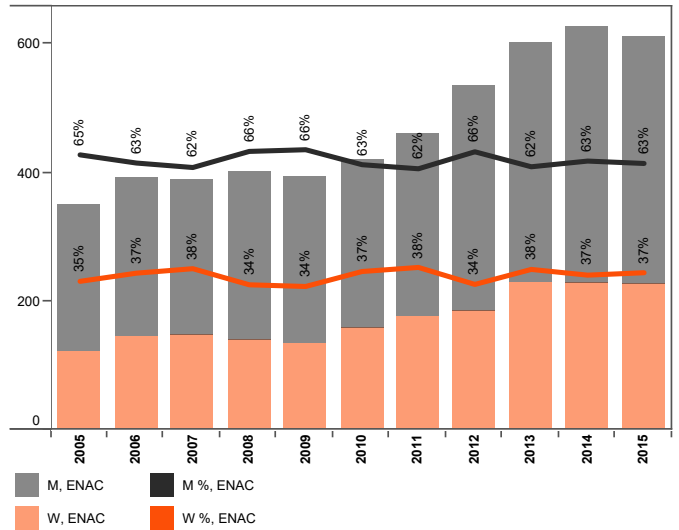
A majority of Bachelor students is of Swiss origin (= Swiss nationals or schooled in Switzerland). Between 2005 and 2015, the percentage of international students has increased from 24% to 34% among female students and from 18% to 31% among male Bachelor students.

The proportion of women among Swiss students has increased from 35% in 2005 to 39% in 2015. Among international students, the proportion of women is 43% in 2015 against 45% in 2005.

MASTER STUDENTS

The number of Master students at ENAC has gone from 348 students in 2005 to 612 students in 2015 (increase by a factor of 1.8). The increase from 2005 to 2015 has been slightly more important among female students (factor 1.9) than among male students (factor 1.7). Thus, the percentage of female Master students at ENAC has gone from 35% in 2005 to 37% in 2015

Students, number and %, School of Architecture, Civil and Environmental Engineering, Master, 2005-2015

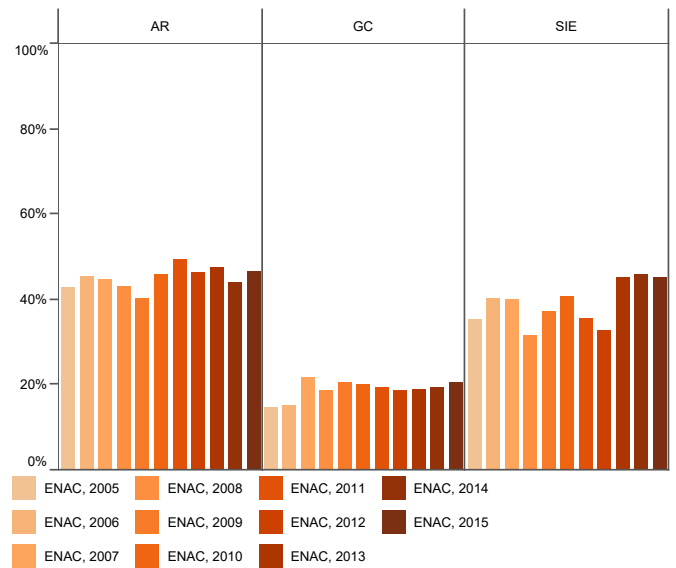


In Civil Engineering (GC) the number of male students has gone from 53 to 172 (factor 3.3) and the number of female students from 9 in 2005 to 45 in 2015 (factor 5). Thus, the percentage of female Master students in Civil Engineering has gone from 15% in 2005 to 21% in 2015.

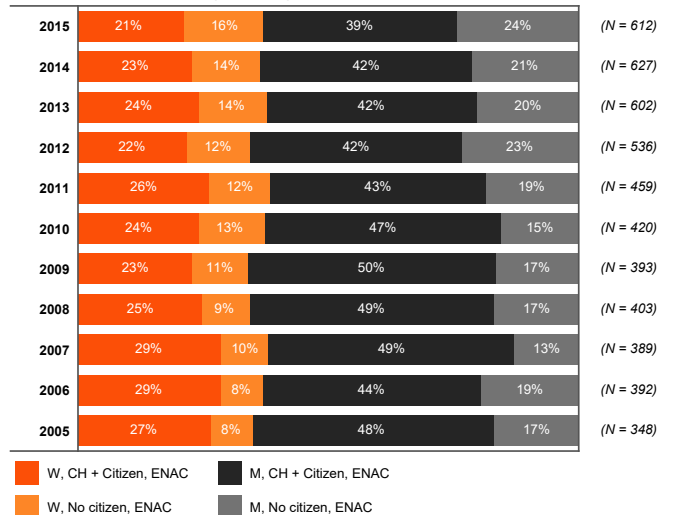
In the Environmental Engineering section the percentage of female Master students has gone from 35% in 2005 to 45% in 2015.

In Architecture, the percentage of female students has gone from 43% in 2005 to 47% in 2015.

Percentage of women per section, School of Architecture, Civil and Environmental Engineering, Master, 2005-2015



Percentage per nationality and residence, School of Architecture, Civil and Environmental Engineering, Master, 2005-2015

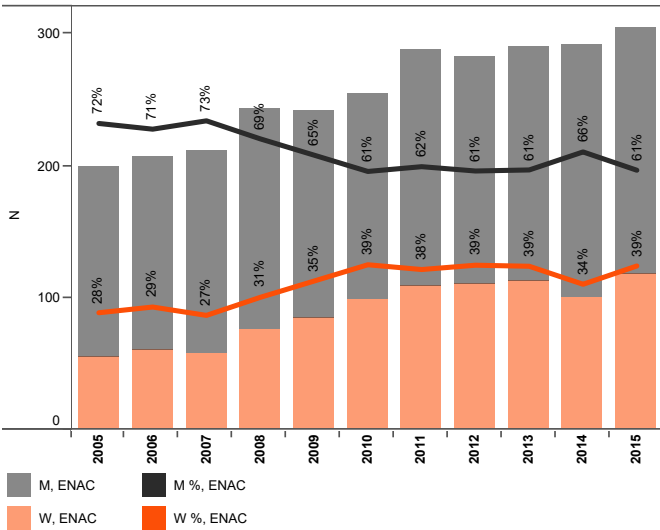


A majority of Master students at ENAC is of Swiss origin (= Swiss nationals or schooled in Switzerland). Between 2005 and 2015, the percentage of international female students has gone from 24% to 43% and the percentage of international male Master students from 26% to 38%.

Thus, the proportion of women among international students has increased from 33% to 40%. Among Swiss students the proportion of women is 35% in 2015 against 36% in 2005

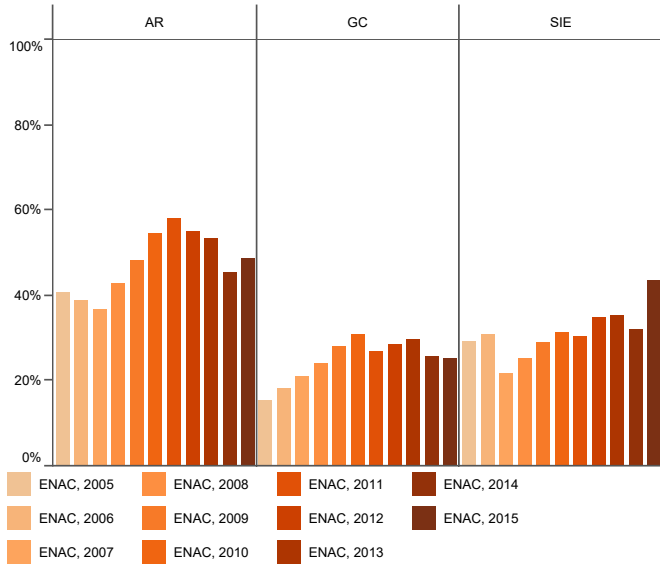
PHD STUDENTS

Students, number and %, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015



The number of PhD students at ENAC has gone from 199 in 2005 to 305 in 2015. In all sections, the number of female PhD students has increased more significantly than the number of male PhD students. The percentage of female PhD students is 39% in 2015 against 28% in 2005.

Percentage of women per section, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015

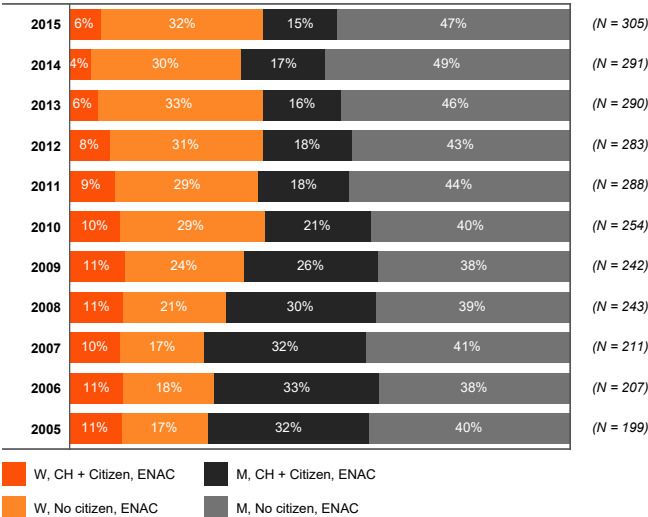


In SIE, the percentage of female PhD students has gone from 29% in 2005 to 43% in 2015.

In Civil Engineering, the proportion of female PhD students has gone from 15% in 2005 to 31% in 2010, then has decreased again to 25% in 2015.

In Architecture, the percentage of female PhD students has exceeded 50% from 2010 to 2012. In 2015 it is at 49% against 41% in 2005.

Percentage per nationality and residence, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015

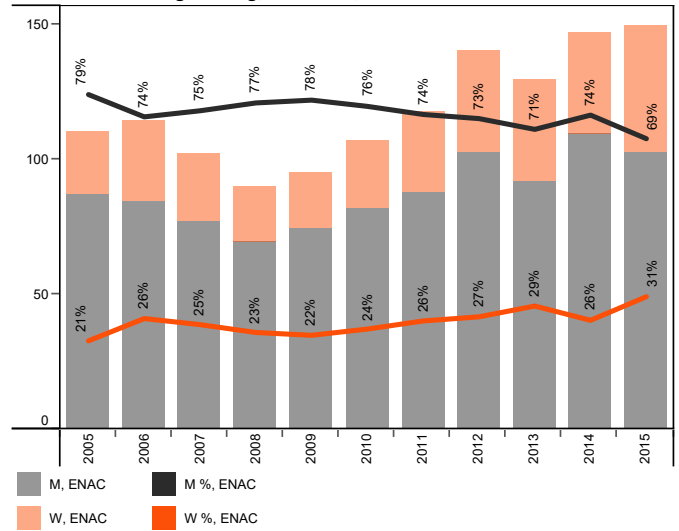


PhD students at ENAC are more international than Bachelor and Master students. Unlike the latter two groups, Swiss PhD students represent less than half of PhD students. 16% among female PhD students in 2015 (against 38% in 2005) and 24% among male PhD students (against 44% in 2005).

The proportion of women among Swiss PhD students has gone from 25% in 2005 to 30% in 2015 and from 30% in 2005 to 41% in 2015 among foreign PhD students.

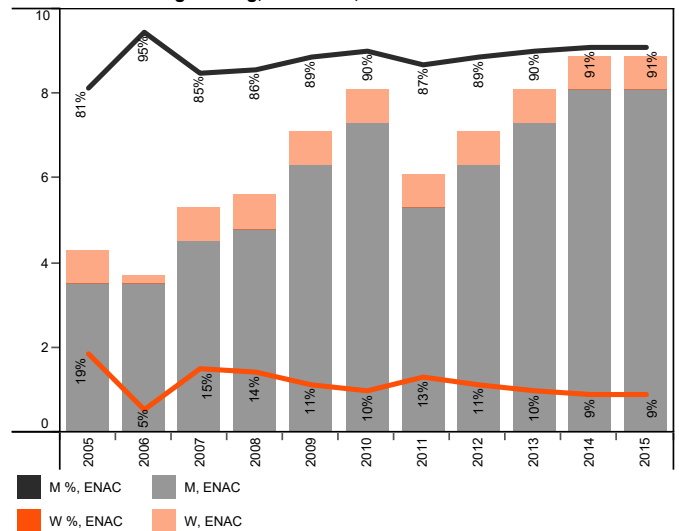
SCIENTIFIC COLLABORATORS

Scientific collaborators, number and %, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015



The headcount of FTE among Scientific collaborators has gone from 110.1 FTE in 2005 to 149.4 FTE in 2015. The percentage of FTE occupied by women has gone from 21% in 2005 to 31% in 2015.

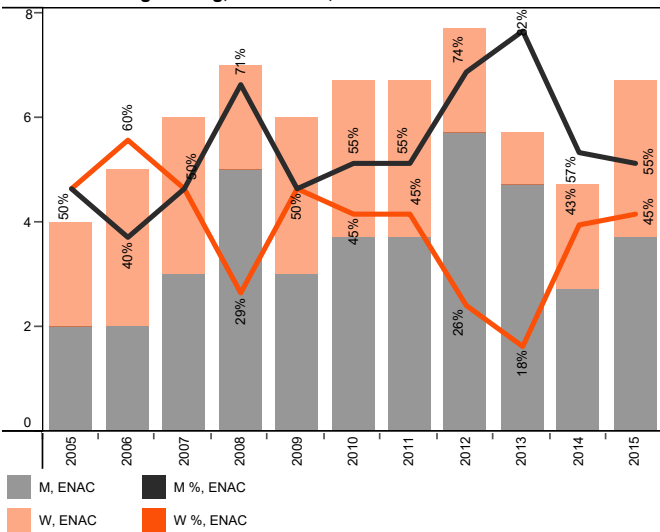
Senior scientists (MER), number and %, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015



FTE among MER have gone from 4.3 in 2005 to 8.9 in 2015. While it has increased among men, from 3.5 to 8.1 FTE, the MER headcount has remained almost stable among women. The percentage of MER women has therefore decreased between 2005 and 2015, going from 19% to 9%.

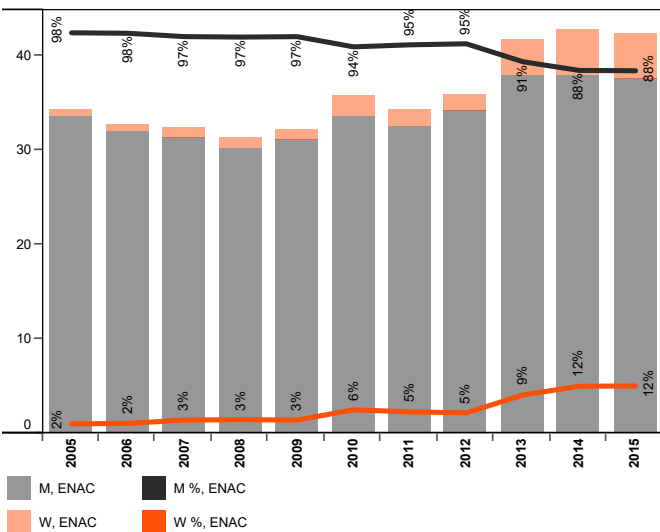
PROFESSORS

Tenure Track Assistant Professors, School of Architecture, Civil and Environmental Engineering, FTE and %, 2005-2015



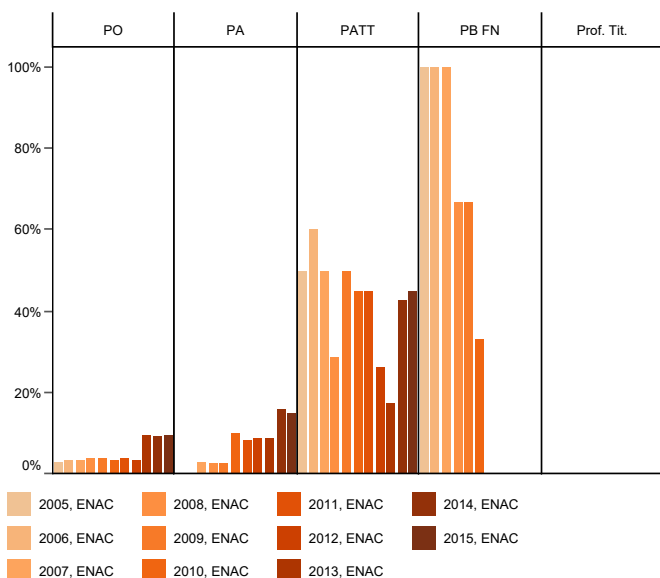
The PATT headcount is low (between 4 to 7.7 FTE) and the function is by definition transitory. The percentages may therefore fluctuate significantly from one year to another. Between 2005 and 2015, the proportion of FTE among women PATT ranged mostly between 40 – 50%

Associate Professors and Full Professors, School of Architecture, Civil and Environmental Engineering, FTE and %, 2005-2015



FTE of PO and PA have gone from 34.3 in 2005 to 42.3 in 2015. FTE occupied by women have evolved from 0.8 FTE to 4.9 FTE, corresponding to a rate of 2% in 2005 and of 12% in 2015.

Percentage of women in professorial positions, School of Architecture, Civil and Environmental Engineering, Doctorate, 2005-2015



Though the percentage of women has increased among PO and PA positions, from 3% to 10% for the former and from 3% to 15% for the latter, the situation is different for the PB FN and for the Adjunct professors. Among the latter there are no women between 2005 and 2015.

ABBREVIATIONS AND TECHNICAL NOTES

Data

Data has been provided by the Budget and Planning Manager, attached to the Vice Presidency for Resources and Infrastructure. Most data are available online at vppl.epfl.ch/figures

Students

Data on students are established approximately seven weeks after the start of the fall semester.

BSc - Bachelor of Science

MSc - Master of Science

PhD - EPFL PhD students

Place of education - refers to the distinction from the Federal Office of Statistics between Swiss students and citizens of another nationality who have been schooled in Switzerland, and foreign students who have been schooled abroad

CH + residents - Swiss students and foreign citizens living in Switzerland and who have been schooled in Switzerland

Non-resident - Foreign students who have been educated abroad

Staff

Staff data are established at the end of the calendar year, on December 31.

FTE - Full time equivalent

PO - Full professors

PA - Associate professors

PATT - Tenure Track Assistant Professors

PB FN - Swiss National Science Foundation-funded Professors.

PT - Adjunct professors

MER - Senior scientists

Scientific collaborators - Persons hired by EPFL after a PhD or equivalent professional experience, assuming training and research missions.

Technical staff - employees of a unit responsible of technical tasks.

Administrative staff - employees of a unit responsible of administrative tasks

Schools

ENAC - School of Architecture, Civil and Environmental Engineering

SIE – Environmental Engineering section

GC – Civil Engineering section

ARC –Architecture section