



Equity and Diversity at the University of Natural Resources and Life Sciences Vienna

Report 2021/22

Short English Version

Foreword

At BOKU, the promotion of equal opportunities and equity for all employees and students is a central guiding principle and key objective in the [BOKU's Gender Equality Plan](#). Significant impulses have already been provided at three levels: the structural, the process and the cultural level of the university. Targeted measures drive this process forward, for instance in the advancement of women and equality as well as the implementation of the [BOKU diversity strategy](#).

This report shows us two things. On the one hand, we see positive developments thanks to successful measures, such as the constant efforts to achieve balanced quotas in the composition of collegial bodies and committees. On the other hand, the report also illustrates that there are still many tasks ahead of us on the road to equality for women. For example, when we look at the leaky pipeline in the area of research (Figure 21) or the time series of professorships (Figure 22).

As members of the BOKU Rectorate, we have the responsibility to look to the future in a sustainable way. This means taking a clear stance on the issues of equality, diversity and inclusion. After all, practicing values such as equal opportunities, inclusion and diversity are fundamental to a future-oriented, competitive and innovative university. We would like to take this opportunity to express our strong commitment to these values.

We would like to thank the Coordination Office for Gender Equality, Diversity and Accessibility for compiling the report as well as all departments and organizational units involved: BOKU-International Relations, the Equal Opportunities Working Party, Research Support, Innovation & Technology Transfer Services, Personnel Management, Quality Management Unit and the Teaching: Communication and Reporting Unit.

The Rectorate

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Introduction

The fourth edition of the report on gender equity and diversity at the University of Natural Resources and Life Sciences, Vienna depicts gender relations among students and staff in the 2021/2022 reporting period. In addition to the individual degrees of studies (Bachelor's, Master's and doctoral studies), the areas of academic and general staff are examined in more detail. This is the short English version that was prepared in addition to a longer and more comprehensive [German version](#) of this report.

This report uses charts and time series to show the status quo and developments over time. Gender is a central aspect in the question of how equitable and inclusive BOKU is. Our aim is also to make social inequality as well as structural and multidimensional discrimination visible. In the presentation of various dimensions of diversity, further aspects such as age and generation, disability and chronic illness, and socio-economic background as well as national/regional origin and migration history are therefore relevant for a more comprehensive perspective. Due to limited data availability and requirements in the collection and management of personal data, it was unfortunately not possible to depict gender relations beyond the binary representation in terms of gender diversity.

We would like to thank the Rectorate for the opportunity to prepare this report and all BOKU departments and employees as well as people outside BOKU who have accompanied and supported the process with their expertise and the provision of data.

Coordination Office for Gender Equality, Diversity and Accessibility

Abbreviations and legibility

General information on readability

The report has been produced in an accessible format that is suitable for screen readers. We have also made an effort to choose high-contrast colors and shapes. An inclusive spelling was chosen for the texts. In addition to an extended German version (see: <https://short.boku.ac.at/gleichstellungsbericht>), this English short version of the report was also prepared.

Unfortunately, due to the limited data available, it was not possible to present gender ratios in terms of gender diversity. In the charts, we want to draw attention to the fact that the quantitative representation of gender ratios does not correspond to the reality at BOKU, for example with regard to one's own assignment to a diverse gender spectrum.

Abbreviations

AKGL - - Working Group on Equal Opportunities

BOKU - University of Natural Resources and Life Sciences, Vienna

EU - European Union

F&E Projects - Research and development scientific and artistic projects

1 BOKU at a glance

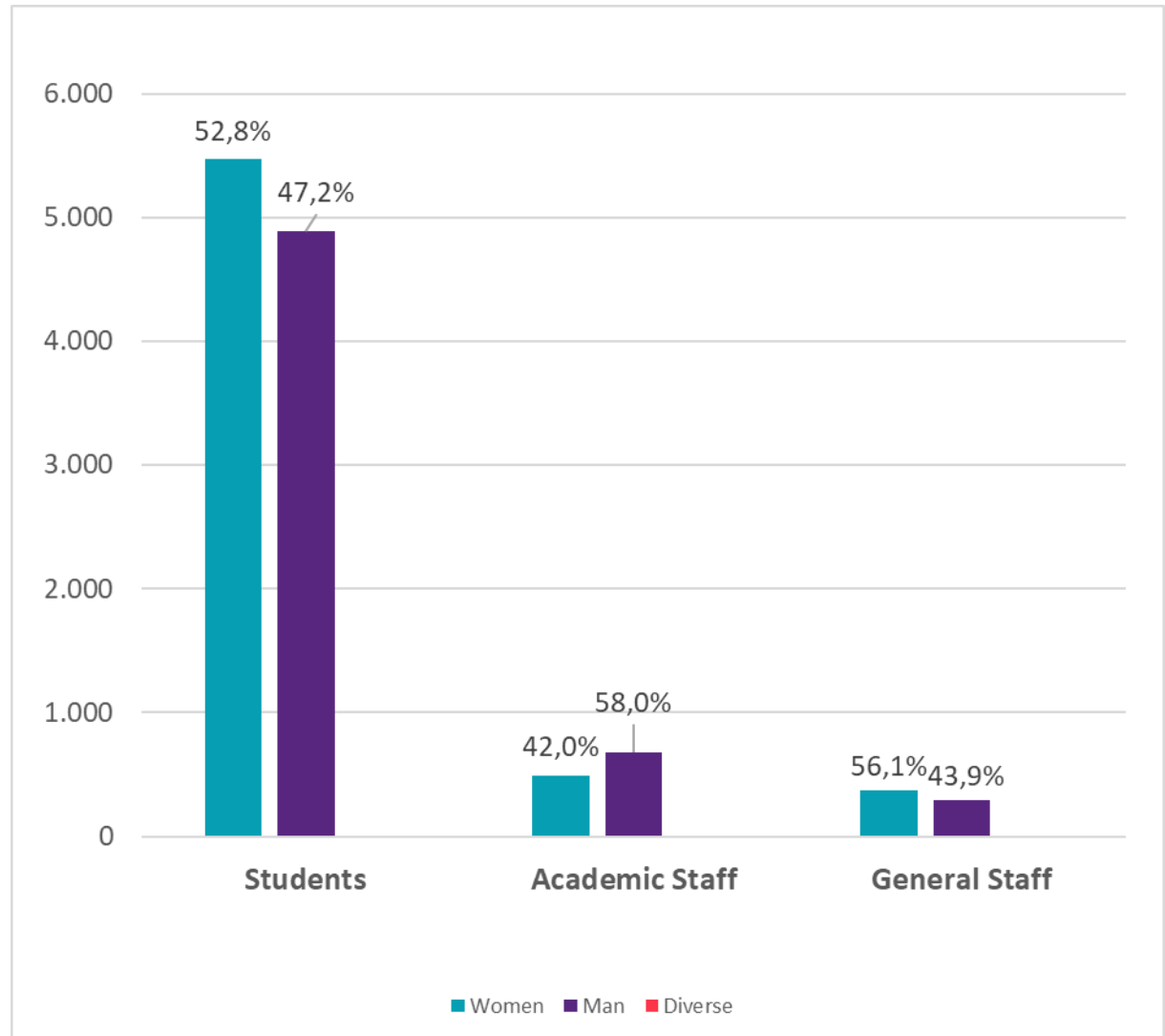
In winter semester 2021/22 (period 1 October 2021 to 31 January 2022), BOKU had a total of 10,354 students and 1,845 employees (full-time equivalent).

Women accounted for 52.8% of students, 42% of academic university staff and 56.1% of general university staff (Figure 1).

Bidok data with a cut-off date of 31 December 2022 was used to calculate the gender ratios in the personnel area for 2022. The calculations in the area of studies and students are based on key figures from the intellectual capital report for the winter semester 2021/22 and the academic year 2021/22.

Data source: Personnel Management, Teaching: Communication and Reporting Unit, Wissensbilanz 2022

Figure 1 **BOKU in numbers**



Students

2 Overview Students

The total number of students at BOKU was 10,354 (during the calculation period winter semester 2021/22).

Figure 2 shows the distribution of the individual degree programmes: 55% of all BOKU students were enrolled in a Bachelor programme, 37% in a Master programme and 8% in a Doctoral programme.

More than half of all BOKU students (52.8%) were women (Figure 3). Women also made up the majority of students actively taking exams, with 54% or 5,763 of Bachelor students taking exams and 55.5% or 3,876 of Master students taking exams being women (Figure 4).

Figure 5 further shows the gender ratio by type of degree level. Women accounted for 52.7% of Bachelor programmes and 51.7% of Master programmes. The proportion of women among doctoral students was 50.3 %, which corresponds to a total of 423 women and 49.7 % or 418 men (Figure 5/Table 1).

Figure 2 **Percentage of students by degree level**

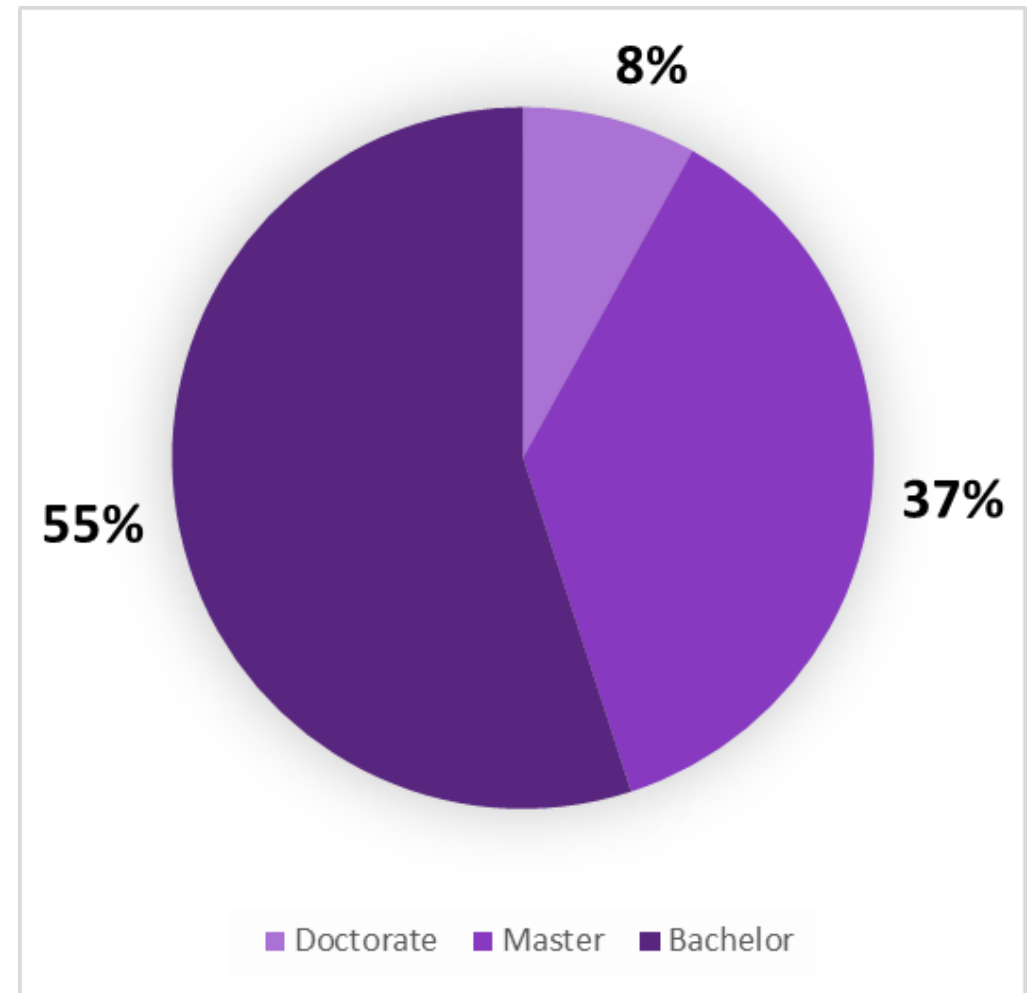


Figure 3 **Percentage of students by gender**

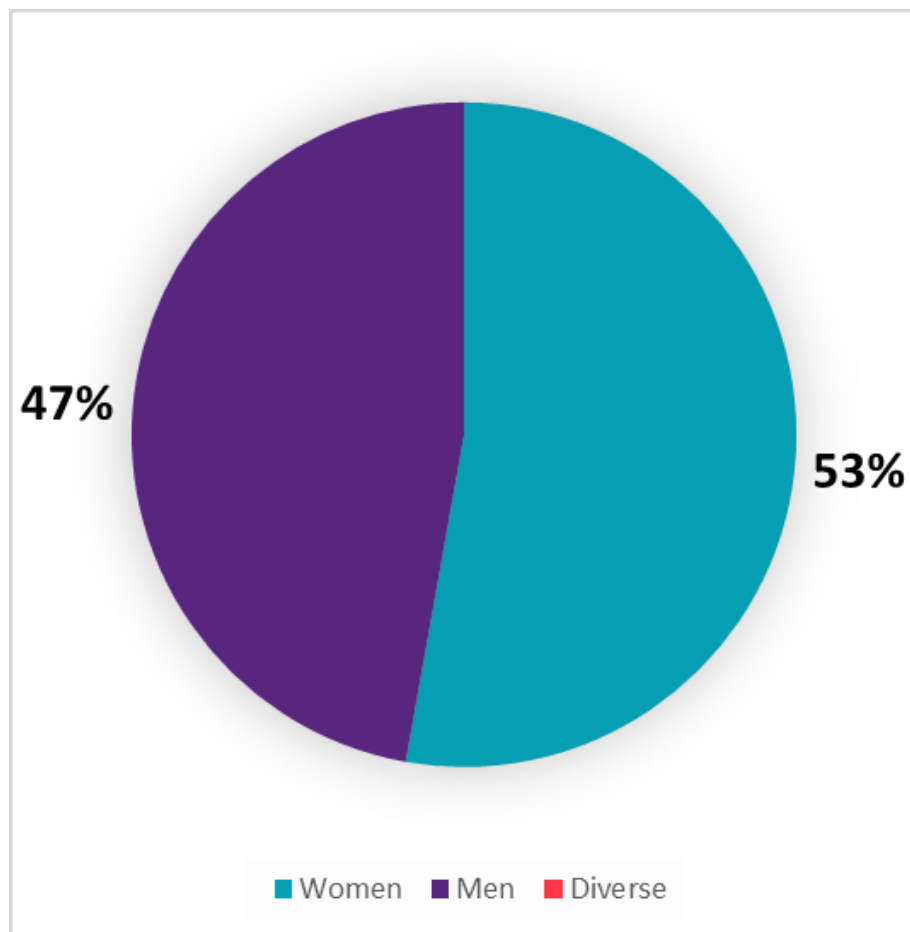


Figure 4 **Students actively taking exams in 2021/22**

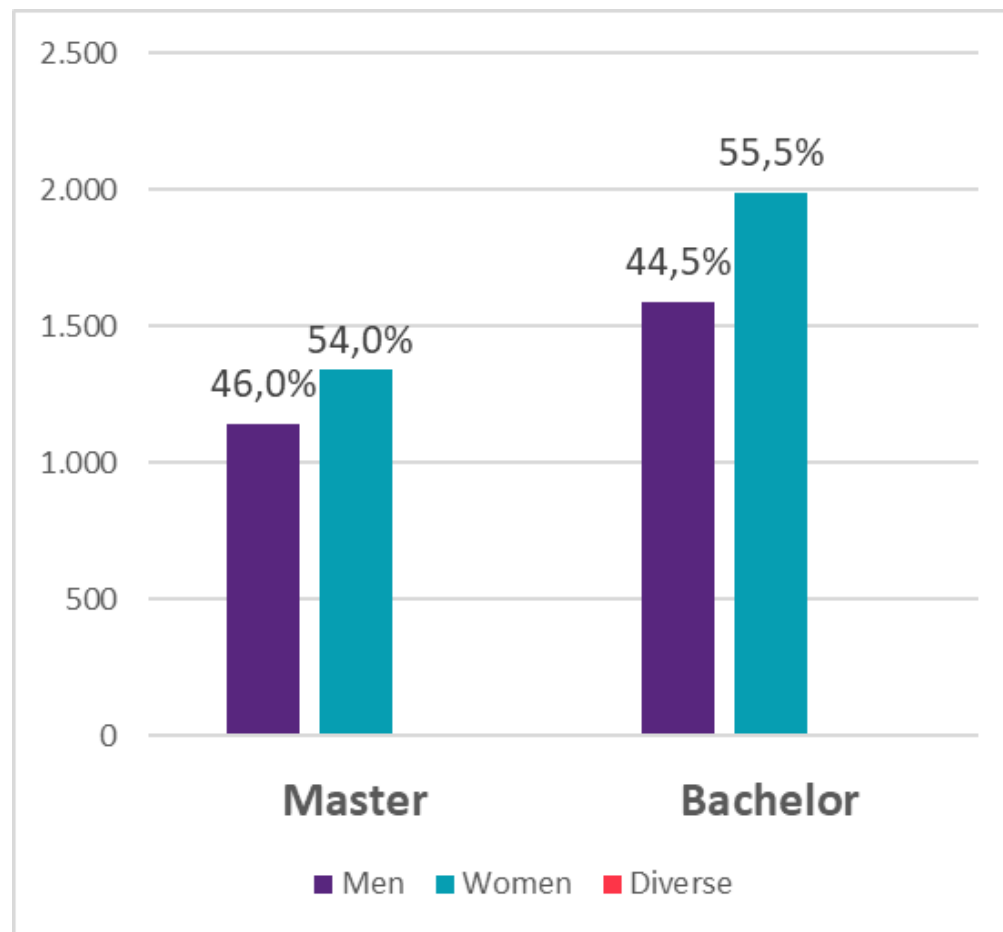


Figure 5 **Gender ratio by type of degree level**

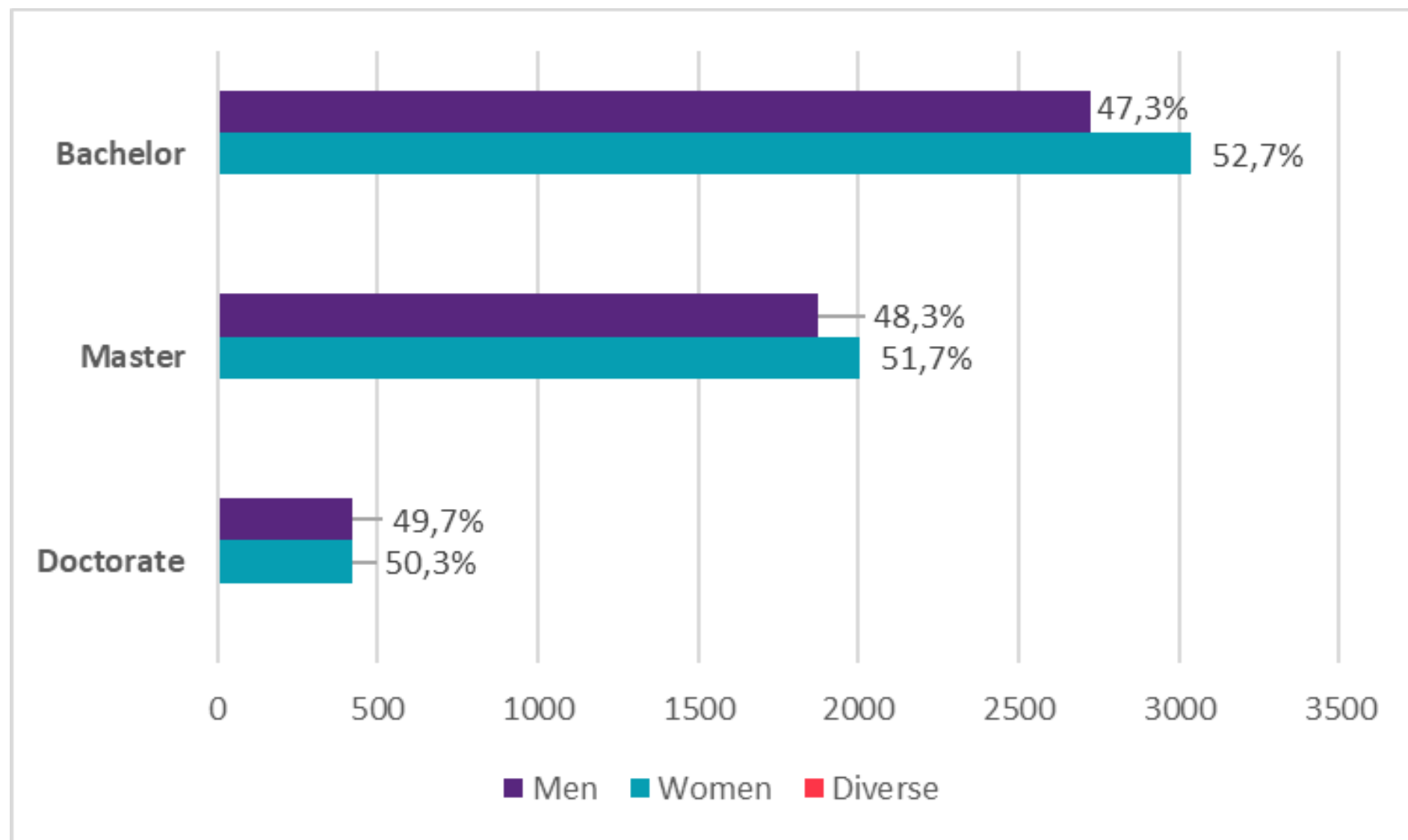
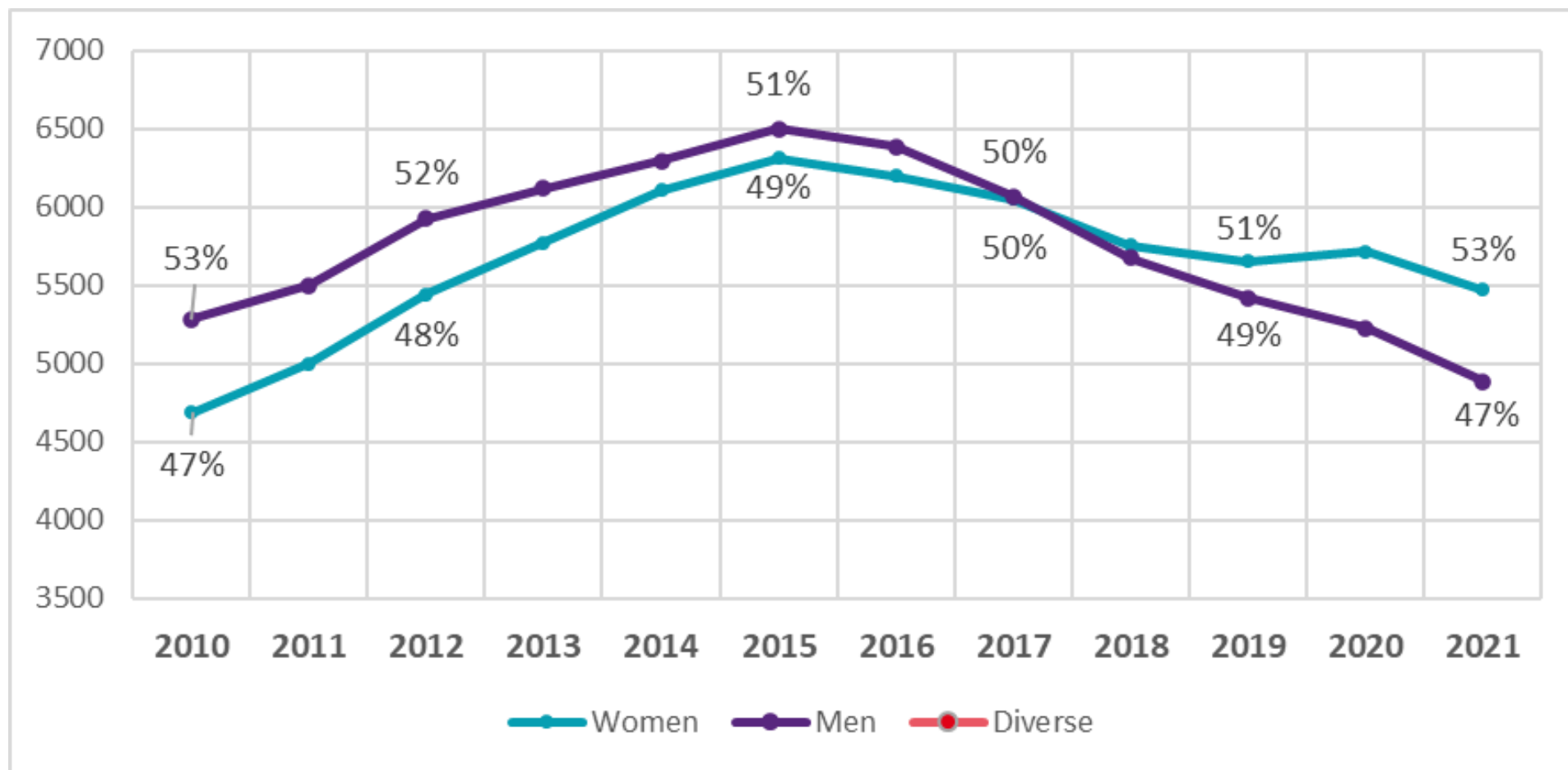
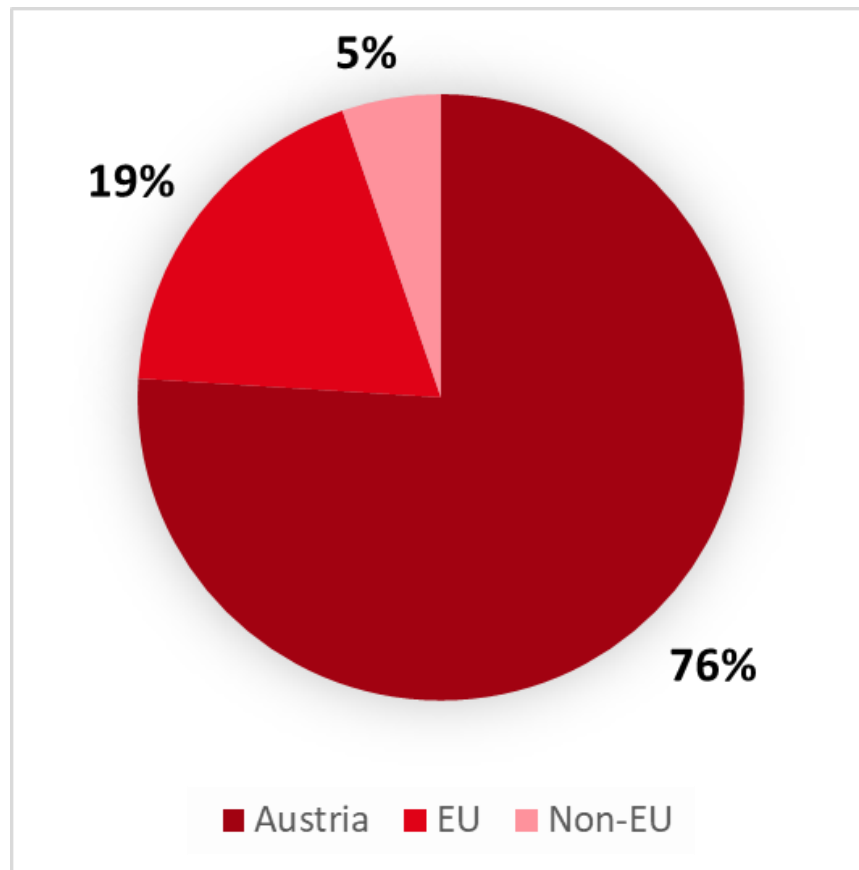


Figure 6 **Time series students 2010-2021**



The time series of students in the period 2010-2021 (Figure 6) shows an opposite trend in gender ratios from 2017 onwards. While 47% of all BOKU students were women in 2010, the proportion of women rose to 49% in 2014. In 2017, a balanced gender ratio was achieved with a total of 12,117 students. In the following years until 2021, the total number of students fell to 10,354, but the proportion of women rose to 53%.

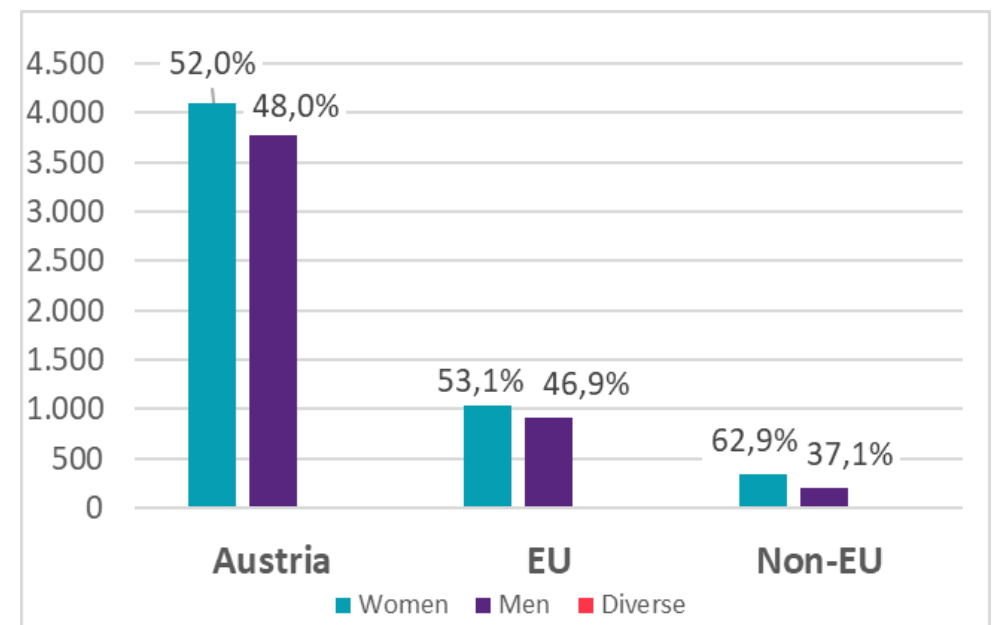
Figure 7 **Students' nationality**



24% of all BOKU students were international students, 19% of whom were from EU countries and 5% from non-EU countries (Figure 7).

The proportion of women among the 1,941 students from EU countries was 53% and 63% among the 545 BOKU students from non-EU countries. The proportion of women among the 7,868 Austrian students was 52% (Figure 8).

Figure 8 **Gender ratio by students' nationality**



Staff

3 Overview Members of Staff

A total of 3,213 employees were employed in the scientific field (74%) and 1,139 in administration (26%) (Figure 9). Taking into account all full-time and part-time employees, persons with several employment relationships were only counted once.

The presentation of the gender ratios, considering the full-time equivalents, showed a proportion of women of 42.0% for academic staff and 56.1% for general staff (Figure 10/Table 2).

Figure 9 **Scientific and general university staff**

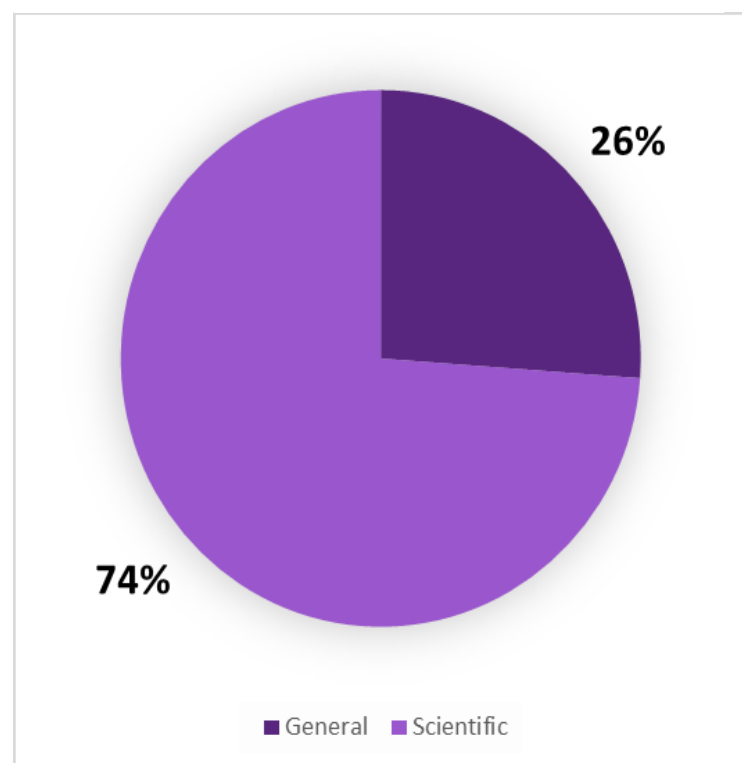
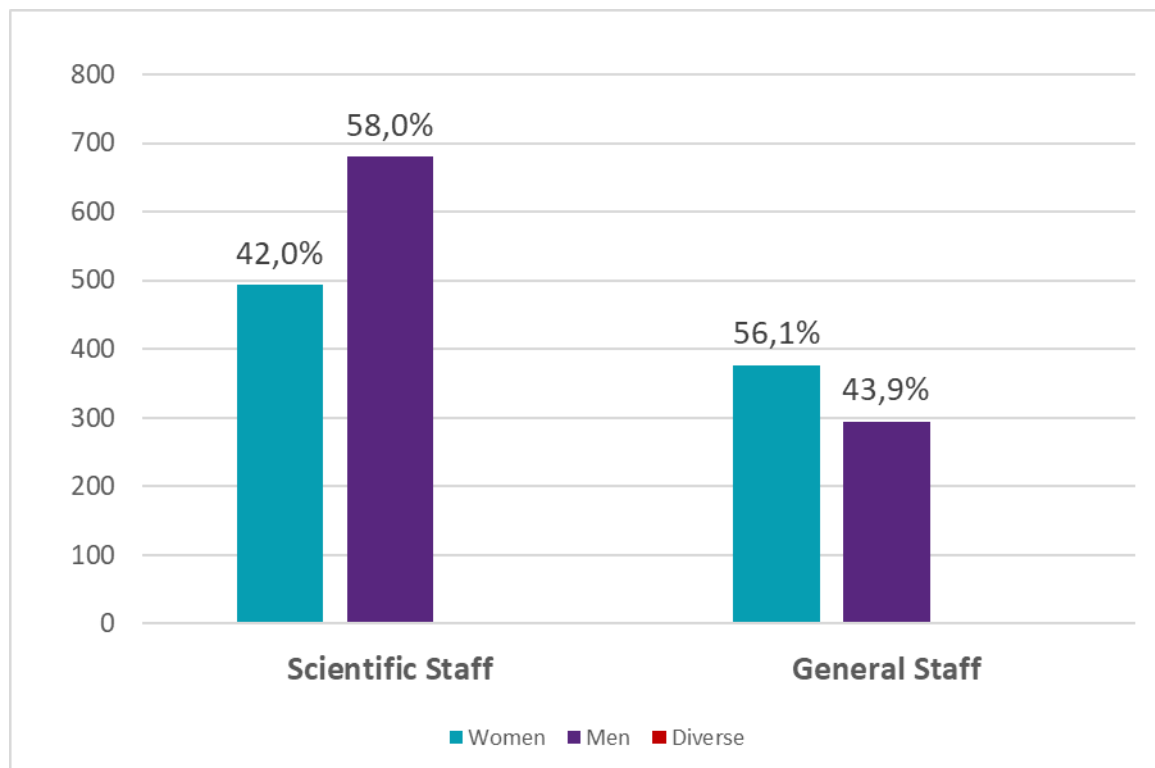


Figure 10 **Gender ratio of academic and general university staff**



The majority (77%) of BOKU staff members have Austrian citizenship; 17% have other EU countries' nationalities and 6% are from non-EU countries (Figure 11).

The majority of employees from EU countries came from Germany, followed by Italy. The national origin of other BOKU staff members was Spain, the Czech Republic, Poland, Hungary, France and Slovakia. A small number of BOKU employees came from other EU countries such as Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, Greece, Ireland, Latvia, Luxembourg, the Netherlands, Portugal, Romania, Sweden and Slovenia (Figure 12).

The majority of BOKU staff members from non-EU countries came from China, India, Iran and the USA, followed by Russia, Switzerland, Serbia, Bosnia and Herzegovina, Ukraine and the UK. The national origin of other BOKU employees was Brazil, Indonesia, Mexico, Nigeria, Pakistan, Syria, Turkey and Vietnam. A small number of BOKU employees came from Albania, Algeria, Australia, Bangladesh, Burkina Faso, Cameroon, Canada, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Eritrea, Ghana, Guatemala, Honduras, Iraq, Japan, Jordan, Laos, Malaysia, Moldova, Mongolia, Philippines, Serbia and Montenegro, Singapore, Thailand, Uganda, Western Sahara, Zambia and Zimbabwe (Figure 13).

Figure 11 **Staff nationality**

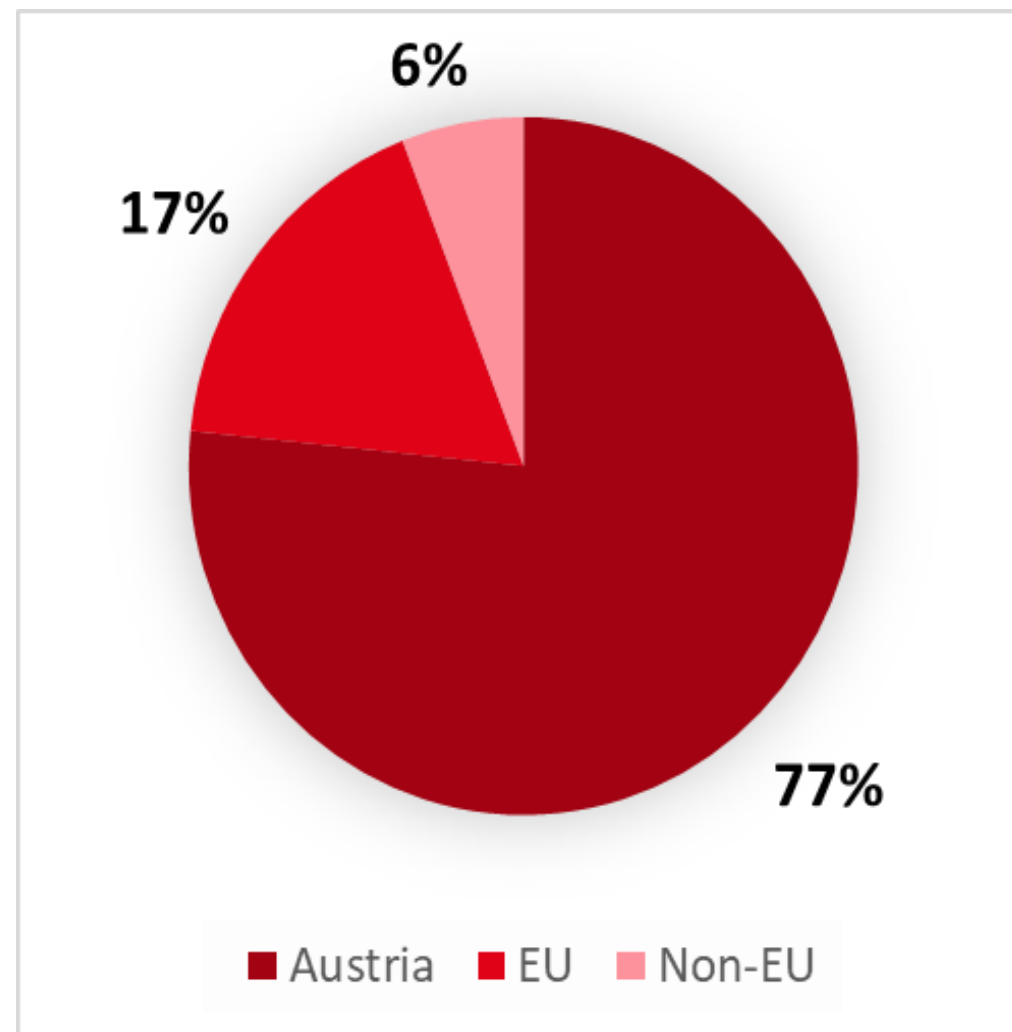


Figure 12 **Nationality of employees EU area**

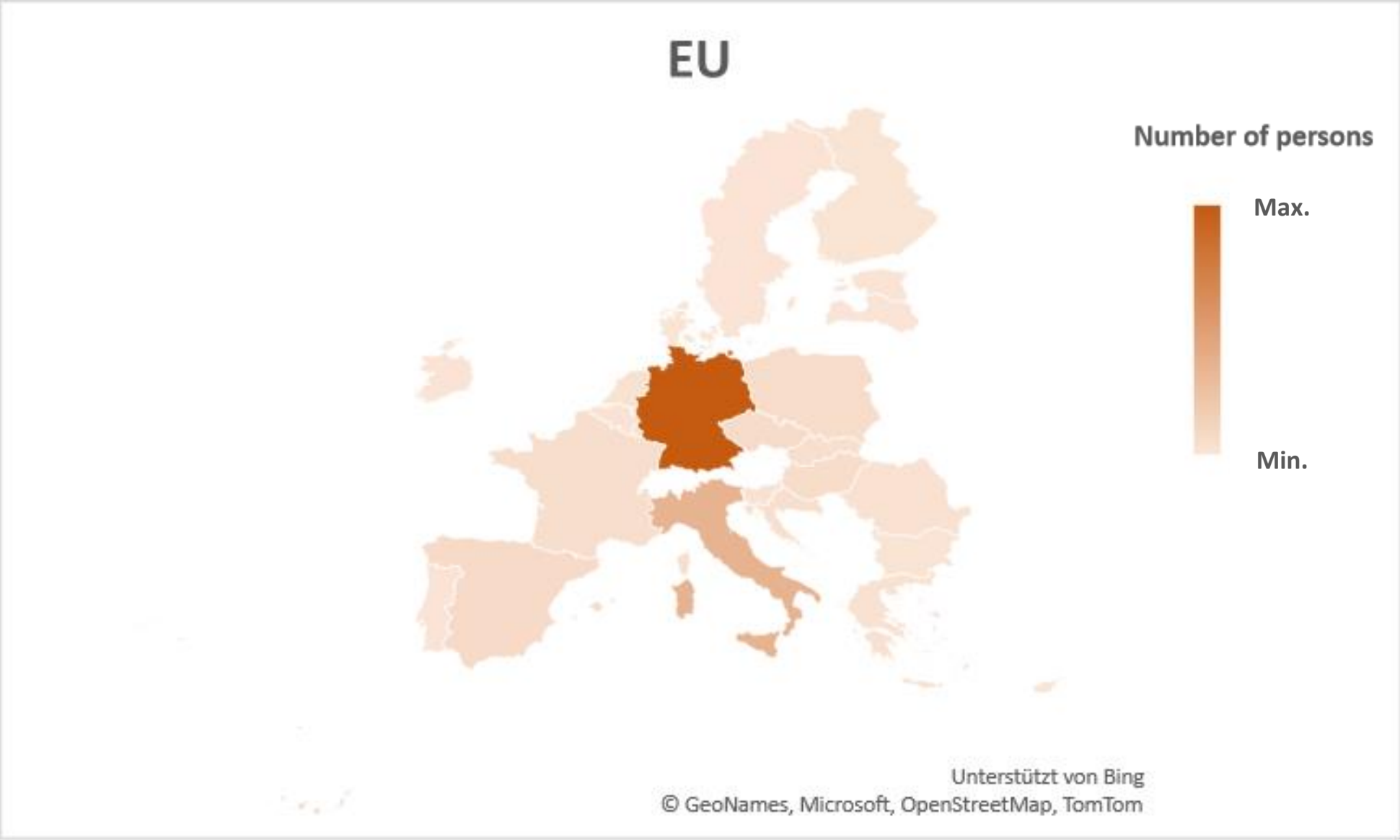


Figure 13 **Nationality of employees outside the EU**

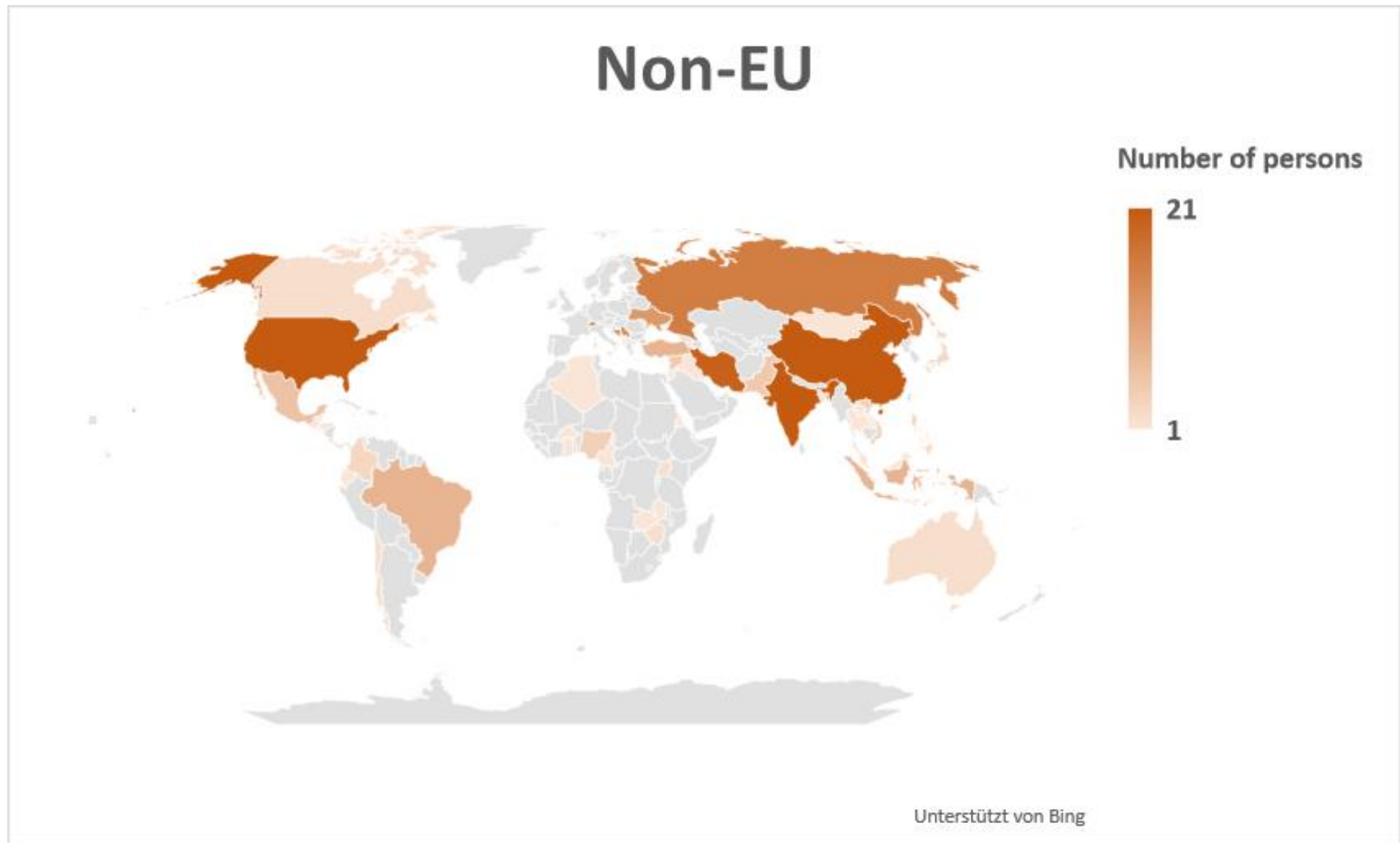
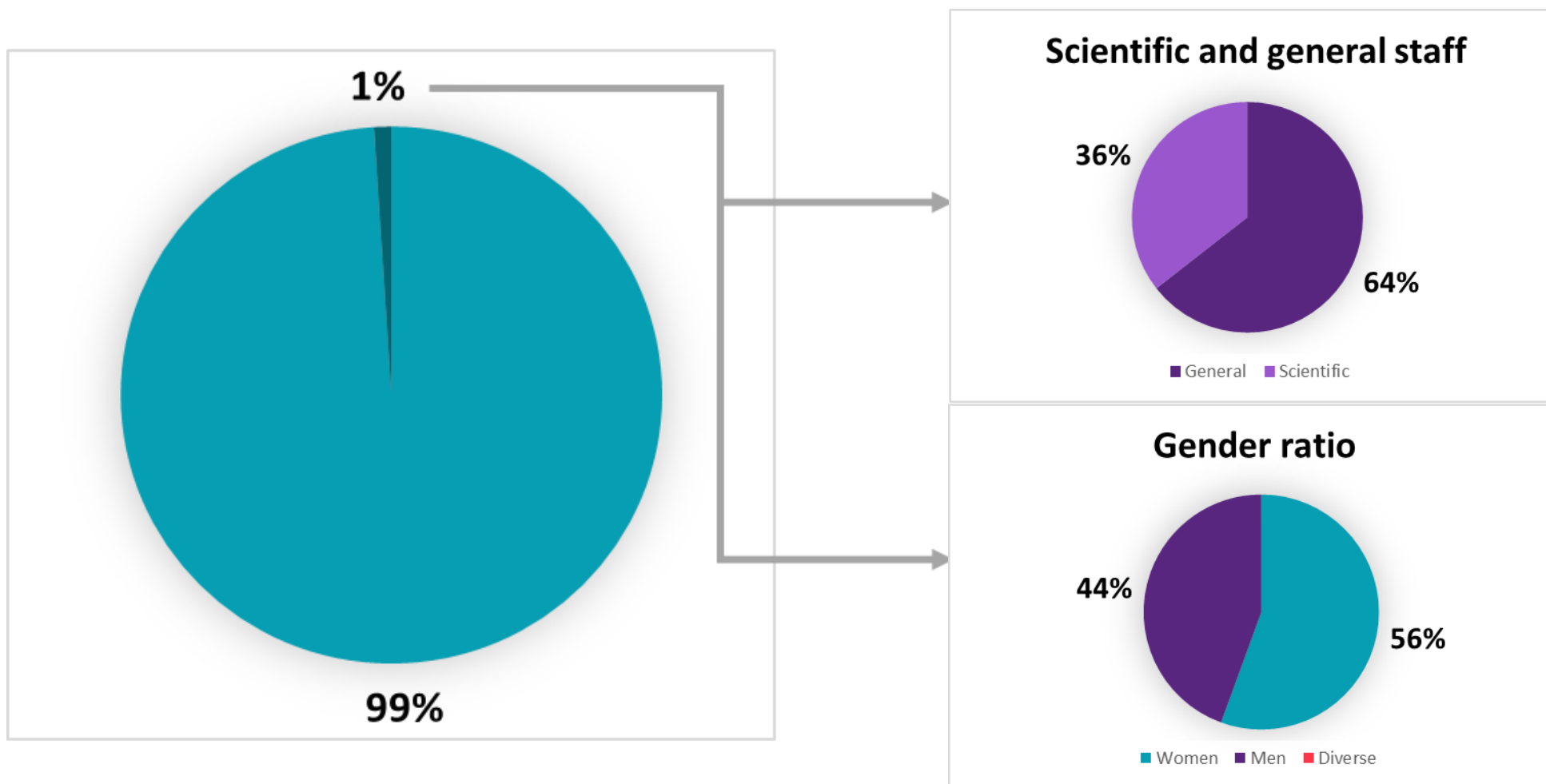


Figure 14 **Proportion of Staff with disabilities**



A total of 1% of all BOKU employees had a disability or chronic illness as of 31.10.2022 (Figure 14). Of this 1%, 36% are assigned to academic staff and 64% to general staff (Figure 14a). This 1% group has a gender ratio of 56% women and 44% men (Figure 14b).

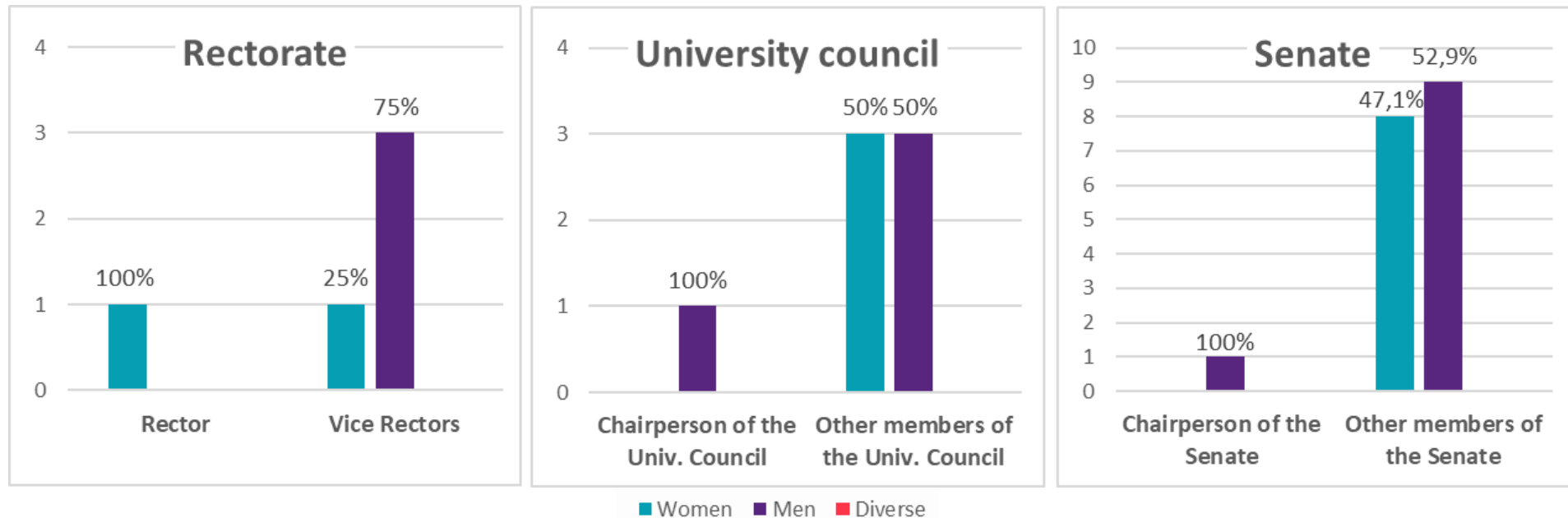
4 Management positions

In 2022, the **university management** of BOKU consisted of the University Council, the Rectorate and the Senate. With one female Rector, one female Vice-Rector and three male Vice-Rectors, the Rectorate had 40% female representation. According to the provisions of the Universities Act, the number of members of bodies with an odd number of members is reduced by one in order to determine the degree of fulfillment. Accordingly, the Rectorate fulfilled the women's quota of 50%.

The chair of the University Council was held by a man, while the members of the University Council had a balanced gender ratio. Here, too, the 50% quota for women was met in accordance with the provisions of the Universities Act.

The Senate was chaired by a man. Following its reconstitution, the Senate fell short of the 50% women's quota with an overall proportion of 44,4% of full members and in accordance with the provisions of the Universities Act (Figure 15). Data source: Wissensbilanz 2022

Figure 15 **Gender ratio of university management positions**



Management positions – Organizational units with research and other functions

A look at the management level in organizational units with research reveals a clear imbalance in the gender ratio. In 2022, only 26% of women and 74% of men held a position as head of department or institute or a management position at a center or core facility (Figure 16).

Regarding the management level in organizational units without research (staff units, service facilities, alumni association/career center), the gender ratio is more balanced with a 52% share of women (Figure 17).

Figure 16 **Gender ratio Heads of an organizational unit with research**

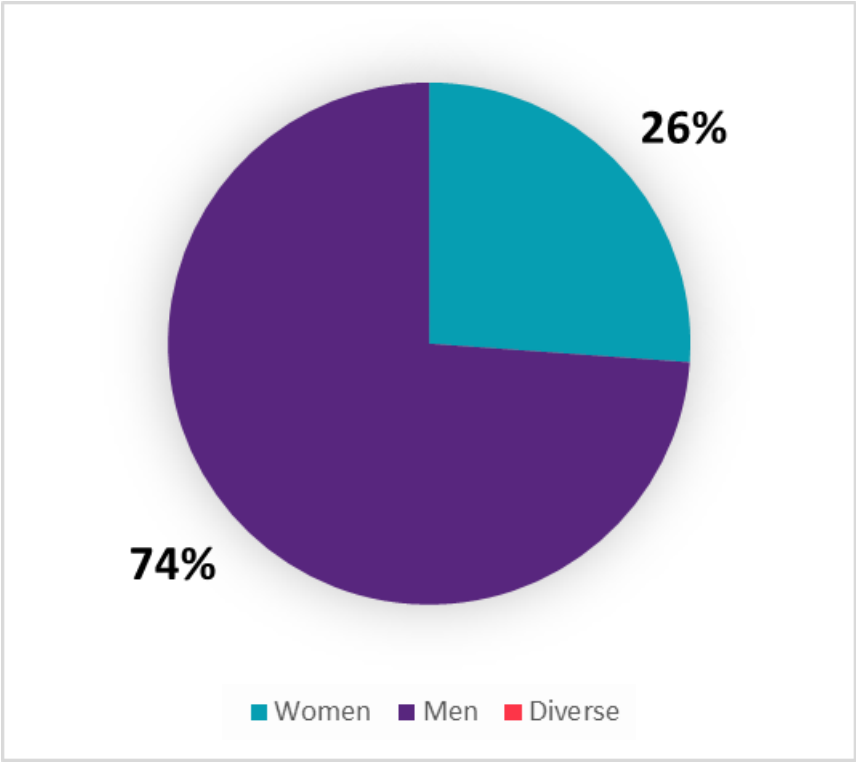
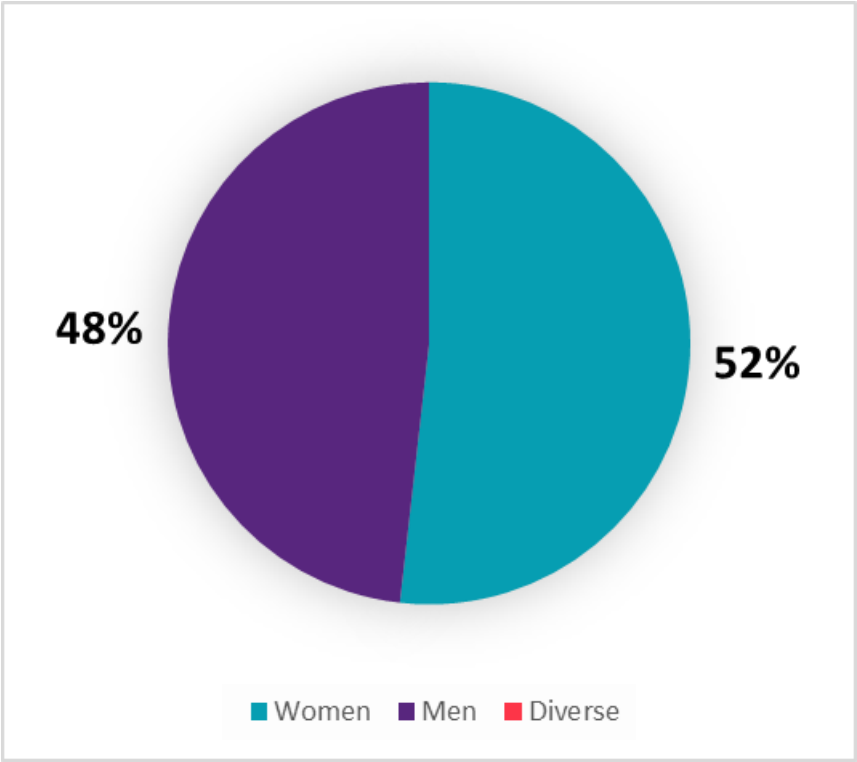


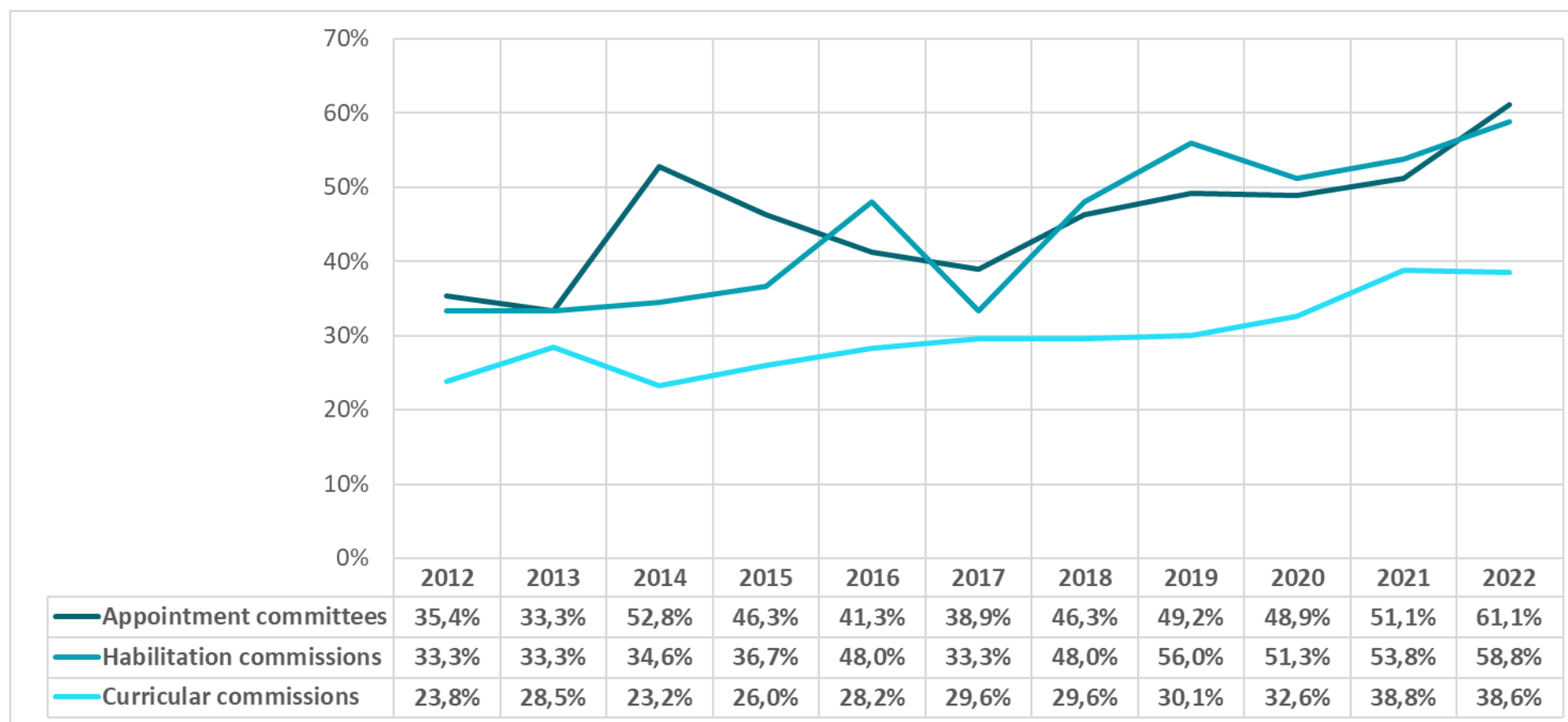
Figure 17 **Gender ratio Heads of an organizational unit with other functions**



Gender ratio in committees

Over the past ten years, the proportion of women on the appointment, habilitation and curricular committees has risen steadily. This rising trend has been based on intensive efforts to increase the proportion of women on the committees. While the share of women on the curriculum committee has increased by almost 15% over the past ten years and stood at 38.6% as of 31.12.2022, the share of women on the appointment and habilitation committees exceeded the 50% mark and stood at 61.1% and 58.8% respectively (Figure 18). Data basis: Wissensbilanz 2022

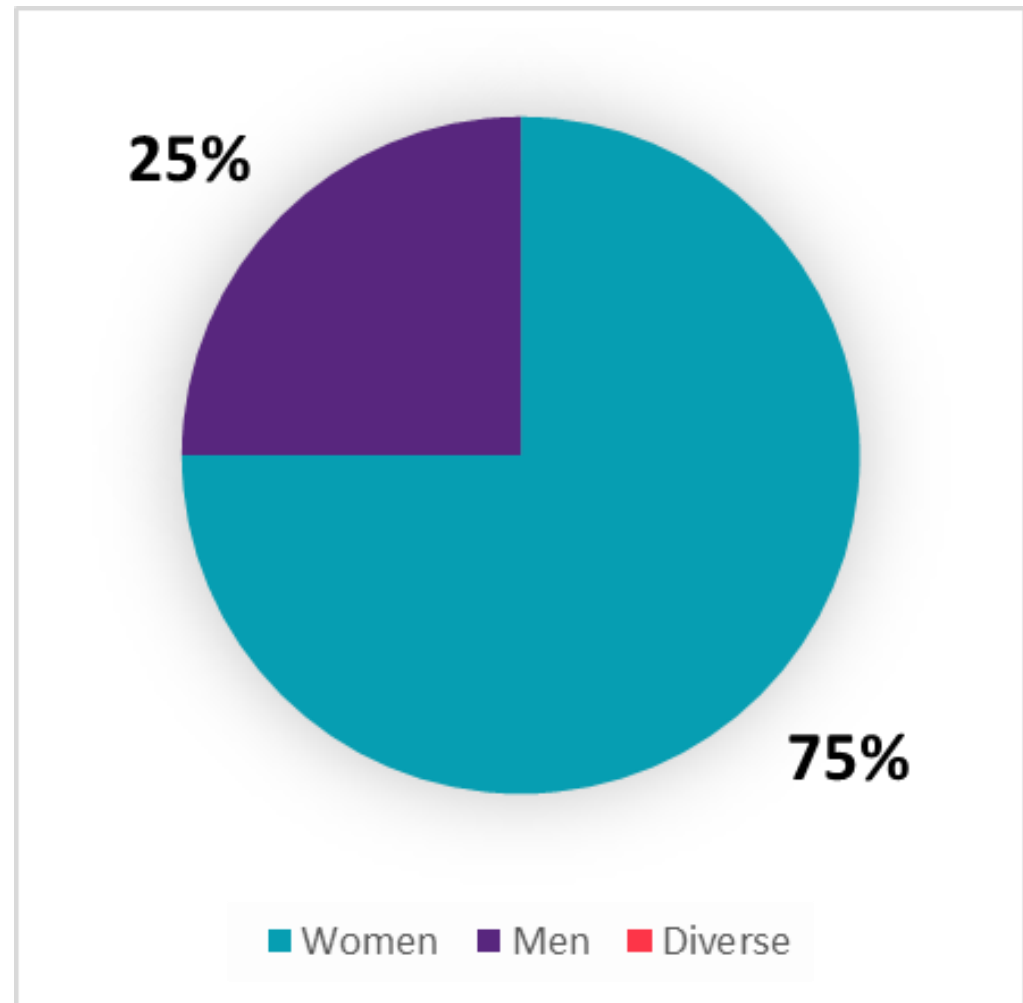
Figure 18 **Time series percentage of women in committees 2012-2022**



Equal Opportunities Working Party/AKGL & Ethics Committee

The composition of the 24 members of the Equal Opportunities Working Group and the Ethics Committee in 2022 consisted of 18 women and six men. Substitute members were not included here (Figure 19). The chair and office management of the Working Group on Equal Treatment Issues were each held by a woman, while the chair of the Ethics Committee was also held by two women (chair and deputy chair).

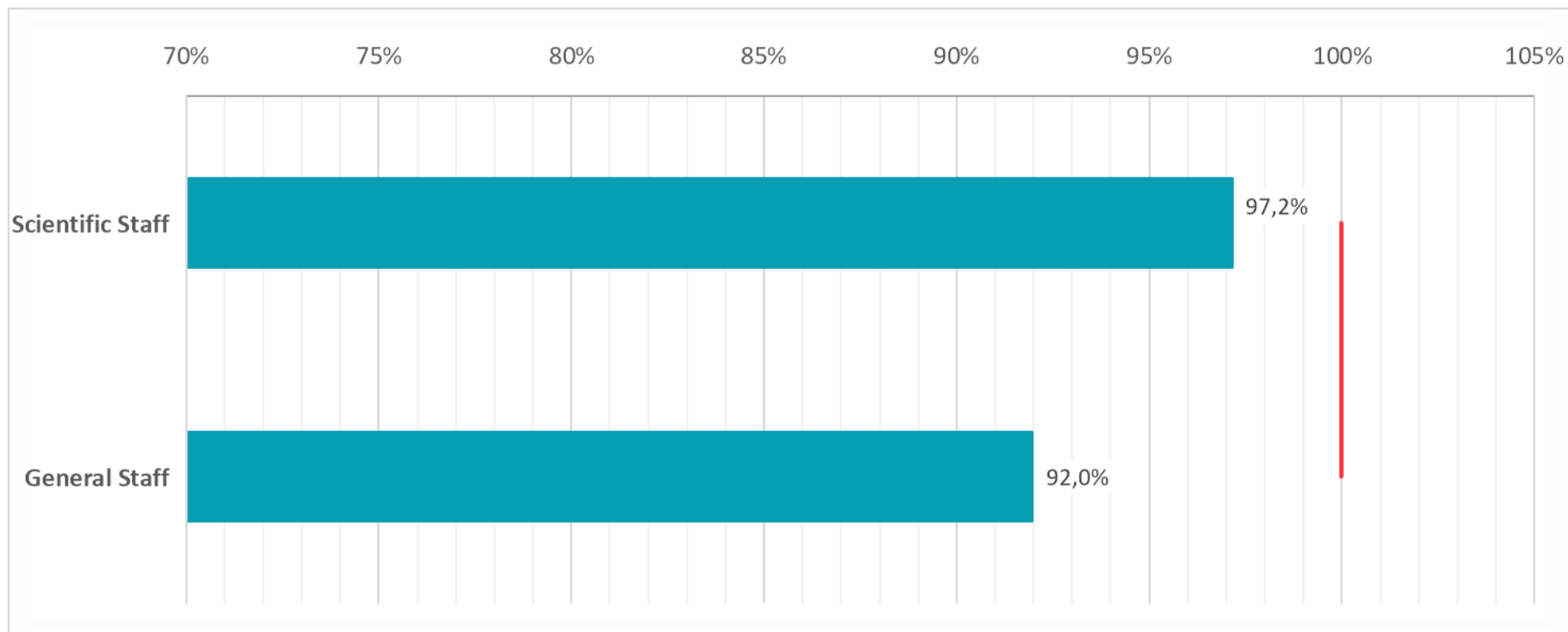
Figure 19 **Gender ratio in the Equal Opportunities Working Party & Ethics Committee**



5 Gender Pay Gap

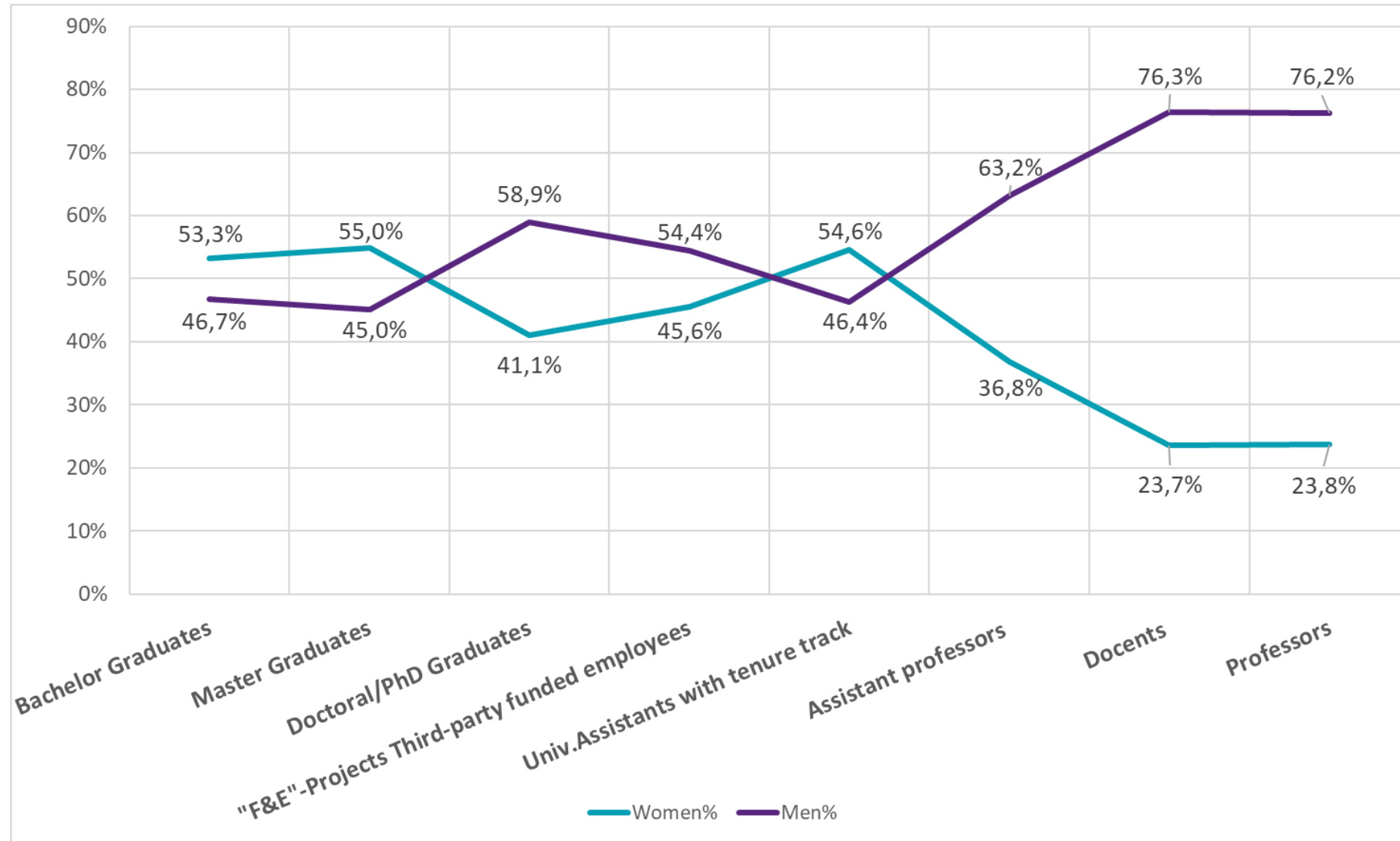
The gender pay gap is a measure of the difference in income between women and men (Wroblewski/Striedinger 2018, p. 115). It expresses the average income of women as a percentage of the average income of men (ibid.). Across Austria, the income of men was higher than that of women in all employment groups (see Rechnungshofausschuss 2023). At BOKU, the gender pay gap in 2022 was less than 3% for academic staff and 8% for general staff (Figure 20). Overall, women were significantly underrepresented among academic university staff (Figure 10). On closer inspection, the income gap varies depending on the salary group. For further detailed information concerning the Gender pay gap depending on salary see the extended German version.

Figure 20 **Gender pay gap for scientific and general university staff**



6 Leaky Pipeline

Figure 21 **Leaky Pipeline**



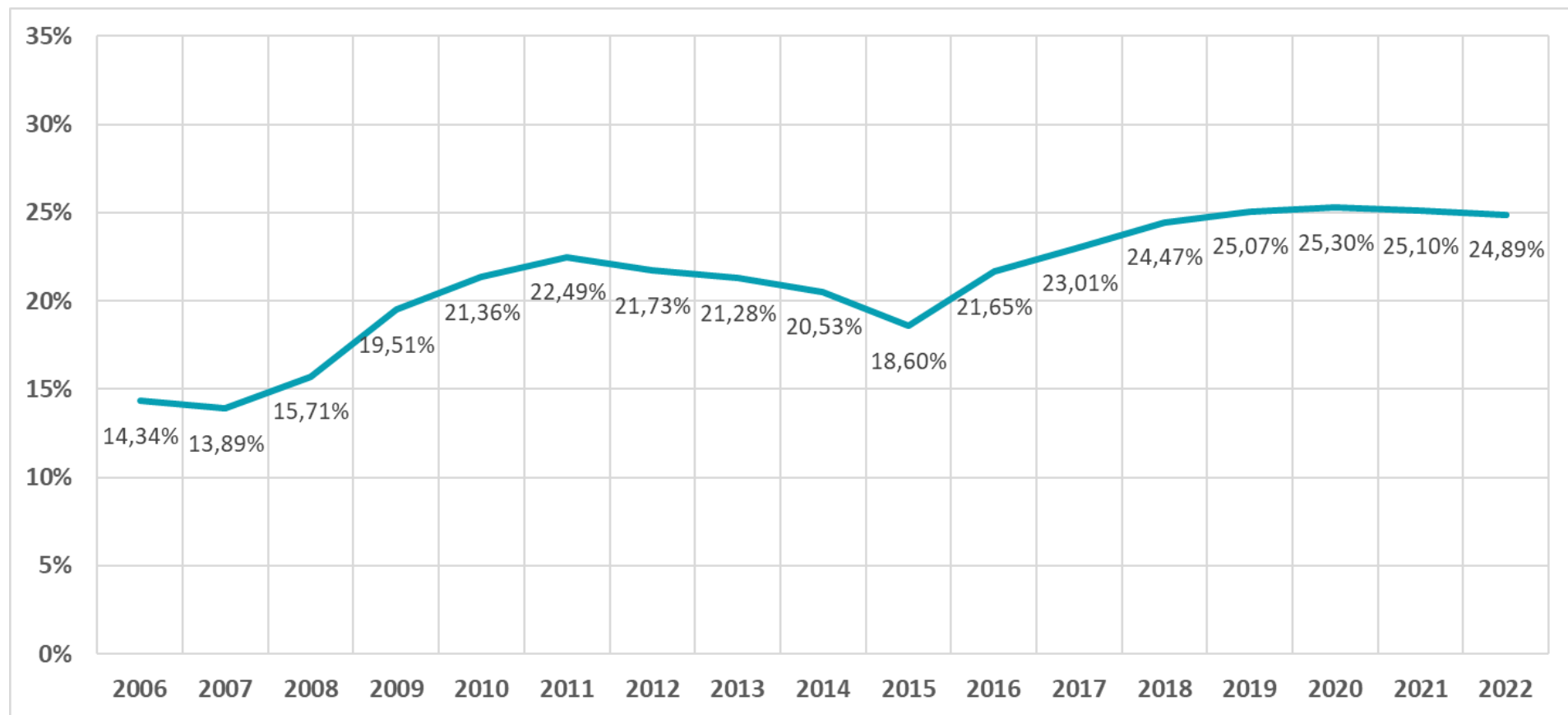
Gender-related inequalities have existed in higher education since years and change very slowly (see Centrum für Hochschulentwicklung 2021). The term "leaky pipeline" describes the declining proportion of women in academia at the various qualification levels and career stages.

Starting with the degrees in the individual types of study (Bachelor's, Master's and Doctorate studies), a negative trend can be seen on the path to professorship. At 41.1%, the proportion of women is already low for doctoral degrees. The proportion of women among employees financed by third-party funds and research projects is 45.6% and rises to 54.6% among university assistants in career positions. From there, a clear gap can be seen further up the career ladder: the proportion of women falls drastically to 36.8% among assistant professors, 23.7% among lecturers and 23.8% among professors (Figure 21/Table 3).

The personnel categories according to the BMBWF reporting structure (WBV-Arbeitsbehelf 2022, p. 21) were used to present the individual career levels and the employment groups according to the legal regulation for university and higher education statistics and educational documentation ordinance (2023) were used. Annual full-time equivalents 2022 were used for the calculations in the personnel area. For the calculation of Figure 22 (below) full-time equivalents were used, therefore the percentages vary to the ones presented for the Leaky Pipeline.

Data basis: Research Support, Innovation & Technology Transfer BOKU

Figure 22 **Proportion of professorships held by women – Time series 2006-2022**



Women are clearly underrepresented in professorships. An increase of around 10% can be observed over the 16-year observation period. The trend has been falling again in the last two years: from 25.3% women in 2020 to 24.9% in 2022 (Figure 22). Full-time equivalents were used for the calculation. In the diagram, the staff category of professorships was used in accordance with the reporting structure of the BMBWF (WBV-Arbeitsbehelf 2022, p. 21) as well as the employment group of professorships according to the legal regulation for university and higher education statistics and educational documentation ordinance (see Universitäts- und Hochschulstatistik und Bundesdokumentationsverordnung 2023).

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Annex

Table 1 **Gender ratio and nationality Students**

	Women	Men	Diverse	Total	Women%	Men%
Austria	4.094	3.774	0	7.868	52,0%	48,0%
EU	1.031	910	0	1.941	53,1%	46,9%
Non-EU	343	202	0	545	62,9%	37,1%
Total	5.468	4.886	0	10.354	52,8%	47,2%

Table 2 **Gender ratio of scientific and general staff**

	Women	Men	Diverse	Total	Women%	Men%
Scientific Staff	1432	1781	0	3213	44,6%	55,4%
General Staff	671	468	0	1139	58,9%	41,1%
Total	2103	2249	0	4352	48,3%	51,7%

Table 3 **Leaky Pipeline**

Career levels	Women%	Men%
Bachelor Graduates	53,29%	46,71%
Master Graduates	54,96%	45,04%
Doctoral/PhD Graduates	41,10%	58,90%
"F&E"-Projects Third-party funded employees	45,61%	54,39%
Univ. Assistants with tenure track	54,57%	46,39%
Assistant professors	36,81%	63,19%
Docents	23,67%	76,33%
Professors	23,77%	76,23%

Imprint

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