SUMMARY

Description:

The purpose of this report is to obtain an overview of the gender distribution during 2019 (year when the GENIE project was launched). Since one of the project goals is to reach an equal gender proportion (target 40%-60% female), this report will help to identify possible areas of gender-specific underrepresentation or disadvantages in the university.

The data includes employees from 2019 with any employment type (permanent or fixed-term) and extent (full-time or part-time).

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CONTENT

• Glossary
• Gender proportion
• Salary gap
• Sick leave
### GLOSSARY

#### ROLES

**Base Funded Faculty Roles + Assistant Professor**

<table>
<thead>
<tr>
<th>Swedish</th>
<th>English</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universitetsadjunkt</td>
<td>Instructor</td>
</tr>
<tr>
<td>Forskarassistent</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>Konstnärlig universitetslektor</td>
<td>Artistic Senior Lecturer</td>
</tr>
<tr>
<td>Tekniklektor</td>
<td>Lecturer</td>
</tr>
<tr>
<td>Universitetslektor</td>
<td>Senior Lecturer</td>
</tr>
<tr>
<td>Docent</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Biträdande professor</td>
<td>Biträdande Professor</td>
</tr>
<tr>
<td>Konstnärlig professor</td>
<td>Artistic Professor</td>
</tr>
<tr>
<td>Professor</td>
<td>Professor</td>
</tr>
</tbody>
</table>

Roles in this category are permanent positions except for Artistic Senior Lecturer, Artistic Professor and Assistant Professor.

**Externally Funded Roles (Specialisttjänster)**

<table>
<thead>
<tr>
<th>Swedish</th>
<th>English</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruktör</td>
<td>Instructor</td>
</tr>
<tr>
<td>Konstnärlig lärare</td>
<td>Artistic Teacher</td>
</tr>
<tr>
<td>Forskare</td>
<td>Researcher</td>
</tr>
<tr>
<td>Senior forskare</td>
<td>Senior Researcher</td>
</tr>
<tr>
<td>Forskningsprofessor</td>
<td>Research Professor</td>
</tr>
</tbody>
</table>

Roles in this category are both permanent and fixed-term positions.
### Other Teaching and Research Roles

<table>
<thead>
<tr>
<th>Swedish</th>
<th>English</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjungerad Lärare</td>
<td>Adjunct Senior Lecturer</td>
</tr>
<tr>
<td>Konstnärlig Universitetsadjunkt</td>
<td>Artistic Instructor</td>
</tr>
<tr>
<td>Biträdande Tekniklektor</td>
<td>Biträdande Lecturer</td>
</tr>
<tr>
<td>Koordinator</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Forskningskoordinator</td>
<td></td>
</tr>
<tr>
<td>Timlärare</td>
<td>Part-time Teacher</td>
</tr>
<tr>
<td>Doktorand</td>
<td>PhD Student</td>
</tr>
<tr>
<td>Doktor</td>
<td>Post Doc</td>
</tr>
<tr>
<td>Professor of the Practice</td>
<td>Professor of the Practice</td>
</tr>
<tr>
<td>Projektassistent</td>
<td>Project Assistant</td>
</tr>
<tr>
<td>Projektledare</td>
<td>Project Leader</td>
</tr>
<tr>
<td>Projektledare Forskning</td>
<td></td>
</tr>
<tr>
<td>Amanuens</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>Gästforskare</td>
<td>Visiting Position</td>
</tr>
<tr>
<td>Gästlärate</td>
<td></td>
</tr>
<tr>
<td>Gästprofessor</td>
<td>Visiting Professor</td>
</tr>
<tr>
<td>Jubileumsprofessor</td>
<td></td>
</tr>
</tbody>
</table>

Roles in this category are usually fixed-term positions.
# GLOSSARY

## DEPARTMENTS

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Department Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACE</td>
<td>Architecture and Civil Engineering</td>
</tr>
<tr>
<td>BIO</td>
<td>Biology and Biological Engineering</td>
</tr>
<tr>
<td>CLS</td>
<td>Communication and Learning in Science</td>
</tr>
<tr>
<td>CSE</td>
<td>Computer Science and Engineering*</td>
</tr>
<tr>
<td>E2</td>
<td>Electrical Engineering</td>
</tr>
<tr>
<td>F</td>
<td>Physics</td>
</tr>
<tr>
<td>IMS</td>
<td>Industrial and Materials Science</td>
</tr>
<tr>
<td>K</td>
<td>Chemistry and Chemical Engineering</td>
</tr>
<tr>
<td>M2</td>
<td>Mechanics and Maritime Sciences</td>
</tr>
<tr>
<td>MC2</td>
<td>Microtechnology and Nanoscience</td>
</tr>
<tr>
<td>MV</td>
<td>Mathematical Sciences*</td>
</tr>
<tr>
<td>SEE</td>
<td>Space, Earth and Environment</td>
</tr>
<tr>
<td>TME</td>
<td>Technology Management and Economics</td>
</tr>
</tbody>
</table>

* These departments are shared with University of Gothenburg (GU).
GENDER PROPORTION

Description:

Percentage of females in teaching and research positions at Chalmers and joint department with GU up to 66 years of age at the level of:

- Chalmers (overall)
- Departments
- Divisions

Source:

Chalmers: Qlikview 2019
GU: Datalagret 2019
Overall by role

Base Funded Faculty Roles + Assistant Professor

- Instructor (Universitetsadjunkt) (13): 31%
- Assistant Professor (60): 45%
- Lecturer (49): 16%
- Senior Lecturer (102): 22%
- Associate Professor (175): 26%
- Biträande Professor (116): 29%
- Professor (206): 17%

Target area
Female

Data from the 13 departments at Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

Overall by role

Externally Funded Roles (Specialisttjänster)

Data from the 13 departments at Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

Overall by role

Other Teaching and Research Roles

Data from the 13 departments at Chalmers and shared departments with GU October 2019.
GENDER PROPORTION
by department and division

Base Funded Faculty Roles + Assistant Professor

Research divisions with at least one person in the role category are displayed. The size of the marker reflects the number of employees in the role category at each division. For each department, the number of employees in the role category is denoted in brackets. Data from Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

by department and division

Externally Funded Roles (Specialisttjänster)

Research divisions with at least one person in the role category are displayed. The size of the marker reflects the number of employees in the role category at each division. For each department, the number of employees in the role category is denoted in brackets. Data from Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

by department and division

Other Teaching and Research Roles

Research divisions with at least one person in the role category are displayed. The size of the marker reflects the number of employees in the role category at each division. For each department, the number of employees in the role category is denoted in brackets. Data from Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

by department and division

Base Funded Faculty roles + Assistant professor
+ Externally Funded roles (Specialisttjänster)

Research divisions with at least one person in the role category are displayed. The size of the marker reflects the number of employees in the role category at each division. For each department, the number of employees in the role category is denoted in brackets. Data from Chalmers and shared departments with GU October 2019.
GENDER PROPORTION

by department and division

All Teaching and Research Roles

Research divisions with at least one person in the role category are displayed. The size of the marker reflects the number of employees in the role category at each division. For each department, the number of employees in the role category is denoted in brackets. Data from Chalmers and shared departments with GU October 2019.
ACE DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

Externally Funded Roles (Specialisttjänster)

Roles with at least 2 employees at the department. Data from Chalmers October 2019.

2020-06-28
ACE DEPARTMENT

Other Teaching and Research Roles

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
BIO DEPARTMENT

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Other Teaching and Research Roles

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Data from Chalmers October 2019.
CLS DEPARTMENT

Other Teaching and Research Roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Employees (%)</th>
<th>Target area</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time Teacher</td>
<td>67</td>
<td>50</td>
<td>35</td>
</tr>
<tr>
<td>PhD Student</td>
<td>50</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Project Assistant</td>
<td>25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Leader</td>
<td>100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Data from Chalmers October 2019.
CSE DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

<table>
<thead>
<tr>
<th>Role</th>
<th>Employees (%)</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor (Universitetsadjunkt)</td>
<td>40%</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>38%</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>15%</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>28%</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Biträdes Professor</td>
<td>30%</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Professor</td>
<td>4%</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Externally Funded Roles (Specialistjänster)

<table>
<thead>
<tr>
<th>Role</th>
<th>Employees (%)</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Researcher</td>
<td>50%</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Senior Researcher</td>
<td>0%</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Roles with at least 2 employees at the department. Data from Chalmers and GU October 2019.
Roles with at least 2 employees at the department. Data from Chalmers and GU October 2019.
E2 DEPARTMENT

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
E2 DEPARTMENT

Other Teaching and Research Roles

- PhD Student (95) 18%
- Post Doc (33) 21%
- Project Assistant (12) 25%
- Project Leader (2) 50%
- Visiting Position (2) 0%

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
F DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

- Assistant Professor (4): 75% female
- Associate Professor (10): 0% female
- Biträdande Professor (9): 22% female
- Professor (16): 12% female

Externally Funded Roles (Specialisttjänster)

- Researcher (37): 27% female
- Senior Researcher (2): 0% female

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Roles with at least 2 employees at the department. Data from Chalmers October 2019.
IMS DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

- Assistant Professor (3): 67%
- Lecturer (10): 0%
- Senior Lecturer (9): 11%
- Associate Professor (14): 36%
- Biträdande Professor (9): 22%
- Professor (13): 15%

Externally Funded Roles (Specialistjänster)

- Researcher (17): 12%

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
IMS DEPARTMENT

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Roles with at least 2 employees at the department. Data from Chalmers October 2019.
K DEPARTMENT

Other Teaching and Research Roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Total</th>
<th>Female Employees (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD Student</td>
<td>99</td>
<td>46%</td>
</tr>
<tr>
<td>Post Doc</td>
<td>45</td>
<td>38%</td>
</tr>
<tr>
<td>Project Assistant</td>
<td>7</td>
<td>14%</td>
</tr>
<tr>
<td>Teaching Assistant</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Visiting Position</td>
<td>2</td>
<td>50%</td>
</tr>
</tbody>
</table>

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
M2 DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

- Assistant Professor (3): 0%
- Lecturer (17): 6%
- Senior Lecturer (8): 0%
- Associate Professor (16): 31%
- Biträdsande Professor (9): 22%
- Professor (14): 0%

Externally Funded Roles (Specialisttjänster)

- Instructor (8): 0%
- Researcher (24): 21%
- Senior Researcher (5): 0%
- Research Professor (4): 25%

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Roles with at least 2 employees at the department. Data from Chalmers October 2019.
MC2 DEPARTMENT

Base Funded Faculty Roles + Assistant Professor

[- Graph showing employees by role and gender.]

Externally Funded Roles (Specialistjänster)

[- Graph showing employees by role and gender.]

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
MC2 DEPARTMENT

Other Teaching and Research Roles

- PhD Student (86): 27%
- Post Doc (25): 20%
- Project Assistant (4): 0%

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
MV DEPARTMENT

Roles with at least 2 employees at the department. Data from Chalmers and GU October 2019.
MV DEPARTMENT

Other Teaching and Research Roles

- Part-time Teacher (6): 17%
- PhD Student (48): 23%
- Post Doc (7): 14%
- Teaching Assistant (4): 0%

Roles with at least 2 employees at the department. Data from Chalmers and GU October 2019.
Roles with at least 2 employees at the department. Data from Chalmers October 2019.
SEE DEPARTMENT

Other Teaching and Research Roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Employees (%)</th>
<th>Target area</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD Student</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>Post Doc</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>Project Assistant</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Roles with at least 2 employees at the department. Data from Chalmers October 2019.
TME DEPARTMENT

Other Teaching and Research Roles

Roles with at least 2 employees at the department. Data from Chalmers October 2019.
Description:

The gender salary gap has been calculated based on the mean and the median to facilitate the understanding of the salary distribution. The salary gap for each position serves to eliminate the effect of vertical segregation. The analysed data includes the monthly salary corresponding to a full-time position of the employees at Chalmers up to 66 years of age.

Source:

Chalmers: Qlikview 2019
For each person, the monthly salary (månadslön) corresponding to a full-time position is considered. Bonuses are not included.

Data from all employees at Chalmers October 2019.

Possible reasons:

- Gender-segregated roles with different salary levels.
- Difference in age.
- Low percentage of females in science/engineering.

Source: [https://sweden.se](https://sweden.se)
For each person, the monthly salary corresponding to a full-time position is considered. Bonuses are not included. Only roles with at least 6 people (3 males and 3 females) are displayed. Data from the 13 departments at Chalmers October 2019.
For each person, the monthly salary corresponding to a full-time position is considered. Bonuses are not included. Only roles with at least 6 people (3 males and 3 females) are displayed. Data from the 13 departments at Chalmers October 2019.
SICK LEAVE

<table>
<thead>
<tr>
<th></th>
<th>Sweden</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>7.26</td>
<td>Male</td>
<td>4.97</td>
</tr>
</tbody>
</table>

Average number of sick days in 2019 per employee*  
Source: [http://www.statistikdatabasen.scb.se/](http://www.statistikdatabasen.scb.se/)

Description:

Statistics Sweden provides sick leave statistics for the whole country in terms of *average number of sick days* per employee in 2019. In contrast, the following plots show sick leave statistics from Chalmers employees segregated by gender, department and role during 2019.

Source:

Chalmers: Primula 2019

* The average is calculated by adding the average number of sick days by gender for each quarter in 2019 (all working sectors).
SICK LEAVE

Percentage of employees with at least one sick leave by role

Percentage of employees (at least one month of employment) that reported a sick leave at least once in 2019 by gender and role.
The employees' (at least one month of employment) sickness absence percentage by gender and role is obtained by dividing their total sick leave hours by their total ordinary working hours.

The diagram shows the sickness absence percentage by role for different categories of employees:

- **Other Teaching and Research Roles (Specialistjänster)**
  - PhD Student
  - Post Doc
  - Researcher
  - Senior Researcher

- **Externally Funded Roles**
  - Male
  - Female

- **Base Funded Roles + Assistant Professor**
  - Assistant Professor
  - Senior Lecturer
  - Associate Professor
  - Biträdande Professor
  - Professor
Percentage of employees with at least one sick leave by department

Percentage of employees (at least one month of employment) that reported a sick leave at least once in 2019 by gender and department. Only specified roles are considered.
SICK LEAVE

Sickness absence percentage by department

The employees’ (at least one month of employment) sickness absence percentage by gender and department is obtained by dividing their total sick leave hours by their total ordinary working hours. Only specified roles are considered.