



Co-funded by the  
Erasmus+ Programme  
of the European Union



# Gender Database - Report

## 1. Introduction

As stated in the SEA-EU mission statement, “SEA-EU values and recognizes societies in which pluralism, non-discrimination, tolerance, mutual respect, justice, solidarity, full integration of people with disabilities and members of minority groups, and equality between women and men prevail”.

In the proposal, it’s also noticed that gender balance could be an obstacle to the integrated cooperation and that SEA-EU will act to “detect these barriers and provide solutions”. The first step before thinking of any improvement action is always to analyse sex-disaggregated data about staff and students. To document the gender situation within the alliance, we follow the guidelines produced at the European scale for academia and research, by the [European Institute for Gender Equality](#).

This activity is part of WP3, led by UBO and aimed to “Strengthen the European Identity across the SEA-EU alliance”. The collected indicators are pooled within Deliverable OP3.3 Diversity-dedicated database.

## 2. Methodology

The SEA-EU Gender Database has been built on the indicators that the [European Institute for Gender Equality](#) recommend to collect as a starting point.

Guidelines regarding the collection of gender indicators have been sent by WP3L to partners in April 2021, including the data expected to be provided for June and a report to be prepared during Summer 2021. The indicators have been supplied by the relevant individuals or services



within each institution (Human Resources Offices, person in charge of gender equality, person in charge of HRS4R ...).

A template has been sent as an [excel document](#) to fill in with 11 indicators.

The reference year for all the information is 2019, the year of the creation of our alliance.

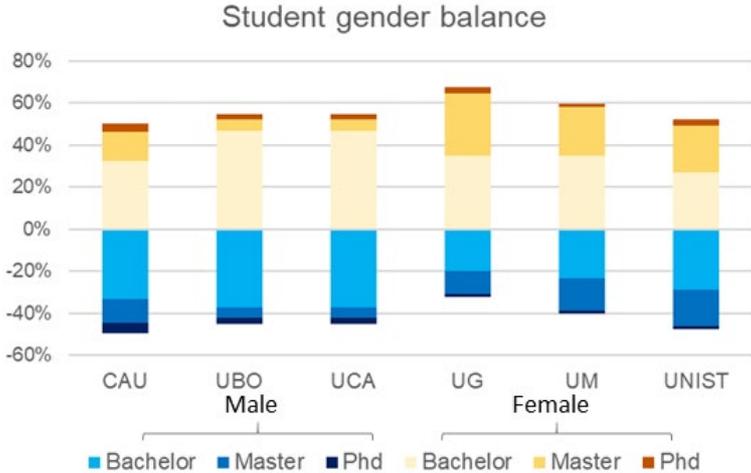
The present document aims to present the collected information in a concise manner in order to foster mutual knowledge and to ease the dissemination. These elements are intended to be discussed during a half-day meeting with relevant people within each institution (Human Resources Offices, person in charge of gender equality, person in charge of HRS4R ...).

### 3. Key results

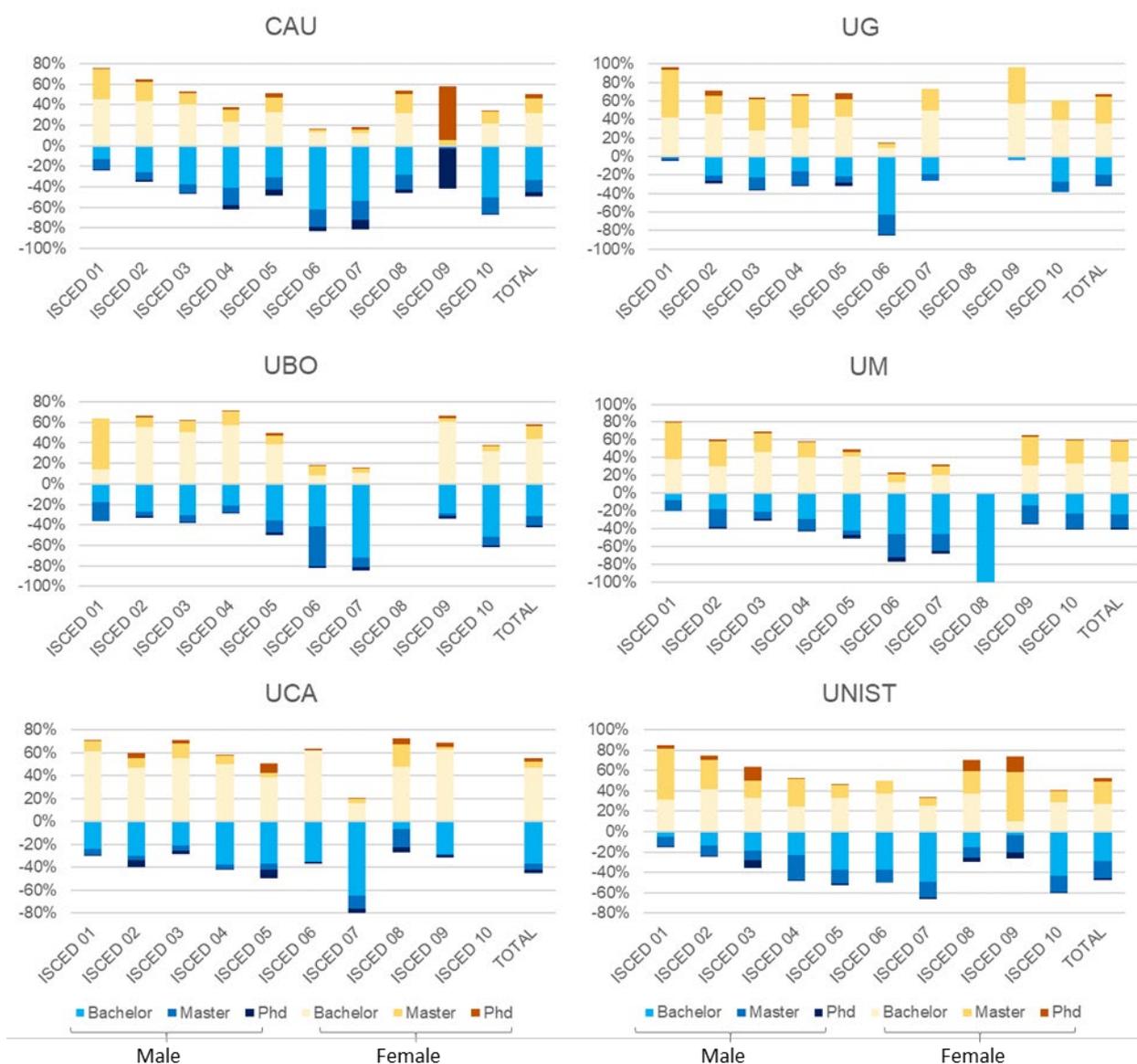
#### A. For students

##### a) Gender distribution by levels and by disciplines.

Out of the 115 738 students registered in 2019 across the SEA-EU alliance, 43% were males and 57% were females. Female students are majoritarian in the 6 institutions, ranging from 52% in UNIST to 68% in UG. This tendency is valid at all study levels, with respectively 55, 61 and 52% of female students at the Bachelor’s, Master’s and Phd’s level.



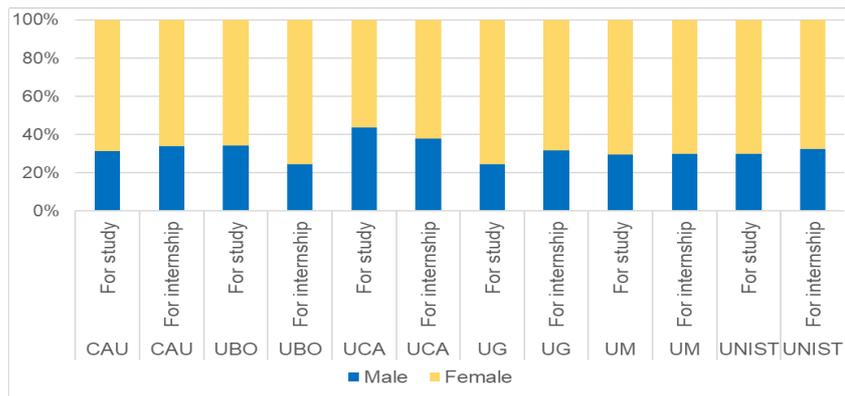
The gender balance shows discrepancies between disciplines (sorted by Broad fields of education in ISCED-F 2013). There is an overrepresentation of male students for ISCED 07 – Engineering, manufacturing and construction in 5 of the 6 universities (all except UG where ISCED 07 counts only 124 students – less than 1% of their students), and also - but to a lesser degree - for ISCED 06 – Information and Communication Technologies (excepted in UCA where female students represent more than 60% in ICT). Bias toward females is found mainly in ISCED 01 – Education, and, ISCED 09 – Health and welfare.



**Discipline - Code ISCED :**  
 01 – Education  
 02 – Arts and humanities  
 03 – Social sciences, journalism and information  
 04 – Business, administration and law  
 05 – Natural sciences, mathematics and statistics  
 06 – Information and Communication Technologies  
 07 – Engineering, manufacturing and construction  
 08 – Agriculture, forestry, fisheries and veterinary  
 09 – Health and welfare  
 10 – Services

**b) Gender distribution of student on mobility through Erasmus KA103 grants**

On average, males represent only 33% of students on mobility, in similar proportions for the 6 universities, whether the mobility is for Studies or Internships.

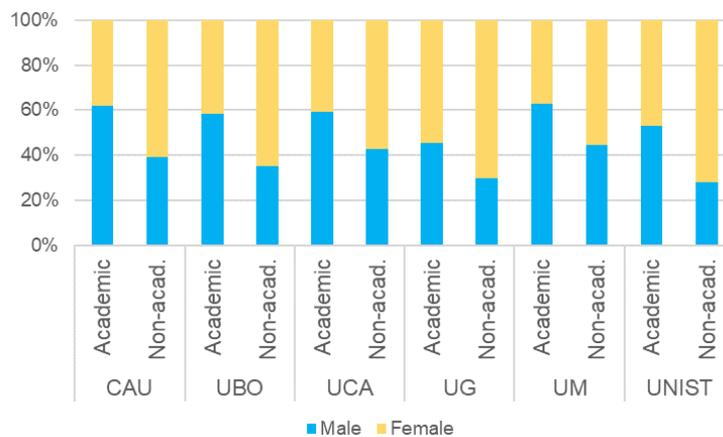


## B. For staff

Out of the 15 079 individuals employed in 2019 across the SEA-EU alliance, the gender distribution is 53% of males for 47% of females.

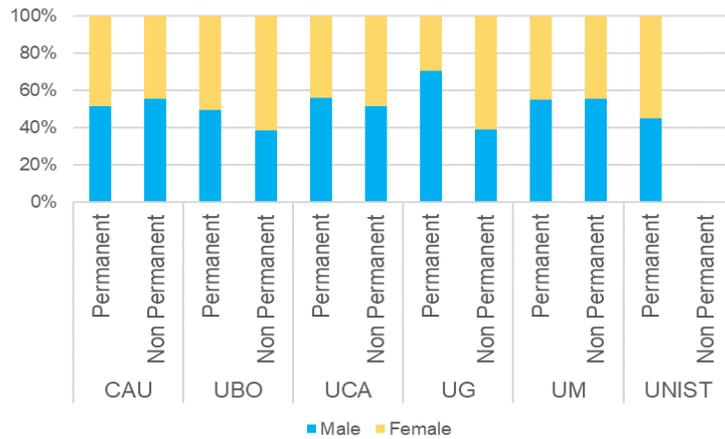
### a) Gender distribution by role

The gender distribution is not the same in regards to function. Females are more represented in non-academic staff. On average, females form 43% of academic staff and 63% of non-academic staff. The less contrasted situation is in UG where the gap is only 15% between academic and non-academic while it is of 25% at UNIST.



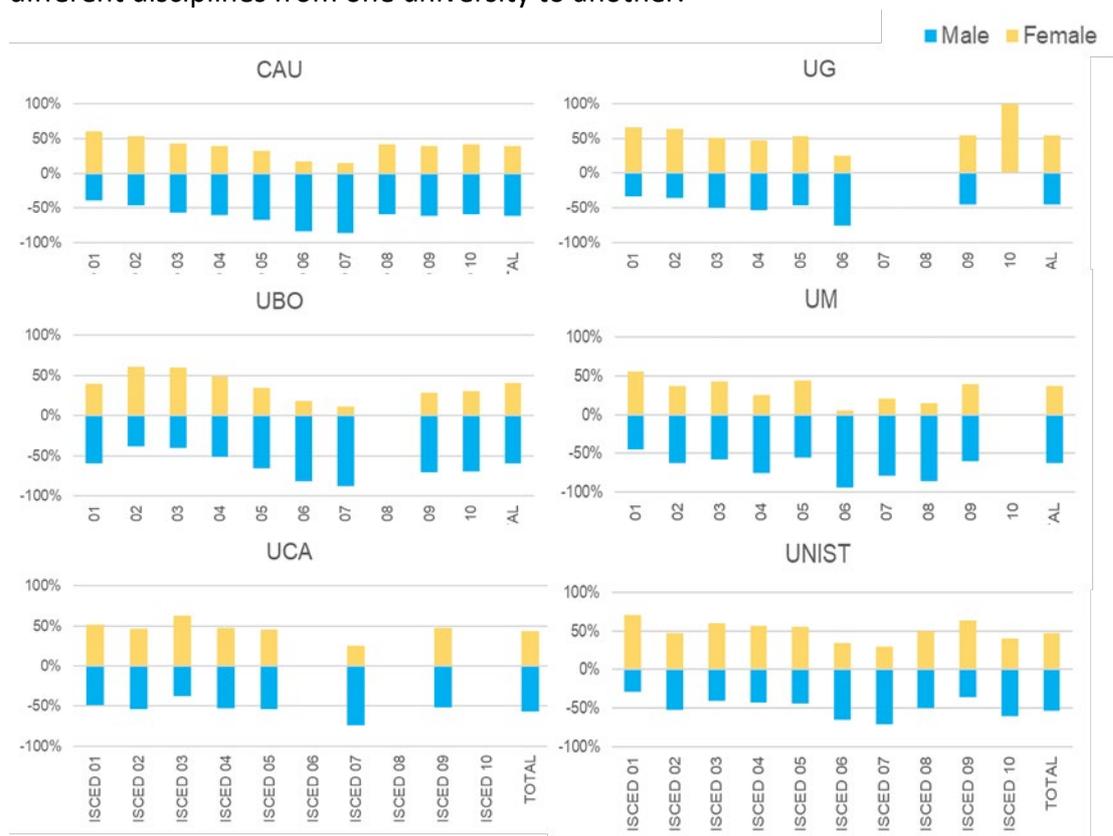
### b) Gender distribution by contractual relation to the organization

At the scale of the alliance, the gender balance is quite the same for people in permanent vs non-permanent position (respectively 46% and 48% of female). The contrast is more visible at UG where females represent 29% of staff in permanent positions while making up 61% of employees in non-permanent positions.



c) Gender distribution for teaching staff by disciplines

The gender ratio differs between disciplines. In regards to students, there is a bias toward males in ISCED 06 – Information and Communication Technologies and in ISCED 07 – Engineering, manufacturing and construction. The overrepresentation of females affects different disciplines from one university to another.

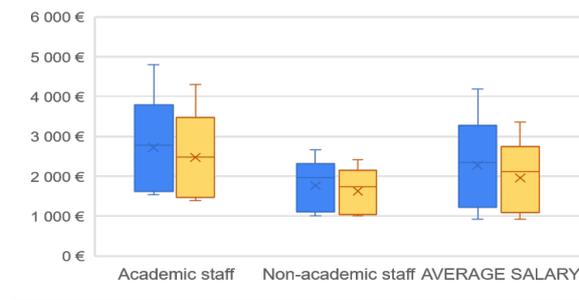


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d) Wage gaps by gender and job

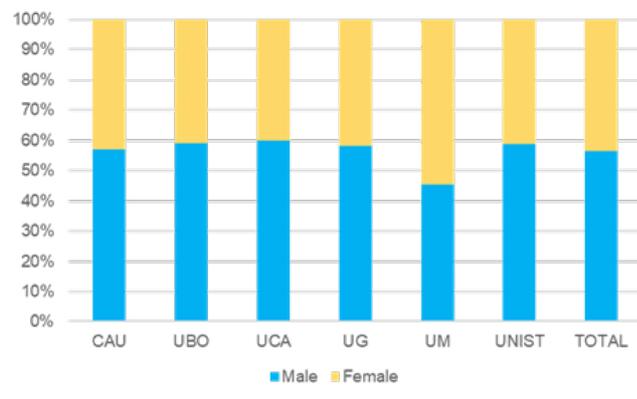
At the scale of the alliance, the average monthly gross salary is higher for males than for females. There are differences between the 5 universities for which the information is available:

at UNIST, there is no wage difference between males and females. For the 4 remaining universities for which the information is available, the average gross monthly salary difference between males and females ranges from 9% at UM to 25% at UBO all staff categories included. If we distinguish academic and non-academic separately, the situation is further contrasted at UG where the wage gap between males and females is twice as high for academic than for non-academic staff.



e) Gender distribution in academic and administrative decision-making positions

The decision-making bodies from the 6 universities count at least 40% of females. UM even counts more females than males in their governing boards.

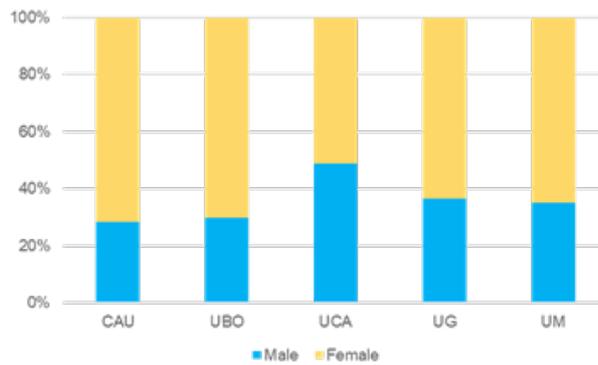


f) Gender distribution relative to sickness absence

Generally speaking, males declare less sick-days than women. Male absence days' amount to only 21% of the declaration from UG and up to 47% from UBO.

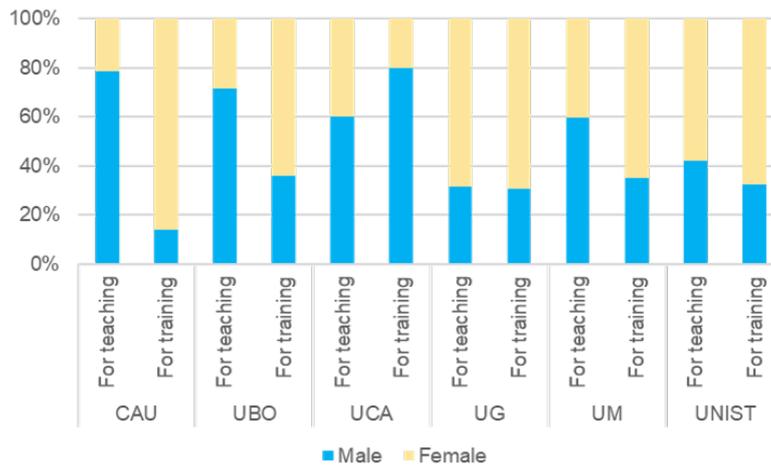
g) Gender distribution related to training

Generally speaking, females attend more training sessions (in hours) than males. Female participation ranges from 51% of the declared hours at UCA to 71% at CAU.



h) Gender distribution of staff on mobility (through Erasmus KA103 grants).

The overall situation shows that males represent 40% of staff in mobility on average, but with very different situations depending on the universities and whether the mobility is for teaching or for training purposes. Male participation ranges from: (i) 14% (CAU) to 80% (UCA) for training and (ii) 31% (UG) to 79% (CAU) for teaching activities.



i) Indicators for which we could not collect comparable information

Four parameters are currently tracked in very different ways among the 6 institutions and data compilation seems inappropriate. This is the case for the gender distribution:

- in candidates applying for distinct job positions
- at departure from the institution
- in regards to taking parental leave
- relative to the time required to make career advancements.

**Going further:** Have a look at the “She Figures 2018”, a European Commission publication that presents key indicators on the progress made towards gender equality in research and innovation (R&I) in Europe. The publication has been released every 3 years since 2003, providing comparable statistics useful to policy makers, researchers and anyone with a general interest in these issues. <https://op.europa.eu/en/publication-detail/-/publication/47b5f3d1-5f2b-11e9-9c52-01aa75ed71a1/language-en>

**Any questions?** Contact us at: [contact-sea-eu@univ-brest.fr](mailto:contact-sea-eu@univ-brest.fr)