EDI ANNUAL REPORT *2023*

1. An introduction to the report - Scope of the Equality, Diversity and Inclusion Annual Report

This report provides a quantitative and qualitative analysis of equality, diversity and inclusion (EDI) data and practices at the EUI - and their impact - in 2023. This includes an analysis of the composition of the EUI population across departments and roles by gender, as well as a look into the current practices across the institute.

After providing an overview of 2023 developments in terms of EDI governance and policymaking at the EUI, the report illustrates the methodology adopted to collect and analyse the data. A focus on the quantitative analysis of the data collected, accompanied by qualitative reflections, will follow. The report will end with some recommendations towards a more effective data collection and analysis system that can portray an accurate picture of the EUI population in terms of EDI characteristics.

As a preliminary observation, it was apparent throughout this process that the data currently available do not allow undertaking an intersectional analysis of EDI characteristics at the EUI. The majority of data focus on gender equality, considered in binary terms (male/female), and on nationality. There are currently no measurable data available on ethnicity, sexuality, socio-economic background, and disability.

2. The European University Institute's approach to Equality, Diversity, Inclusion.

2.a EDI-Governance

At the EUI institutional bodies monitor, advise and make recommendations on institutional priorities related to EDI in the aim of putting into practice the EUI strategy in its priority regarding diversity and inclusiveness. They provide community forums to monitor the enhancement of EDI-related action plans, to raise concerns and make proposals for action. These are:

- The Disability Working Group
- The Gender Equality Committee
- The Diversity Policy Committee
- The Harassment Policy Committee

The **Disability Working Group** is an advisory body that examines questions and problems linked to disability and specific educational needs and advances proposals to the management team in order to increase accessibility to the EUI premises, facilities and services.

In 2023, the Disability Working Group advised on and monitored the equipment of two EUI flats for tenants with a non-severe or temporary mobility disability, while a third apartment was equipped for tenants with a severe mobility disability. It also oversaw the instalment of new ramps and sliding doors in the Badia to increase the building's accessibility.

The **Gender Equality Committee** takes proactive steps to advise on institutional priorities related to gender, discuss gender inequality issues at the EUI, and propose new actions to achieve gender equality.

In 2023, the Gender Equality Committee promoted various projects aimed at improving working and research practices, and enhancing an inclusive environment for people of all genders. For instance: -

The EUI started to provide free period products in all the EUI buildings, in selected toilets.

The Committee monitored EDI data collection and inclusive recruitment best practices, as well as benchmarking these against other higher education institutions.

The GEC approved the Handbook on Inclusive Teaching Practices to assist current and future instructors in formulating and implementing gender-sensitive pedagogical practices with respect to curriculum design, teaching and supervision.

Review of the EUI policy on harassment, sexual harassment and bullying

In January 2023 the EUI Policy on Harassment, Sexual Harassment, and Bullying came into force to strengthen the Institute's commitment to a zero-tolerance approach to harassment, discrimination, and bullying.

New bodies were created as part of the reviewed policy:

The **Confidential Harassment Advice Service (CHAS)** consists of EUI members that serve as safe contacts, trained to provide information and assistance regarding any form of harassment, sexual harassment and bullying. In 2023, CHAS have dealt with 38 cases.

The **Harassment Decision-Panel** is the authority responsible for investigating and making decisions on formal complaints. In 2023-24 they adopted Rules of Procedure to regulate the internal conduct of these proceedings.

The **Harassment Policy Committee** has both policymaking and advisory functions. The Committee provides advice and guidance to the EUI senior management in securing a safe environment free from harassment and bullying in all its forms. It also supports institutional commitment to creating a stimulating and supportive learning and working environment that is free from any form of discrimination or harassment. In 2023 the Committee met once and reviewed the operations of the new policy.

Diversity Policy Committee. In 2023, the EUI adopted the Ethnic and Racial Equality Plan 2023-2026. The Plan introduces 10 actions that revolve around four objectives:

-Promote ethnic and racial diversity within EUI processes and procedures, first and foremost by ensuring leadership commitment and engagement.

-Equality of opportunity, implementing procedures that can ensure the right to equal access to all positions and roles at the EUI for all individuals.

-An inclusive environment based on fair and just treatment, to guarantee that everyone who works, carries out research, pursues a degree at the EUI, is otherwise a member of the EUI community, or a visitor to the EUI, is treated equally, irrespective of their ethnic and racial background.

-The Right to non-discrimination and equal respect, for everyone at the EUI has an inviolable right to be treated with equal respect and to be free from discrimination, be it direct or indirect, and from harassment, including on grounds of ethnicity and race.

To achieve these objectives, the action plan provided for the creation of the Diversity Policy Committee, which is responsible for discussing issues related to equality and inclusion, and ethnic and racial diversity and inclusion more specifically, also advising on institutional priorities.

2.b EDI team

In 2023 Prof. Lauren Kassell acted as Dean for EDI to support the President by proposing and implementing the Equality, Diversity, and Inclusion policies of the EUI, overseeing their implementation and monitoring, and identifying and promoting opportunities in this area.

In March 2023 an Equality, Diversity and Inclusiveness Officer was recruited in the Human Resources Service. The EDI Officer supported the Dean for EDI in the implementation of the EDI institutional objectives. The Officer is responsible for developing plans and initiatives that contribute to fostering a welcoming and inclusive environment at the EUI.

2.c EUI ethnic and racial equality plan 2023-2026

In 2023 the EUI adopted the Ethnic and Racial Equality Plan 2023-2026 with the aim to promote anti-racist practices and increase ethnic and racial diversity at the Institute. The Plan sets out actions to meet objectives in four key areas: leadership and governance; recruitment; awareness and training; and disciplinary measures.

Through the Ethnic and Racial Equality Plan:

'The EUI aims to open opportunities for and does not tolerate discrimination against historically less favoured groups, such as people of different nationalities, religions, or beliefs, people who identify with particular genders or sexual orientations, people who identify as belonging to ethnic or racial minorities, people from disadvantaged social backgrounds, or people living with disabilities'.

As a first step towards the implementation of this Plan, the President established the creation of the Diversity Policy Committee, who met in December 2023 for the first time.

2.d Online course on EDI

A new online course on EDI became available as part of the EUI Core Competencies package. This includes modules on unconscious bias and gender mainstreaming, cultural stereotypes and cultural diversity, and preventing discrimination, harassment and bullying. The training provides some of the tools necessary to make members of the EUI community aware of the impact of everyone's daily actions, including conscious or unconscious biases and the power imbalance they may carry with them.

2.e Right to non-discrimination and equal respect

The EUI Policy on Harassment, Sexual Harassment, and Bullying was reviewed in 2023. It aims at ensuring a safe space that is stimulating and supportive, and a learning and working environment that is free from any form of harassment or discrimination. It aims to implement proactive measures to prevent harassment and bullying and ensuring urgent attention to grievances with a zero-tolerance approach and to reinforce the standards of respect and civility with which members of the Institute are expected to treat one another and guarantee equal and inclusive access to all EUI activities. It adopts a victim-centred approach and a clear and legible separation of functions of the relevant EUI bodies involved by this policy. The policy provides for the establishment of advisory, support and problem-solving mechanisms: Confidential Harassment Advice Service, the Harassment Decision-Panel, and the Harassment Policy Committee.

Launched in 2023, the Confidential Harassment Advice Service (CHAS) have dealt with 38 cases during the year.

EDI Good Practices and procedures from the EUI community

Black History Month was marked by a group of researchers and the EUI Library through a series of activities in collaboration with Black History Month Florence. For International Women's Day and Women's History Month in March, the EUI community contributed to initiatives to celebrate the social, economic, cultural, and political achievements of women.

In June 2023, for Pride Month, the EUI raised the Progress Pride Flag in different locations across the EUI campus to mark its support for the LGBTQIA+ community. An EUI delegation of staff, faculty and researchers participated in the Toscana Pride march in July 2023.

A delegation of EUI members joined the Pride Month celebrations by participating in the Toscana Pride parade that took place in Florence, while the LGBTQ+ Society joined Bologna Pride. The Queer and Feminist Studies Working Group organised its annual conference on 'Queer Dis-eases: Disruptive Histories, Politics, and Bodies' and a public discussion on 'Queerness between colonialism and migration: intersecting voices and experiences'. In occasion of Coming Out Day in October, the EUI staff together with Agedo, an association of parents of LGBTQIA+ people, raise awareness on the delicate experience of coming out.

3. Methodology of data collection and analysis

The report is based on data from different databases:

- The centralised HR Data Dashboard on the Power BI platform. Here, the data were organised in three categories: Academic data, Staff data, and Events data.
- The Events platform, including additional data pertaining to the events organised at the EUI.
- OSIRIS, with data pertaining to researcher and student admission, enrollment, and completion.
- VAM, including data pertaining to Staff (academic and administrative) recruitment.

Data on the memberships of committees and decision-making bodies was collected manually.

Some data in OSIRIS were misaligned with numbers available in other databases, but the discrepancies were corrected with the assistance of EUI staff members.

The databases were consulted in January and February 2024[1]: the moment at which the data is extracted from the live database may affect the numbers in the report. For instance, the data on events are updated in the platform only when the event manager validates such data, which may happen even months after the event took place.

For vacancies launched in 2023 but still open in 2024, new applications and hirings may have still happened at the time of writing.

Data concerning the composition of EUI committees and decision-making bodies do not exclusively concern 2023, as they were coded from the EUI website in the first term of 2024.

Additional raw data used in the report can be found under Appendix I at the end of the report.

3.a Gender classification in EUI databases

In the EUI dashboards the categories 'female' and 'male' were used. The use the terms 'women' and 'men' is used in the prose of this report as it focuses less on a biological definition and more on the social construction of gender and gender identity.

Some EUI databases capture data on gender based on three categories: 'male'; 'female'; 'other'. In a limited number of cases, respondents chose to select the category 'other' to describe their gender. For issues of confidentiality, these are not included in the report as they risk identifying the persons involved by cross-referencing the different data.

The reference to a binary scale used for reporting the data under discussion is problematic as it falls short of describing the gender diversity present in the EUI.

3.b Method of Analysis of some contract categories

For some contracts (i.e., professors) the report presents a more detailed look at the type of contract of employment.

In the analysis, October and February were selected as reference months in consultation with the Human Resources Service, considering that most people who start their contract enter into service either in February or October (reference month 2 and 10).

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[1] *For the section on FTE, the data were extracted at the end of April 2024.*

4. A snapshot of the EUI population

4.1 Staff[2]

Figure 1 shows the gender distribution for trainees, support staff (i.e., contract agents, contract auxiliary, language centre staff, permanent agents, and temporary agents), and academic non-faculty staff (i.e., academic assistants, academic collaborators, academic/administrative associates and research fellows)3.

Figure 1
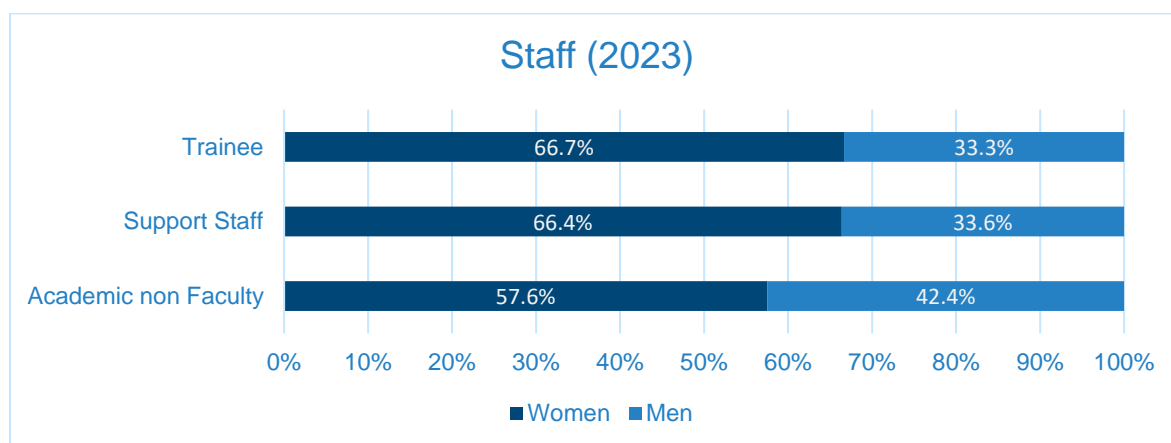
Excluding Faculty members, the Staff is composed of more women (62.2%) than men (37.8%). Similarly, there were more women (66.7%) than men's trainees, more women (66.4%) than men's support staff (33.6%), and more women academic (non-faculty) staff (57.6%) than men's (42.4%)

Figure 2 presents the gender split comparison regarding support staff and academic non-faculty staff across the years 2021-2023. The overrepresentation of women among staff seems consistent, with the lowest percentage of women staff in 2021 and the highest in 2022 (+5.2%).
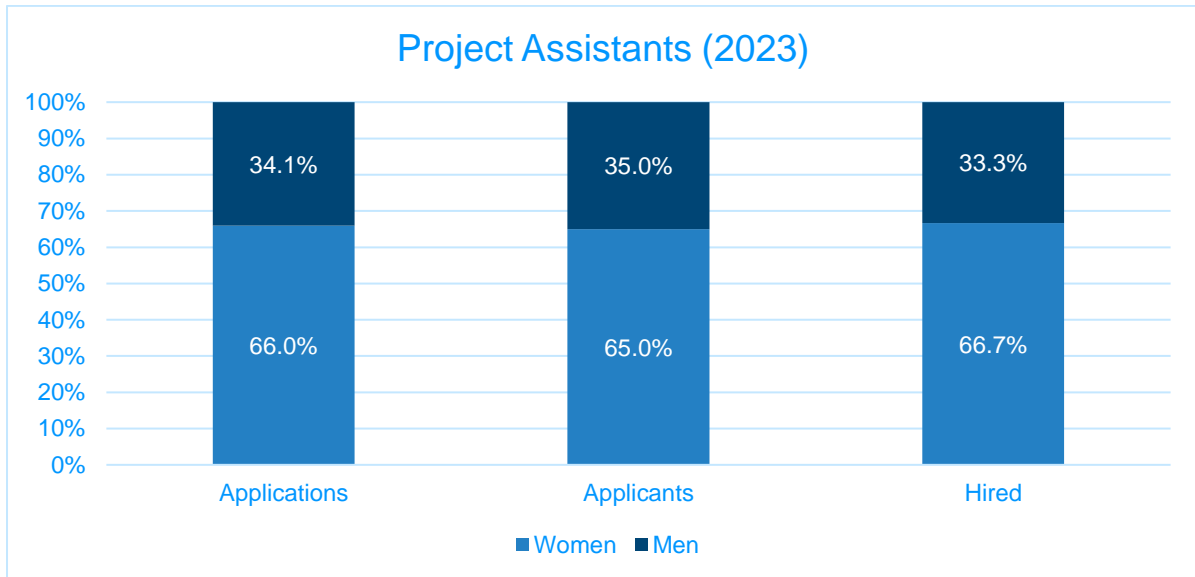
Figure 2

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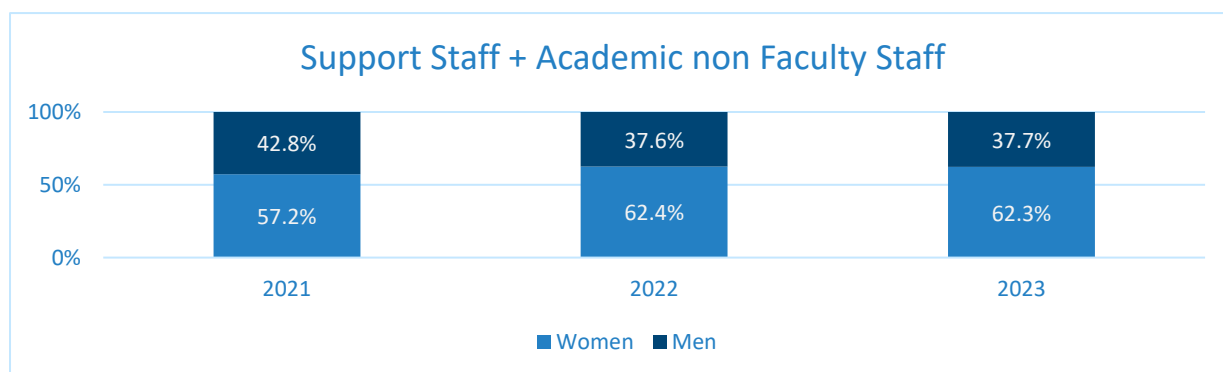
[2] For a definition of staff member, please see 'Staff Regulations applicable to permanent staff members of the European University Institute', Title I (General Provisions), Art. 1a; Conditions of Employment of other Servants of the European University Institute', Art. 2; 3a; 3b; 5.

[3] As this figure looks at the positions for the full year (i.e. trainee, support staff, or academic non-Faculty), some people may be counted more than once, e.g. when someone switches jobs (e.g., from trainee to support staff) throughout the year.

## 4.1.a Research and Project - Assistants [4]

In 2023, vacancies for project-assistant positions[5] saw a majority of women's selected candidates (65.0%) and of applications submitted by women (66.0%). In addition, more women than men were hired (6 versus 3).

Figure 3

For research assistant positions, the gender distribution in 2023 seems more balanced. Women submitted roughly half of the applications (50.3%) and were roughly half of the selected candidates (50.9%) and people hired (53.8%).
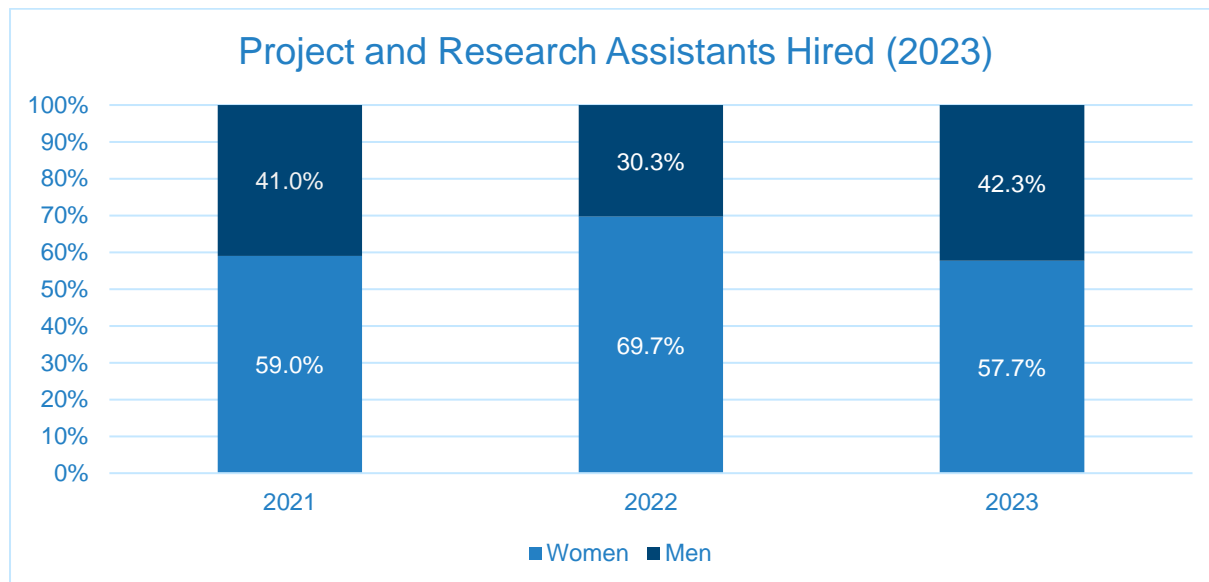
Figure 4

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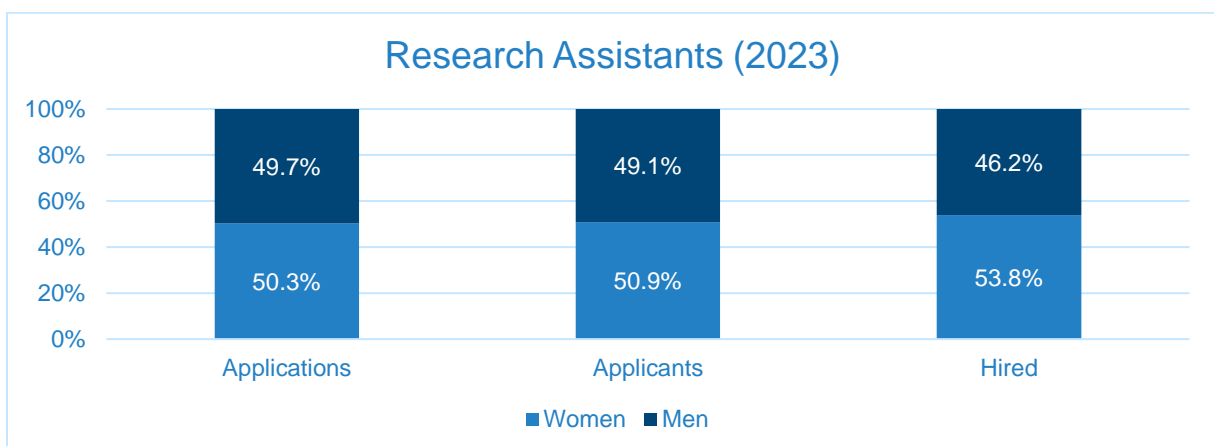
[4] The vacancies here were published in 2023, but for some vacancies the EUI might have continued to receive applications into 2024, depending on each vacancy closing date. The dates of vacancy data extraction can be found in Appendix I. For a definition of academic assistants, please see 'Conditions of Employment of Teaching Staff', Part III, Chapter 12.

[5] *The notation in the footnotes may not seem to add up to 100% due to the rounding of the coefficients.*

If both categories were combined (research assistants and project assistants) and compared with the statistics on hired people across 2021-2023, it is noticeable that women are overrepresented. In 2022, the percentage difference between men and women was wider, with only 30.3% of the project assistants and research assistants hired being men (20 out of 66 in total).

Figure 5

Project and Research Assistants Hired (2023)

4.2 Faculty

In 2023, a considerably smaller number of women professors than men's (33.8%) were employed at the EUI.

However, figure 6 points to a slight upward trend: in 2018 only 28.3% of professors were women, 5.6% points lower than 2023. From having 104 men professors and 41 women professors in 2018, in 2023 the EUI counted 131 men professor and 67 women's.

The numbers presented at figure 6 include Full-time Professors,[6] Full-time Assistant Professors,[7] Part-Time Professors,[8] and Part-Time Assistant Professors[9] across all units[10] (excluding Professors emeritus and emerita).

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[6] *For a definition of full-time professors, and full-time assistant professors, please see 'Conditions of Employment of Teaching Staff', Part II, Chapter 2; and Annex I.,*

[7] *Ibid.*

[8] *For a definition of part-time professors, and part-time assistant professors, please see 'Conditions of Employment of Teaching Staff', Part III, Chapter 10,*

[9] *Ibid.*

[10] *The units include: Academic service, Academy of European Law, Alcide De Gasperi Research Centre, Department of Economics, Department of History and Civilisation, Department of Law, Department of Political and Social Sciences, Max Weber Post-doctoral Program, Office of the Dean of EDI, Office of the Dean of External Relations, Office of the Dean of Research, Office of the Dean of Studies, Office of the President, Office of the Secretary General, Robert Schuman Centre for Advanced Studies, and School of Transnational Governance.*

Figure 6

Percentage of Women Professors (2023)
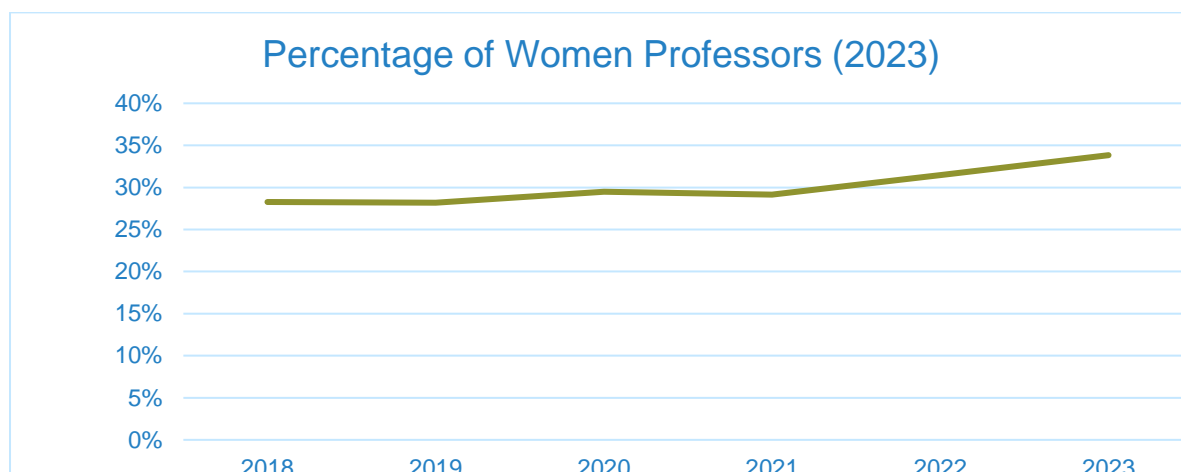
By looking at the gender distribution of all professors (including full-time professors, part-time professors, full-time assistant professors, and part-time assistant professors) by unit for the years,[11] it is noteworthy that every department - with the exception of History (57.1% women professors) - had fewer women professors than men's.

The lowest percentage (25.0%) was in the department of Economics, followed by the department of Social Sciences (28.6%), and then Law (40.9%). The Robert Schuman Centre for Advanced Studies as well as the School of Transnational Governance were also far from gender parity (30.0% women professors for RSC and 35.0% for STG).

Figure 7

Professors (2023)

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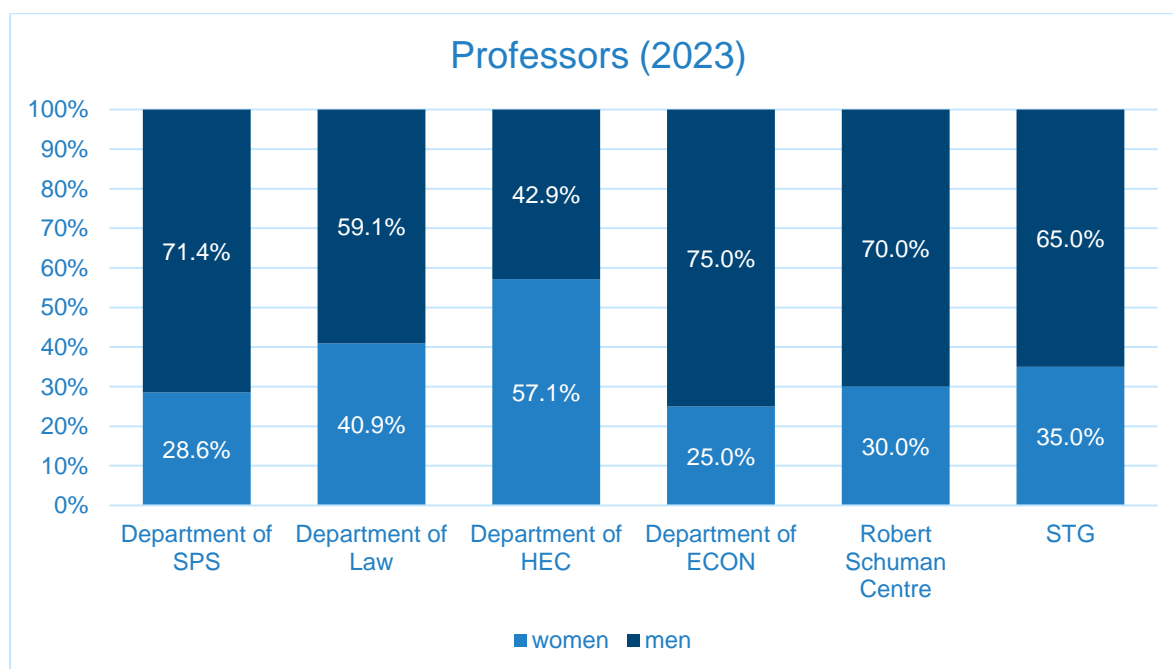
[11] *In this graph and the subsequent categories, some professors may be counted more than one time, when they change EUI affiliations (e.g., from SPS to Robert Schuman Centre) throughout the year or when they are affiliated with several EUI affiliations simultaneously.*

Figure 8
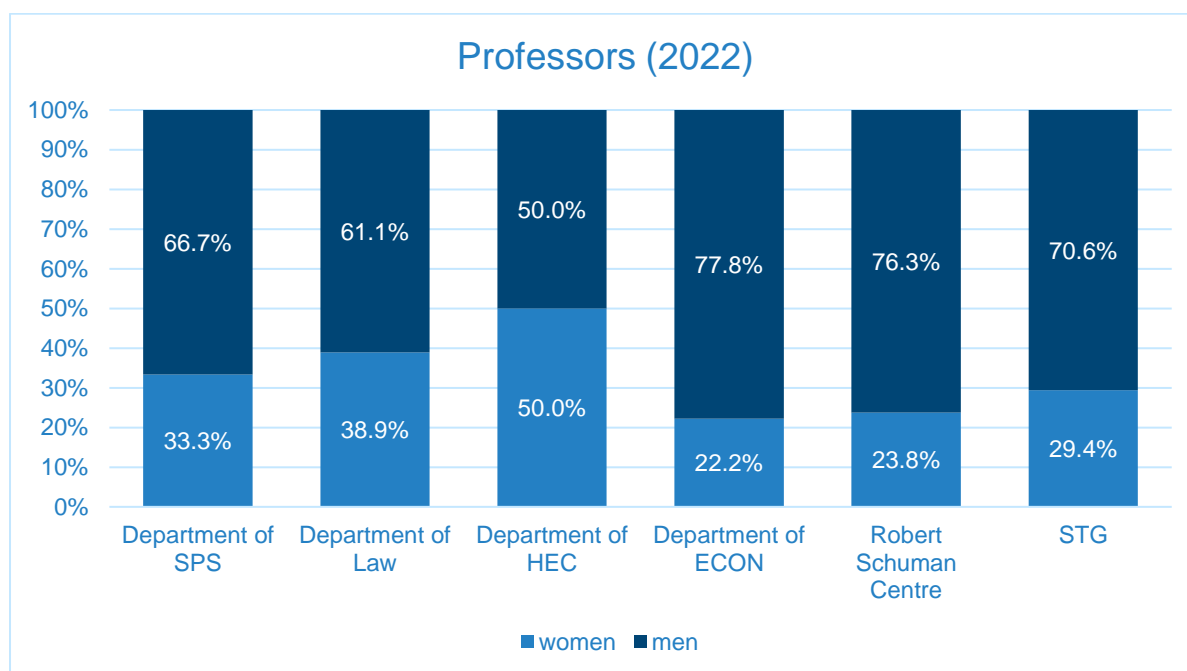
Professors (2022)

Nevertheless, the gender balance among professors has improved from 2022. Across most departments and units - with the exception of SPS and STG – there is an increase in the percentage of women professors. The bigger increase (7.1%) remains in the Department of History, where the gender distribution was already equal in 2022.

4.2.1 Department of Political and Social Sciences (SPS)

Let's have a more detailed look at the SPS departmental gender division. The data look at gender repartition divided by work-contract for Professors at the Department of Political and Social Sciences in February and October 2023. As shown, fewer professors were women (30.8% in February; 28.6% in October).

Figure 9

February	Women	Men	Total	%Women
Full-Time	4	8	12	33.3%
Part-Time	0	1	1	0.0%
Total	4	9	13	30.8%

October	Women	Men	Total	%Women
Full-Time	4	9	13	30.8%
Part-Time	0	1	1	0.0%

| Total | 4 | 10 | 14 | 28.6% |

4.2.2 Department of Law

In 2023, in the Law department there were overall fewer women than men professors in both time periods. However, in February, of 9 full-time professors 5 were women (55.6%). As compared to other departments, a notably higher percentage of professors were hired in part-time contracts.

Figure 10

February	Women	Men	Total	%Women
Full-Time	5	4	9	55.6%
Part-Time	2	5	7	40.0%
Total	7	9	16	43.8%

October	Women	Men	Total	%Women
Full-Time	4	5	9	44.4%
Part-Time	5	6	11	45.5%
Total	9	11	20	45.0%

4.2.3 Department of History

In 2023, the History Department had constantly more women than men's professors (both in February of 2023 and October 2023). Almost all professors were hired with full-time contracts. Among these, there was an equal gender distribution (50.0%).

Figure 11

February	Women	Men	Total	%Women
Full-Time	6	6	12	50.0%
Part-Time	1	0	1	100.0%
Total	7	6	13	53.8%

October	Women	Men	Total	%Women
Full-Time	6	6	12	50.0%
Part-Time	2	0	2	100.0%

Total	*8*	*6*	*14*	*57.1%*

4.2.4 Department of Economics

In 2023, there was great disparity in the gender composition of ECO Faculty. In February, women professors counted only for 13.3% of all Faculty, a number that becomes even lower excluding assistant professors, both in February (7.7%) and October (21.4%).

Figure 12

February	Women	Men	Total	%Women
Full-Time	1	10	11	9.1%
Part-Time	0	2	2	0.0%
Full-Time Assistant	1	1	2	50.0%
Total	2	13	15	13.3%

October	Women	Men	Total	%Women
Full-Time	3	8	11	27.3%
Part-Time	0	3	3	0.0%
Full-Time Assistant	1	1	2	50.0%
Part-Time Assistant	1	0	1	100.0%
Total	5	12	17	29.4%

4.2.5 Robert Schuman Centre for Advanced Studies

In 2023 there were notably less women than men professors at RSCAS, both in February (27.7%) and October (32.0%), a number that becomes even lower if excluding assistant professors (23.2% in February; 26.8% in October).

Figure 13

February	Women	Men	Total	%Women
Full-Time	4	11	15	26.7%
Part-Time	9	32	41	22.0%
Part-Time Assistant	5	4	9	55.6%
Total	18	47	65	27.7%

October	Women	Men	Total	%Women
Full-Time	5	11	16	31.3%
Part-Time	13	38	51	25.5%
Part-Time Assistant	6	2	8	75.0%
Total	24	51	75	32.0%

4.2.6 Florence School of Transnational Governance

In 2023, slightly more than 30% of professors were women in both February 2023 (32.4%) and October 2023 (35.3%). Numbers looked slightly higher for women part-time professors.

Figure 14

February	*Women*	*Men*	*Total*	*%Women*
Full-Time	*3*	*7*	*10*	*30.0%*
Part-Time	*8*	*16*	*24*	*33.3%*
Total	*11*	*23*	*34*	*32.4%*

| *October*	*Women*	*Men*	*Total*	*%Women*
Full-Time	*4*	*6*	*10*	*40.0%*
Part-Time	*8*	*16*	*24*	*33.3%*
Total	*12*	*22*	*34*	*35.3%*

4.2.7 Part-time professors

In February 2023, 82 professors (including assistant professors) were working part-time at the EUI (SPS, Law, History, Economics, STG, and Robert Schuman Centre). In total, 69.5% were men and 30.5% women. Altogether, their total working hours was the same as 30 full-time professors (29.93 full-time equivalent work hours). In October 2023, 99 part-time professors (including assistants) worked for a number of hours corresponding to 34.70 full-time equivalent (NOTE: So almost as 35 full-time professors).[12] 64.6% were men and 34.7% were women.

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[12] FTE is the hours worked by a single employee on a full-time basis, regardless of whether the employees are full-time, part-time, or temporary. One FTE is equal to one full-time worker's hours over a specific period, typically 40 hours per week. Therefore, one person who works full-time (40 hours) has an FTE of *1.*

In terms of work effort calculated in FTE, the average working hours is almost equal if divided by gender. The graph below shows that there are barely any differences between genders in terms of how much part-time workers worked on average (according to their contract).

This data show that although the number of Part-Time contracts offered to women is lower, these contracts contemplate more hours of work that the ones offered to men, considering that the average FTE is almost equal.
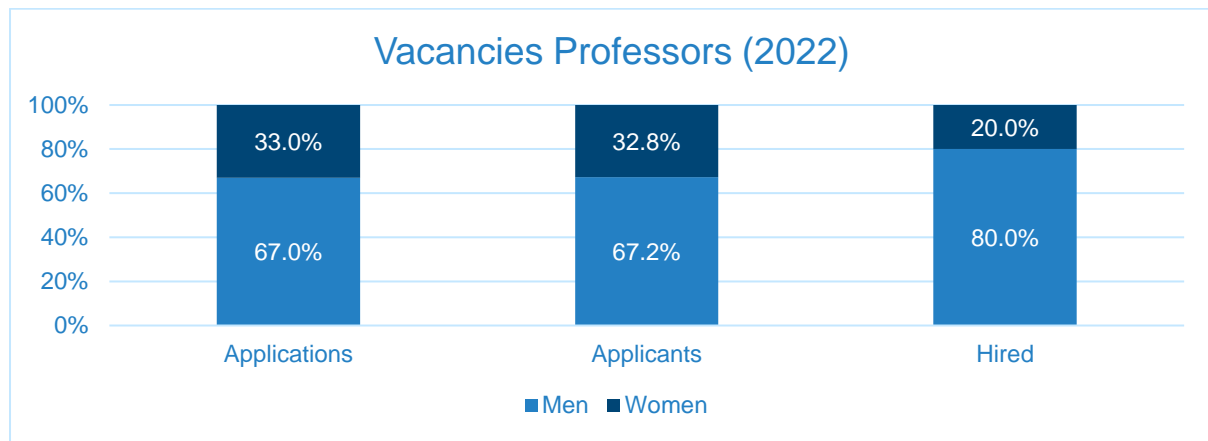
Figure 15
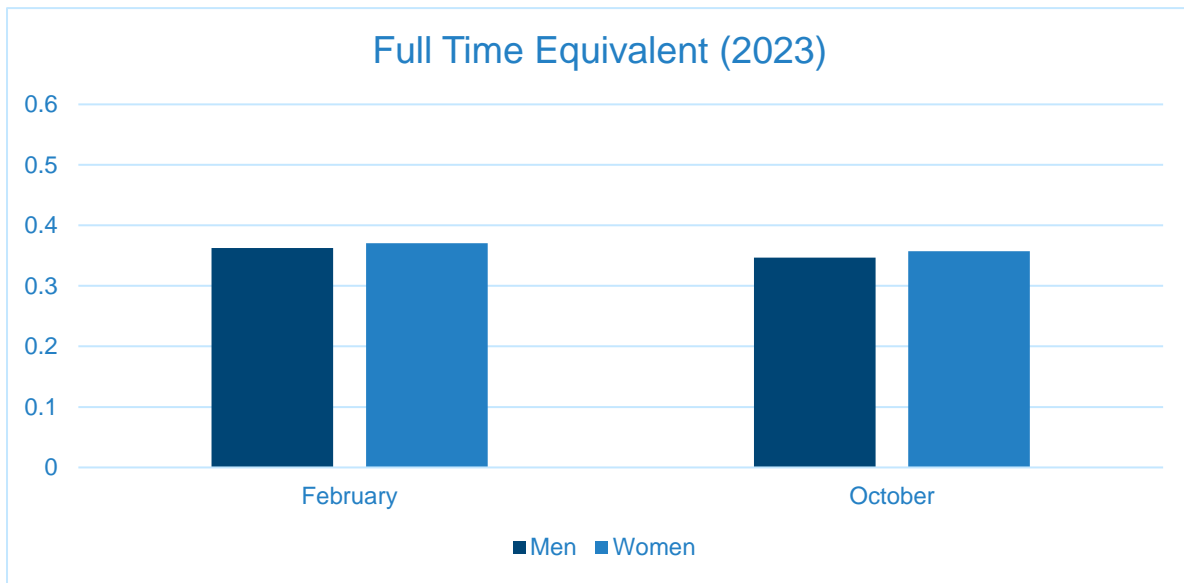
4.2.8 Vacancies for Professor[13]

The report looks at the 2022 vacancies, as there were no new vacancies in 2023 (with reference to data obtained in January 2023). Figure 16 shows the gender distribution for applications, applicants (as people may apply to multiple positions) and hired professors for 2022.

Most of the applications were submitted by men, as were the majority of applicants (67.0% and 67.2% respectively). The percentage of hired men professors was even higher: 80% (4 men as compared to 1 woman).

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[13] *The year represents the year that the vacancy was published, but some of the vacancies might have continued to receive applications past 2022 depending on the closing date and depending on when the data was extracted (see appendix).*

Figure 16

Vacancies Professors (2022)

	Applications	Applicants	Hired
Women	33.0%	32.8%	20.0%
Men	67.0%	67.2%	80.0%

■ Men ■ Women

4.3 Researchers

Figure 17 shows the percentage of women researchers that were enrolled on the 1st of September between 2018 and 2023. The numbers include researchers across all departments. As a general trend, less women than men were enrolled. The number seems to be relatively stable across the years, with the highest percentage of women being enrolled in 2022 (46.9%; 279 women versus 316 men) and the lowest in 2023 (44.8%; 272 women versus 335 men).

Figure 17

Percentage of Female Researchers enrolled
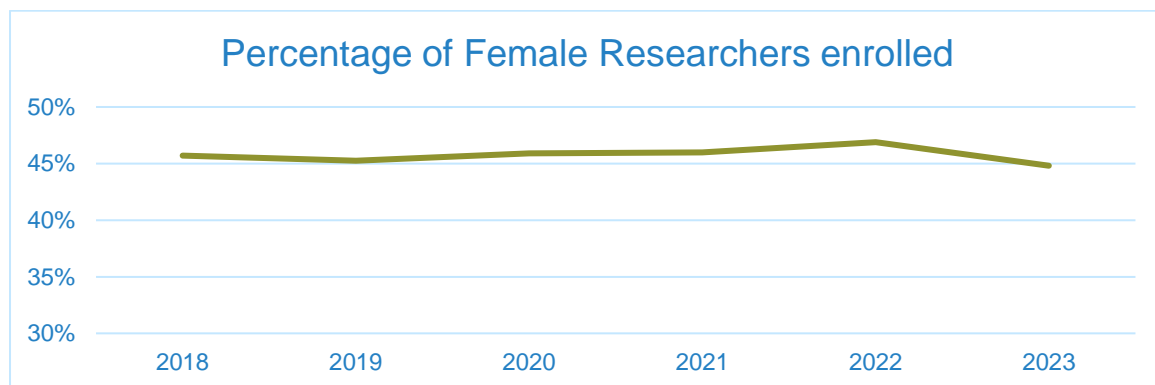
4.3.1 Admissions

In the 2023 academic year, 39.6% of the total researchers admitted were women, a steep decline from 2022, when the gender split was equal, as 50.0% of the researchers admitted across departments were women.

Breaking down this data by department, in 2023 in all departments except Political and Social Sciences (51.9% female) more men than women were admitted. The lowest percentage can be found in the department of Economics (31.6%), followed by History (34.5%). Better results were achieved in the year before (2022), when the departments of Law and History presented a more gender-balanced admissions roster (52.0% and 53.3% of women respectively). SPS and ECO also had a higher number of female researchers admitted (57.7% and 36% respectively).
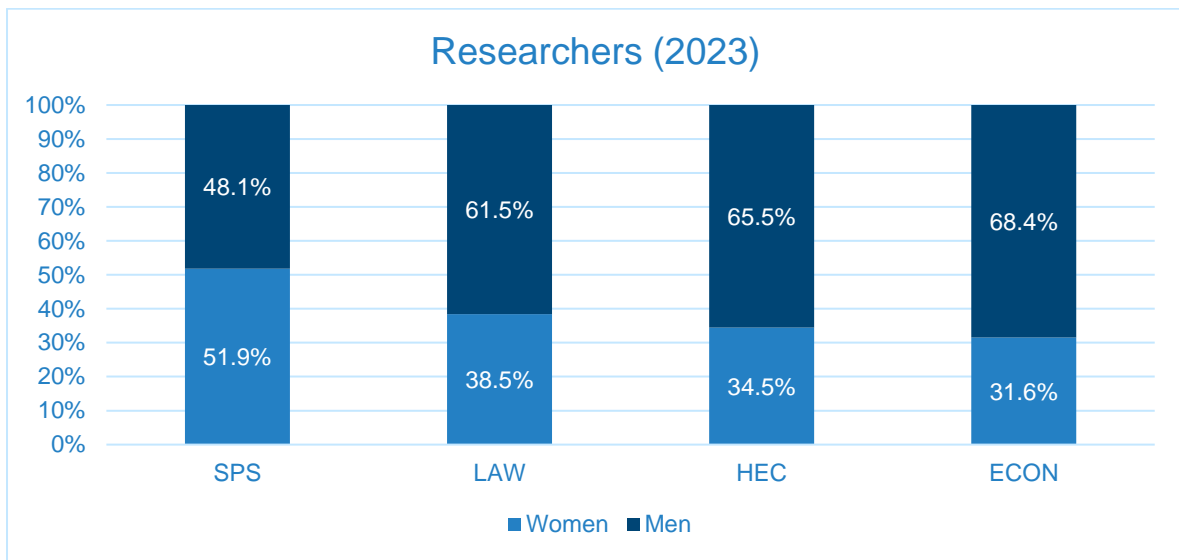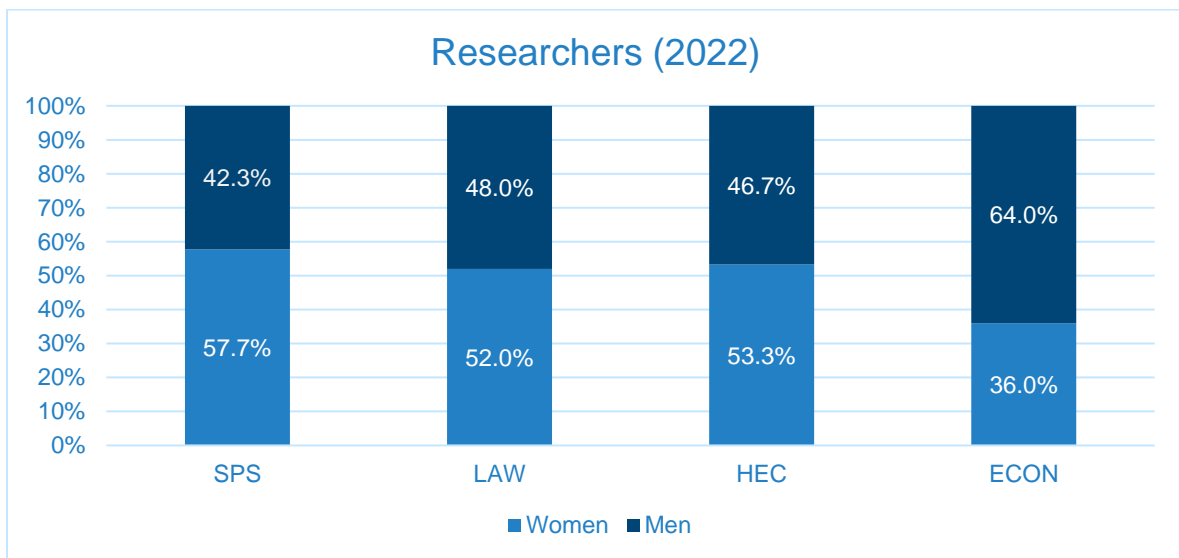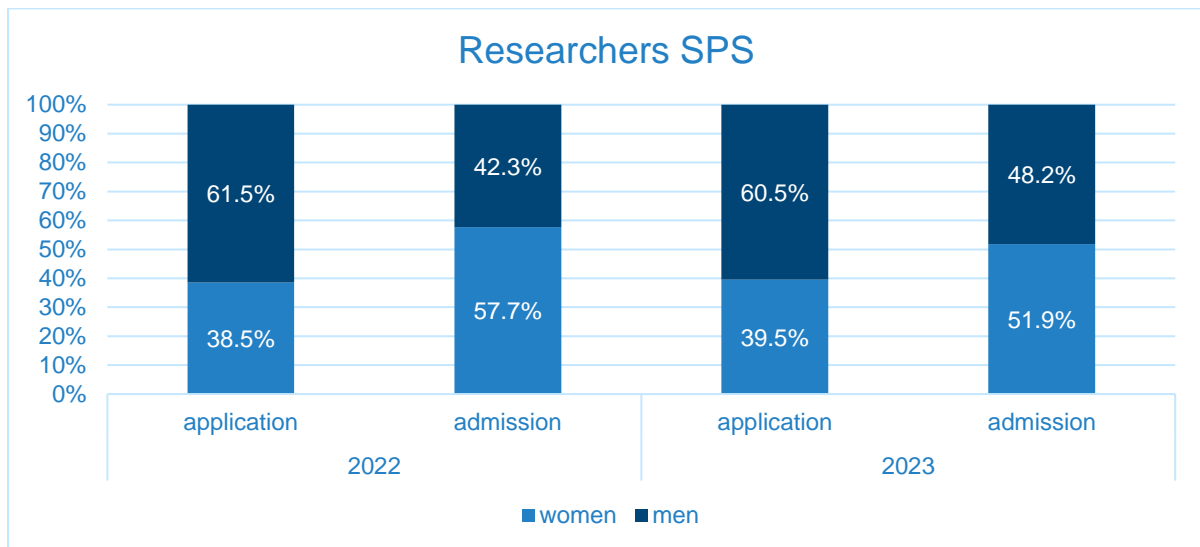
Figure 18

Researchers (2023)

	Women	Men
SPS	51.9%	48.1%
LAW	38.5%	61.5%
HEC	34.5%	65.5%
ECON	31.6%	68.4%

Figure 19

Researchers (2022)

	Women	Men
SPS	57.7%	42.3%
LAW	52.0%	48.0%
HEC	53.3%	46.7%
ECON	36.0%	64.0%

6.3.2 Political and Social Sciences

In 2022 and 2023, more men than women applied to the PhD programme (61.5% in 2022; 60.5% in 2023) However, a higher number of women were finally admitted to attend the programme. (57.7% in 2022; 51.9% in 2023).

Figure 20

Researchers SPS

	2022		2023	
	application	admission	application	admission
men	61.5%	42.3%	60.5%	48.2%
women	38.5%	57.7%	39.5%	51.9%

4.3.3 Law

In 2022, applications and admissions were roughly equal across gender, with 48.4% of the applications by men and 48.0% of the admitted persons being men. In 2023, more men (58.1%) applied than women (41.9%), a trend that was reflected also in the admissions data (Admission: 61.5% men; 38.5% women).

Figure 21

Researchers Law

	2022		2023	
	application	admission	application	admission
men	48.4%	48.0%	58.1%	61.5%
women	51.6%	52.0%	41.9%	38.5%
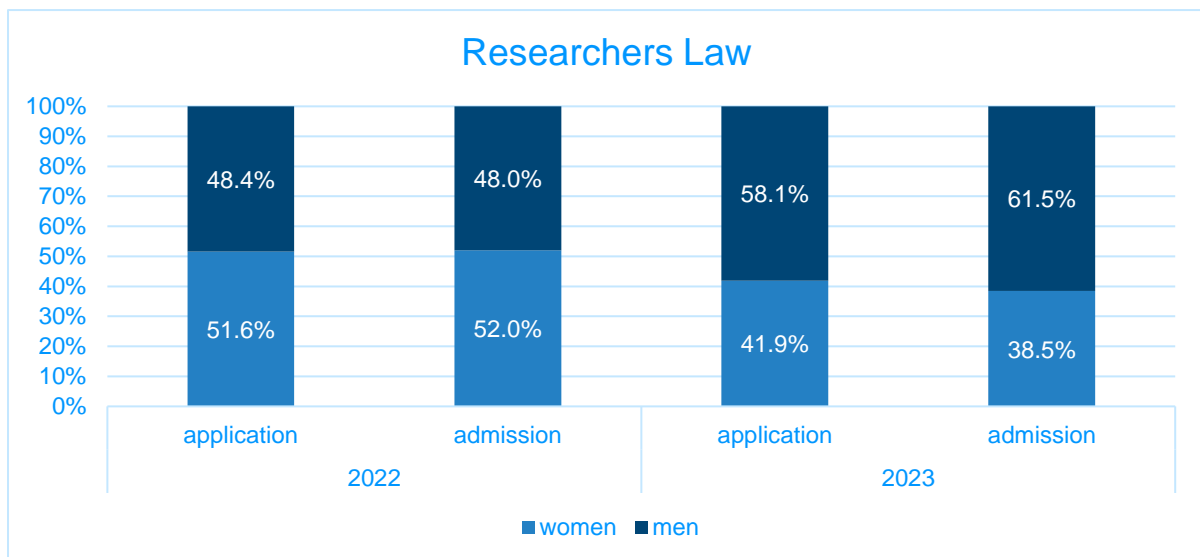
4.3.4 History

Data for History present some variations in terms of gender between 2022 and 2023. Both in 2022 and 2023, more men (57.1% in 2022; 64.2% in 2023) applied than women. However, while in 2022 the final admission seemed roughly equal across gender, with 46.7% of the admissions being men, in 2023 more men (65.5%) than women (34.5%) were admitted.
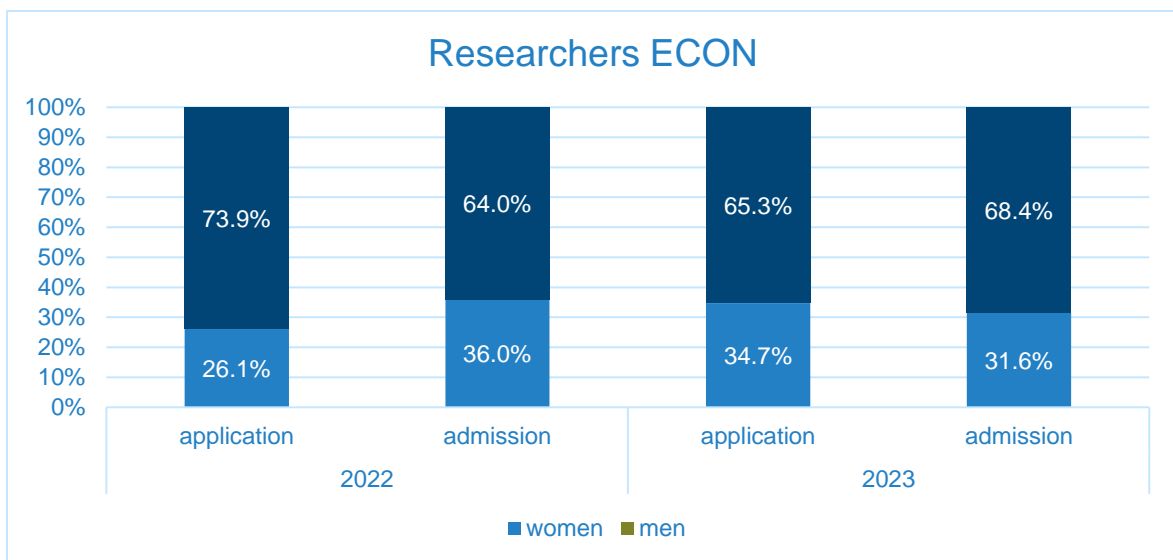
Figure 22

Researchers HEC

	2022		2023	
	application	admission	application	admission
men	57.1%	46.7%	64.2%	65.5%
women	42.9%	53.3%	35.8%	34.5%

■ women ■ men
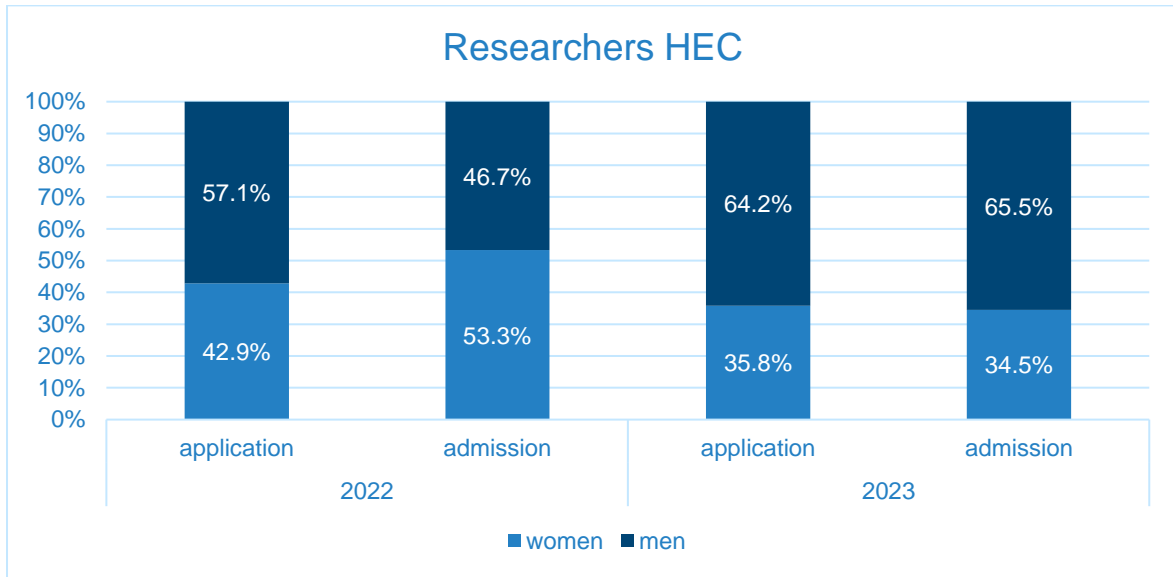
4.3.5 Economics

Both in 2022 and 2023 more men applied (73.9% in 2022; 65.3% in 2023) and were admitted (64.0% in 2022; 68.4% in 2023) than women. The divide by gender is more evident than for the other departments.

Figure 23

Researchers ECON

	2022		2023	
	application	admission	application	admission
men	73.9%	64.0%	65.3%	68.4%
women	26.1%	36.0%	34.7%	31.6%

■ women ■ men

4.4 Post-doc Researchers

Overall, in 2023, slightly more women were admitted to postdoctoral programmes at the EUI (55.4%). There were more women than men admitted to all programs with the exception of the Jean Monnet Fellowship, where gender parity was anyway achieved.

Data for the Marie Curie Fellowship and Simone Veil Fellowship are put together under 'other Fellowships' due to the low admissions numbers.

Figure 24
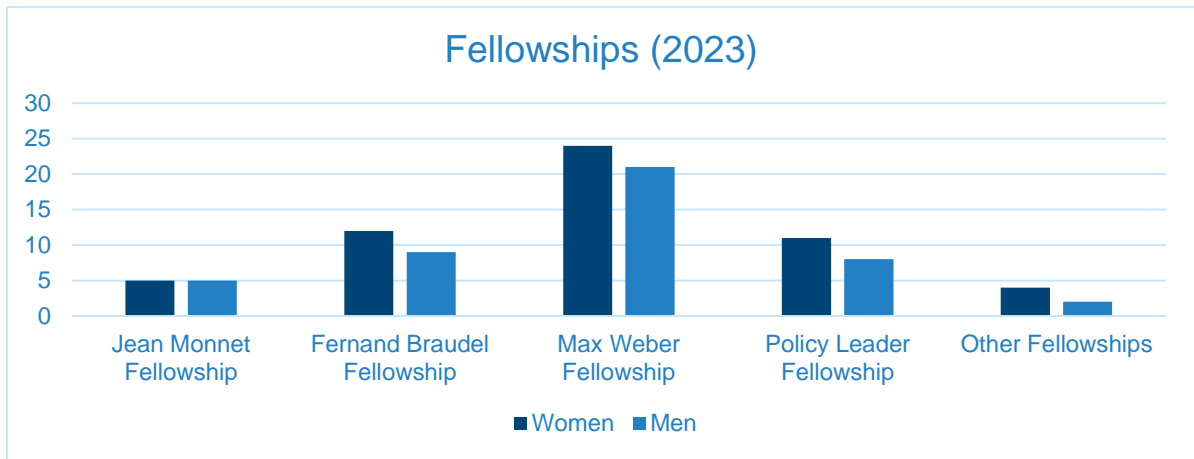
The year before (in 2022), the overall gender distribution was very similar, as there were also slightly more women postdocs admitted (55.0%). If we look per fellowship program, there were again more women in the Max Weber Fellowship programme and in the Policy Leader Fellowship programme, but also in the Jean Monnet Fellowship programme this year. The opposite can be seen for the 'other Fellowship' and the Fernand Braudel Fellowship programme.

Figure 25
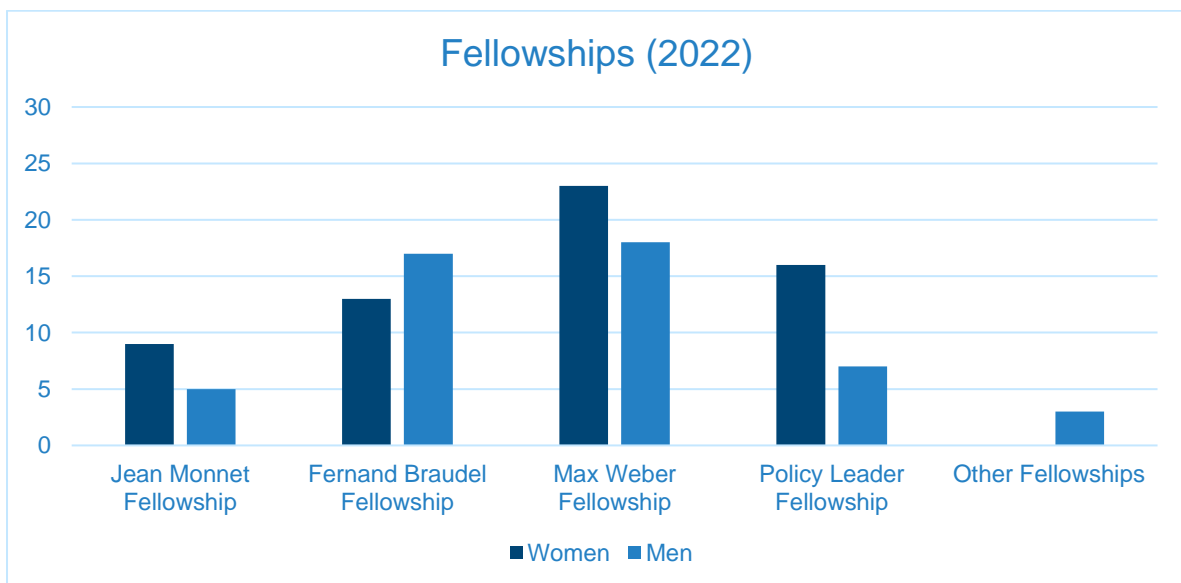
4.4.1 Jean Monnet Fellowship

Below we can see the received applications for the Jean Monnet Fellowship calls and the subsequent admissions. As the admission process started a year prior to admission, the graph signals the year of *admission.* For the admissions in the year 2022, there were both applicants from 2021 *and* 2022, due to the special call for Ukraine of March 2022[14].

Even if fewer women (44.6% and 41.0%) than men applied, more women (64.3%) were admitted in 2022; in 2023 gender parity was reached (50/50).

Figure 26
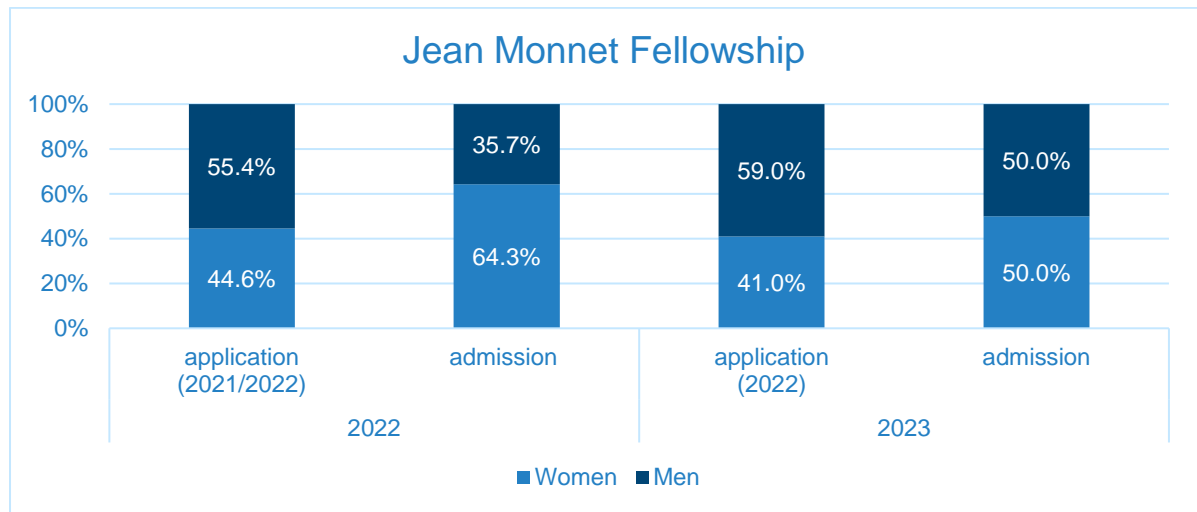
4.4.2 Fernand Braudel Fellowship

Considerably fewer women than men applied in both years (29.2% and 34.2%), but the admissions cycle show numbers that moved towards gender parity in 2022 (43.3%), whereas in 2023 more women than men (57.1%) were admitted.

Figure 27

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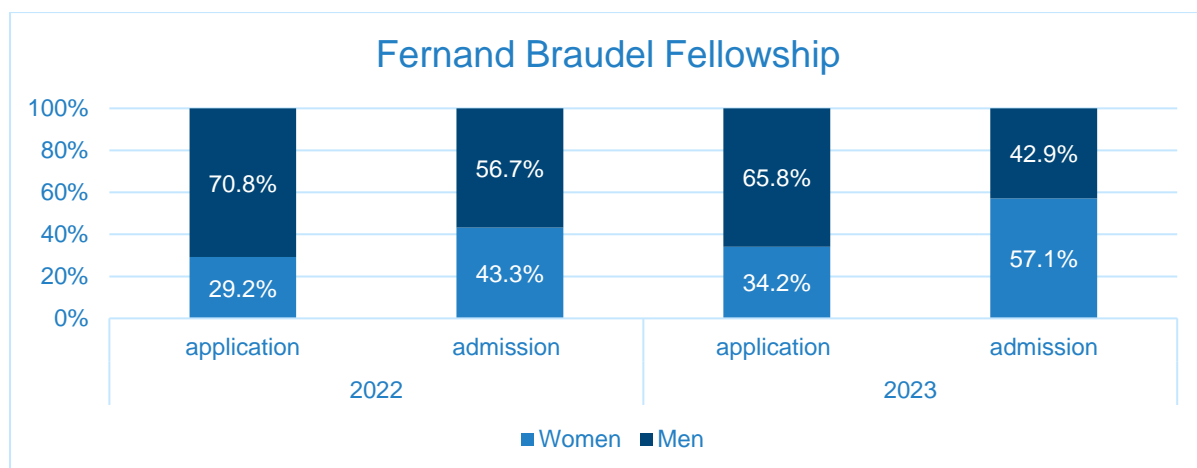
[14] *For only the Ukraine call, 47.3% of the applications were by men (9 applications) and 52.6% were by women (10 applications), while 100% of the admissions were women (3 women).*

4.4.3 Max Weber Fellowship

As the admission process started a year prior to admission, the graph signals the year of *admission.* For the admissions in the year 2022, there were both applicants from 2021 *and* 2022, as there was a special call for Ukraine in March 2022[15].

As shown, slightly more women (56.4%) than men applied to be admitted in 2022, while slightly more men than women applied to be admitted in 2023 (57.9%). The final admissions were almost equal in terms of gender in both years, with slightly more women in both years (56.1% and 53.3% respectively).
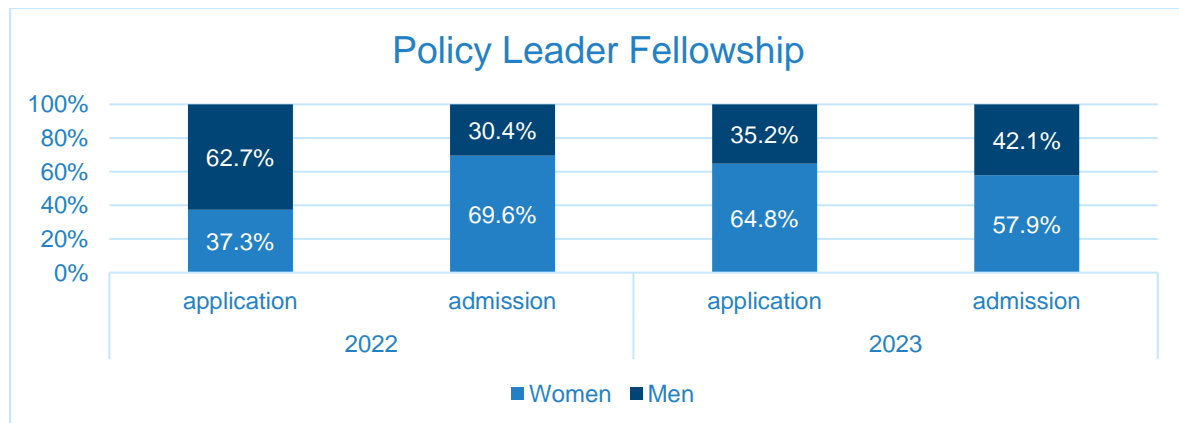
Figure 28
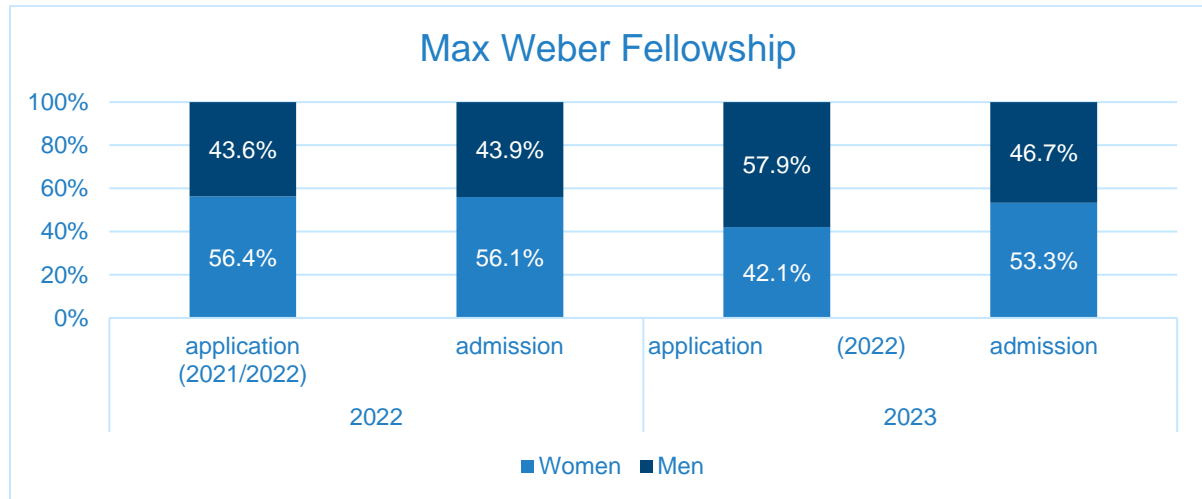
4.4.4 Policy Leader Fellowship

In 2022 way fewer women (37.3%) applied for the Policy Leader Fellowship, yet way more women were admitted to the program (69.6%) than men. In 2023, women were overrepresented both among the applications (64.8%) and among the admissions (57.9%).

Figure 29

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[15] *For just the Ukraine call, 37.5% of the applications were men (12 men), while 62.5% of the applications were women (20 women). Of the admissions, 25% were men (1 man) and 75% women (3 women).*

4.4.5 Other Fellowships

This section groups both the admissions for the Simone Veil Fellowship - previously (in 2022) called 'the Robert Schuman Fellowship' - and for the Marie Curie Fellowship. For the Simone Veil Fellowship, there are no applications available since there was no 'call'. For the Marie Curie Fellowship the data about applications is also not currently available.

Figure 30

Simone Veil Fellowship	Women	Men	Total	%Women
2022	0	1	1	0.0%
2023	1	2	3	33.3%

Marie Curie Fellowship	Women	Men	Total	%Women
2022	0	2	2	0.0%
2023	3	0	3	100.0%

4.5 Master Students

In 2023, there was gender parity in the admissions to the master programme, an improvement from 2022 (women's admissions 41.7%. Men are overrepresented in both the Comparative, European and International Laws programme (LLM) and the Research master's in Economics (ECO).
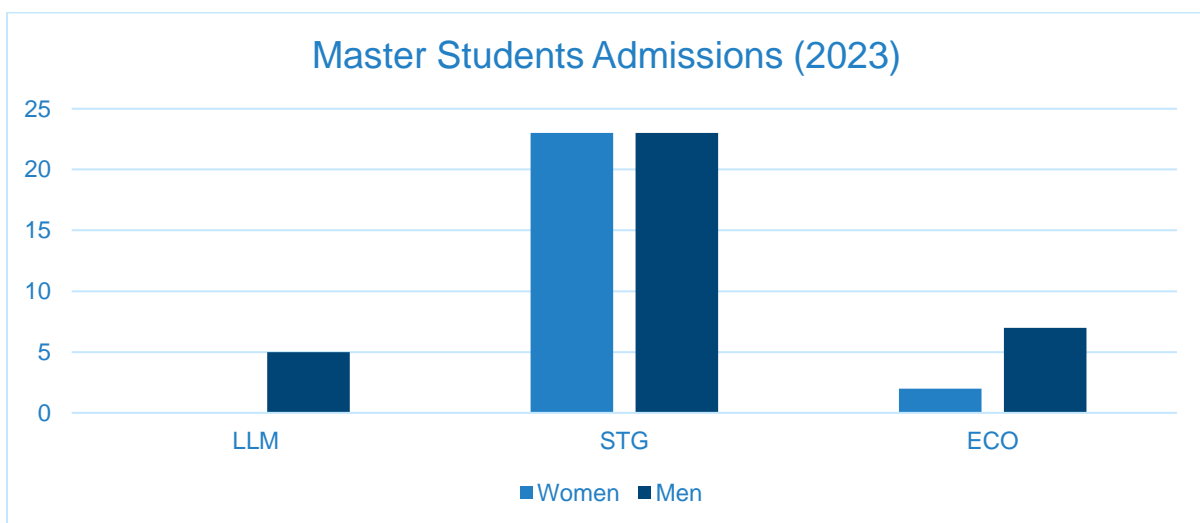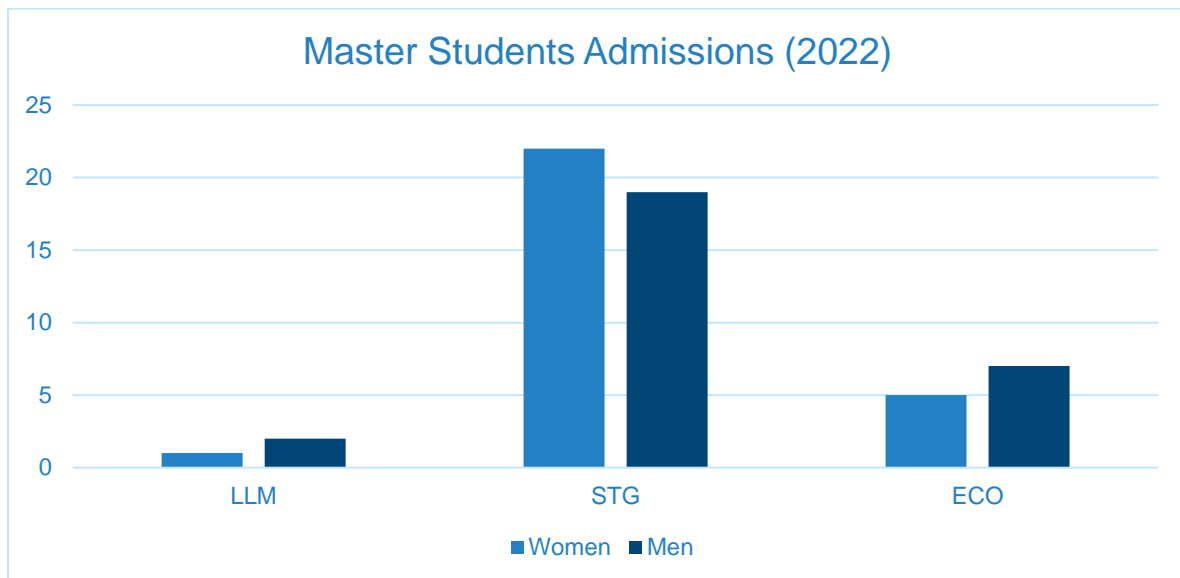
Figure 31

Master Students Admissions (2023)

Figure 32

Master Students Admissions (2022)

4.5.1 Comparative European and International Law (LLM)

Almost the same percentage of men and women applied to the Comparative European and International Law program in both 2022 and 2023. Yet, in 2022 less women (33.3%) were admitted and in 2023 no women were admitted.

Figure 33

Master Students LLM
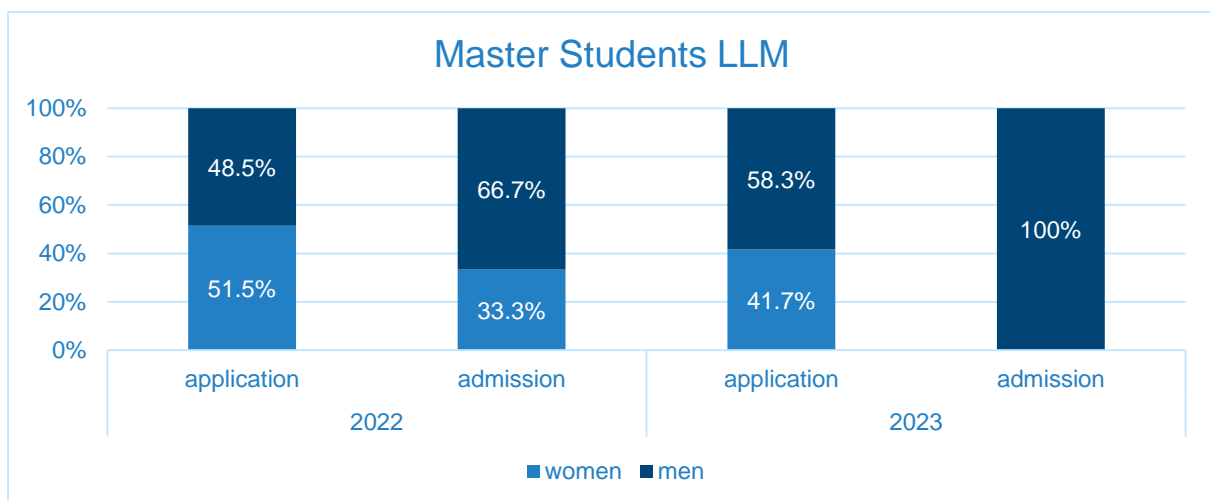
4.5.2 Florence School of Transnational Governance

The applications for the Florence School of Transnational governance were almost evenly distributed in terms of gender in 2022, and an almost equal number of women was admitted. In 2023, fewer women applied than men (38.2%), yet the admission was equal across gender.

Figure 34

Master Students STG
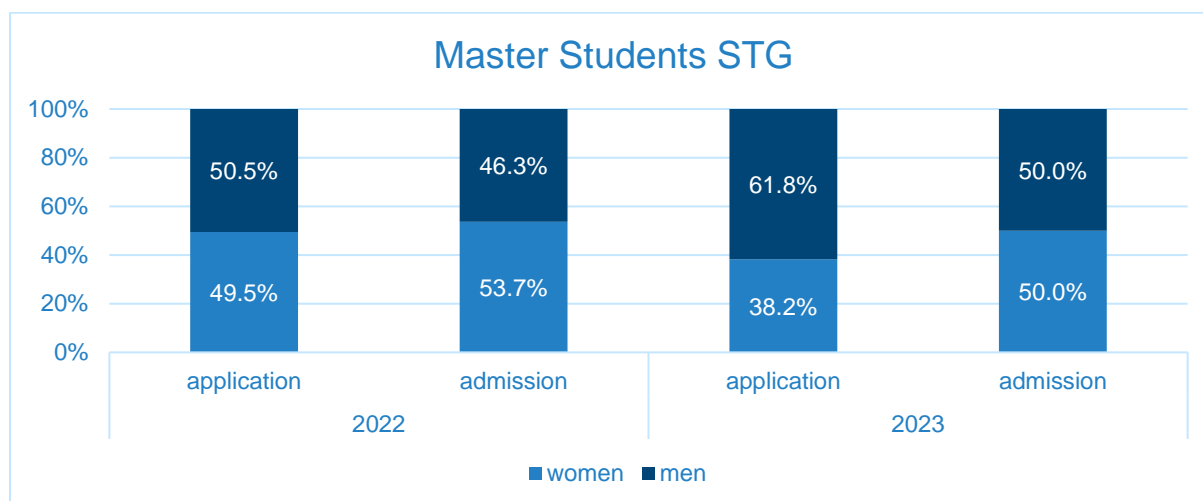
4.5.3 Master of Research in Economics

Only 19.4% of women in 2022 and 29.7% in 2023 applied to the research master of Economics. Whereas in 2022 the percentage of admitted women (of total admissions) was higher than the percentage of women applications (of total applications), admissions were even lower than the percentage of women applications (as compared to total applications).
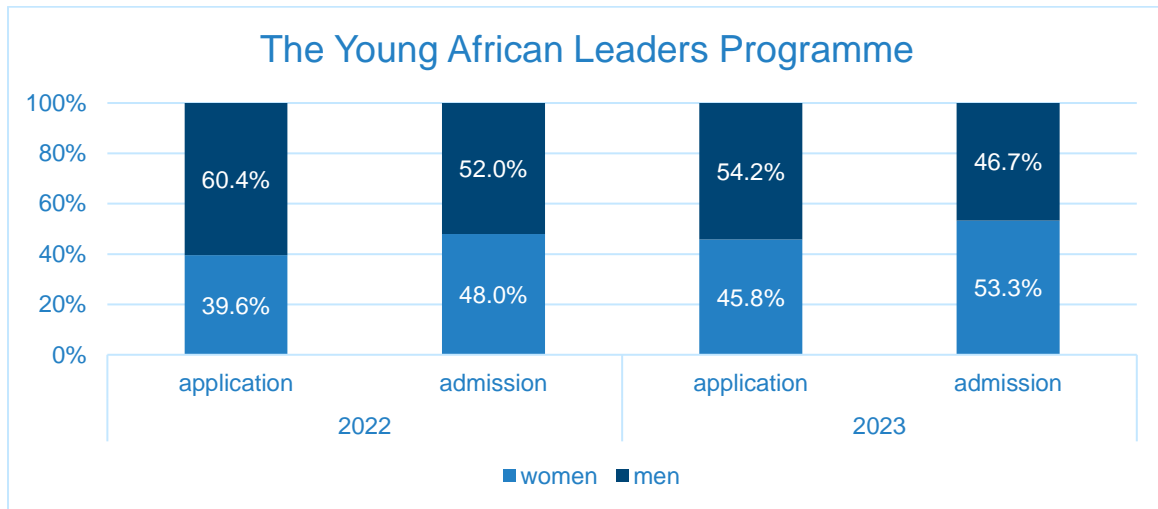
Figure 35

Master Students ECON
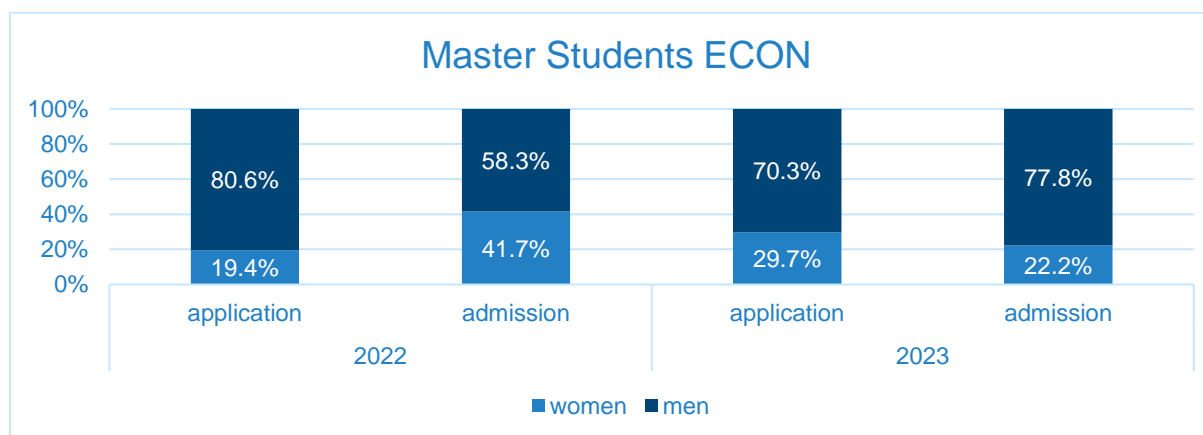
4.6 The Young African Leaders Programme (YALP)16

In 2022, there were more applications by men (60.4%) and more men (52.0%) admitted to the programme. In 2023, we saw an increase in applications from women, while 53.3% of women were admitted, an increase from 2022, where women scored a 48% admission rate.

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16 *The YALP is a three-month residential leadership programme at the Florence School of Transnational Governance (STG). Applicants need to be African nationals residing in Africa.*

Figure 36

The Young African Leaders Programme

	application (2022)	admission (2022)	application (2023)	admission (2023)
men	60.4%	52.0%	54.2%	46.7%
women	39.6%	48.0%	45.8%	53.3%

women ■ men

4.7 Committees and Decision-making bodies

4.7.1 Committees Academic Matters

Below we can see the gender distribution for the committees related to academic matters[17]. In total, women make up a small percentage of the members in these committees (36.5%). All committees, except for the Doctoral Programme Committee count more men than women 's members.

This difference is particularly evident in the ICT - Library committee, where only 15.4% of the members are women.
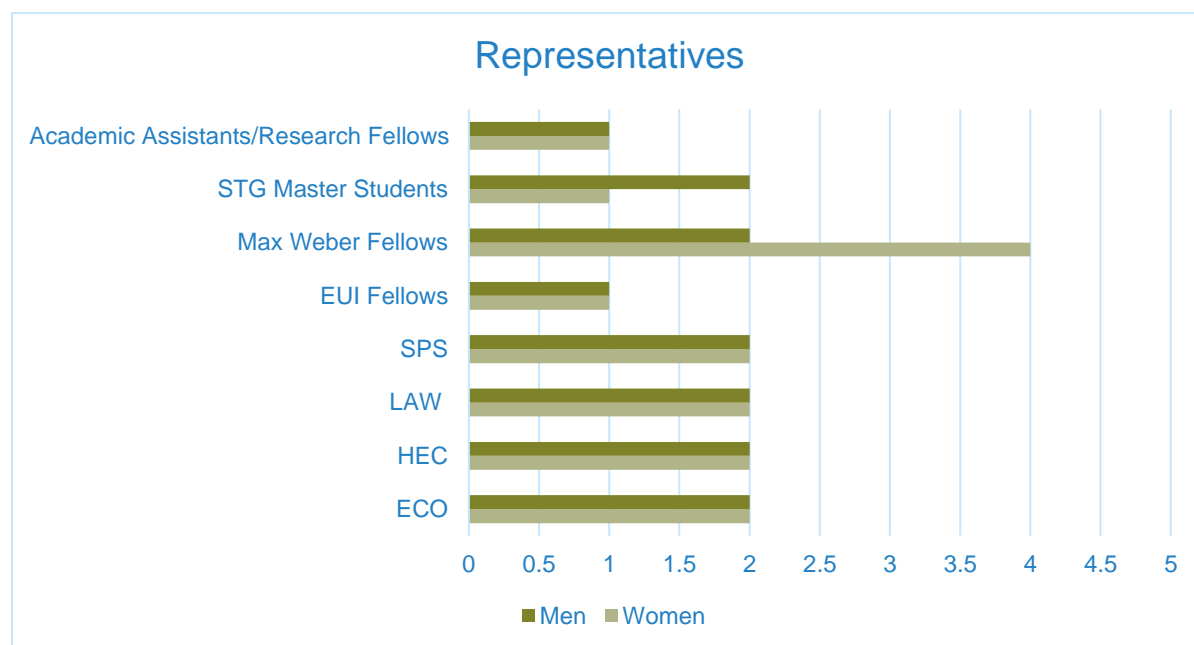
Figure 37

Committees Academic Matters

■ Men ■ Women

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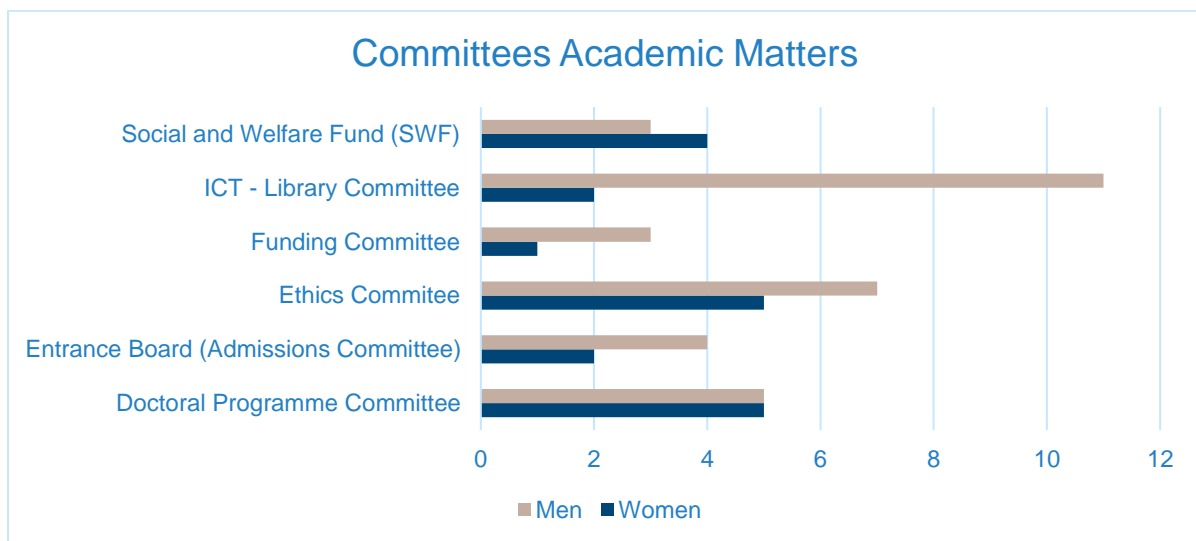
[17] *Alternates and non-members are not included in the count, yet for the ethics committee advisors are included.*

4.7.2 Representatives of Master Students, PhD Researchers, Fellows and Academic Assistants

The overall gender distribution of representatives of Master Students, PhD Researchers, Fellows and Academic Assistants (excluding alternates and non-members) appears broadly equal, with slightly more women overall (51.7%). There are more women representatives in the Social and Welfare Fund and in for the Max Weber Fellows, but more male representatives for STG Master Students. For the other positions, the representatives have an equal gender distribution.

Figure 38

4.7.3 Institutional Matters

The Budget and Finance Committee, which also makes up for the members of the Grant committee, the gender distribution is roughly equal. For the Max Weber Programme Steering Committee 8 members out of 9 are men.

Figure 39

Institutional Matters	Women	Men	Total	%Women
Budget and Finance Committee	25	29	54	46.3%
Max Weber Programme Steering Committee	1	8	9	11.1%

4..7.4 Internal committees[18]

Overall, among the internal EUI committees, membership[19] was quite balanced, with slightly more women (54.3%) members. However, looking at the individual committees, some larger divide regarding the membership gender composition can be noticed.

Unfortunately, the Creche committee presents an all-women membership (100%), while the Housing User Group (80%), the Canteen Service Committee (66.7%), and the Gender Equality Committee (65.0%) have high female representation. Men are particularly overrepresented in the Disciplinary Board (80%), the Disciplinary Committee Academic (75.0%), and in the Data Protection Committee (66.7%).

Figure 40
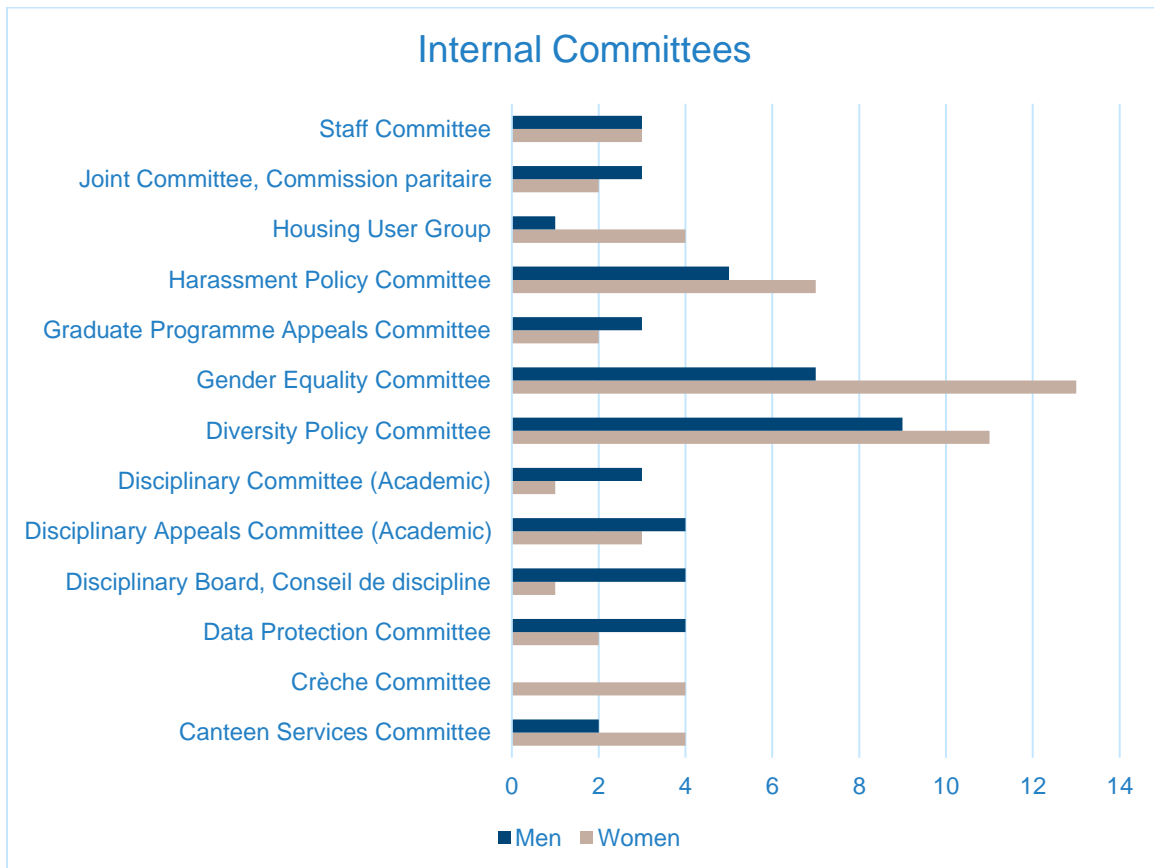
4.7.5 Other Committees[20]

The Management Team[21], the Academic Council[22], and the Executive Committee[23] are all majority-men bodies, with big divides on gender lines, reflecting the lack of women's representation in leadership position at the Institute.

The gender distribution was most unequal in the Management Team (75.0% men), followed by the Executive Committee (71.4% men).

The Research Council and the Disability Working group present a more balanced composition with a majority of women's members.

Figure 41

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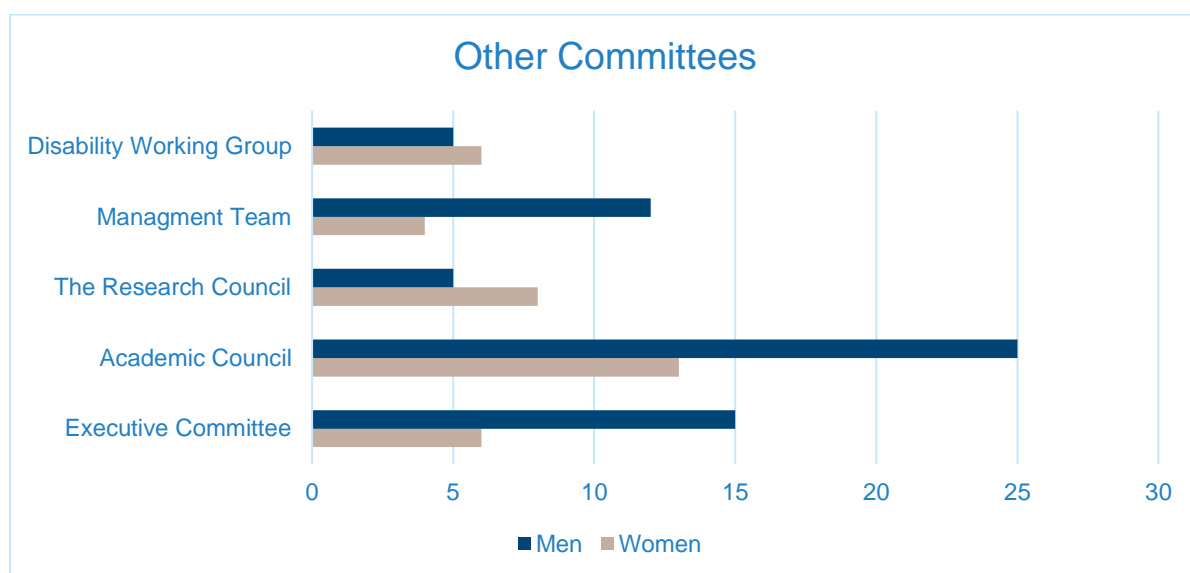
[20] *Guests are included.*

[21] *The Management Team acts as the consultative body for support functions and for the coordination of the academic and support units. It is composed of the Directors of service, a representative of the Robert Schuman Centre for Advanced Studies, a representative of the School of Transnational Governance, and one representative for the Max Weber Programme and the four Departments' administrations. It meets at least once a month and is chaired by the Secretary-General.*

[22] *The Academic Council has general powers regarding research and teaching at the EUI. It appoints the EUI's teaching staff and draws up the rules that govern the Institute's academic life. It discusses the content and the organisation of research and teaching activities, examines new academic initiatives and discusses yearly evaluations of academic units and programmes. Its ordinary members are the members of the Executive Committee, representatives of Professors - they constitute the largest group - and representatives of research fellows, academic assistants, doctoral researchers, Master students and non-academic staff. Relevant support services also attend. The Academic Council meets monthly in its ordinary format and is chaired by the President. Twice a year, the Academic Council meets in its plenary format with the entire faculty.*

[23] *The Executive Committee regularly meets to support the President in the day-to-day management of the Institute. It prepares decision-making documents for the Academic Council, and a number of tasks are delegated to the Executive Committee by the Academic Council. The Executive Committee is composed of Heads of Academic Units and of the five Deans Representatives of the master students and the doctoral and postdoctoral researchers also sit on it.*

4.8 Events

People who participated in events[24] in the period of 1st of January till the 31st of December 2023, presented a roughly equal gender distribution (excluding 'unspecified' gender), with 49.6% women and 50.4% men. In absolute numbers, this means that there were 418 more men (total men = 26055) than women (total women = 25637). As shown, this is roughly the same as the year prior: 49.3% women and 50.7% men (absolute difference of 827 men more; total participants: 56401).
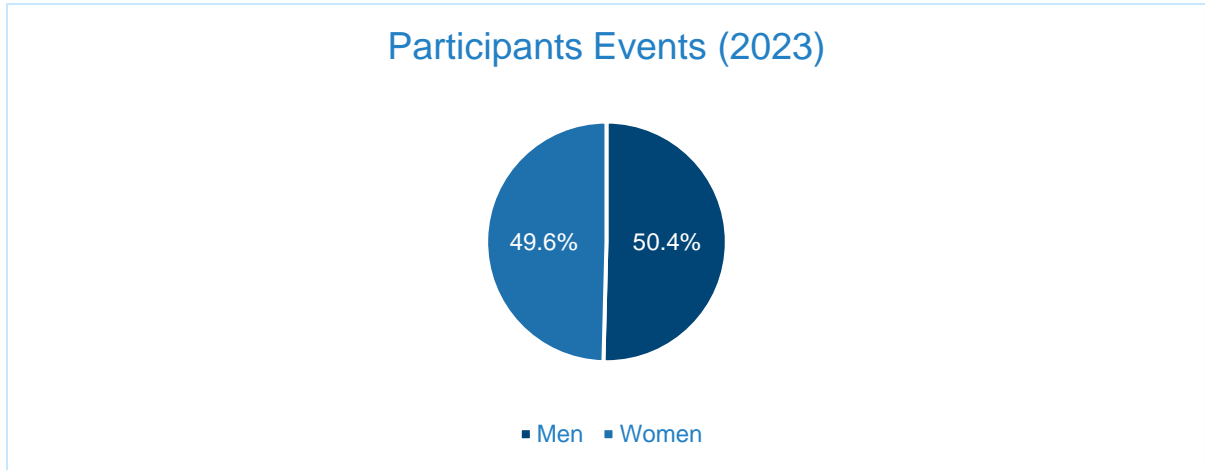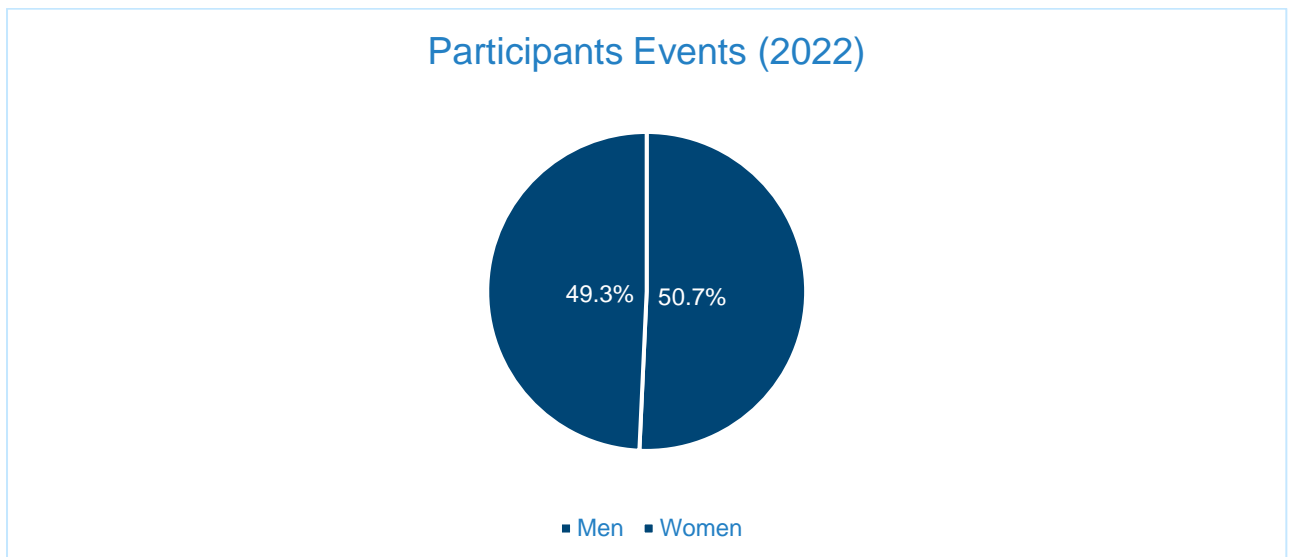
Figure 42

Participants Events (2023)

49.6% 50.4%

■ Men ■ Women

Figure 43

Participants Events (2022)

49.3% 50.7%

■ Men ■ Women

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24 *This includes: conference, course, discussion group, executive training seminar, information* session, lecture, online debate, online training, policy dialogue, professional training course, research seminar, research workshop, researchers working group, roundtable, seminar, seminar series, social community events, special event, summer school, thesis defense, video conference, webinar, working group, workshop. 'Other' and 'meeting' are excluded.

Conclusion for the overview of the EUI population

Main areas of concern

- Researchers' admission: One particular area of note is that the overall admission of women researchers across departments has fallen considerably between 2022 and 2023. If comparing the admissions data for 2022 and 2023, all departments saw a decrease in women's admissions, with the most significant drop registered in the Department of History (from 53.3% to 34.5%) and Law (from 52% to 38.5%). [25] Interestingly, the Economics Department presented an increase in the number of women's applications (from 26.1% in 2022 to 34.7% in 2023), which did not translate in an increase of the number of admissions (36% in 2022; 31.6% in 2023).
- Professors: At the EUI, there were still notably less women professors (33.8%) in 2023, despite a positive multi-year trend in terms of overall number of women's professors. The gender imbalance starts from the application cycle, where the majority of applications comes from men, as are most selected applicants. Across all departments, the number of women professors was lower than the number of men professors, with the exception of the department of History (57.1% women). There has been an increase in women professors since 2018 (5.4% higher in 2023); however, the EUI is still far from reaching gender parity.
- Staff: Excluding faculty, the staff mostly consisted of women (62.2%) in 2023, a noticeable difference from the professor population. However, staff in senior position remains predominantly male, as evidenced by the composition of the Management Team and Executive Committee.
- Membership of committees: A gender gap is noticeable in Committees for Academic matters. The composition of the Management Team, Academic Council and Executive Committee reflects the continuing lack of women representation in leadership positions. it sometimes reflects the gender societal bias underpinning certain topics. The Creche and the Canteen Service Committee, for example, are majority-women, while bodies like the ICT-Library Committee are dominated by men. Efforts should be made to enhance diversity in membership composition.

Data collection

- Lack of aggregated data. Feminist geographer Joni Seager has asserted that 'what gets counted counts,' a call that we echo in our recommendations for future reports.[26] A persistent challenge faced in writing this report consisted of the lack of aggregated data on race or ethnicity, class, sexual orientation, age or disability. It is currently impossible to write a report with an intersectional analysis of the EUI community due to the unavailability of complete information.
- Data regarding staff members: future analysis will include data on gender distribution for staff according to grade, in order to understand whether women's representation is equally distributed both in lower and higher-grade positions.
- Gaps in data categorisation: The data that is available focuses only on nationality and gender. Additionally, the information on gender is currently organised in the following categories: 'female', 'male', 'other', a classification that prioritises a biological, binary view of gender. Since

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[25] *This numbers are worse than other data presented in studies such as the U-Multirank Gender Monitor 2022 Report. The U-Multirank Gender Monitor 2022 Report points to how women are less represented among PhD students across more than 80 countries and more than 1,000 institutions. While women in total make up more than half of undergraduate's (BA) and master's (MA) students, they make up 48% of PhD students, 45% of academic staff, and only 29% of professors.*

[26] *Catherine D'Ignazio and Lauren Klein, "What Gets Counted Counts," Data Feminism, March 16, 2020, https://data-feminism.mitpress.mit.edu/pub/h1w0nbqp/release/2.*

accurate questions are not being asked at the stage of data collection, it is easier to present misleading data or marginalise entire groups of people.[27]

- Review data collection systems. Instead of the current system of classification the EUI employs, it is recommended to implement the gender equality plan and the ethnic and racial equality plan by reviewing, coordinating and improving our data collection systems. Particularly, the use of more inclusive gender categories will allow trans and non-binary members of the EUI community becoming more visible and ensure EUI policy can be adopted or strengthened in this area.
- The annual report data should be backed up by qualitative data capturing EUI members' experiences in relation to EDI issues, for instance through surveys, focus groups and other forms of consultation and feedback gathering.
- Events: the EUI should report on data regarding the gender composition of panels and speakers, rather than participants. This data is more useful to assess gender representation in this area.

Analysis of Gender Pay Gap

An analysis of the gender pay gap would contribute to the analysis of how gender impacts the lives of those learning and working at the EUI and help better understand if gender imbalance affects contract types and pay.

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[27] *Alison Booth, "It's Time for Data Visualizations to Be More Inclusive of Gender Information ," Poynter, March 2, 2021, https://www.poynter.org/reporting-editing/2021/its-time-for-data-visualizations-to-be-more-inclusive-of-gender-information/. Catherine D'Ignazio and Lauren Klein have argued that one of the key missions of 'data feminism' is to 'challenge the gender binary, along with other systems of counting and classification that perpetuate oppression' D'Ignazio and Klein, "What Gets Counted Counts".*