

PhD Student Equality Report

**A cross-faculty comparison at the
PhD student level, 2005-2013**



The LDK Working Group on Equality 2014-2015

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Introduction

One of the strengths of Lund University is dedication to egalitarianism¹: both gender equality and internationalization are central to the University strategy². This vision is manifested through various initiatives at the university, faculty and departmental levels, but little is known about the impact these lofty strategies have in practice. Is equality at the strategy level really being experienced by PhD students?

This report explores this question by describing the state of equality between PhD students at Lund University in terms of gender and, to a lesser extent, citizenship. The data used for all figures is gathered from Ladok, except for the first diagram which is gathered from Statistics Sweden. Both were collected with the help of Lund University's central organization. A variety of data is incorporated to give a balanced view, however the report is only as good as the data allows and possibly contains long-term un-completing PhD candidates, or misses unpaid positions. The University's own statistics on the citizenship of PhD students are not readily available, which leads to this report focusing on differences in gender representation. A request for more data concerning this division has been made, and it is possible that more data on citizenship will be available for future reports. We further recommend that future reports also include a qualitative element to try and illuminate discrepancies. In this report foreign citizens include both European and non-European PhD students, which misses the nuance of EU-inclusiveness vs. true internationalization. We also recommend that Euro-inclusiveness be monitored to ascertain the effects of the newly introduced fees for European citizens. A further recommendation is to include some indicator of sexual orientation which has historically be a source of discrimination and inequality, and thus hard to gather information on.

To our knowledge this is the first cross-faculty equality report specifically canvassing PhD students to be released within Lund University. We hope that by giving an overview of Lund's nine faculties (including Engineering and Fine and Performing art, which are not currently represented by LDK) we can highlight possible inequalities so that areas requiring remedial inclusive measures become obvious.

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Acknowledgements

The Equality Working Group would like to thank Tomas Johansson for helping us out with the data. We would also like to thank Ellen Hillbom for her input. Last but not least we would like to thank the LDK board and presidium for setting up a working group focused on equality.

¹ Lunds universitets policy för jämställdhet, likabehandling och mångfald, 2011, Dnr PE 2011/177

² Strategisk plan för Lunds universitet 2012-2016, 2012, Dnr LS 2011/162

Highlights

- Total number of PhD graduations are dropping, while female graduations remain steady leading to an overall increase in percentage representation of women amongst PhD candidates.
- Women are highly represented in faculties of Medicine and Law, while men are highly represented in Engineering and Natural Sciences.
- Foreign citizens are highly represented in Natural Sciences, while the Humanities have a low representation of foreign citizens.
- The main source of income is PhD employment, although in Medicine employment and teaching at the hospital is the most common source of PhD candidate income.

Faculties at Lund University in Swedish with English translations (and abbreviations used hereafter, if applicable):

Ekonomihögskolan vid Lunds universitet - Lund University School of Economics and Management (LUSEM)

Humanistiska och teologiska fakulteterna - Faculties of Humanities and Theology (HT)

Juridiska fakulteten - Faculty of Law

Konstnärliga fakulteten - Faculty of Fine and Performing Arts (not represented in LDK)

Lunds Tekniska Högskola (LTH) - Faculty of Engineering (not represented in LDK)

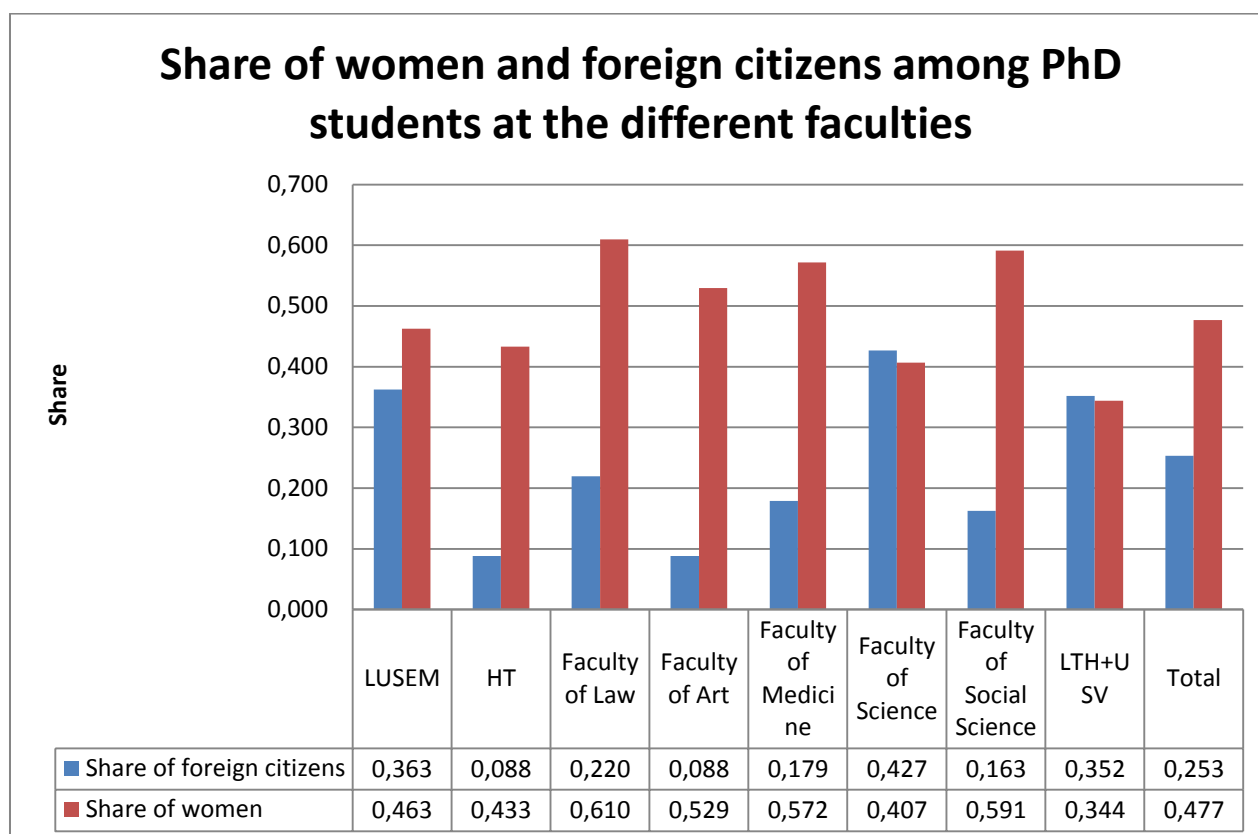
Medicinska fakulteten - Faculty of Medicine

Naturvetenskapliga fakulteten - Faculty of Science

Samhällsvetenskapliga fakulteten - Faculty of Social Science

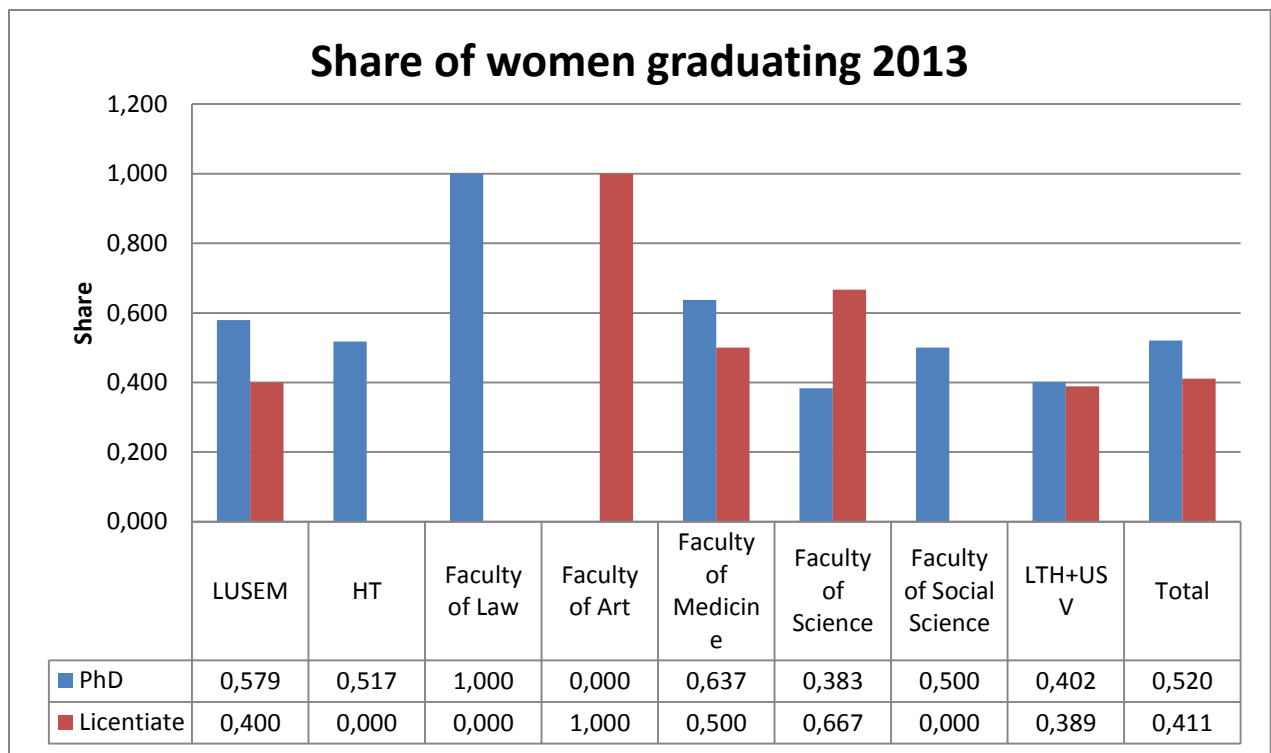
Universitetets särskilda verksamheter (USV) - The University's Specialized Centers (incl. Center for Middle Eastern Studies, CIRCLE, IIIIEE, LUCSUS, etc.)

Cross-Faculty Comparison



Note: This data is gathered from a different source (Statistics Sweden) than the rest of the diagrams. The numbers might therefore not always completely match.

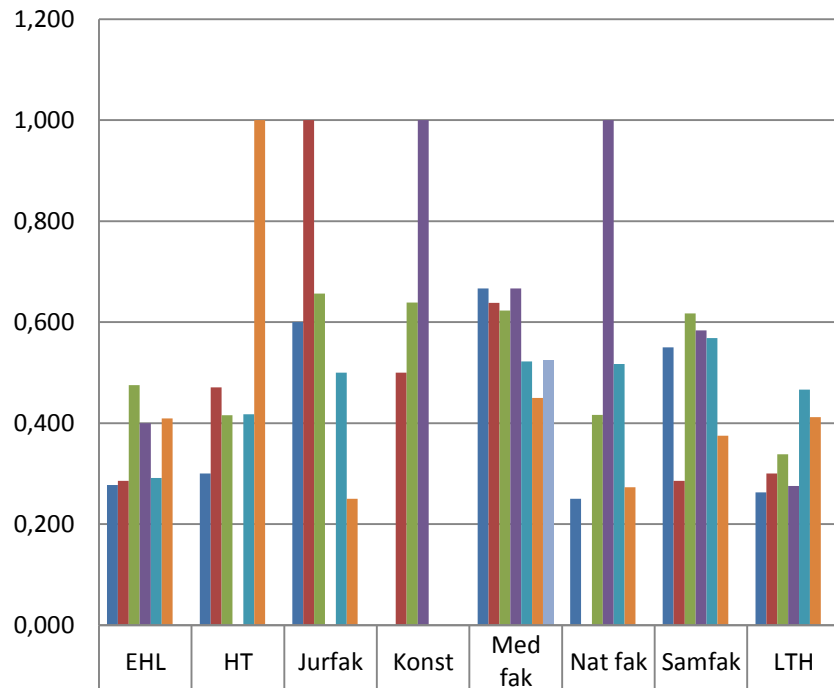
Overall women have a 48% representation at Lund University, while foreign citizens have a 25% share (these numbers are not mutually exclusive, ie a PhD candidate can be both female and a foreign citizen). There is quite some variation between faculties: HT and Performing Arts have just 9% foreign citizens, while Science has 43% foreign citizens, possibly indicating that Sciences are more internationalised while Performing Arts and Humanities have a greater emphasis on national topics. There is also considerable variation in gender distributions at the different faculties: Engineering has 34% share of female PhD candidates while Medicine, Social Science and Law all have a higher proportion of women (57%, 59% and 61% respectively). In the following section the share of graduating female PhD candidates since 2005 are presented to show changes and trends in gender distribution.



Note: The figures of Faculty of Law and Faculty of Art are based on a single graduation each.

Graduations give a more recent representation of gender distribution as they aren't encumbered by enrolled but non-completing candidates, however the smaller data set makes for higher error margin. Graduations show a similar picture to enrollments: LUSEM, Medicine and Law all have a higher female representation, while Science and Engineering are dominated by males. Licentiate positions are less meaningful to discuss by faculty as the limited number of positions causes high variation. Of note here is the general female under-representation, only 41% of licentiate graduates were women in 2013.

Share of women by way of financing 2013



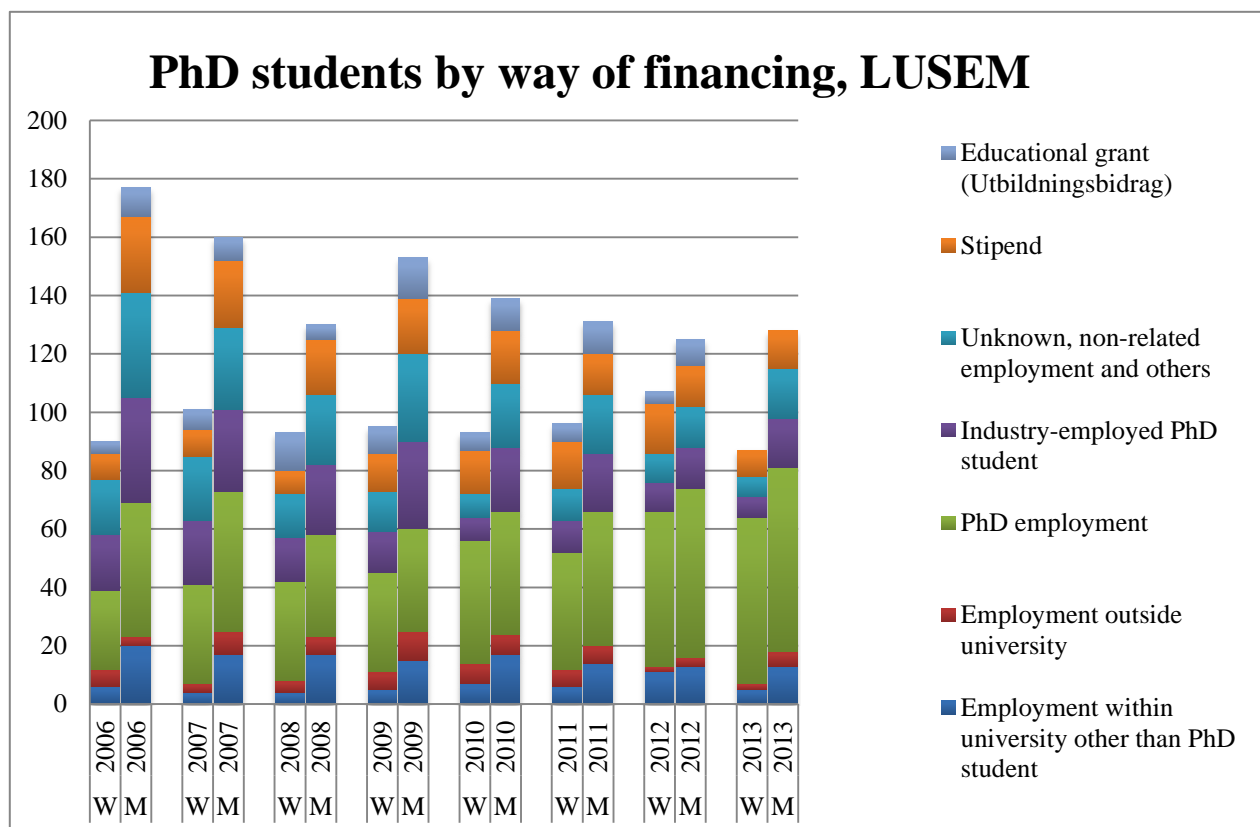
A further indicator of equality is the source of finance, the most stable source being PhD employment.

By faculty

Note: the historical data is gathered from a different source than the cross-faculty comparisons, so totals might not match up completely.

LUSEM

PhD students by gender and way of financing



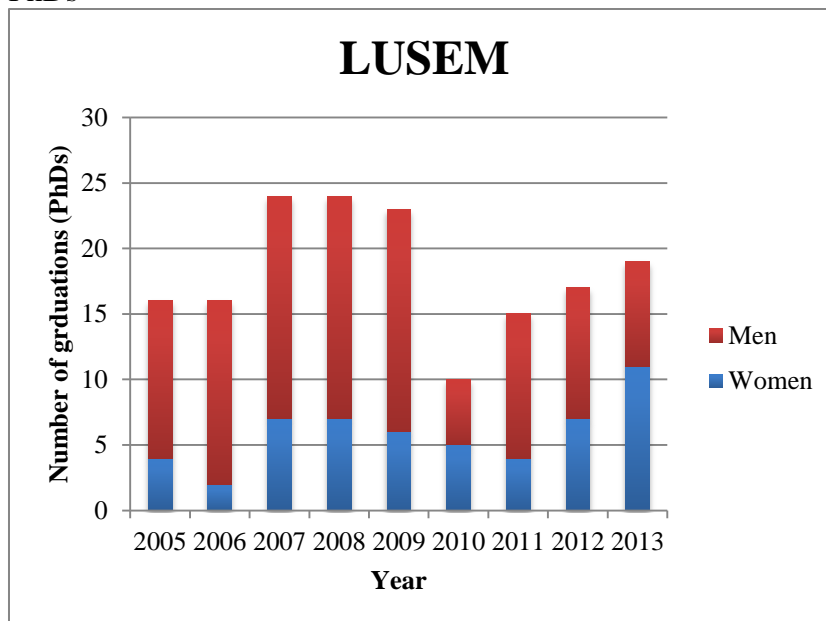
At LUSEM the biggest change in financing seen in the past ten years is the percentage increase in PhD employment, which is shared fairly equally between genders.

LDK positions 2014-2015:

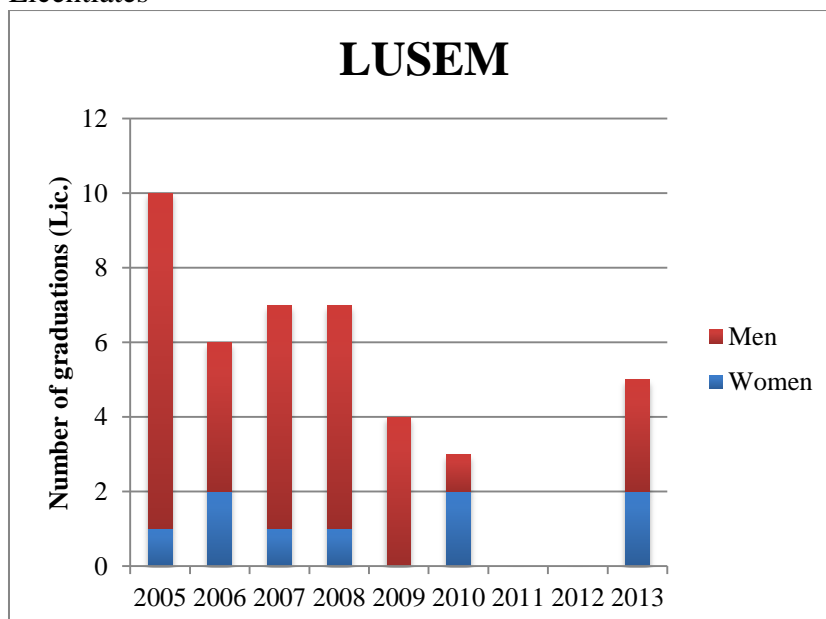
	Women	Men	Swedes	Non-Swedes
Board	0	2	1	1
General Assembly	3	1	1	3
Working Committee	4	2	3	3

Number of graduations:

PhDs



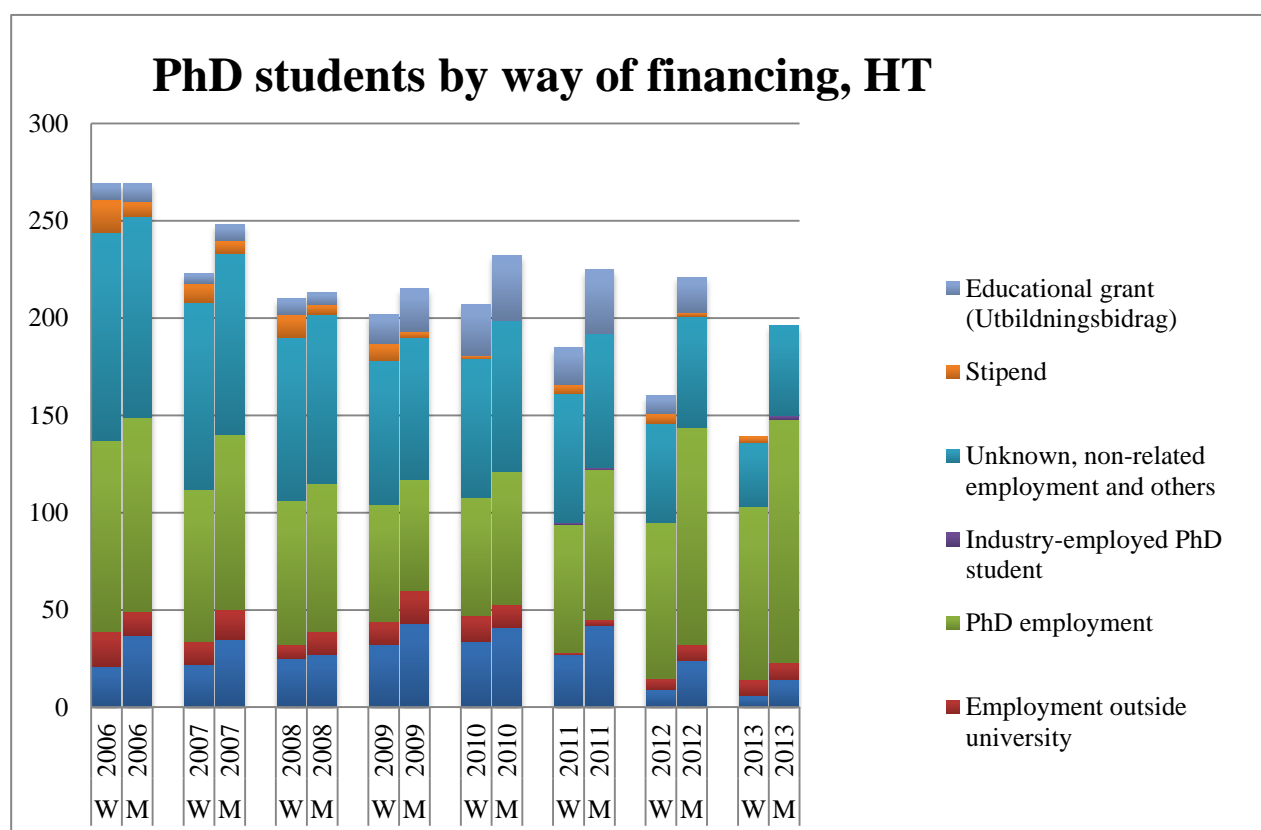
Licentiates



Over the past ten years total number of graduations have been decreasing while numbers of female graduations have remained steadier, leading to an overall increase in the percentage representation of women PhD graduates, nearly 60% in 2013. Licentiate graduation trends are harder to ascertain, however there is clearly a male dominance amidst variation in proportion.

Humanities and Theology (HT)

PhD students by gender and way of financing:



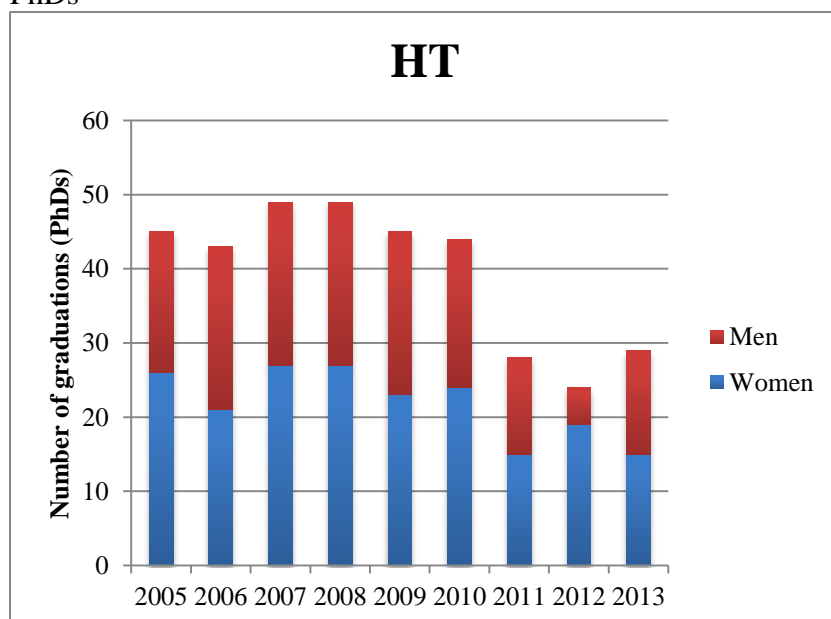
There is an overall increase in PhD employment, no major systematic differences between genders are obvious.

LDK positions 2014-2015:

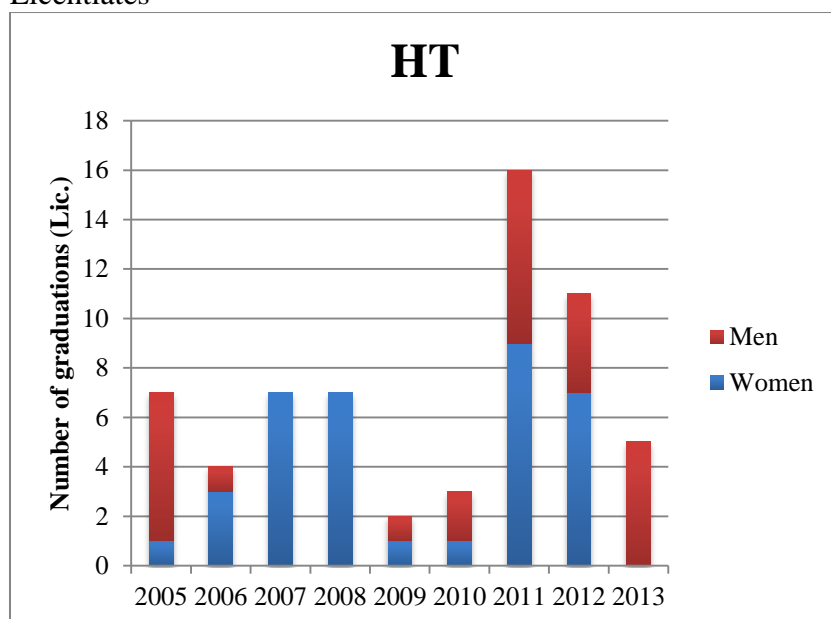
	Women	Men	Swedes	Non-Swedes
Board	0	2	2	0
General Assembly	1	1	2	0
Working Committee	1	3	4	0

Number of graduations by gender:

PhDs



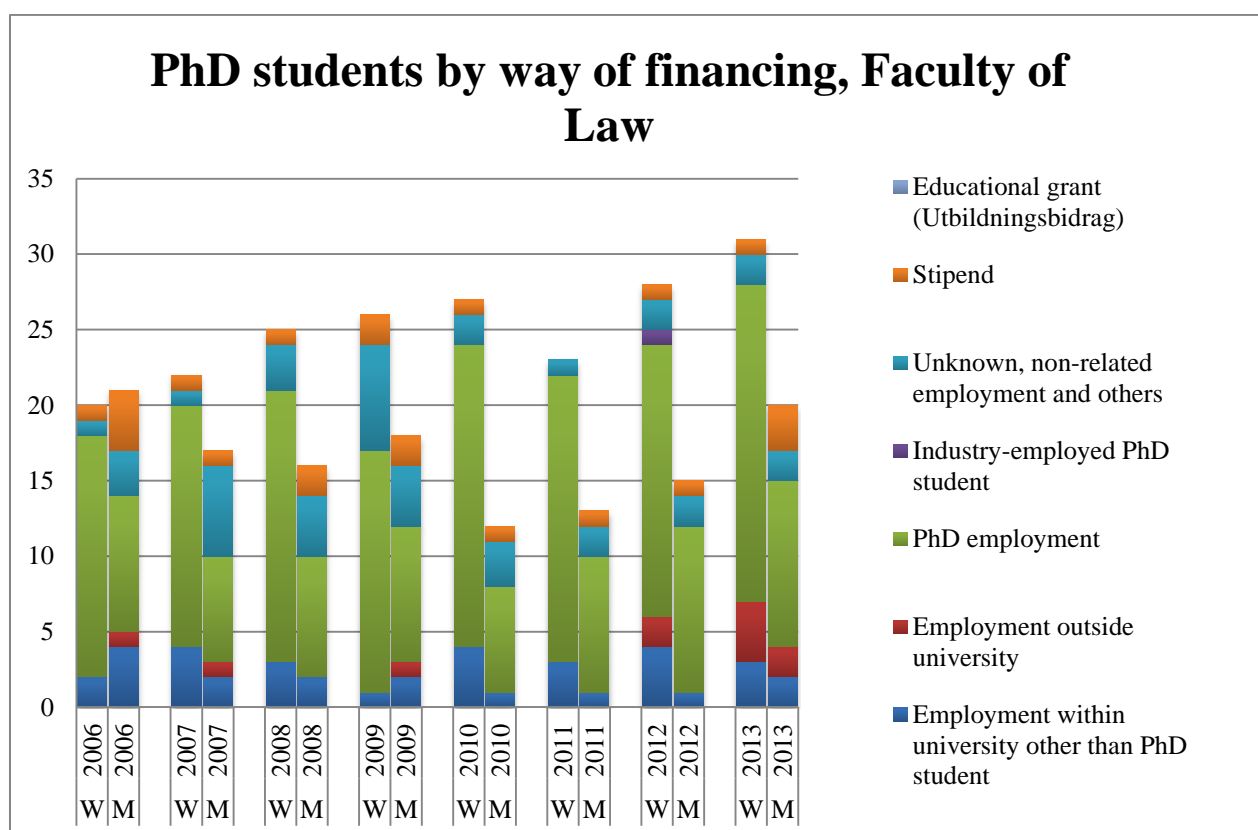
Licentiates



At the faculty of Humanities and Theology the total number of graduations is dropping, while female graduations remain somewhat steady, leading to an increase proportion of female PhD graduations, 52% in 2013. Licentiate graduations is erratic, but seems somewhat weighted to male candidates if a ten year view is taken (70% male).

Faculty of Law

PhD students by gender and way of financing:



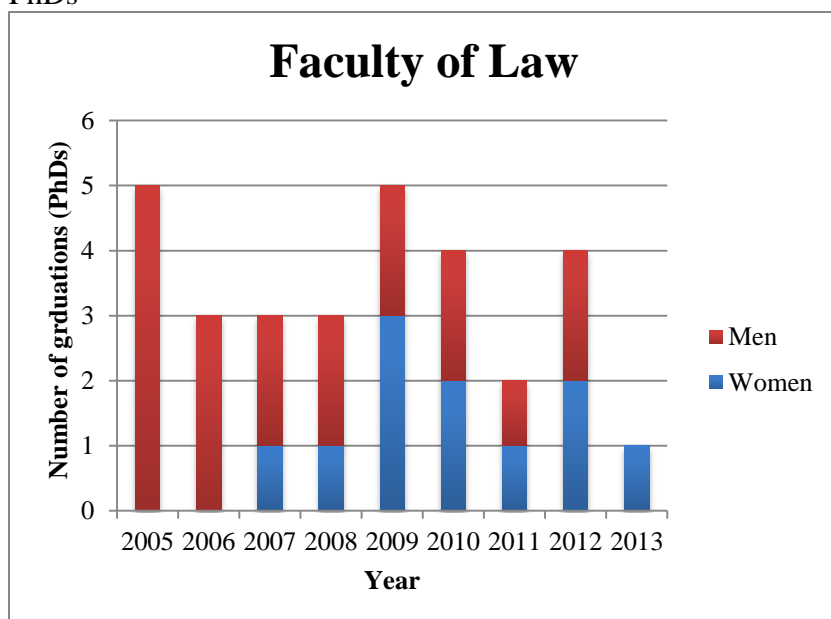
PhD employment is the main source of financing for both male and female PhD candidates at the Faculty of Law.

LDK positions 2014-2015:

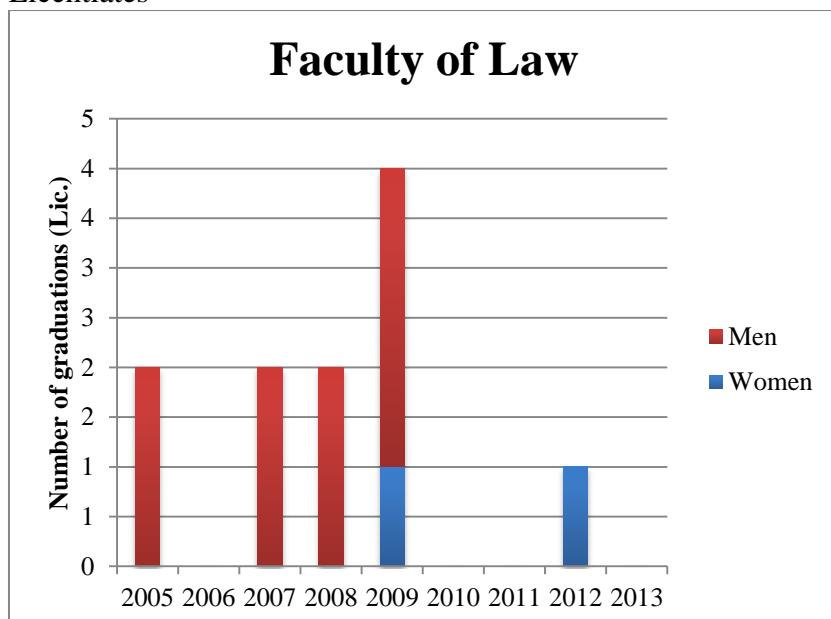
	Women	Men	Swedes	Non-Swedes
Board	1	2	1	2
General Assembly	2	1	1	2
Working Committee	4	6	8	2

Number of graduations by gender:

PhDs



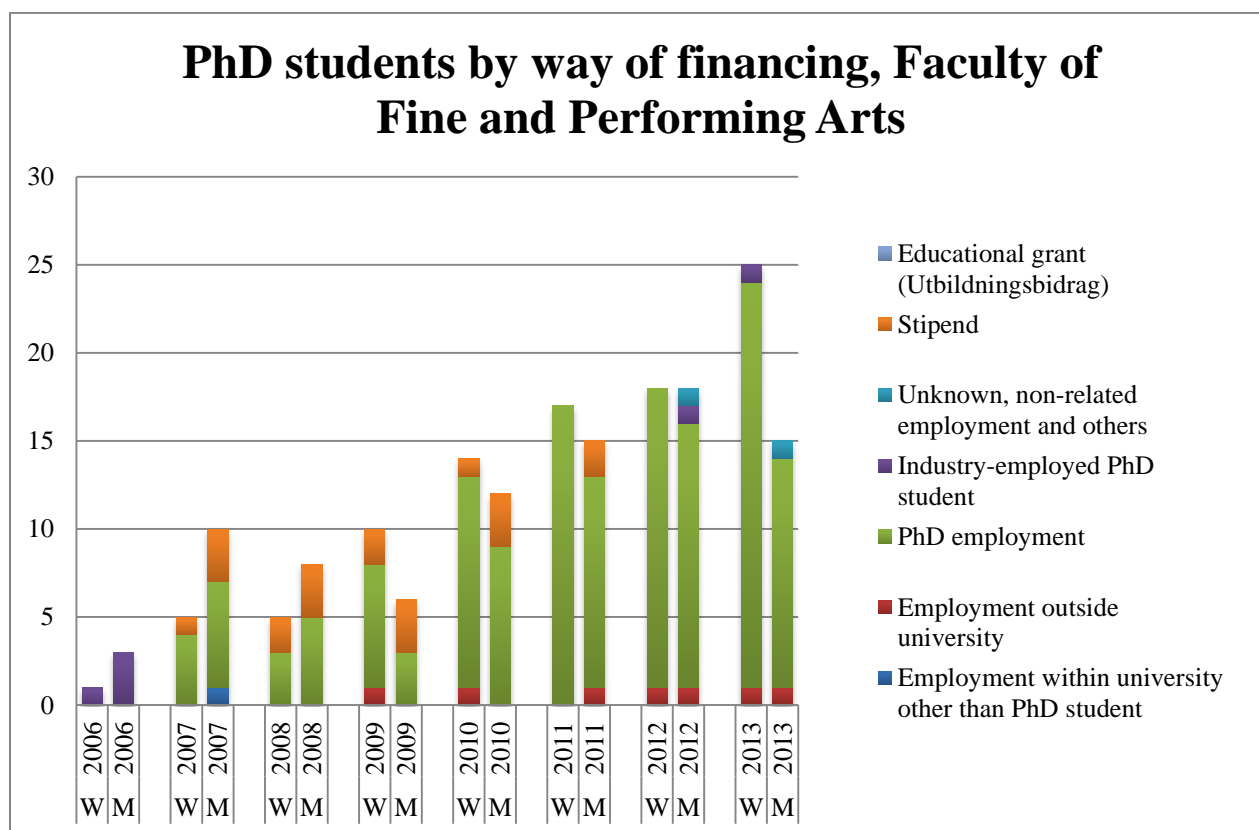
Licentiates



While the number of both PhD and Licentiate graduations is low in the Faculty of Law, there is a net increase in female representation.

Faculty of Fine and Performing Arts

PhD students by gender and way of financing:



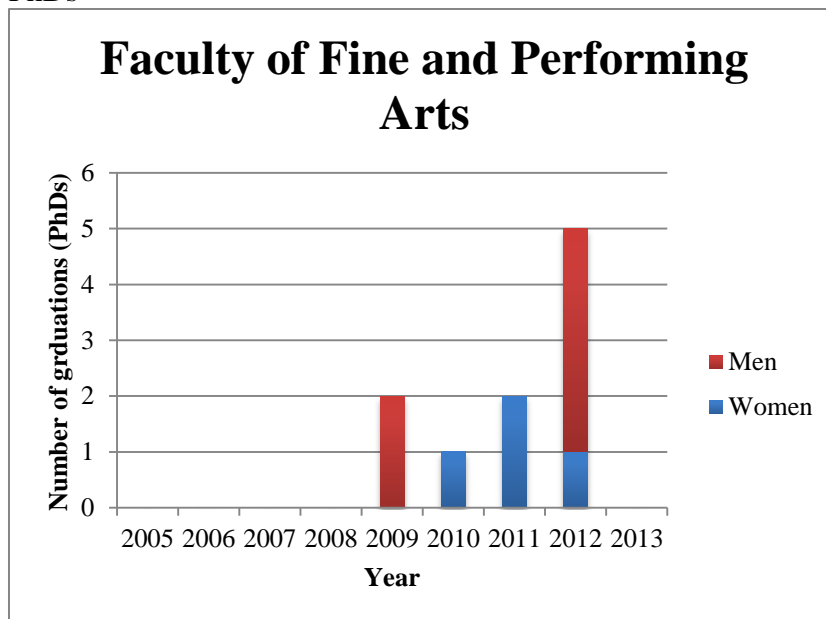
The by far most common source of financing at the Faculty of Fine and Performing Arts is PhD employment.

LDK positions 2014-2015:

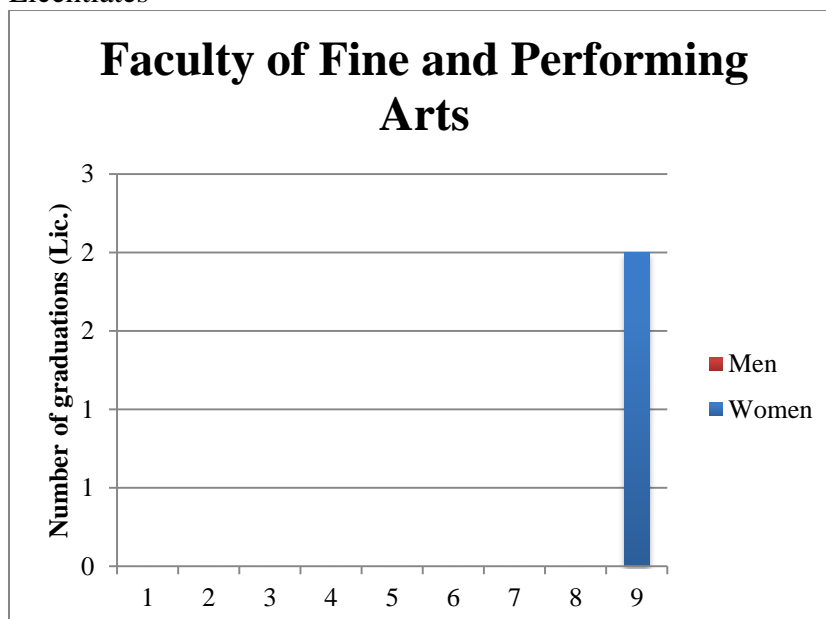
The Faculty of Fine and Performing Arts is not currently represented at LDK.

Number of graduations by gender:

PhDs



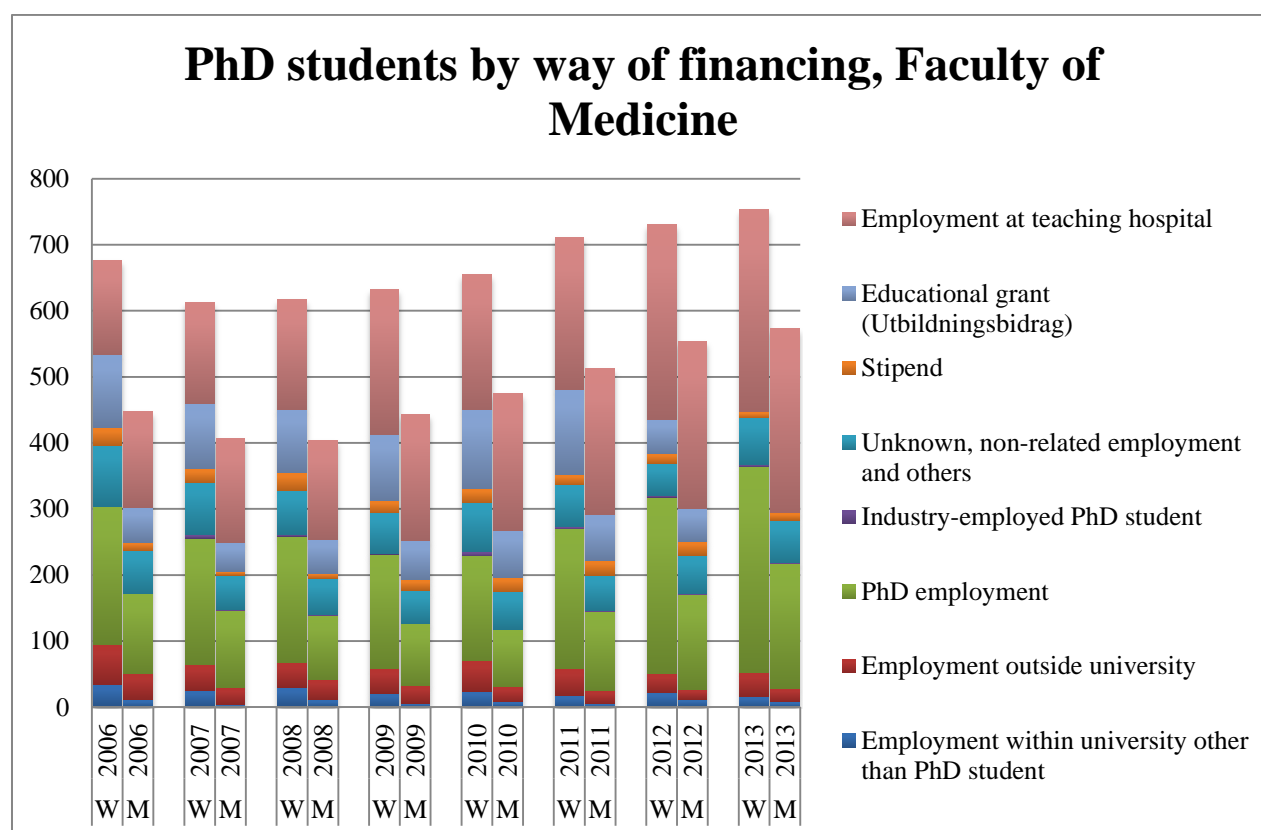
Licentiates



At the Faculty of Fine and Performing Arts graduations are evenly distributed between genders if PhDs and Licentiates are combined: 6 women and 6 men since 2009.

Faculty of Medicine

PhD students by gender and way of financing:



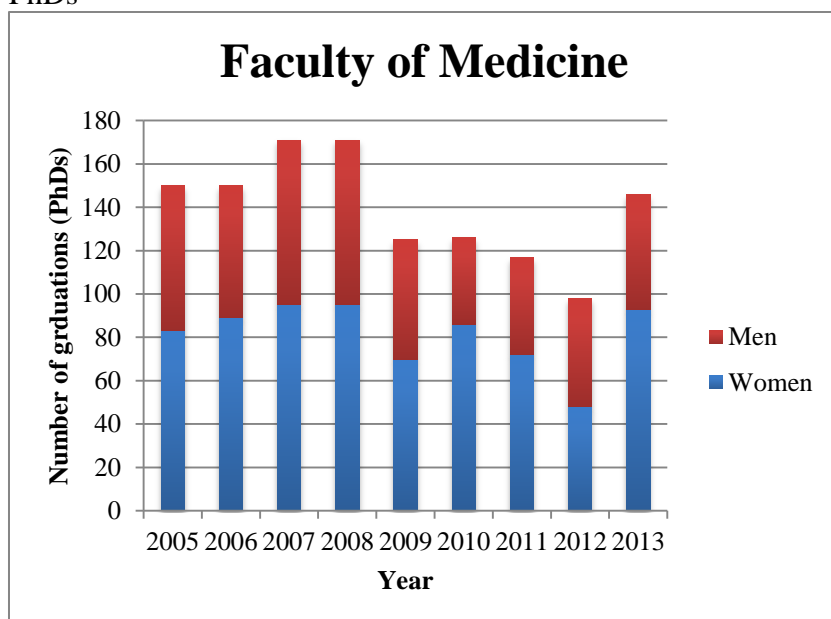
Employment at teaching hospital is a significant source of finance at the Faculty of Medicine, as is PhD employment. In 2013 female PhD candidates claimed around 60% share of both income sources.

LDK positions 2014-2015:

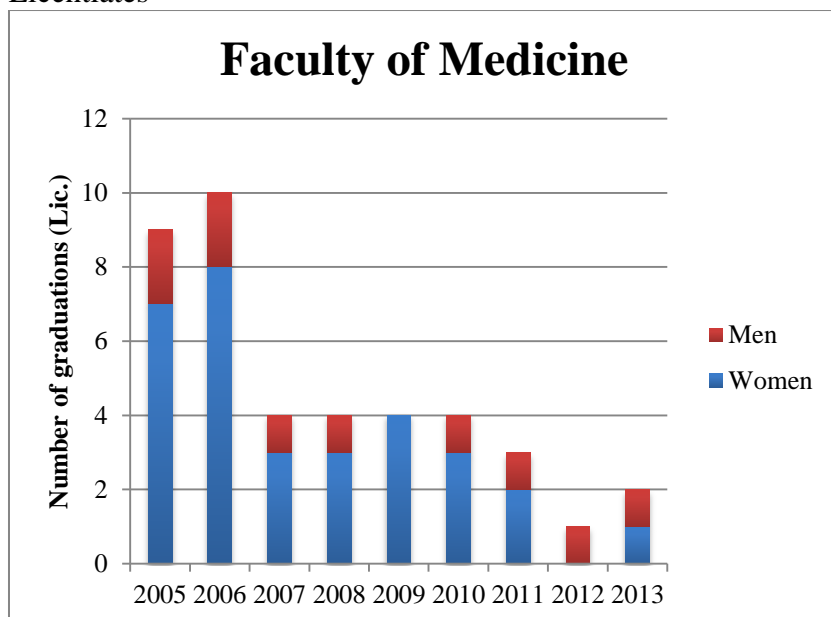
	Women	Men	Swedes	Non-Swedes
Board	1	1		
General Assembly	1	1		
Working Committee	1	1		

Number of graduations by gender:

PhDs



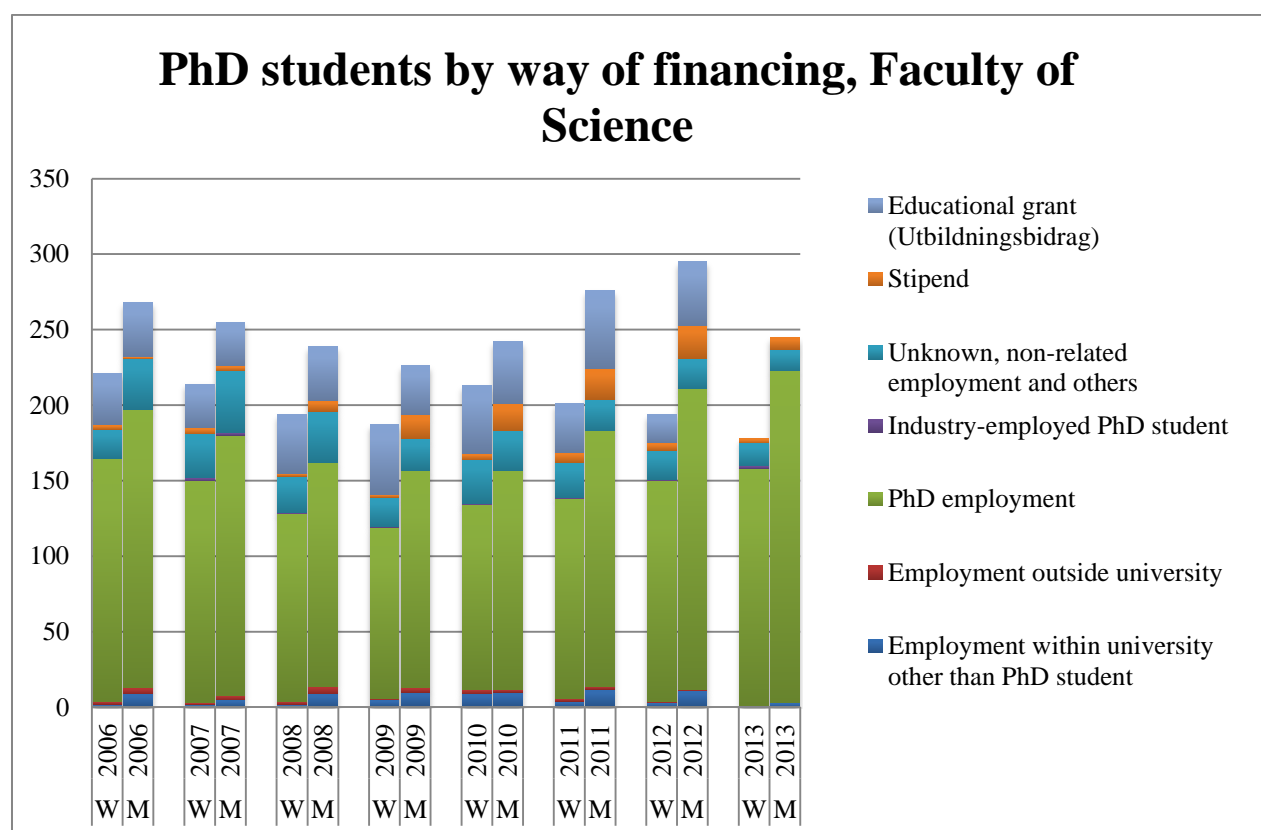
Licentiates



Representation split between the genders has risen slowly from 55% to around 65% since 2005 at the Faculty of Medicine. At the same time there has been quite a drop in the number of Licentiates which, in 2013 fell from 6% to less than 2% of total graduations at Medicine. Male Licentiate graduations have remained steady, the main movement here comes from the reduction of female Licentiate graduations, perhaps reflected in the increase of female PhD graduations.

Faculty of Science

PhD students by gender and way of financing:



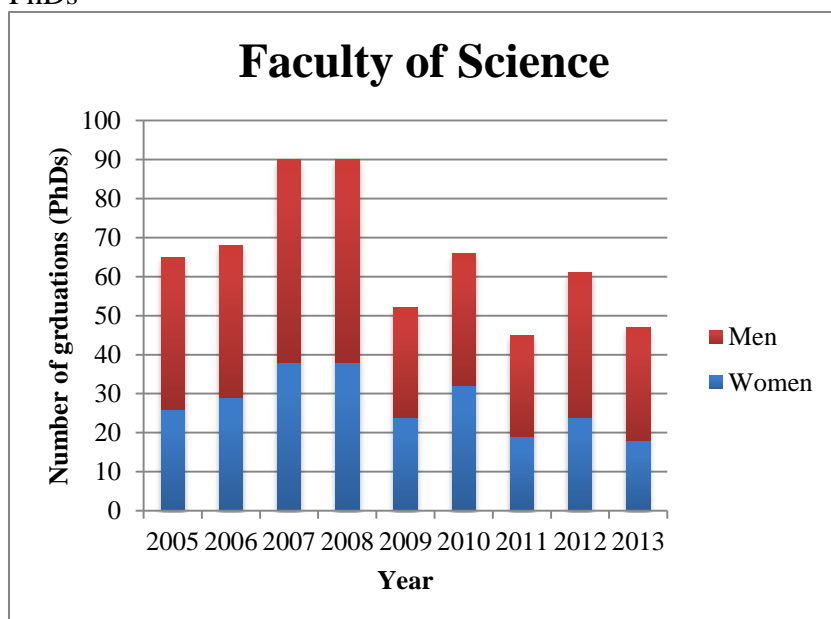
PhD employment dominates the financing of both male and female PhD candidates at the Faculty of Science.

LDK positions 2014-2015:

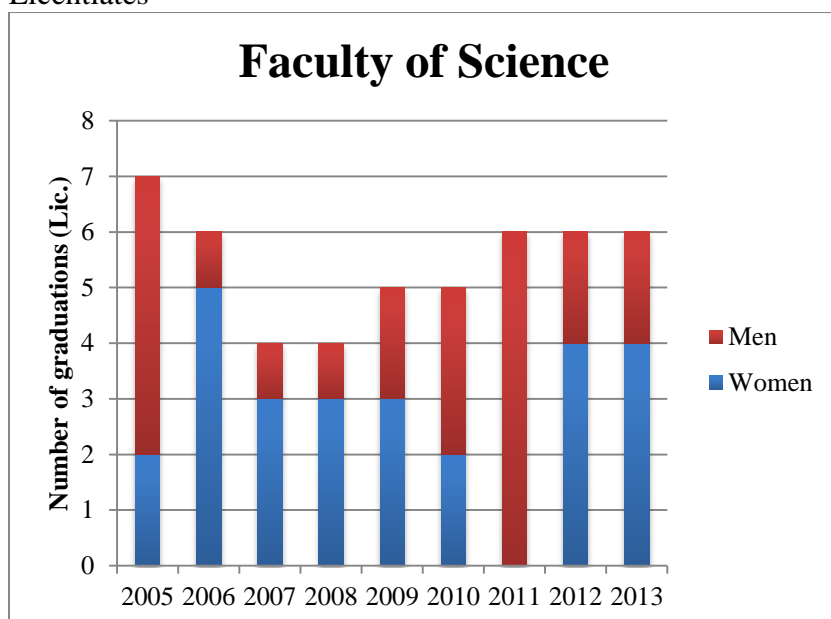
	Women	Men	Swedes	Non-Swedes
Board	0	1	0	1
General Assembly	1	1	0	2
Working Committee	0	5	0	5

Number of graduations by gender:

PhDs



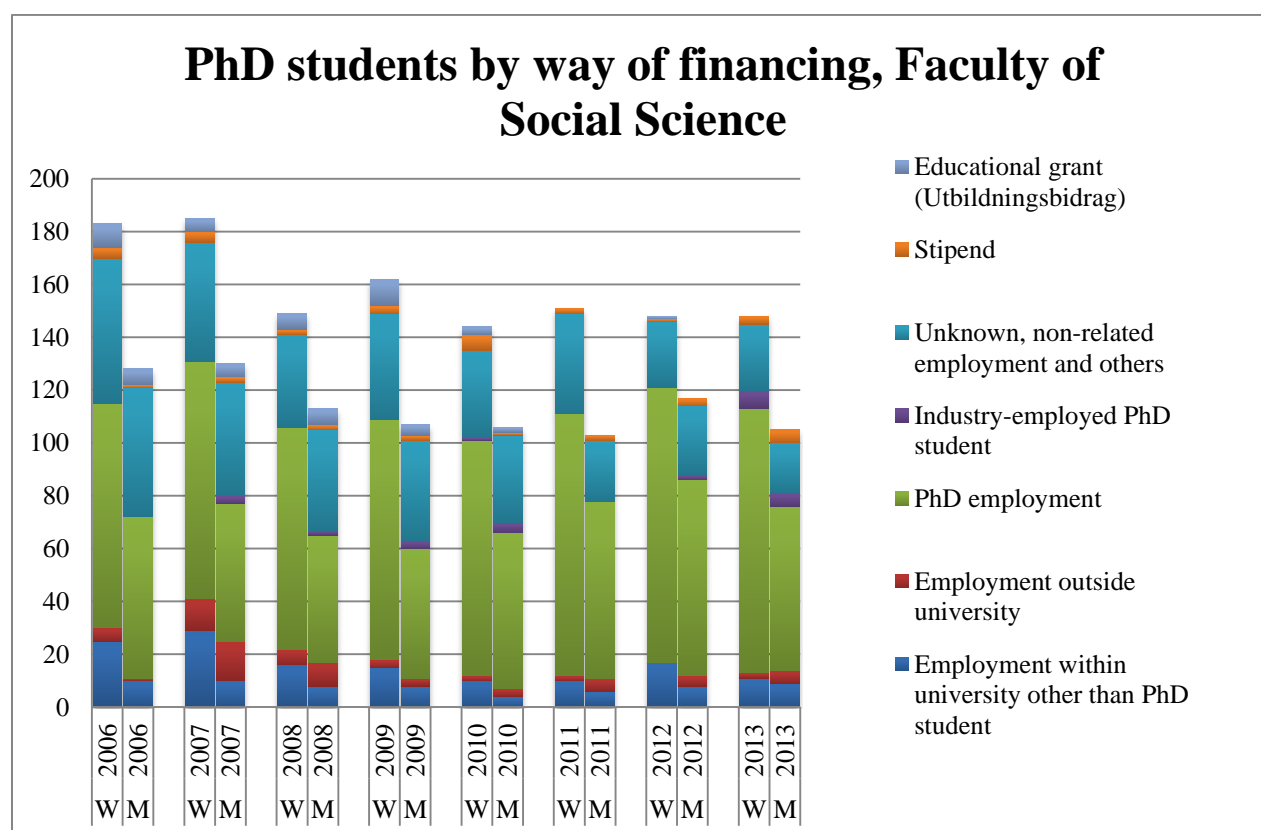
Licentiates



At the Faculty of Science there has only been a slight drop in the number of graduations for both PhD and Licentiate candidates over the past ten years. The share of female PhD graduates remained at around 40%, while female Licentiates increased slightly, however Licentiates again only account for less than 10% of total graduations.

Faculty of Social Science

PhD students by gender and way of financing:



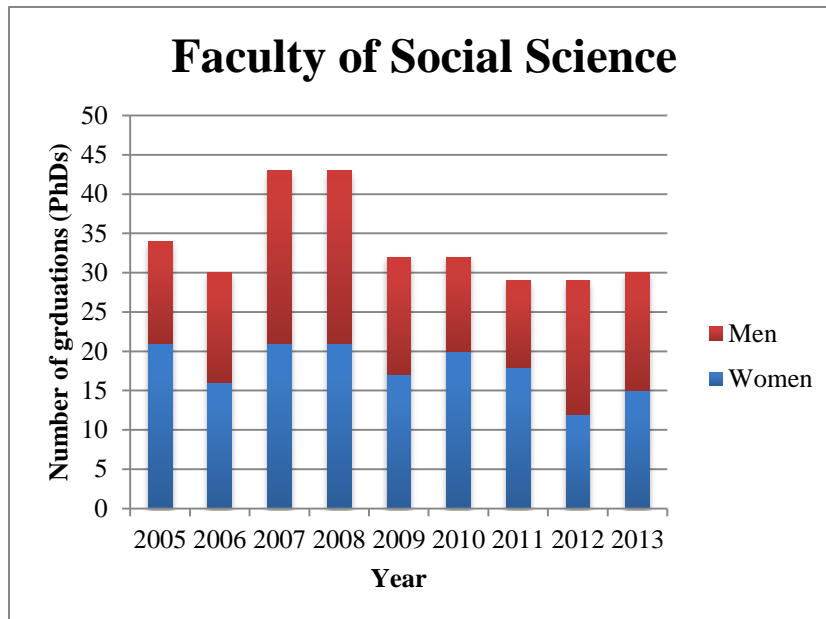
The main, and growing financing source is PhD employment amongst Social Science candidates.

LDK positions 2014-2015:

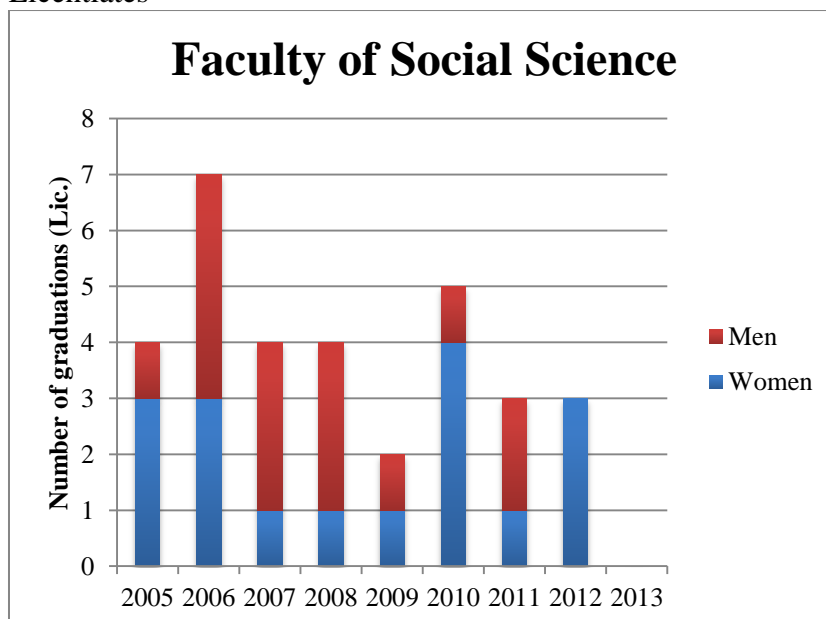
	Women	Men	Swedes	Non-Swedes
Board	2	0	0	2
General Assembly	0	2	1	1
Working Committee	2	1	1	2

Number of graduations by gender:

PhDs



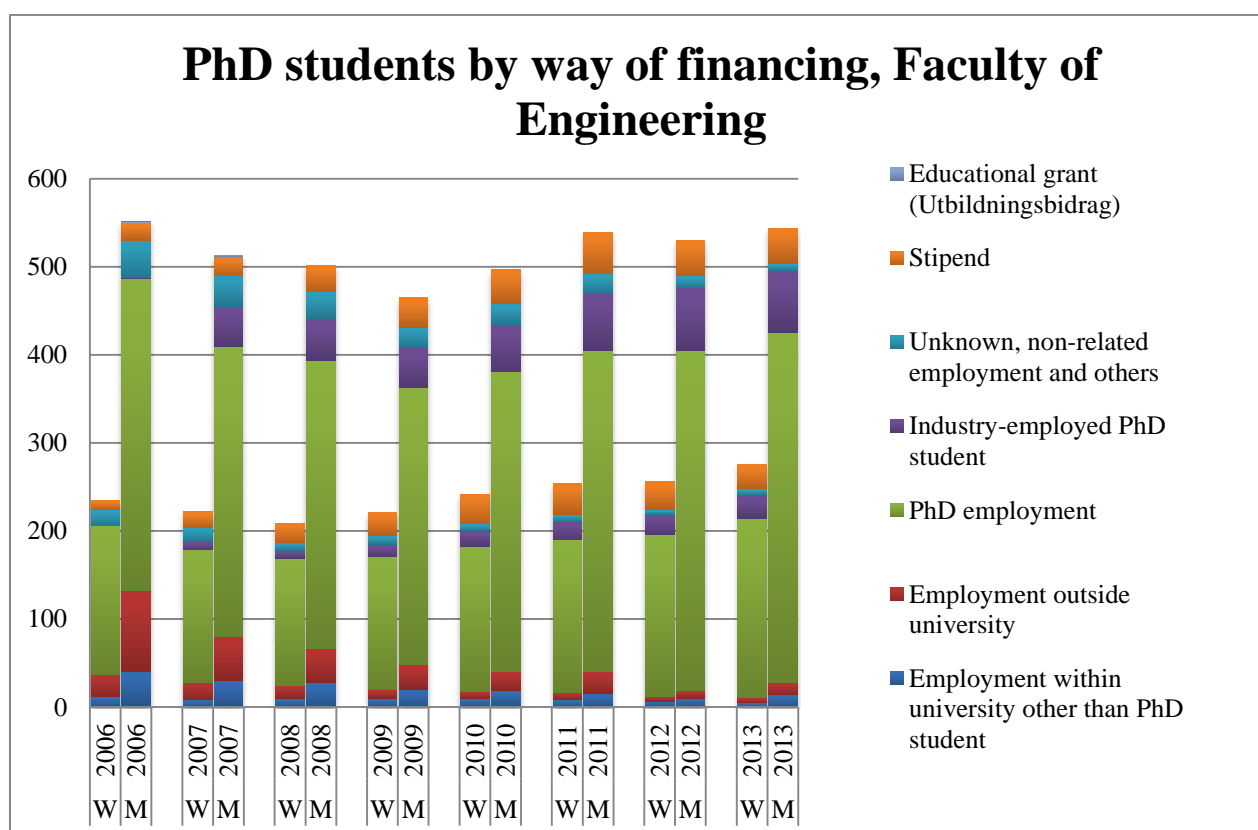
Licentiates



The Faculty of Social Science has around 30 PhD graduations a year, ranging from around 60% female in 2005 to 45% in 2012. Licentiates account for typically 10% of total graduations and since 2005 are shared 17:15 women:men.

Faculty of Engineering

PhD students by gender and way of financing:



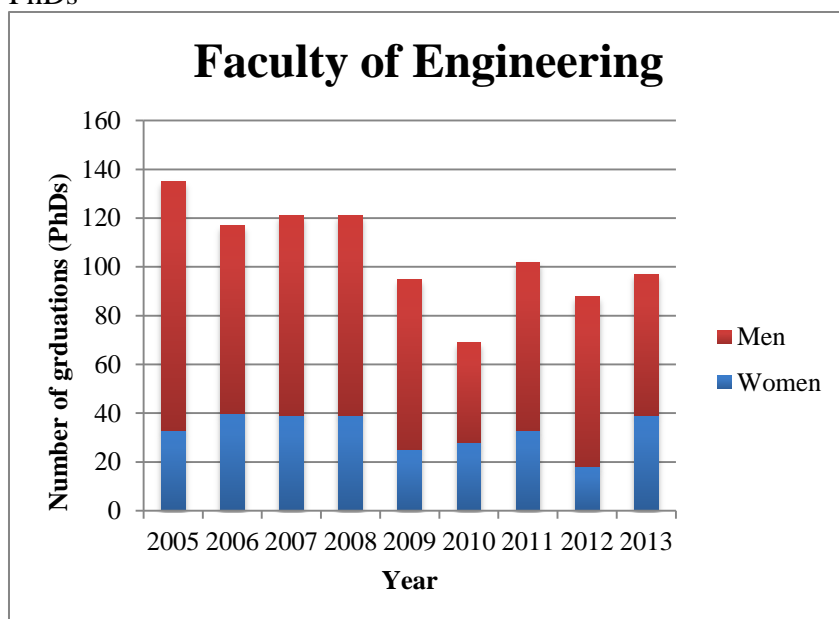
The main source of finance for PhD candidates at the Faculty of Engineering is PhD employment. There has been a trend however, especially amongst male candidates, for industry-employment since 2007.

LDK positions 2014-2015

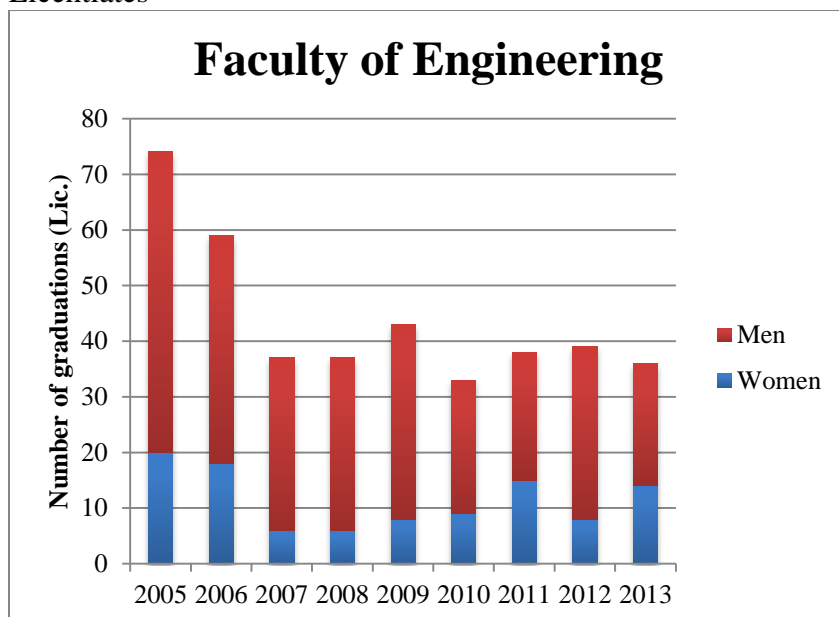
The Faculty of Engineering is not currently represented at LDK.

Number of graduations by gender

PhDs



Licentiates



The total number of PhD candidates is dropping at the Faculty of Engineering, as is the number of females, leading to a fairly steady 40% of female graduations over the past ten years.