



Academic staff in
Italian Higher Education system:
gender distribution

Female academic staff by age group

Women	2012	2013	2014	2015	2016	2017	2018	Δ %
< 35	5795	5540	5045	4359	4255	4340	4584	-20.90%
35 - 44	6208	6443	6565	6635	6810	7014	7183	15.71%
45 - 54	9448	9292	9119	8445	8202	7802	7527	-20.33%
>= 55	7285	7473	7686	7848	8015	8158	8383	15.07%
Total	28736	28748	28415	27287	27282	27314	27677	-3.69%

Men	2012	2013	2014	2015	2016	2017	2018	Δ %
< 35	6293	6039	5628	4836	4755	4974	5319	-15.48%
35 - 44	14855	14886	14756	14697	14721	14704	14743	-0.75%
45 - 54	11118	11044	10656	10020	9861	9416	9135	-17.84%
>= 55	11941	11932	11858	11671	11562	11509	11493	-3.75%
Total	44207	43901	42898	41224	40899	40603	40690	-7.96%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Female academic staff by age group (%)

	2012	2013	2014	2015	2016	2017	2018	Δ %
< 35	47.94%	47.85%	47.27%	47.41%	47.23%	46.60%	46.29%	-1.65%
35 - 44	45.94%	45.69%	46.11%	45.74%	45.41%	45.31%	45.17%	-0.77%
45 - 54	37.89%	38.51%	39.33%	40.21%	40.94%	41.48%	42.18%	4.29%
>= 55	29.47%	30.21%	30.79%	31.10%	31.63%	32.30%	32.76%	3.29%
Total	39.40%	39.57%	39.85%	39.83%	40.01%	40.22%	40.48%	1.09%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Academic staff by gender and position

Women	2012	2013	2014	2015	2016	2017	2018	Δ %
Full Professor	3030	2935	2832	2777	2880	2970	3130	3.30%
Associate Professor	5628	5532	6241	7310	7409	7551	7984	41.86%
Tenure assistant p.	12007	12098	11294	10049	9897	9683	9492	-20.95%
Research fellow	8071	8183	8048	7151	7096	7110	7071	-12.39%
Total	28736	28748	28415	27287	27282	27314	27677	-3.69%

Men	2012	2013	2014	2015	2016	2017	2018	Δ %
Full Professor	11492	10955	10431	10101	10093	9920	10055	-12.50%
Associate Professor	10515	10278	11300	12733	12514	12593	12800	21.73%
Tenure assistant p.	14524	14571	13306	11499	11442	11076	10801	-25.63%
Research fellow	7676	8097	7861	6891	6850	7014	7034	-8.36%
Total	44207	43901	42898	41224	40899	40603	40690	-7.96%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Female academic staff by position

	2012	2013	2014	2015	2016	2017	2018	Δ %
Full Professor	20.86%	21.13%	21.35%	21.56%	22.20%	23.04%	23.74%	2.87%
Associate Professor	34.86%	34.99%	35.58%	36.47%	37.19%	37.49%	38.41%	3.55%
Tenure assistant p.	45.26%	45.36%	45.91%	46.64%	46.38%	46.64%	46.77%	1.52%
Research fellow	51.25%	50.26%	50.59%	50.93%	50.88%	50.34%	50.13%	-1.12%
Total	39.40%	39.57%	39.85%	39.83%	40.01%	40.22%	40.48%	1.09%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Academic staff by (macro) discipline

Discipline	2012	2013	2014	2015	2016	2017	2018	Δ %
01 - Natural sciences	18851	18860	18642	17530	17531	17307	17482	-7.26%
02 - Engineering and technology	13017	13289	13066	12521	12607	12820	12985	-0.25%
03 - Medical and health sciences	12103	11906	11689	11369	11220	10964	10722	-11.41%
04 - Agricultural and veterinary sciences	4216	4186	4066	3756	3797	3856	3914	-7.16%
05 - Social Sciences	15500	15469	15198	15075	14973	15001	15188	-2.01%
06 - Humanities and the arts	9139	8886	8640	8256	8039	7952	8047	-11.95%
99 – Not defined	117	53	12	4	14	17	29	-75.21%
Total	72943	72649	71313	68511	68181	67917	68367	-6.27%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Female academic staff by (macro) discipline

Discipline	2012	2013	2014	2015	2016	2017	2018	Δ %
01 - Natural sciences	8058	8073	7990	7474	7515	7398	7460	-7.42%
02 - Engineering and technology	3193	3321	3352	3170	3212	3334	3478	8.93%
03 - Medical and health sciences	4683	4649	4646	4541	4519	4449	4414	-5.74%
04 - Agricultural and veterinary sciences	1779	1785	1737	1591	1611	1666	1696	-4.67%
05 - Social Sciences	6428	6455	6402	6393	6420	6498	6630	3.14%
06 - Humanities and the arts	4543	4438	4281	4117	3996	3959	3984	-12.30%
99 - Not defined	52	27	7	1	9	10	15	-71.15%
Total	28736	28748	28415	27287	27282	27314	27677	-3.69%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Female academic staff by (macro) discipline (%)

Discipline	2012	2013	2014	2015	2016	2017	2018	Δ %
01 - Natural sciences	42.75%	42.80%	42.86%	42.64%	42.87%	42.75%	42.67%	-0.17%
02 - Engineering and technology	24.53%	24.99%	25.65%	25.32%	25.48%	26.01%	26.78%	9.19%
03 - Medical and health sciences	38.69%	39.05%	39.75%	39.94%	40.28%	40.58%	41.17%	6.40%
04 - Agricultural and veterinary sciences	42.20%	42.64%	42.72%	42.36%	42.43%	43.21%	43.33%	2.69%
05 - Social Sciences	41.47%	41.73%	42.12%	42.41%	42.88%	43.32%	43.65%	5.26%
06 - Humanities and the arts	49.71%	49.94%	49.55%	49.87%	49.71%	49.79%	49.51%	-0.40%
99 – Not defined	44.44%	50.94%	58.33%	25.00%	64.29%	58.82%	51.72%	16.38%
Total	39.40%	39.57%	39.85%	39.83%	40.01%	40.22%	40.48%	2.76%

Data at 31st December of each year

Source: HERe, reprocessing data from Statistica MIUR

Female academic staff by (macro) discipline and position (2018)

Discipline	Full Professor	Associate Professor	Tenure assistant professor	Research fellow	Total
01 - Natural sciences	23.35%	27.53%	28.19%	26.23%	42.76%
02 - Engineering and technology	10.19%	10.81%	9.68%	19.47%	25.54%
03 - Medical and health sciences	9.90%	11.47%	18.20%	20.65%	39.89%
04 - Agricultural and veterinary sciences	4.31%	6.10%	5.88%	7.30%	42.69%
05 - Social Sciences	32.68%	25.38%	24.69%	17.49%	42.50%
06 - Humanities and the arts	19.55%	18.71%	13.35%	8.64%	49.73%
99 – Not defined	0.00%	0.00%	0.00%	0.21%	42.76%
Total	21.96%	36.55%	46.07%	50.63%	39.90%

Source: HERe, reprocessing data from Statistica MIUR

Highlights: gender distribution

- Gender re-balance is in progress among tenured academic staff in Italy
 - Between 2012 and 2018, the percentage of female academic staff increased in all academic positions, except for research fellows (-1%). Women are more than 41% in all disciplines, except for engineering (27%)
- Gender re-balance is already in place among research fellows. It is almost in place among tenure assistant professors
- In some disciplines female academic staff already holds the majority of positions