

Gender equality mapping 2023-2024

The gender equality mapping is drafted by the Department's Work Environment Group. The data reported in this mapping was collected in 2024.

Degree of gender balance in the Department's staff categories

An even gender distribution (i.e. gender balance) is considered to exist if the representation of both genders within a certain position is within the range of 40-60 per cent. Table 1 shows the gender distribution for individuals who were employed at the Department of Sociology at the given point in time (note that sociologists employed at SU research institutes are not included). The Department has had an uneven gender distribution in a number of different staff categories. In 2023, the situation looks better, as there is a gender balance in all groups with more than four employees. Among the professors, the distribution is 50% women and 50% men, a considerable improvement compared to six years ago when two out of three professors were men. Among the lecturers (permanent and temporary), four are men and four are women. Among researchers and the T/A staff, the distribution is tilted to being female as there are more employees who are women than men with 60% women of researchers, and 56% women of the T/A group).

*Table 1. Gender distribution among the employees**

| | Sept 2006 | | Sept 2008 | | Sept 2010 | | Sept 2012 | | Sept 2014 | | Sept 2017 | | Sept 2020 | | Sept 2023 | |
|--|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
| | W | M | W | M | W | M | W | M | W | M | W | M | W | M | W | M |
| Professor | 2 | 5 | 2 | 6 | 4 | 6 | 3 | 7 | 1 | 7 | 4 | 8 | 8 | 9 | 7 | 7 |
| Senior lecturer^a | 7 | 6 | 5 | 6 | 6 | 7 | 5 | 1 | 6 | 5 | 5 | 3 | 3 | 2 | 2 | 3 |
| Substitute lecturer | | | | | | | 4 | 3 | 4 | 3 | 1 | 0 | 0 | 0 | 2 | 1 |
| Researcher^b | 7 | 7 | 4 | 6 | 5 | 4 | 9 | 3 | 14 | 7 | 9 | 7 | 10 | 7 | 13 | 9 |
| Research assistant/ Research engineer | | | | | | | | | | | 1 | 3 | 2 | 2 | | |
| Postdoc | | | | | | | 2 | 1 | 4 | 1 | 6 | 3 | 1 | 1 | 1 | 0 |
| Lecturer | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 2 | 0 |
| T/A staff | 2 | 4 | 3 | 4 | 5 | 6 | 5 | 4 | 5 | 4 | 9 | 4 | 6 | 4 | 5 | 4 |
| Total | 18 | 25 | 14 | 25 | 20 | 23 | 28 | 19 | 35 | 27 | 36 | 28 | 32 | 26 | 32 | 24 |

* The figures were corrected for 2006 for the senior lecturer category.

^a In 2006-2010, the group also comprised substitute lecturers.

^b In 2006-2010, the group also comprised research assistants and postdocs.

Stockholm University has an explicit goal of increasing the percentage of women professors. In order to be promoted to professor, it is required, however, that one has been the principal supervisor for at least one doctoral candidate through the public defence of the doctoral thesis. Supervisors are assigned at the department level and it is therefore important to examine what the distribution of supervisors of doctoral students looks like at the Department. The Faculty of Social Sciences at Stockholm University has decided that all doctoral students must have at least two supervisors and that one of the supervisors must be at least a docent (decision 12 June 2013). At the Department of Sociology, in the fall 2023 there are only docents and professors in the permanently employed group, ten men and nine women. Female professors are overrepresented among principal supervisors and underrepresented among assistant supervisors.

| | October 2023 | | |
|-------------------------|------------------|----------------------|----------------------|
| | No. of employees | Principal supervisor | Assistant supervisor |
| Professor, male | 7 | 5 | 10 |
| Professor, female | 7 | 9 | 7 |
| Senior lecturer, male | 3 | 3 | 2 |
| Senior lecturer, female | 2 | 4 | 1 |
| Total | 26 | 30 | 21 |

It is pleasing that all senior lecturers are principal supervisors for at least one doctoral student at the moment.

*Table 3. Supervision among faculty members
(October 2023)*

| Name | Gender | Principal | Assistant | Senior lecturer |
|-------------|--------|-----------|-----------|-----------------|
| Andersson | Male | 2 | 4 | No |
| Barker | Female | 1 | 0 | No |
| Billingsley | Female | 2 | 1 | No |
| Bygren | Male | 1 | 0 | No |
| Drefahl | Male | 1 | 1 | Yes |
| Duvander | Female | 2 | 0 | No |
| Gähler | Male | 0 | 1 | No |
| Hällsten | Male | 0 | 2 | No |
| Liljeros | Male | 0 | 0 | No |
| Lund | Female | 2 | 3 | No |
| Möllborn | Female | 2 | 2 | No |
| Nermo | Male | 0 | 1 | No |
| Oláh | Female | 1 | 0 | Yes |
| Ritter | Male | 1 | 0 | Yes |
| Rydgren | Male | 2 | 2 | No |
| Sundberg | Female | 0 | 0 | No |
| Thomson | Female | 1 | 0 | No |
| Voyer | Female | 3 | 1 | Yes |

8 supervisors unaccounted for because they are not permanent faculty

For the Department Board, we have compiled its gender composition in the period 2000-2024. As Table 4 shows, the gender distribution has historically been even, except in 2000 when the percentage of women exceeded 60 per cent and in 2005 when the women's representation was below 40 per cent (not counting student representatives).

Table 4. Department Board's gender composition annual average, 2000-

| Year | Percentage women, % | Percentage women without student representatives, % |
|------|---------------------|---|
| 2000 | 70 | 69 |
| 2001 | 56 | 56 |
| 2002 | 60 | 57 |
| 2003 | 45 | 40 |
| 2004 | 40 | 40 |
| 2005 | 40 | 36 |
| 2006 | 50 | 50 |
| 2007 | 48 | 50 |
| 2008 | 47 | 45 |
| 2009 | 52 | 44 |
| 2010 | 56 | 48 |
| 2012 | 41 | |
| 2013 | 44 | 53 |
| 2014 | 45 | 53 |
| 2017 | 60 | 61 |
| 2020 | 60 | |
| 2024 | 64 | 53 |

* Since elections to the Department Board are held every three years, we present these percentages since 2014

Table 5 shows applicants and those admitted to doctoral studies in 1995-2024. In 2021-2024, there were been 567 applicants for positions as doctoral students. Among the applicants in the past three years, there are more women than men (59% of the applicants). 16 doctoral students have been admitted, of which 5 are men and 11 are women, which means that 69% of those admitted are women. Even if this gender distribution is potentially problematic, it involves relatively small base figures. Moreover, this three-year period was preceded by a three-year period of male overrepresentation among admitted doctoral students. Accordingly, it seems as if the gender balance among doctoral students shifts over time in a relatively random way, but it is nonetheless important that the Department continue to document and monitor this. By dividing the percentage of women among those admitted by the percentage of women among applicants, we get a relative measure of over- and underrepresentation, and there it is clear that there is a female overrepresentation over the entire period.

Table 5: Applicants and those admitted to doctoral studies in 1995-2024

| | Total 1995-2000 | Total 2001-2005 | Total 2006-2010 | Total 2011-2014 | Total 2015-2017 | Total 2018-2020 | Total 2021-2024 |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Applicants total | 169 | 108 | 146 | 444 | 249 | 488 | 567 |
| Of which, women | 70 | 62 | 71 | 242 | 149 | 254 | 333 |
| Percentage women | 41 % | 57 % | 49 % | 55 % | 60 % | 52 % | 59% |
| Total doctoral students admitted | 52 | 41 | 25 | 26 | 7 | 23 | 16 |
| Of which, women | 24 | 26 | 13 | 15 | 5 | 8 | 11 |
| Percentage women | 46 % | 63 % | 52 % | 58 % | 71 % | 35 % | 69% |
| Percentage women admitted / Percentage women applicants | 1.12 | 1.11 | 1.06 | 1.06 | 1.19 | 0.67 | 1.17 |

Degree of gender balance in the Department's programmes

Students in first-cycle programmes at universities are predominantly women, usually above 60 per cent at Stockholm University. In 2023/24, the percentage of women students at the Department of Sociology was 79 percent in the first cycle (72 per cent in the period 2015-2017; 82 percent in the period 2018-2020) and 75 percent in the second cycle (64 percent in 2015-2017; 65 percent in 2018-2020). The percentage of women was in 2023/24 77 percent in independent courses Sociology I-III (72 per cent in 2015-2017; 78 percent men in 2018-2020), 75 percent in the programme in sociological social analysis (SSA) (82 percent women in 2018-2020, 67 percent women in 2015-2017) and 85 percent women in working life and labour market (AoA) (79 percent women in 2018-2020, 76 percent women in 2015-2017), and 85 percent women in the programme in human resources, administration and organisation (PAO) (87 percent women in 2018-2020, 85 per cent in 2015-2017). In the second cycle, the total percentage of women was 65 percent in 2012-2014, and 64 percent in 2019/20. This percentage has since increased to 75 percent in 2023/24. In sum, then, the share women in first cycle courses seems to be rather stable but the share women in the second cycle has increased.

Salary survey

In 2023, the median salary for the employees at the Department, excluding doctoral students, was SEK 46,850/month for men and SEK 41,700/month for women. The women's median salary was equivalent to 89 per cent of the men's median salary. The difference between men and women has fluctuated over the years, but increased somewhat since the last salary survey in 2020 when the women's median salary was 91 per cent of the men's.

Table 6: Women's median salaries as a percentage of men's median salaries in different staff categories

| Employment | 2008 | 2011 | 2014 | 2017 | 2020 | 2023 |
|----------------------------|----------|------|----------------|----------------|------|------|
| Professor | 118 | 104 | 106 | 112 | 99 | 96 |
| Senior lecturer | 98 | 92 | 100 | 99 | 100 | 102 |
| Substitute lecturer | | | 104 | Only one woman | | 102 |
| Researcher | 92 | 106 | 98 | 100 | 100 | 96 |
| Postdoc | | | 100 | 100 | 90 | |
| Lecturer | No women | | Only one woman | Only one woman | 105 | |
| T/A staff | 104 | 84 | 86 | 81 | 84 | 81 |
| Total | 98 | 86 | 94 | 96 | 91 | 89 |

Divided into different staff categories, we see that the gender salary gaps among professors, senior lecturers and researchers are small. Among the T/A staff, however, the men's median salary has been higher than the women's in the past decade, because of gender differences in positions and seniority in this group.

Recruitment

During the period 2012-2014, two female professors (one in sociology and one in demography) retired. The demography professorship was filled by a male applicant (out of four male and two female applicants), while the sociology professorship was not filled. Since 2017, four female senior lecturers and one male senior lecturer were promoted to professors.

In 2009, two female senior lecturers were employed (out of 17 women and 10 men who applied for the position) and in 2011, one female senior lecturer was employed with a specialisation in quantitative methods (out of five women and 14 men). In 2012, one male senior lecturer was employed with a

specialisation in quantitative methods (out of 12 women and 10 men) and one male senior lecturer was employed in sociology (out of nine men and 10 women). In 2014, two male senior lecturers were again employed in sociology (out of 15 women and 31 men). In 2015, one man and one woman were employed as associate senior lecturers in sociology (out of 16 men and 12 women). In 2016, one man and one woman were employed as associate senior lecturers in demography and sociology, respectively (out of 46 men and 24 women). In 2017, one man and one woman were employed as senior lecturers (out of 19 men and 17 women). At the end of 2020, the group of senior lecturers consists of three women and two men. A senior lectureship in sociology was announced in spring 2020. One woman and one man was recruited. One male senior lecturer left the department in 2022. And one male professor left the department in 2024. A senior lectureship was announced in 2024 and one man was recruited.

Table 7. Recruitment: Applicants and employees 2009-2020

| | 2009 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018-2020* | |
|-------------------------------|------|---|------|---|------|---|------|---|------|---|------|---|------|---|------|---|------------|-----|
| | A | E | A | E | A | E | A | E | A | E | A | E | A | E | A | E | A | E |
| Postdoc | | | | | | | | | | | | | | | | | | |
| Women | | | | | 12 | 1 | 15 | 3 | 14 | 2 | | | 7 | 1 | | | 7 | 1 |
| Men | | | | | 12 | 2 | 5 | | 20 | 3 | | | 21 | | | | 4 | |
| Assoc. senior lecturer | | | | | | | | | | | | | | | | | | |
| Women | | | | | | | | | | | 12 | 1 | 24 | 1 | | | | |
| Men | | | | | | | | | | | 16 | 1 | 46 | 1 | | | | |
| Senior lecturer | | | | | | | | | | | | | | | | | | |
| Women | 17 | 2 | 5 | 1 | 26 | | | | 15 | 0 | | | | | 17 | 1 | 28 | 1 |
| Men | 10 | | 14 | | 18 | 2 | | | 31 | 2 | | | | | 19 | 1 | 35 | 0/1 |
| Professor | | | | | | | | | | | | | | | | | | |
| Women | 0 | | | | | | | | | | | | | | | | | |
| Men | 22 | 1 | | | | | 4 | 1 | | | | | | | | | | |