

EDI Report 2024

Acknowledgement

A sincere thank you to Chiara Guasti for her thorough work in analysing and compiling this report. Her contribution has been instrumental to its development and to ensuring its overall quality.

Table of Contents

Acknowledgement.....	1
SCOPE OF THE REPORT.....	4
Executive summary	4
METHODOLOGY.....	5
Data sources	5
Gender Classification	6
THE EUI POPULATION.....	6
Staff.....	6
Distribution of the Staff by Age and Nationality	7
Breakdown by Grade	9
Gender Distribution of the Staff	10
Breakdown by grade	13
Research and project assistants	17
Final observations on staff.....	18
Faculty	19
Distribution of the Faculty by Age and Nationality	19
Gender distribution of Faculty	21
Gender distribution by Academic Unit.....	25
Department of Economics (ECO)	25
Department of History (HEC).....	26
Department of Social and Political Sciences (SPS)	26
Department of Law (LAW)	27
Robert Schuman Centre (RSC).....	27
Florence School of Transnational Governance (STG)	27
Part-time Professors: Full-time Equivalent.....	28
Professors Emeriti	30
Vacancies for Professors.....	30
Final observations on Faculty data.....	31
Researchers	32
Distribution of Researchers by Nationality	32
Distribution of Researchers by Department	36
Gender distribution trends	37
Gender Distribution of Researchers	38
Department of Economics (ECO)	40
Department of Social and Political Sciences (SPS).....	41
Department of History and Civilization (History)	42
Department of Law (LAW).....	42
Parental Education Level of Researchers	43
Researchers at risk of Ethnic and Racial Disadvantage	44
Final observations on researchers' data	45
Master students.....	46
Distribution of Master Students by Nationality	46

Gender Distribution of Master Students by Programme	50
Gender Distribution of Master Students	51
LLM Programme in Comparative, European and International Laws (LAW)	52
Master of Research in Economics (ECO)	53
Florence School of Transnational Governance (STG)	54
Parental Education Level of Master Students	55
Master Students at Risk of Ethnic and Racial Disadvantage	56
Final observations on Master students' data	57
Post-doc Researchers	58
Applications and Admissions by Nationality	59
Applications and Admissions by Fellowship Type	63
Gender Distribution of Post-doc Researchers	64
Fernand Braudel Fellows	67
Jean Monnet Fellows	68
Max Weber Fellows	69
Policy Leader Fellows	70
Parental Education of Post-doc Researchers	72
Post-doc Researchers at Risk of Disadvantage on Ethnic and Racial Grounds	73
Final observations on fellowship programmes	74
COMMITTEES & DECISION-MAKING BODIES	75
Academic Matters Committees	77
Institutional Matters Committees	78
Internal Committees	79
Other governing bodies	80
Representatives of Researchers, Fellows, and Students	81
Final observations on Committees and Decision-Making Bodies	82
EVENTS	82
Final observations on Events data	87
Recommendations	87
REFERENCES	89
Appendix: Complete country names	91
Annex I: Key terminology for grades	93

SCOPE OF THE REPORT

This report provides a quantitative and qualitative analysis of equity, diversity and inclusion (EDI) data and practices at the EUI, and of their potential impact, in 2024. It examines the composition of the EUI population across units, programmes, and roles, with a particular focus on gender distribution.

This edition of the report provides new data on additional characteristics, primarily age and nationality, with the aim of giving an increasingly comprehensive picture of the EUI population.

The core of the report is devoted to a quantitative analysis of the available data, complemented by qualitative reflections aimed at contextualising the observed patterns. The report concludes with a set of recommendations intended to further strengthen data collection practices and improve the analytical framework used to analyse the composition of the EUI population, with a particular focus on diversity.

As in previous years, the analysis continues to highlight important limitations in the currently available data. In particular, the existing datasets do not allow for an intersectional analysis of EDI characteristics at the EUI. Most quantitative information remains focused on gender and nationality, which are largely recorded in a non-intersectional way. At present, systematically collected and measurable data on ethnicity, sexual orientation, socio-economic background, and disability remain largely unavailable. Moreover, the use of different data sources leads to discrepancies in the figures, indicating the need for some harmonisation.

Executive summary

The analysis reveals progress in gender representation throughout the EUI population, particularly among professional staff, PhD researchers, master students and post-doctoral fellows.

Women constitute a majority in many population groups. Recruitment and selection provide evidence that gender imbalances are corrected even in circumstances where applicant pools are male dominated.

Nevertheless, gender parity remains uneven across roles and grades. Women are overrepresented in junior, part-time and non-permanent positions, while men continue to represent the prominent majority in senior positions, governing committees and managerial roles. Gender imbalance is particularly visible among full-time professors and higher academic grades, signalling structural barriers in career progression.

Nationality data show that the EUI remains highly international but Eurocentric, especially at the staff, student and doctoral levels, while post-doctoral recruitment is comparatively more globally balanced (please see sections below). Self-reported experiences of ethnic or racial disadvantage remain low across programmes, with noteworthy signals emerging among Policy Leader Fellows and some student groups.

The data highlights limited socio-economic and intersectional diversity. A large majority of researchers, students and fellows come from families with parents having a university degree. This data by proxy indicates challenges in accessing academic

programmes for first-generation or lower socio-economic background researchers, students and fellows.

The governance analysis reveals a gendered division of institutional labour: women are heavily represented in EDI-, welfare-, and care-oriented committees, while men are more prevalent in executive, financial, and disciplinary bodies. This pattern risks reinforcing unequal workloads and impact.

Finally, systematic data on ethnicity, race, disability, sexual orientation, gender identity and intersectional data analysis remain largely unavailable, limiting the EUI's ability to assess EDI data beyond gender, age and nationality.

METHODOLOGY

Data sources

This report is based on data collected from different databases:

- The centralised HR Management System (Dolphin) and the EUI Dashboard (Power BI), comprising data on professional and academic staff. Some data relating to these categories were obtained directly from the HR Management System (Dolphin) through an access request to the HR Service.
- The platform Osiris, containing data collected from the Academic Service on PhD researchers', students', and fellows' applications and admissions.
- The EUI Dashboard (Power BI) for data pertaining to Events.
- Data on the gender repartition of Committees' membership was primarily retrieved either manually from the EUI webpages on Governing and decision-making bodies or by contacting the Secretariat of relevant committees.

Discrepancies may arise when comparing the different sources. The EUI Dashboard (Power BI) treats multiple nationalities and/or affiliations as multiple entries, overestimating the number of people. Therefore, one should primarily rely on Osiris and Dolphin for precise information on the absolute numbers of the EUI community. Data was collected by the EDI Team between July and October 2025. Unless otherwise specified,¹ and particularly in relation to the data extracted from the EUI Dashboard (Power BI) and Dolphin, it refers to the EUI population as recorded in February 2024 and October 2024. These months were selected in consultation with the Human Resources Service, considering that most people who start their contract enter into service either in February or October. Data regarding master students, researchers, and post-doc researchers was instead extracted based on the applications and admissions years on the EUI Dashboard (Power BI) or collected from Osiris by the Academic Service.

The moment at which the data is extracted from the live database may affect the numbers in the report and the pertaining analysis; for instance, for vacancies launched

¹ E.g., data on committees refers to 2025.

in 2024 but published after October or still open in 2025, applications and hirings may still be happening at the time of writing and are therefore missing from this report. Data concerning the composition of EUI committees and decision-making bodies refers to 2025, as they were manually collected from the EUI website during that year.

Gender Classification

Throughout the report, only two gender categories are included: “Female” and “Male”. Some databases at the EUI also provide for the category “Other”. Some respondents chose this latter option. However, such figures are excluded from the analysis of this report due to privacy concerns, given the small number of responses and the consequent risk of identifying the persons involved by cross-referencing the different data.

The reliance on binary classifications of gender remains one of the shortcomings of the current data collection process at the EUI.

THE EUI POPULATION

This section provides a picture of the EUI population dividing it into the following categories:

- Staff (Professional Staff, Academic Non-Faculty Staff, and Trainees),
- Faculty members (Full-time Professors, Part-time Professors, Full-time Assistant Professors, Part-time Assistant Professors),
- PhD researchers,
- Post-doc researchers,
- Master students.

Staff

Figure 1 describes the staff by contractual category.² Staff in this report are divided into three categories: professional staff (i.e., permanent agents, temporary agents, contract agents, and contract agents for auxiliary tasks); academic non-faculty staff (i.e., academic assistants, academic collaborators, academic/administrative associates and research fellows³); and trainees.⁴ Academic assistants constitute the contractual category with the highest number of employees (26%), while academic-administrative associates represent the smallest group (0.46%).

² For a definition of staff member, please see Staff Regulations Applicable to Permanent Staff Members and Conditions of Employment of Other Servants of the EUI., Title I (General Provisions), Art. 1a; Conditions of Employment of the Teaching Staff of the EUI Art. 2; 3a; 3b; 5.

³ Please note that the utilised data for does not allow to distinguish between Research Fellows – who are part of the staff – from Marie Skłodowska-Curie Fellows, who are to be considered post-doc researchers. Therefore, the analysis in this section overestimates the share of research fellows. However, Marie Skłodowska-Curie Fellows represents a small group – five people as of December 2025.

⁴ Trainees include two trainees without salary.

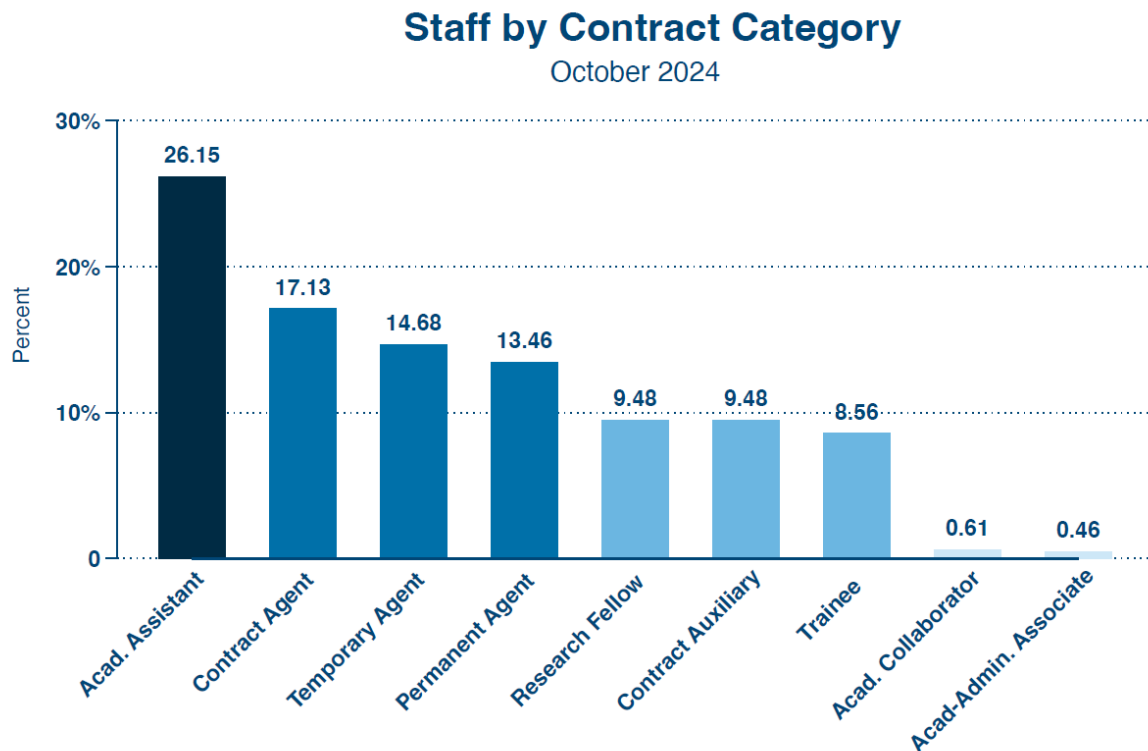


Figure 1. Source: author's elaboration of data from EUI Dashboard (Power BI).

Distribution of the Staff by Age and Nationality

Figure 2 shows the age distribution of the staff. The majority of the staff is between 35 and 54 years old; almost one-fifth of the staff (around 19%) is more than 55 years old, whereas only 6.77% is in the youngest age category (25 to 29).

While the EUI population comes from almost thirty different origin countries, more than half (54.7%) are Italian. The second most represented nationality – following at a considerable distance – is Germany (5.3%), followed by Spain (3.7%), Great Britain and France (both 3.2%). Other nationalities constitute very small fractions of the population, as shown by figure 3.

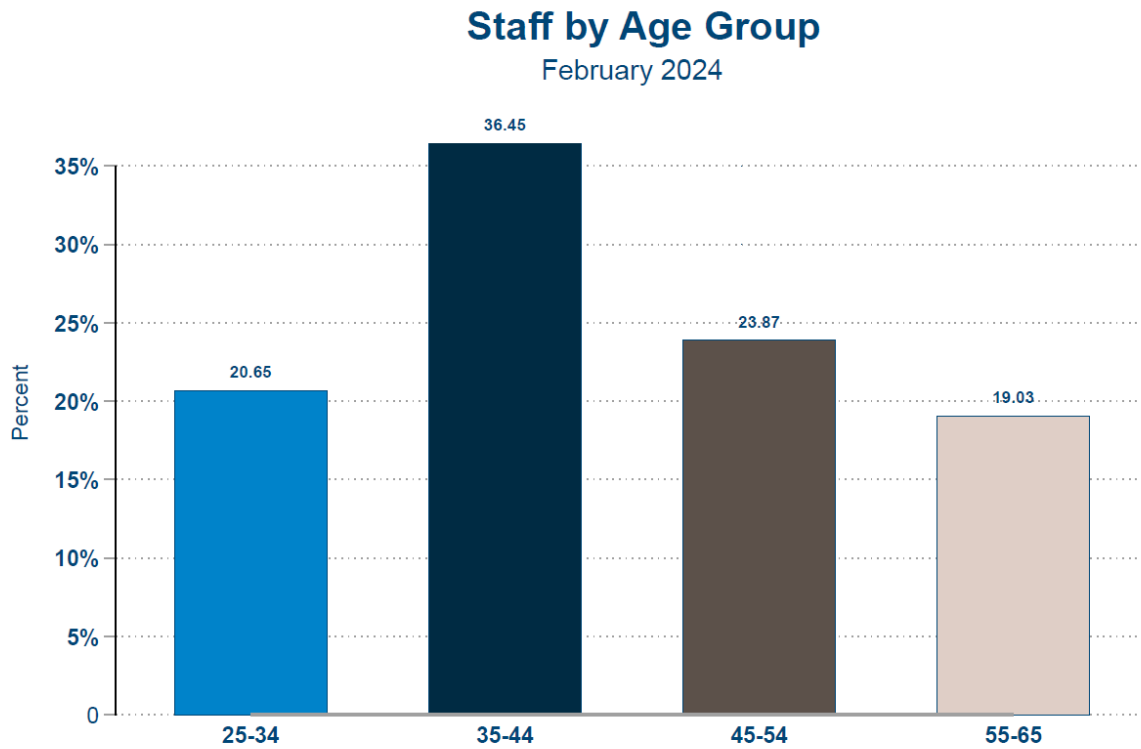


Figure 2. Source: author's elaboration of data from Power BI.

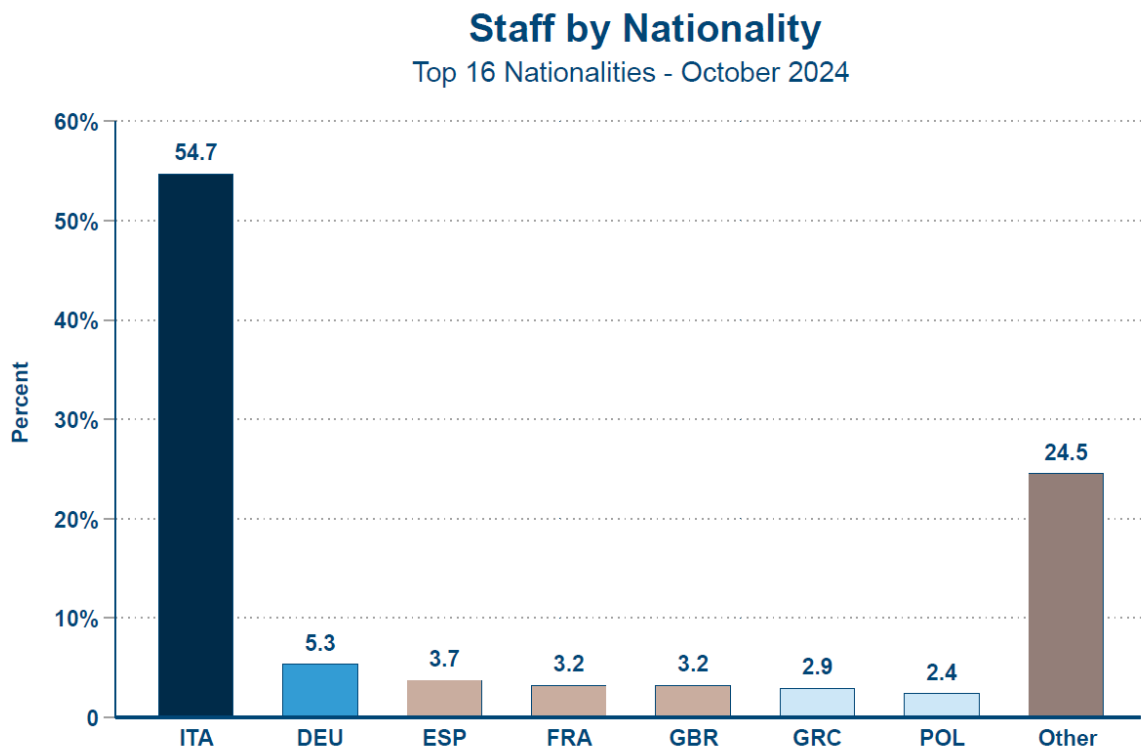


Figure 3. Source: author's elaboration of data from EUI Dashboard (Power BI).

Breakdown by Grade

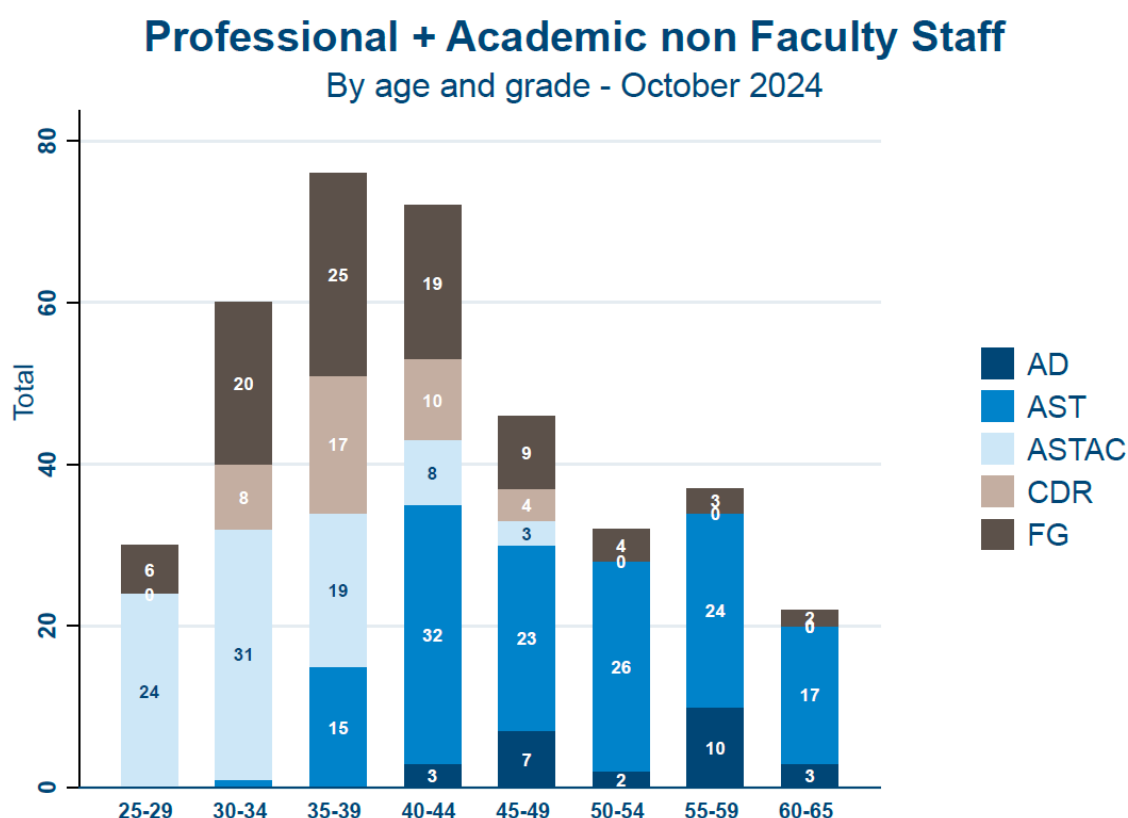
The breakdown of staff by grade reveals clear differences across age groups. In the youngest cohorts (25–29 and 30–34), the majority of staff are in Academic Assistant (ASTAC) grades, followed by contract agent (FG) positions; Research Fellow (CDR) grades appear only in the 30–34 age group and in limited numbers.⁵

Administrative Assistant (AST) grades are more prevalent in older age categories, with a notable concentration among staff aged 40–44. By contrast, relatively few staff hold AD grades overall, and these are predominantly concentrated in the 55–59 age group. This latter number aligns with expected seniority accumulation over time.

Total staff counts peak in the 35–39 and 40–44 age groups, indicating that these cohorts form the core of the non-faculty workforce.

FG grades are present across nearly all age categories, including older cohorts, suggesting that fixed-term or contract arrangements are not limited to early-career staff.

ASTAC grades drop sharply after the mid-30s and are almost absent beyond 45, reinforcing the interpretation of ASTAC as an entry-level or early-career grade.



Source: author's elaboration of data from EUI Dashboard (Power BI).

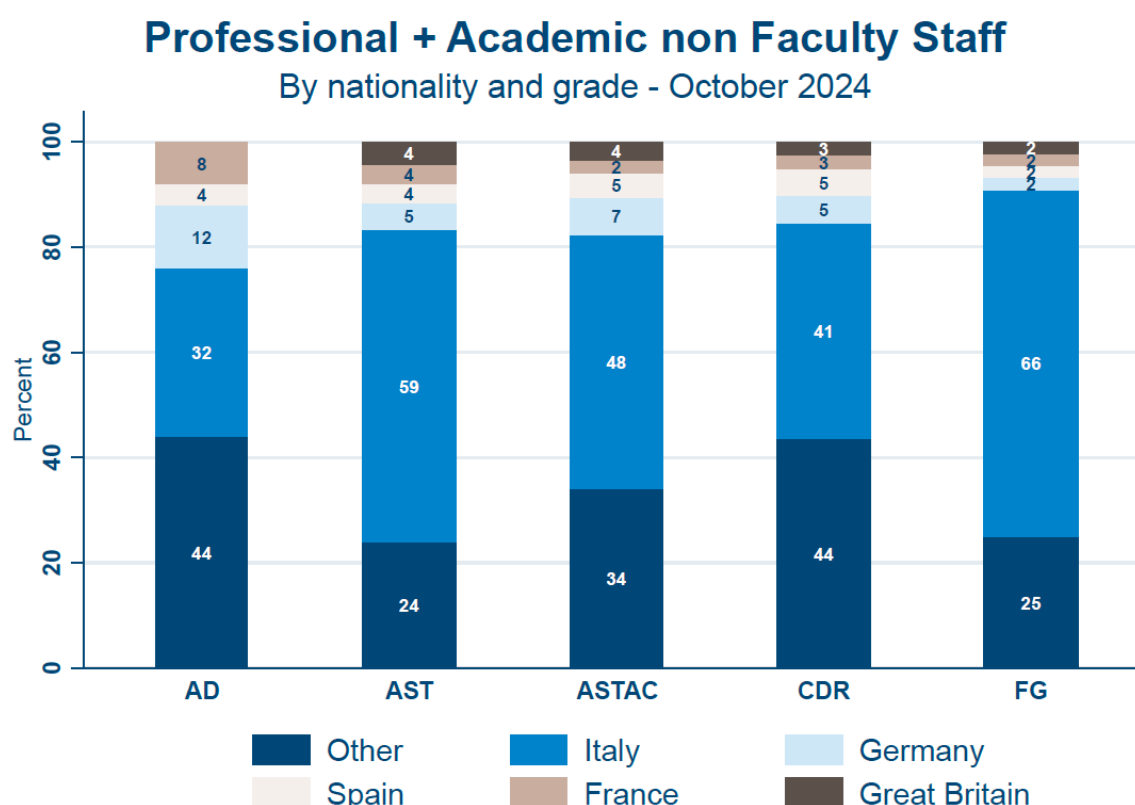
⁵ Temporary and permanent staff can be divided among administrators (AD) and assistants (AST). Contract Staff can be split in four categories, known as function groups (FG grades). CDR grades correspond to research fellows. For further detail on the specific grades, please consult European University Institute, Work and Life of EUI Staff: Non-Academic Careers.

Looking at nationalities, Italian staff are particularly predominant in the FG, AST, and ASTAC categories, considering that the EU nationality constitutes a requirement for Professional Staff and Trainees. In contrast, Academic Staff positions do not impose nationality restrictions and may be filled by applicants of any nationality.

Italy accounts for 59% of AST and 66% of FG staff—clear peaks compared to other grades.

In contrast, the highest representation of other nationalities appears in the AD and CDR grades. In both categories, “Other” nationalities constitute **44%**, the highest share across all grades.

Germany and Spain have small but consistent representation: their proportions remain relatively stable (mostly between 4–12%), without major fluctuations across grades. France and Great Britain show instead very limited presence, remaining at or below 8% in all categories.



Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender Distribution of the Staff

Women are overrepresented in all categories of the EUI staff, except from Academic Collaborators, in which the gender distribution is perfectly balanced (figure 4). Academic and Administrative Associates are exclusively female.⁶

⁶ Notice that Academic and Administrative Associates are only three in total.

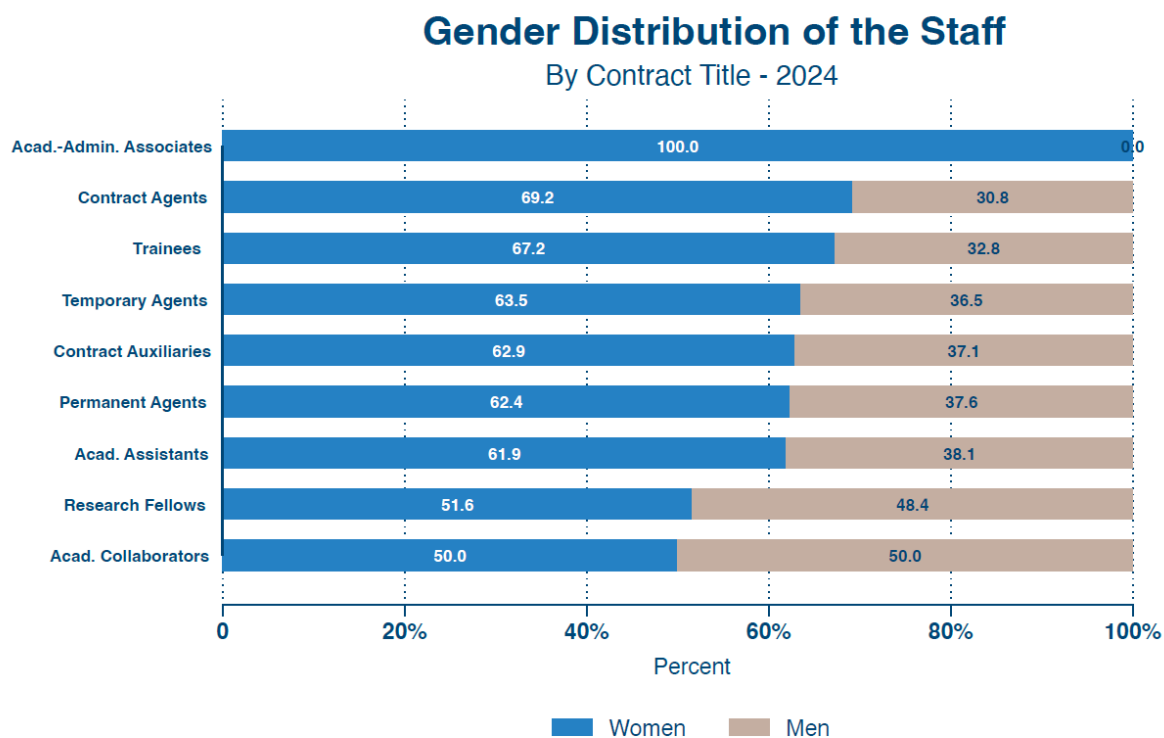


Figure 4. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figure 5 reveals that the percentage of female employees has remained relatively stable between 2023 and 2024.

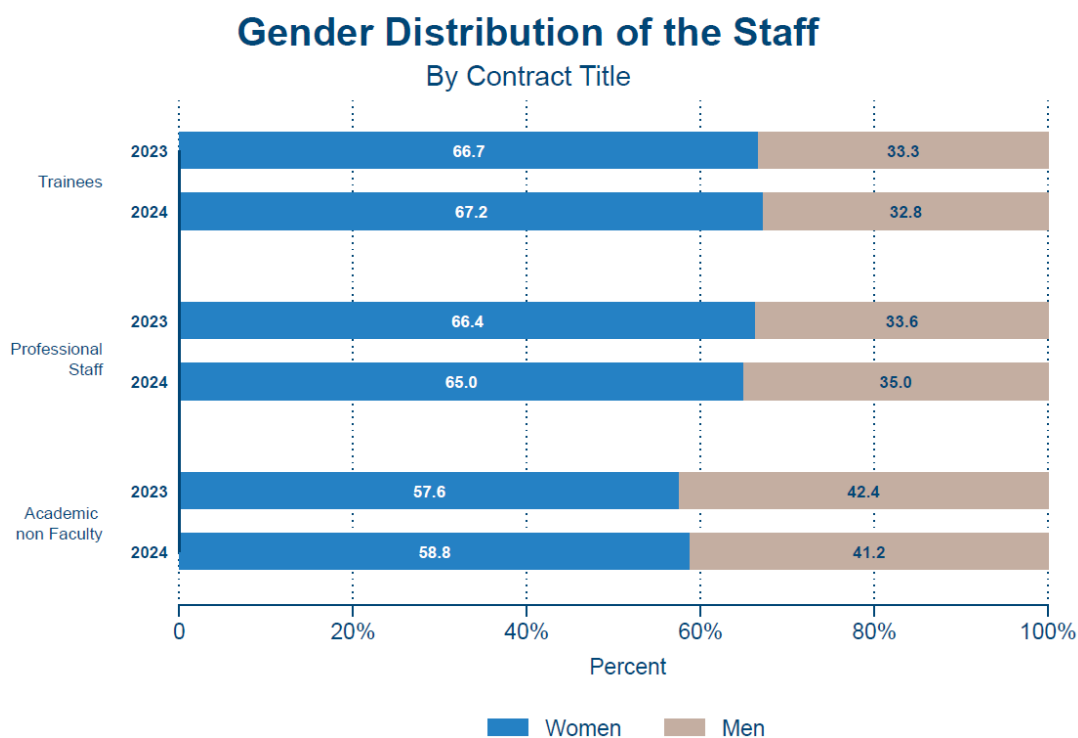


Figure 5. Source: author's elaboration of data from EUI Dashboard (Power BI).

Between 2021 and 2024, excluding trainees, the data shows an increasing trend of female representation among EUI staff members, (figures 6 and 7). Specifically, the percentage of female professional and academic non faculty staff increased from 57.2% in 2021 to 62.4% in the following year; it then remained stable and was 63.3% in 2024.

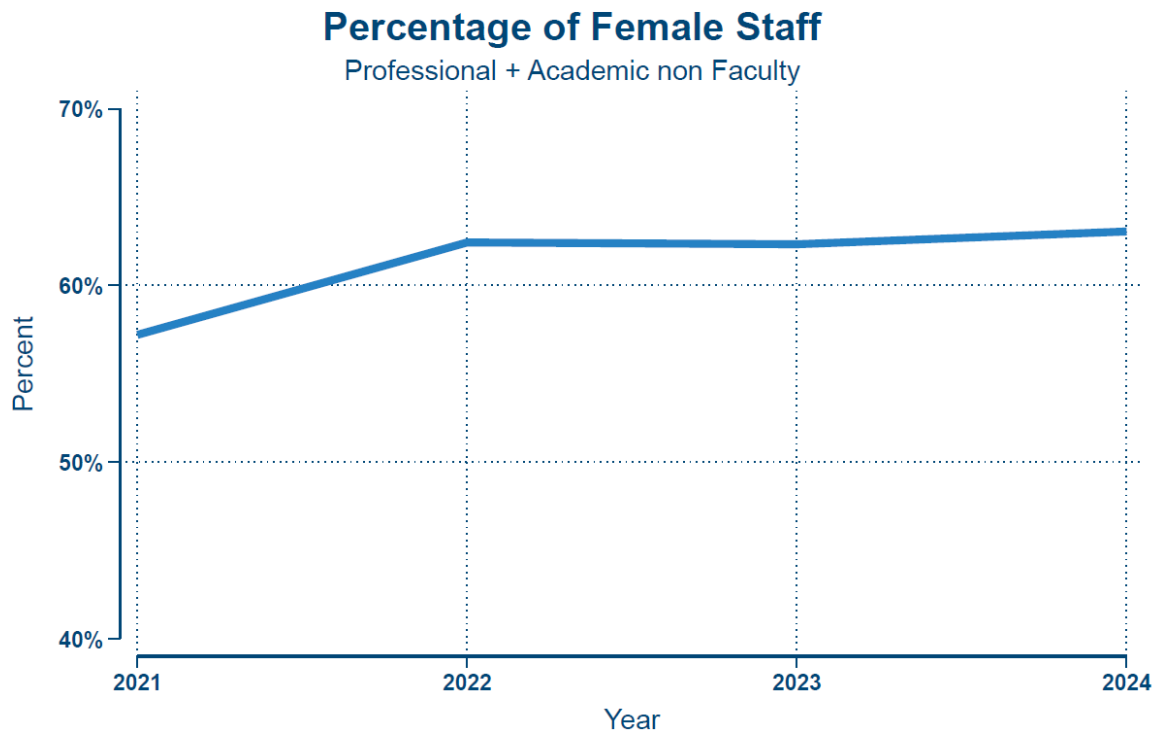


Figure 6. Source: author's elaboration of data from EUI Dashboard (Power BI).

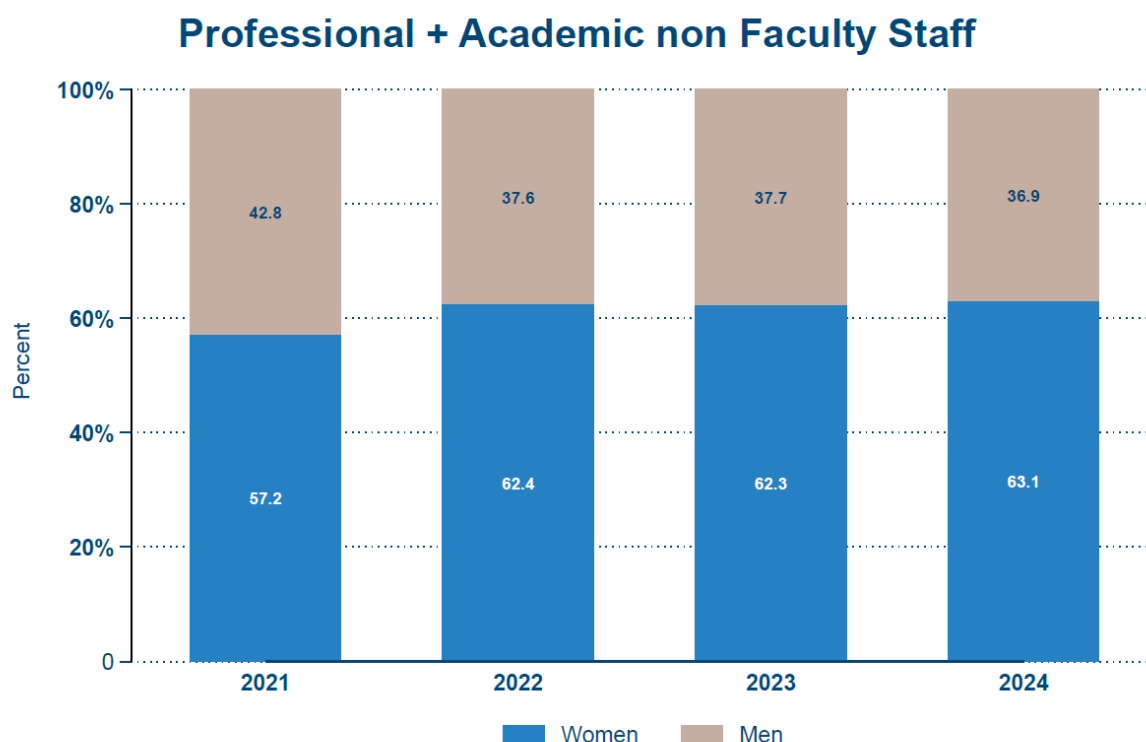


Figure 7. Source: author's elaboration of data from EUI Dashboard (Power BI).

Breakdown by grade

The analysis of staff by grade reveals significant variation in gender distribution (figure 7).⁷ Around two-thirds of the staff with FG, ASTAC, or AST grades are female, compared to the 28.6% of those with AD grade (figure 8). Research fellows are evenly balanced between genders.

⁷ Temporary and permanent staff can be divided among administrators (AD) and assistants (AST). Contract Staff can be split in four categories, known as function groups (FG grades). CDR grades correspond to research fellows; academic assistants have ASTAC grades. For further detail on the specific grades, please consult Staff Regulations and Conditions of Employment of the EUI.

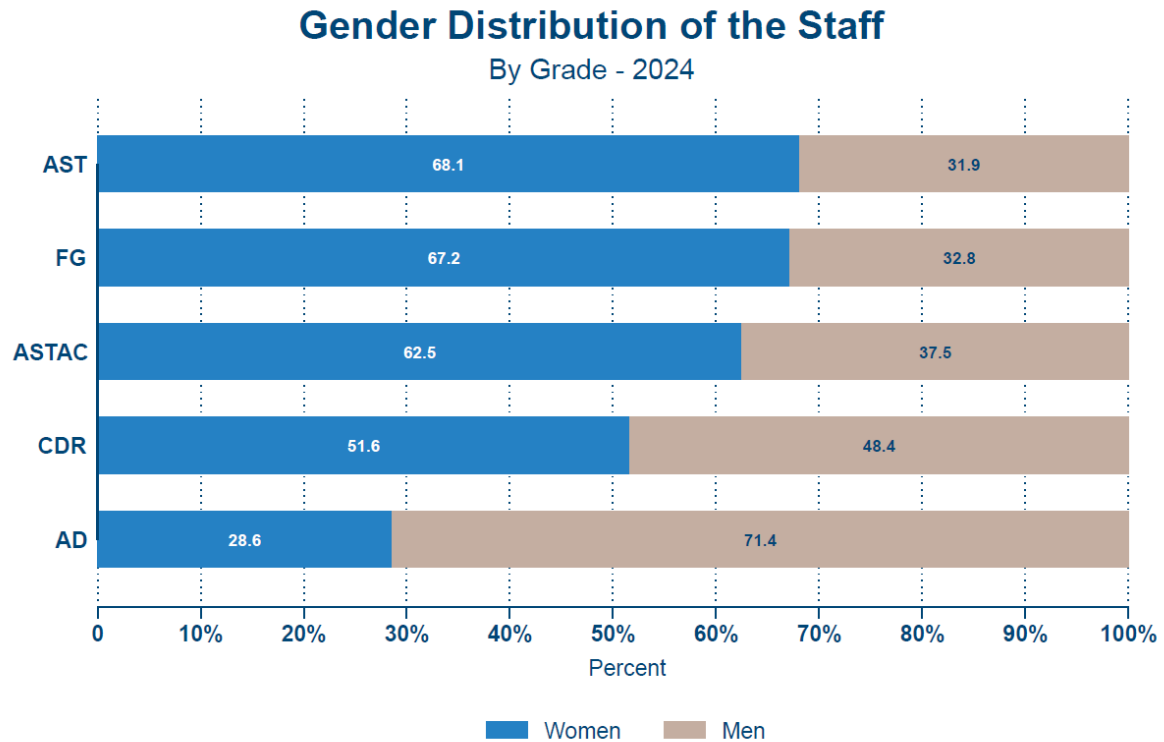


Figure 8. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figures 9 to 11 display the gender composition of grade categories in even greater detail. Women are more or equally present in AST grades, while the opposite is true for AD grades. CDR grades show a greater presence of men, except from grade CDR3. Employees in FG grades are mostly female, apart from a few categories.

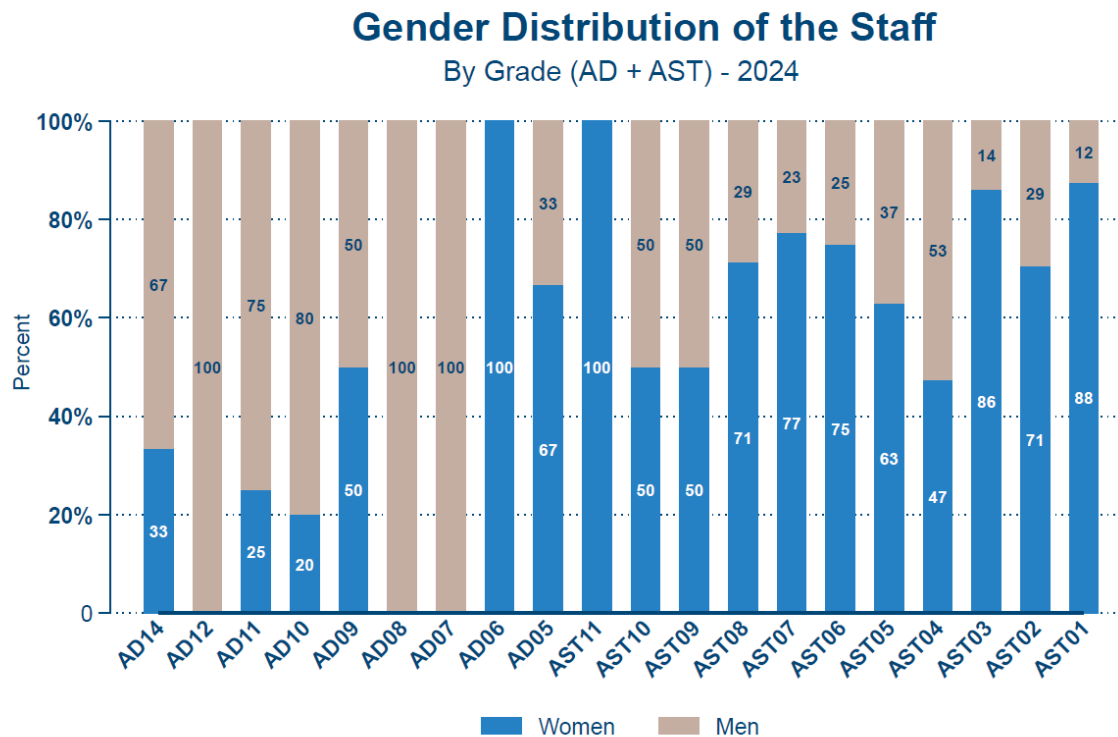


Figure 9. Source: author's elaboration of data from EUI Dashboard (Power BI).

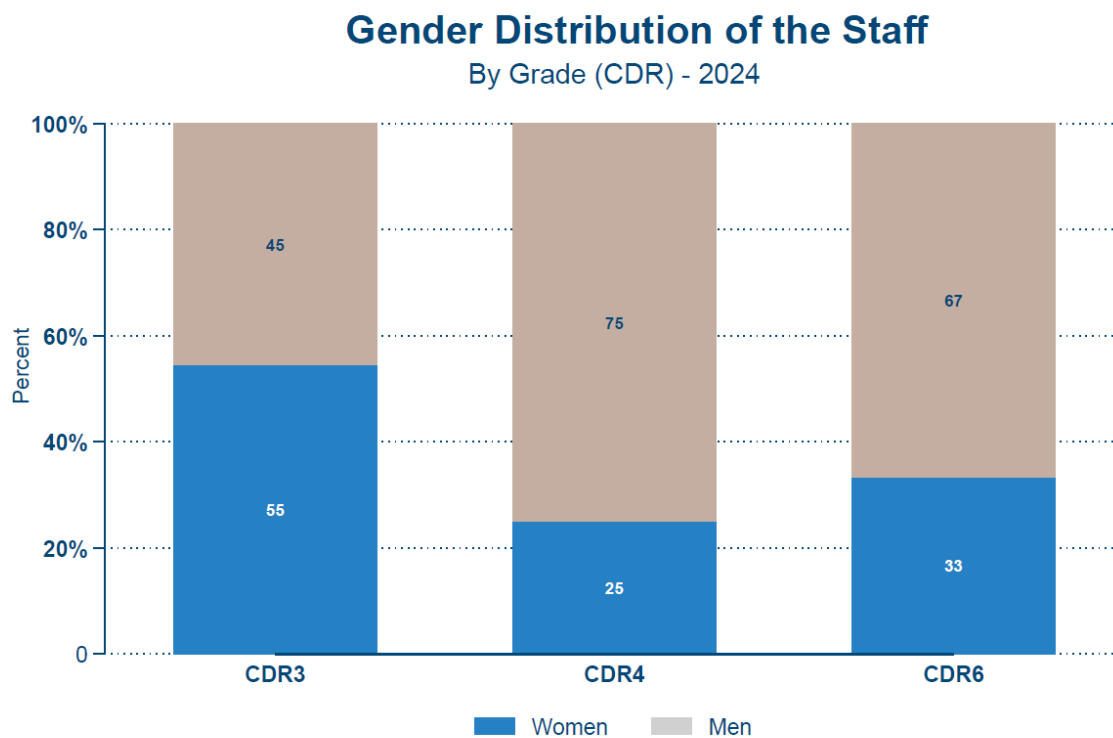


Figure 10. Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender Distribution of the Staff

By Grade (FG) - 2024

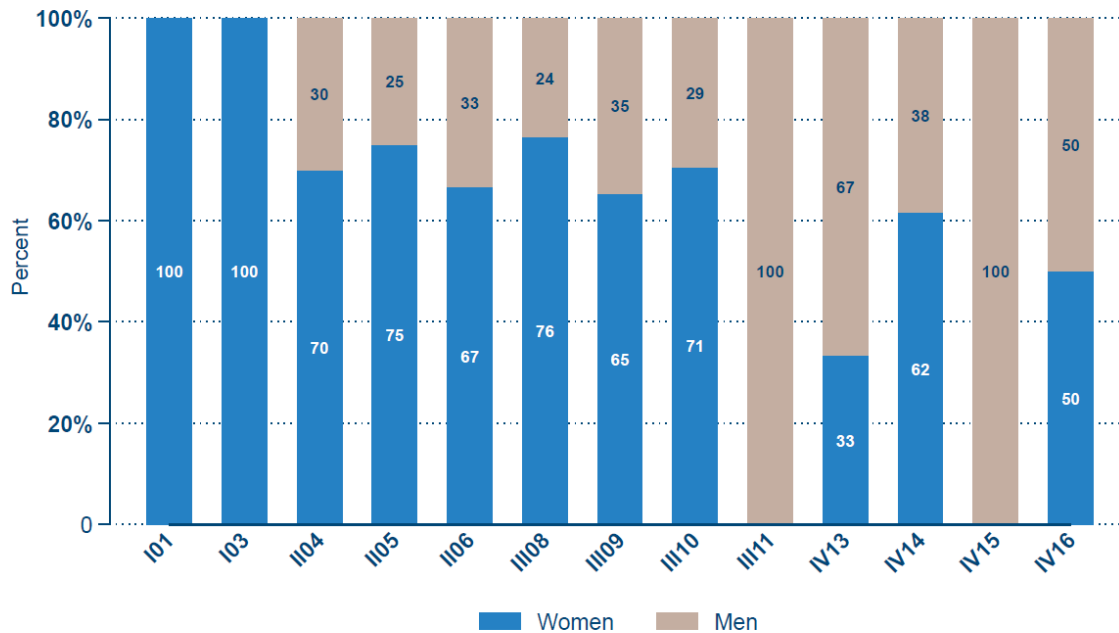
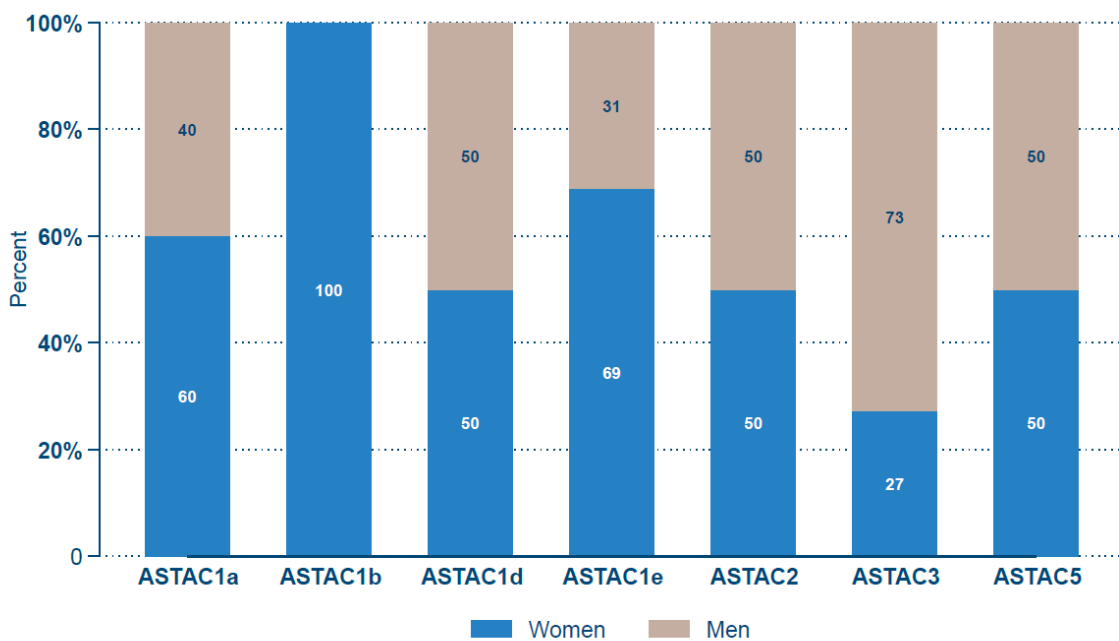


Figure 11. Source: author's elaboration of data from EUI Dashboard (Power BI).

Additionally, the following graph reports the gender distribution of ASTAC grades (Academic Collaborators and Assistants). Most grade categories show equality or an overrepresentation of women; only in ASTAC3 men constitute a majority (73%).

Gender Distribution of the Staff

By Grade (ASTAC) - 2024



Research and project assistants

In 2024, applications for both Project and Research Assistants⁸ were predominantly submitted by women – 66.7% and 52.8% of the applicants, respectively (figure 12). Among Project Assistants, the share of hired female candidates was even higher, reaching almost 77% of the total. For Research Assistants, hiring was evenly split between women and men.

However, over the past four years the proportion of women among hired Research and Project Assistants has oscillated, peaking at almost 70% in 2022, followed by a slight decline in the following years (figure 13).

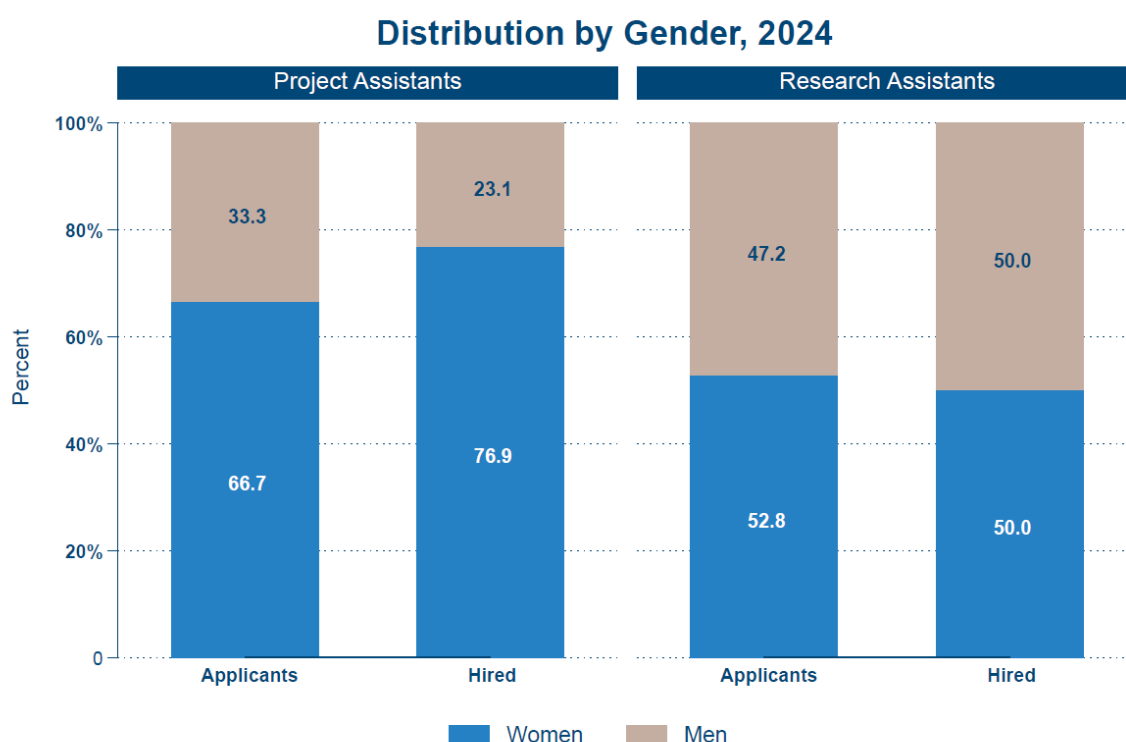


Figure 12. Source: author's elaboration of data from EUI Dashboard (Power BI).

⁸ Broadly speaking, Project Assistants generally focus on the organisational and logistical aspects of projects or academic activities, while Research Assistants are primarily involved in the research-related tasks. For detailed definitions, please see the 'Conditions of Employment of Teaching Staff', Part III, Chapter 12.

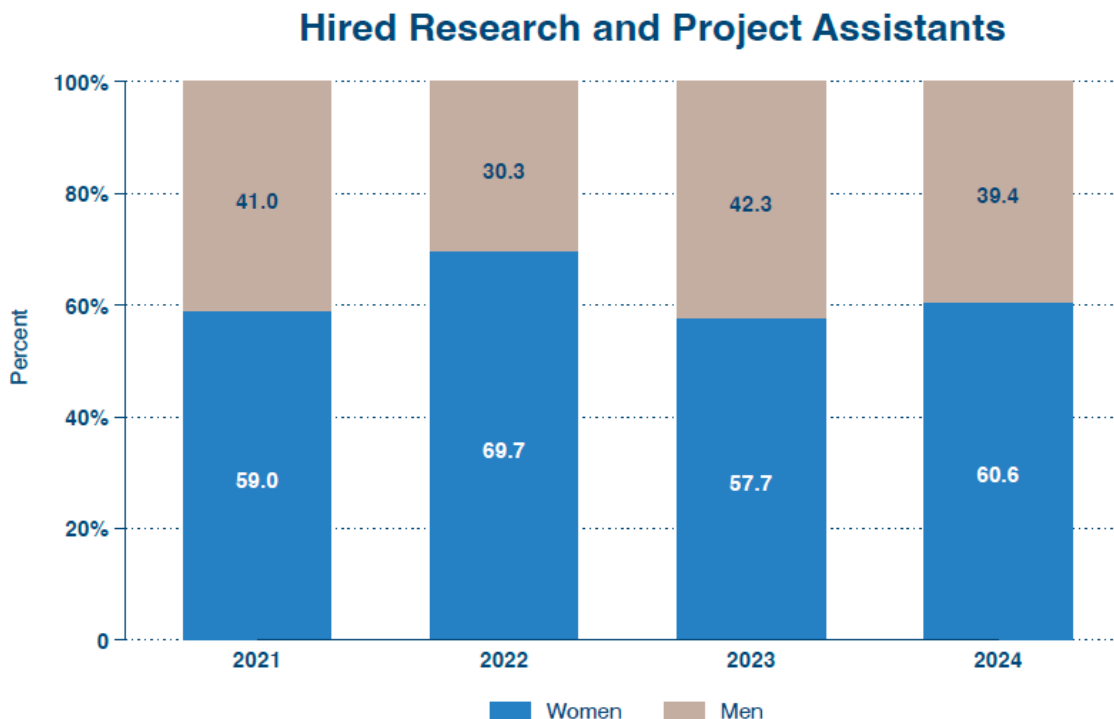


Figure 13. Source: author's elaboration of data from EUI Dashboard (Power BI).

Final observations on staff

- The staff population shows strong and stable female representation, with women constituting nearly two-thirds of staff overall. This pattern has remained consistent over recent years, indicating sustained progress in gender balance. Women are particularly overrepresented in FG, ASTAC, and AST grades, while men are more prevalent in AD grades, pointing to vertical gender segregation within staff careers.
- Nationality data reveal a high concentration of Italian staff, especially in lower and mid-level grades, while higher grades (AD) present greater international diversity.
- Age distribution indicates a mature workforce, with limited representation in the youngest age brackets. Overall, the age–grade distribution suggests both pipeline fragility and constrained career advancement. It also indicates opportunities to strengthen career pathways, particularly in supporting progression from entry-level roles and broadening access to senior positions

Key takeaway: While gender balance is favourable overall, women remain underrepresented in senior staff grades, and nationality concentration suggests limited diversity at entry and mid-career levels.

Faculty

This section describes the composition of the EUI faculty.⁹ The statistics include full-time professors and full-time assistant professors,¹⁰ part-time professors and part-time assistant professors,¹¹ across all academic units.¹²

Distribution of the Faculty by Age and Nationality

The age distribution of Faculty (figure 14) shows a strong concentration in mid-to-late career stages. Professors aged 55 to 65 represent the largest cohort, representing nearly 40% of all faculty. Faculty aged 45–54 form the second largest group at just over one third. Younger cohorts are significantly under-represented: professors aged 35–44 account for slightly more than 20% of the total.

Figure 15 indicates that, in terms of citizenship, the Faculty body is considerably more international than it is still skewed toward European nationalities. Italians represent the largest group – nearly one quarter of all professors, they are followed by faculty from France, the USA, Germany, and UK, each accounting for approximately 9% to 12% of the total.

⁹ Except from Professors Emeriti, who are analysed in a separate section.

¹⁰ For a definition of full-time professors and full-time assistant professors, please see Conditions of Employment of the Teaching Staff of the EUI, Part II, Chapter 2; and Annex I b .

¹¹ For a definition of part-time professors and part-time assistant professors, please see Conditions of Employment of Teaching Staff, Part III, Chapter 10.

¹² The academic units include: the Department of Economics (ECO); the Department of History (HEC); the Department of Law (LAW); the Department of Political and Social Sciences (SPS); the Max Weber Programme for Postdoctoral Studies (MWP); the Robert Schuman Centre (RSC), and the Florence School of Transnational Governance (STG).

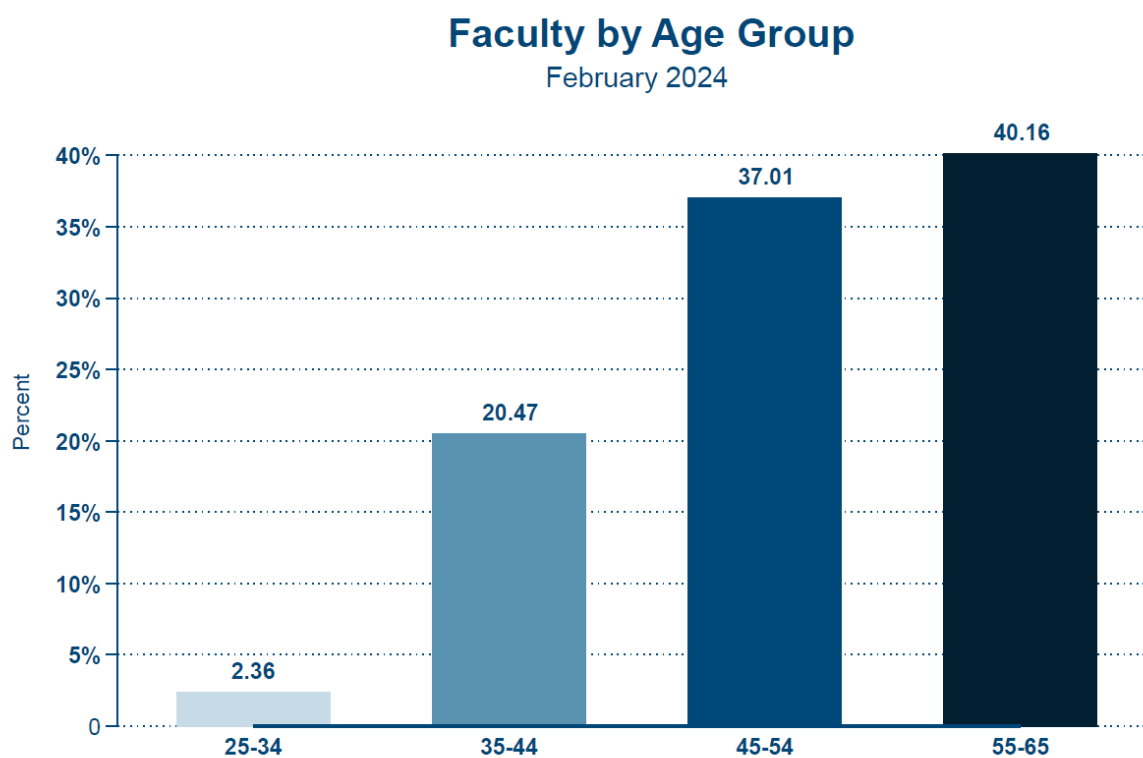


Figure 14. Source: author's elaboration of data from EUI Dashboard (Power BI).

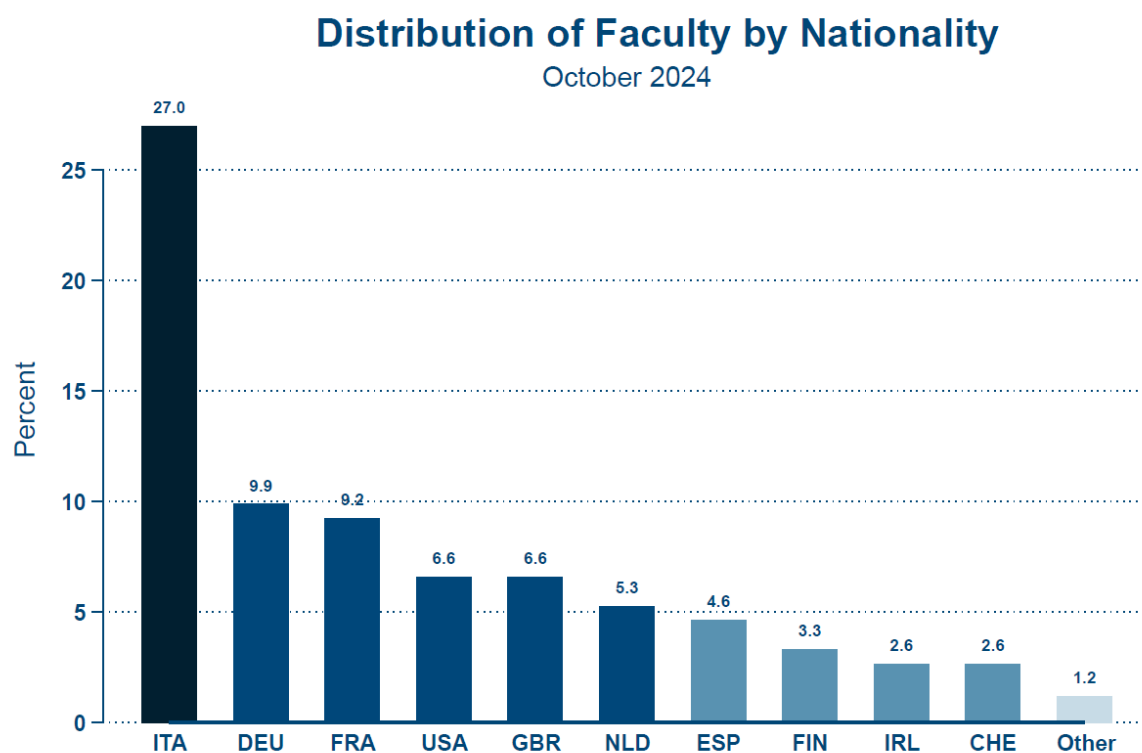


Figure 15. Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender distribution of Faculty

The analysis of Faculty gender distribution immediately reveals that, although the female faculty representation has been steadily increasing over time, it remains far from parity.¹³ As illustrated in Figure 16, women accounted for less than one-third of professors in 2018–2019; this share rose gradually in subsequent years, with a more pronounced increase between 2023 and 2024, reaching approximately 40% in 2024.

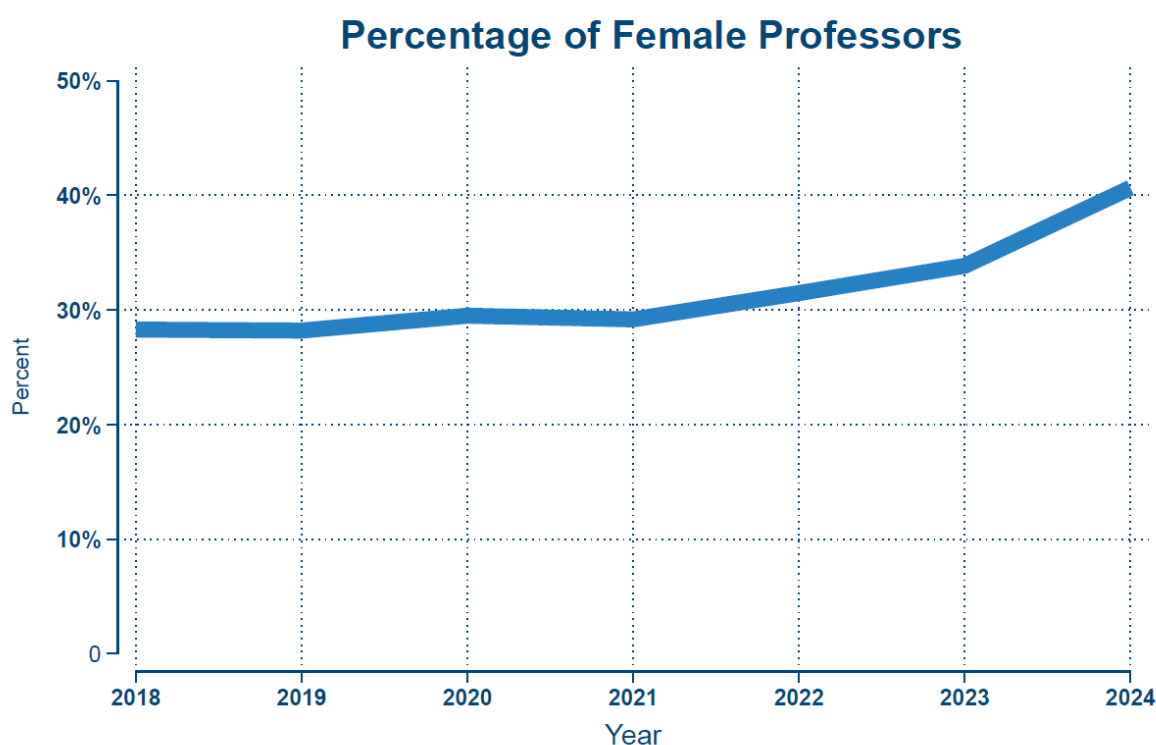


Figure 16. Source: author's elaboration of data from EUI Dashboard (Power BI).

However, a closer look at departmental data reveals that there is important variation in women's representation (Figures 17 and 18). In 2024, the Department of History was the only one where women outnumbered men, whereas the ECO Department recorded the lowest female presence – less than one-third of professors. In spite of these variations, all departments improved the gender balance compared to 2023, with the exception of the History department, where progress stalled but confirmed a positive trend in terms of gender parity.

These percentages should be interpreted with caution in units with small absolute numbers of professors. In these units, year-to-year changes in the share of female faculty may reflect the impact of a limited number of appointments rather than

¹³ Please note that the figures in this section are based on data from the EUI Dashboard (Power BI), which counts multiple nationalities and/or affiliations as separate entries. This includes cases in which individuals hold a Joint Chair, who are therefore counted twice. Hence, the absolute number of observations is likely overestimated.

structural shifts in gender balance. The addition or departure of one professor can produce sizeable percentage variations.

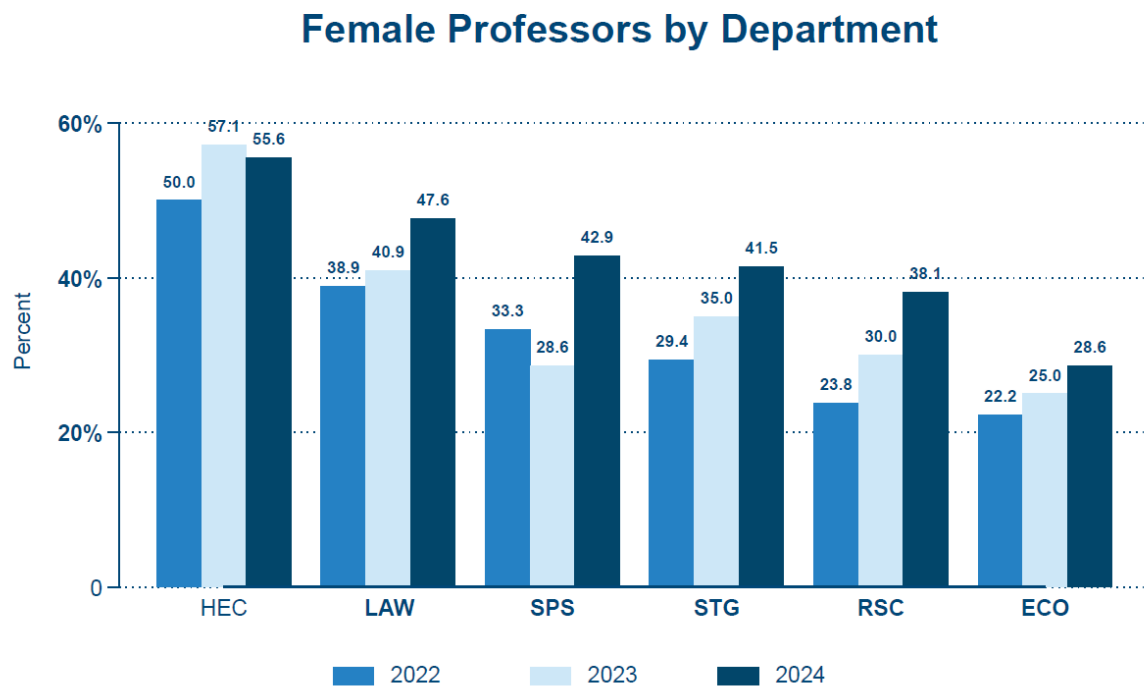


Figure 17. Source: author's elaboration of data from EUI Dashboard (Power BI).

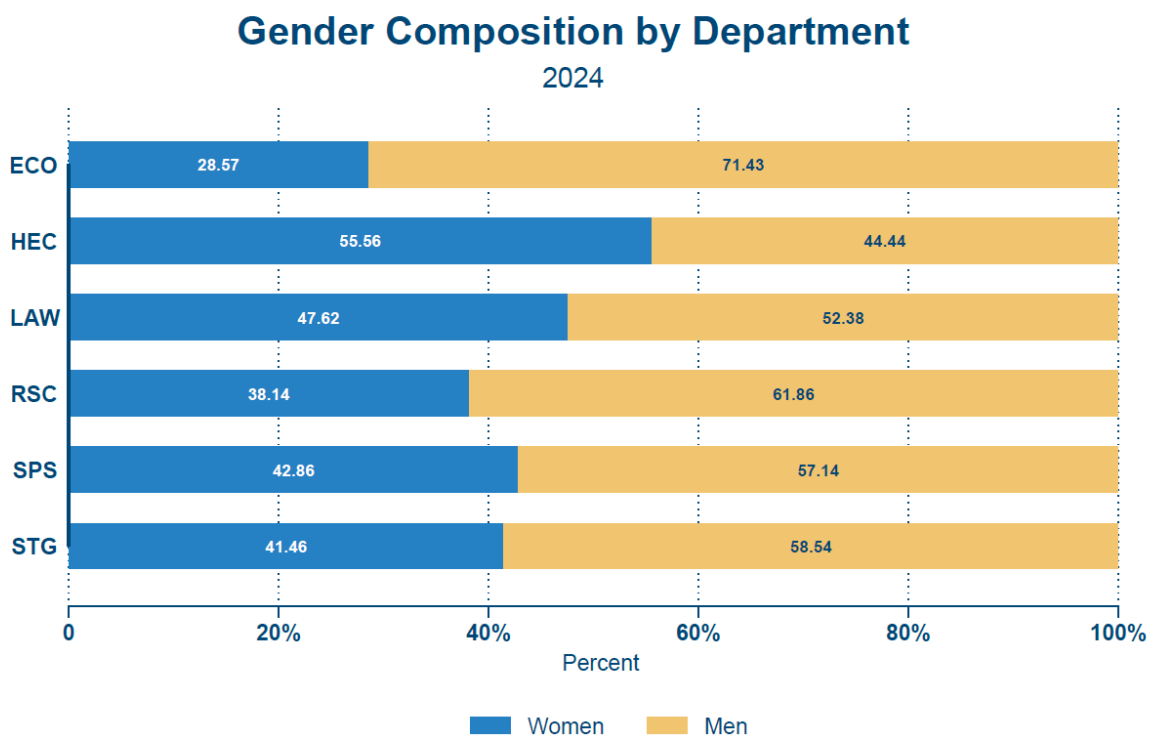


Figure 18. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figure 19 highlights another challenge: the gender stratification of Faculty across contractual categories. Women are strongly over-represented only among part-time assistant professors, where they account for just over 70% of the category. In contrast,

full-time positions are predominantly held by men, who represent roughly two-thirds of professors in these roles. Men also represent the majority of part-time professors.

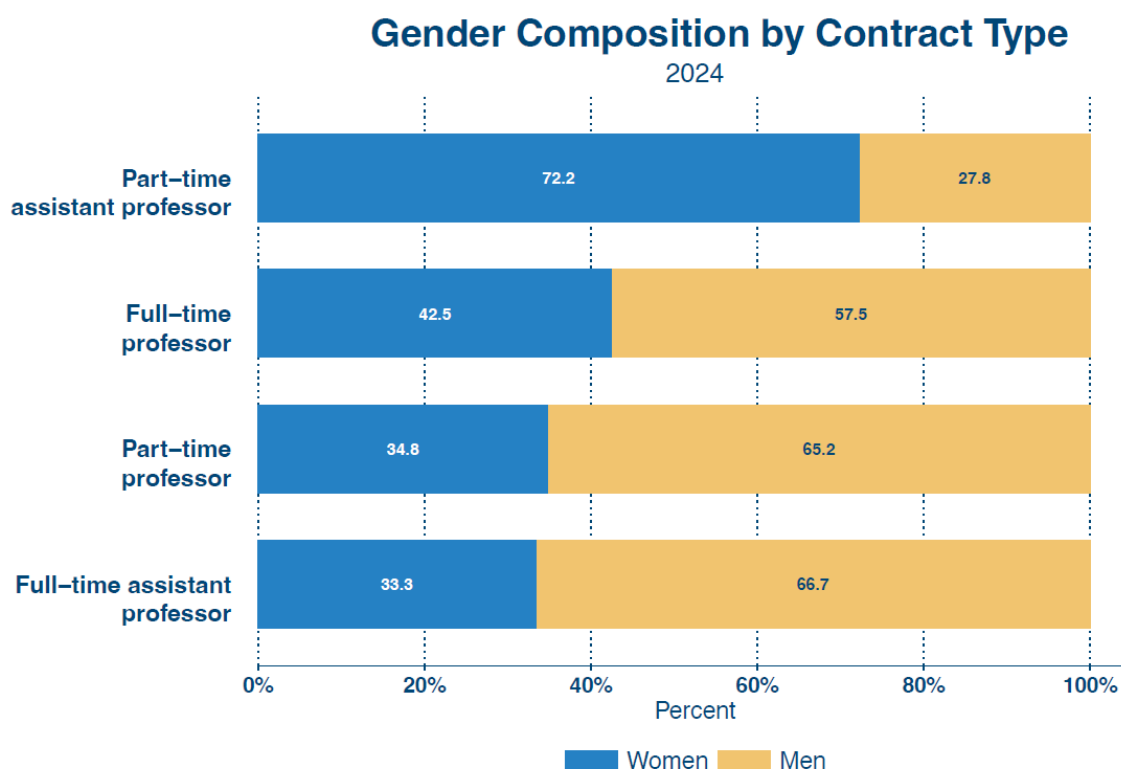


Figure 19. Source: author's elaboration of data from EUI Dashboard (Power BI).

The distribution of female faculty across contractual categories also varies by academic unit. In the Department of History, all part-time professors are women (figure 20).¹⁴ Other departments show even split between female and male part-time professors, with the exception of the Robert Schuman Centre (where women are 40.7% of part-time professors). In contrast, for full-time professors the data shows a more negative picture. Only in Department of Economics and of History are women, respectively, over- or equally represented. In other units, women constitute between 30% and 45% of full-time professors; the Department of Social and Political Sciences shows the lowest proportion of female full-time faculty, with women representing 15% of the total.

¹⁴ Notice that in this graph and in the following tables, part-time assistant professors and full-time assistant professors are included among part-time and full-time professors, respectively.

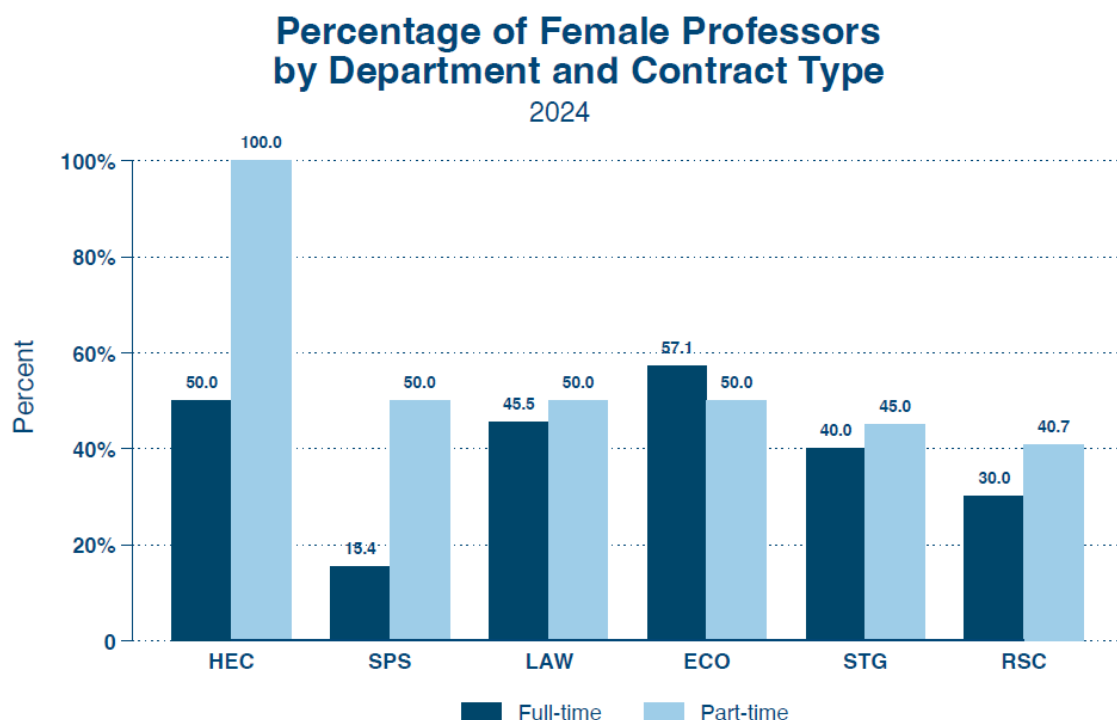


Figure 20. Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender distribution by Academic Unit

Tables 1 to 6 show the number of professors divided by gender and contract category, as of October 2024.¹⁵

Department of Economics (ECO)

The number of female full-time professors shows a comparatively positive trend through years. However, it should be noted that the total number of professors is smaller compared to other units, meaning that the proportional balance is more sensitive to individual appointments and requires continuous monitoring.

Moreover, ECO continues to show persistent gender imbalance at earlier career stages, including among PhD researchers and MRES-ECO applicants.

Key outtake: The department's challenge lies less in current full-time representation and more in sustaining parity over time in relation to professorial roles.

¹⁵ Please note that professors may have multiple affiliations. In these cases, only the first departmental/unit affiliation was considered for the sake of these tables, with two exceptions: in case of first affiliation with the Academy of European Law, it was considered as Department of Law; in the case of first affiliation with the Alcide de Gasperi Research Centre, it was considered as Department of History. There was one case of a faculty member in the Max Weber Programme, who was considered part of the Economics Department. The President and other Assistant Professors in the Office of the President were excluded from this count.

Table 1. Source: author's elaboration of data from the HR Management System (Dolphin)

ECO	Women	Men	Total	%Women
Full-Time	3	6	9	33.3%
Part-Time		5	5	0.0%
Total	3	11	14	21.4%

Department of History (HEC)

HEC remains the only department where women outnumber men across the faculty overall. Women are strongly represented among part-time professors. Full-time positions show a more balanced distribution than in most other units.

That said, the report indicates that progress stalled between 2023 and 2024, suggesting that earlier gains may not automatically continue.

Key outtake: HEC represents a relative best-practice case in terms of faculty gender balance, but continued attention is needed to consolidate parity at senior and permanent levels.

Table 2. Source: author's elaboration of data from the HR Management System (Dolphin)

HEC	Women	Men	Total	%Women
Full-Time	6	6	12	50.0%
Part-Time	3	2	5	60.0%
Total	9	8	17	52.9%

Department of Social and Political Sciences (SPS)

SPS presents a case of internal stratification, where representation is balanced in Part-time positions, yet full-time professorships remain overwhelmingly male with women accounting for a small minority.

Key outtake: Data fluctuation throughout the years and the statistics for 2024 indicates that access to permanent senior positions is seemingly structurally constrained for women.

Table 3. Source: author's elaboration of data from the HR Management System (Dolphin).

SPS	Women	Men	Total	%Women
Full-Time	5	9	14	35.7%
Part-Time		1	1	0.0%
Total	5	10	15	33.3%

Department of Law (LAW)

LAW shows a moderately balanced overall faculty composition, with steady improvements over time. Part-time positions are relatively evenly distributed between women and men. Full-time professorships remain majority-male,

Key outtake: LAW appears to be on a path towards gender parity, but further effort is needed to ensure that gender balance extends fully to permanent roles.

Table 4. Source: author's elaboration of data from the HR Management System (Dolphin).

LAW	Women	Men	Total	%Women
Full-Time	5	6	11	45.5%
Part-Time	5	5	10	50.0%
Total	10	11	21	47.6%

Robert Schuman Centre (RSC)

RSC displays a persistent male majority across faculty positions. Women represent a minority among full-time professors. Their presence among part-time professors is also comparatively lower than in other units.

Key outtake: In spite of a moderately consistent increase in female representation throughout the years, RSC faculty remains male-dominated. Given RSC's size and institutional visibility, it represents a strategic unit for targeted actions.

Table 5. Source: author's elaboration of data from the HR Management System (Dolphin).

RSC	Women	Men	Total	%Women
Full-Time		6	6	0.0%
Part-Time	20	37	57	35.1%
Total	20	43	63	31.7%

Florence School of Transnational Governance (STG)

Whereas at the student level, STG consistently achieves near gender parity, constituting a benchmark among master programmes, this balance is not reflected in faculty composition, where men continue to represent the majority, particularly in full-time positions.

Key outtake: STG demonstrates that gender-balanced recruitment is achievable at student level, but this success does not automatically translate into faculty parity. This

discrepancy suggests the need to examine whether this is due to established recruitment practices.

Table 6. Source: author's elaboration of data from the HR Management System (Dolphin).

STG	Women	Men	Total	%Women
Full-Time	5	6	11	45.5%
Part-Time	9	16	25	36.0%
Total	14	22	36	38.9%

Part-time Professors: Full-time Equivalent

The data highlights the extent of part-time engagement among faculty and its gender distribution – considering both professors and assistant professors:

February 2024:

- 67 part-time professors - 26 women, 41 men¹⁶ - worked a combined full-time equivalent (henceforth: FTE)¹⁷ of 24.83, equivalent to nearly 25 full-time positions.
- Women FTE: 8.43; Male FTE: 16.40 (Table 7).

Table 7. Source: author's elaboration of data from EUI Dashboard (Power BI).

Ref. Date	N Women	N Men	N Total	Female FTE	Male FTE	Total FTE
Feb-24	26	41	67	8.43	16.40	24.83
Oct-24	39	49	88	11.87	19.57	31.43

October 2024:

- the number of part-time professors increased to 88 (39 women, 49 men) with an overall FTE of 31.43 equivalent to more than 31 full-time positions.
- Female FTE: 11.87; Male FTE: 19.57.

The increase in part-time appointments between February and October may indicate a growing reliance on flexible contracts.

The difference in total FTE between genders reflects the higher number of male professors (figure 21),¹⁸ not significant differences in working hours.

¹⁶ The calculations of this section are based on data from EUI Dashboard (Power BI). Therefore, there might be discrepancies with the absolute numbers. See footnote 15.

¹⁷ The full-time equivalent is a statistic of the hours worked by an employee, regardless of whether the contract is full-time, part-time, or temporary. A person with FTE = 1 is a person working full-time (typically, 40 hours per week). A person with FTE lower than 1 works less than full-time.

¹⁸ Notice that in this graph and in the following tables, part-time assistant professors and full-time assistant professors are included among part-time and full-time professors, respectively.

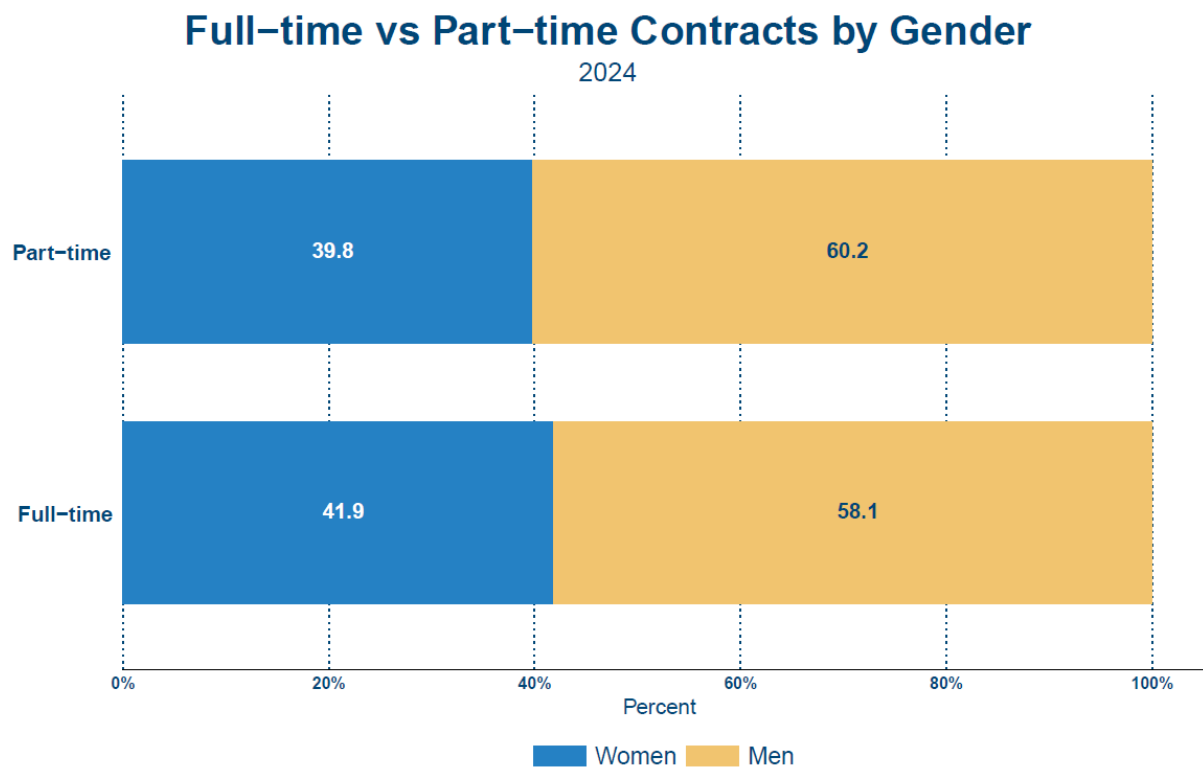


Figure 21. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figure 22 confirms that the average individual FTE is relatively similar between genders, suggesting parity in workload among part-time faculty.

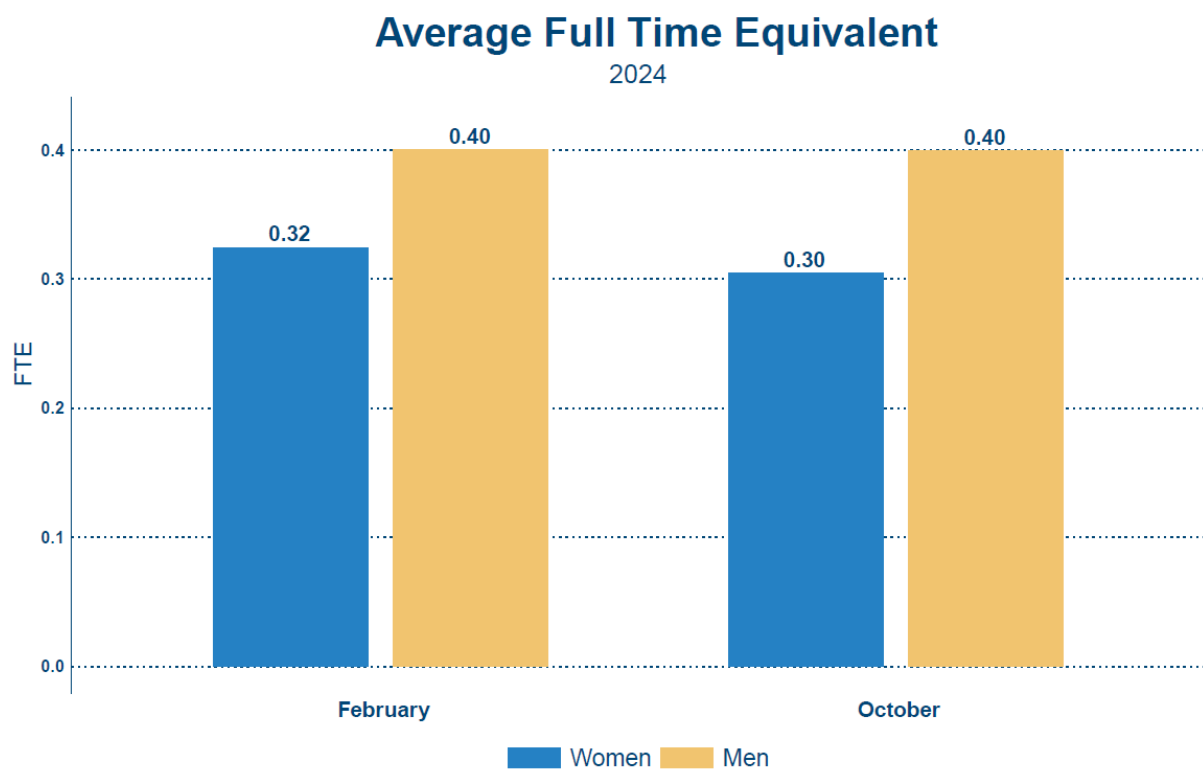


Figure 22. Source: author's elaboration of data from EUI Dashboard (Power BI).

Professors Emeriti

As of October 2024, there were 10 Professors Emeriti affiliated with the EUI (table 8). One-third of them is Italian, while the remaining Professor Emeriti represent a wide range of nationalities, as shown in table 9.

Table 8. Source: author's elaboration of data from EUI Dashboard (Power BI).

Department	Women	Men	Total
LAW	1	3	4
HEC	2	1	3
SPS	1	1	2
RSC	1	0	1

Table 9. Source: author's elaboration of data from EUI Dashboard (Power BI).

Nationality	Women	Men	Total
Italy	1	2	3
Switzerland	1	1	2
Great Britain	2	0	2
Australia	0	1	1
Ireland	1	0	1
Germany	0	1	1

Vacancies for Professors

The data shows an interesting dynamic between applications and hiring outcomes:

The majority of applications for professor vacancies in 2024 were submitted by men (figure 23) indicating a gender imbalance in the applicant pool; despite the imbalance, 60% of the newly hired professors were women suggesting that recruitment processes favoured gender diversity.

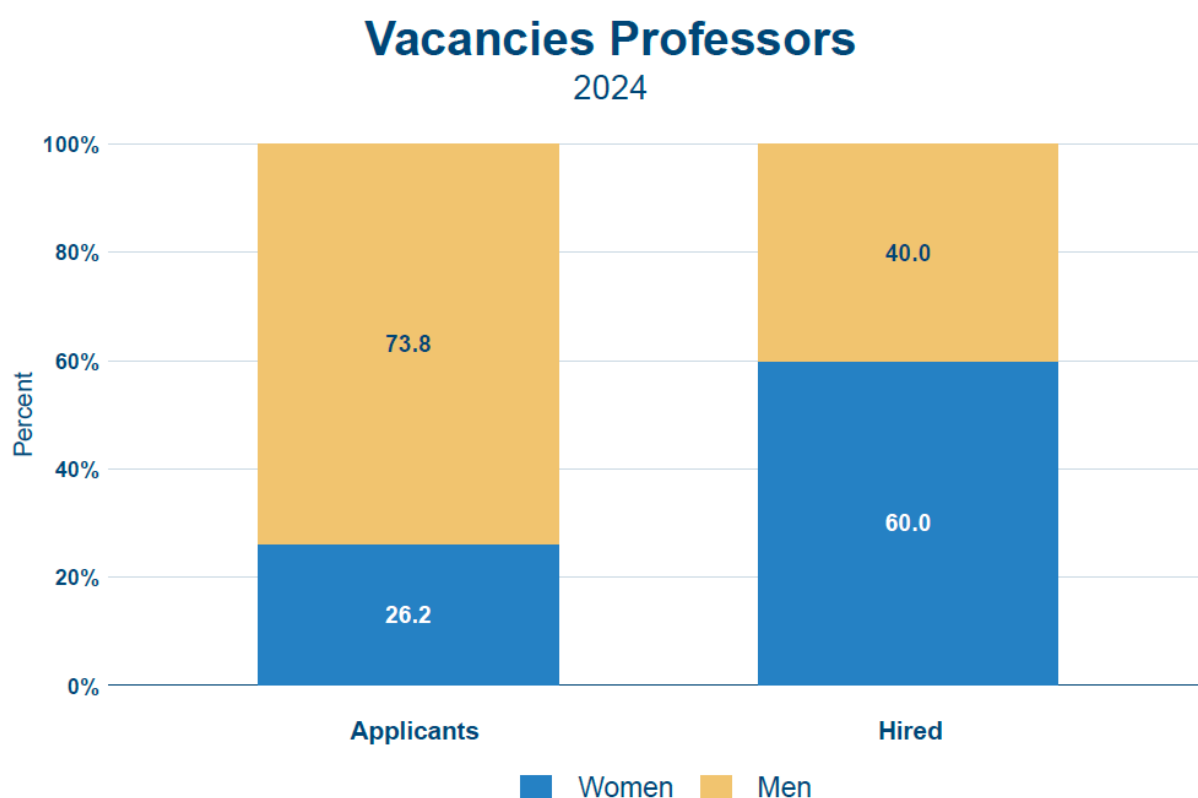


Figure 23. Source: author's elaboration of data from EUI Dashboard (Power BI).

Final observations on Faculty data

- Faculty composition remains structurally imbalanced by gender, despite gradual improvement. Women now represent approximately 40% of faculty, up from less than one-third in previous years.
- Part-time faculty: the trend is reflected also in part-time professor positions, with the exception of part-time assistant professors who are predominantly women.
- Progress is uneven across departments:
 - **ECO**: lowest female representation overall, especially at early-career stages; full-time professorships relatively balanced, but long-term parity remains to be achieved.
 - **HEC**: strong female presence in part-time roles; full-time posts relatively balanced. Continuous monitoring required.
 - **SPS**: balanced part-time roles but full-time faculty results heavily male-dominated.
 - **LAW**: overall composition is balanced with part-time roles split evenly but full-time positions still see a majority of men.
 - **RSC**: persistent male majority in both part-time and full-time roles, female representation improving slowly but remains low.
 - **STG**: faculty remains male-majority, particularly full-time positions.
- Nationality remains largely European, with Italians forming the largest group.

Key takeaway: continuous monitoring necessary where there is gender balance; review processes to ensure gender balance is achieved across all Academic Units.

Researchers

This section analyses the composition of doctoral researchers at the EUI, across the four departments.¹⁹ The number of applications for the doctoral programs at the EUI remained relatively stable over the last three years, although it peaked in 2024 with 1,359 applications and 109 admissions (figure 24).²⁰

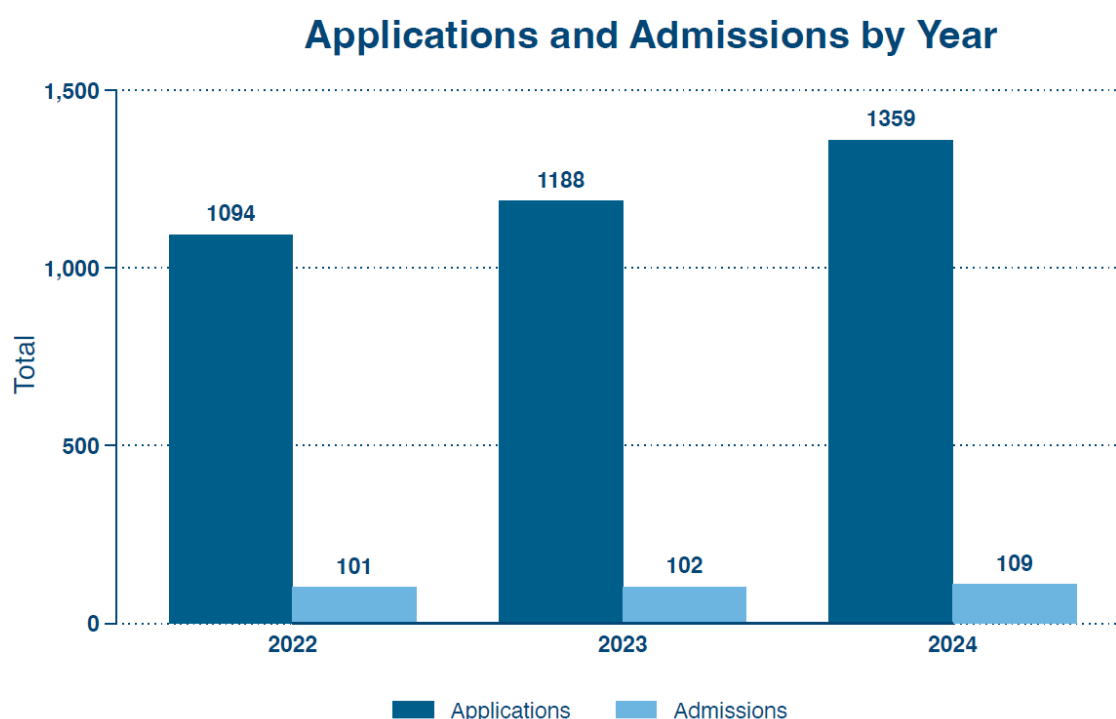


Figure 24. Source: author's elaboration of data from Osiris.

Distribution of Researchers by Nationality

The data of applications and admissions reveals a strong concentration of applications among a few countries (figure 25), with Italy leading by a wide margin in 2024, followed by Pakistan and Germany in terms of applications²¹.

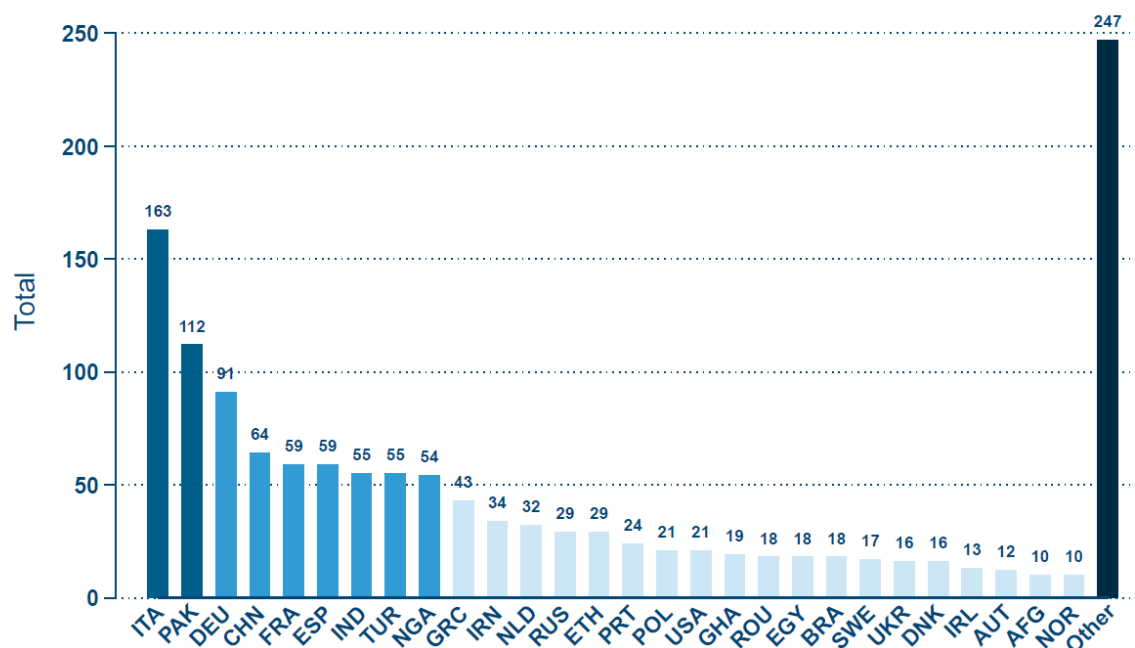
¹⁹ Department of Social and Political Sciences (SPS), Department of Economics (ECO), Department of Law (LAW), Department of History (HEC).

²⁰ Please note that these numbers are based on complete data from Osiris. Observations with missing information on nationality and/or gender have been dropped.

²¹ Notice that, while EUI contracting states are exclusively EU Member States, there are scholarships reserved for other nationalities (European University Institute, "Doctoral Programmes."). Moreover, candidates with double nationalities or who have pursued education in a contracting state can sometimes be eligible for funding. This explains the significant presence of non-EU nationals among PhD researchers.

Total Applications by Nationality

2024



Source: author's elaboration of data from Osiris.

However, this pattern does not translate into admissions, which remain in single digits for most countries. This discrepancy should not be interpreted as a reflection of the quality of applications, which is largely driven by structural factors, such as the availability of scholarships by funding country and the varying application volumes – which influence selection outcomes.

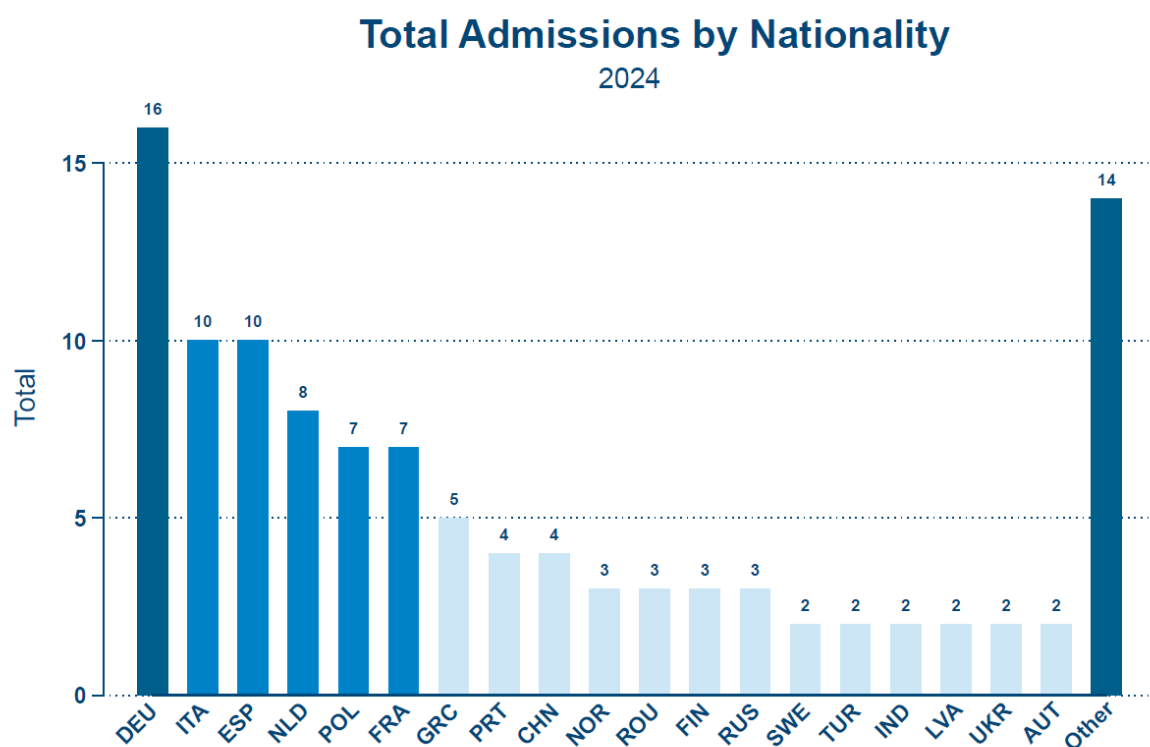


Figure 25. Source: author's elaboration of data from Osiris.

Figure 26 highlights that the application outcome is highly dependent on the grant authority. In 2024, one-third of applicants were admitted from Poland, - the most successful origin country - followed by The Netherlands and Germany.

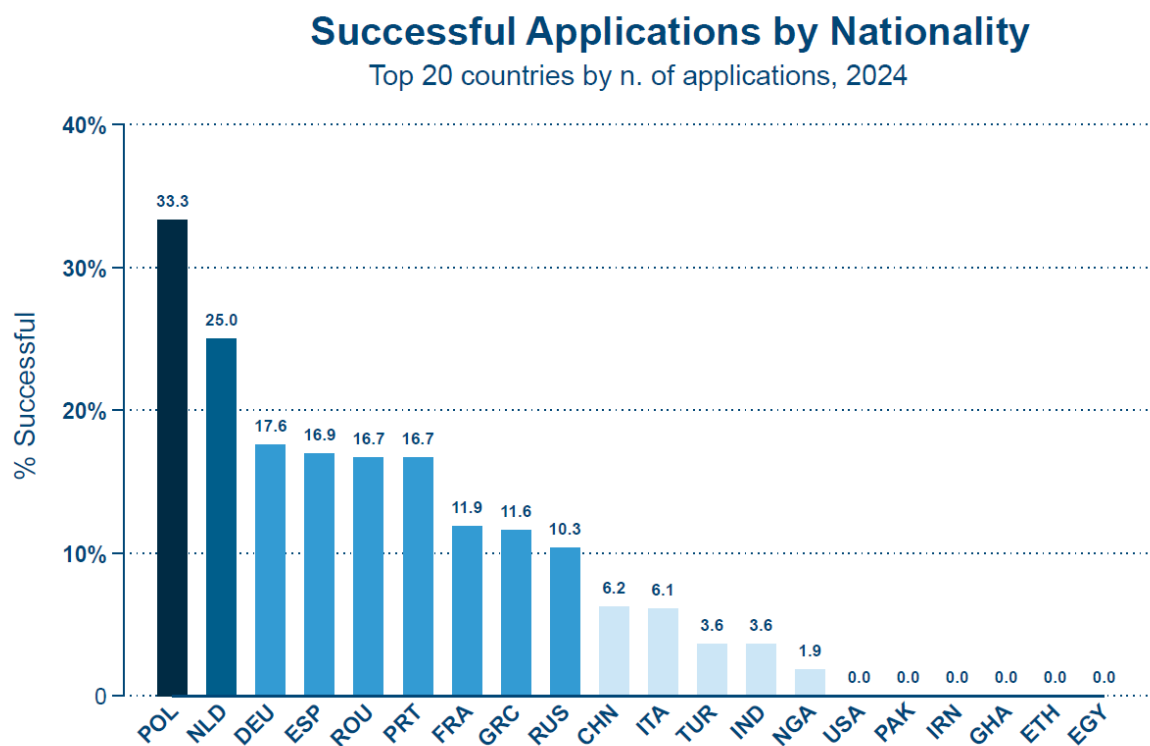


Figure 26. Source: author's elaboration of data from Osiris.

Enrolled researchers are highly international, but the data confirms the strong presence of European nationals (figure 27). In 2024, Germany was the most represented country, accounting for nearly 15% of all researchers. Italy, Spain, and The Netherlands followed, with a share that went from roughly 7% to 9% of all PhD programs enrolments.

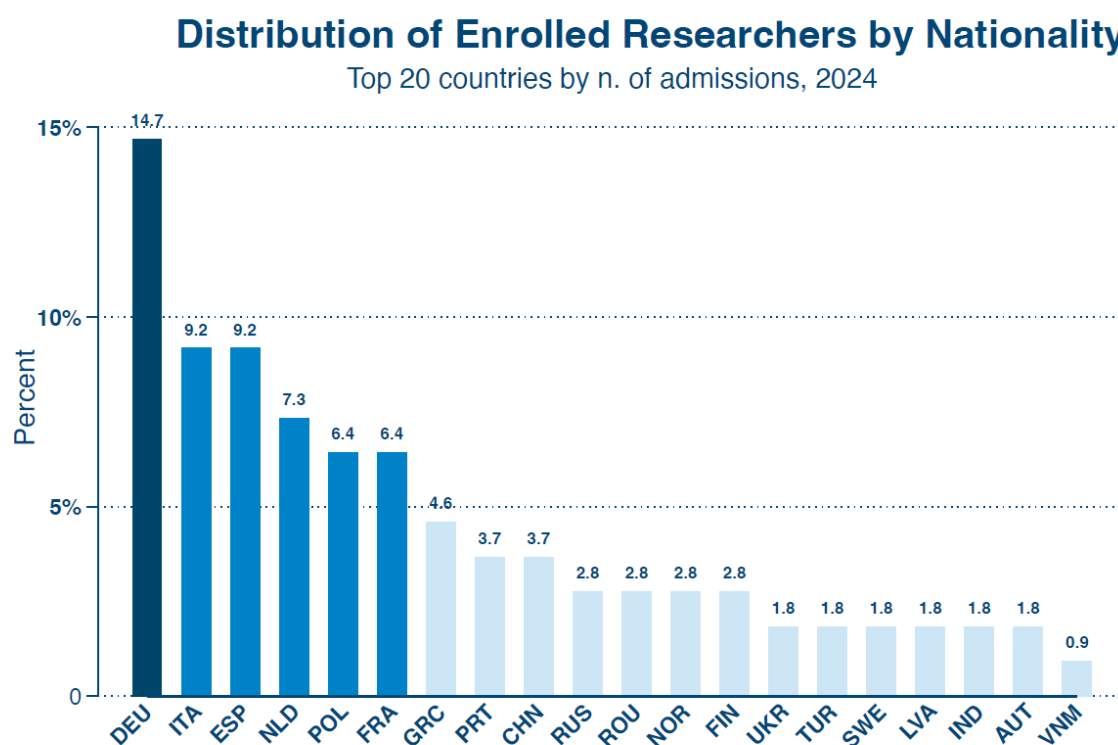


Figure 27. Source: author's elaboration of data from Osiris.

Indeed, EU Member States consistently represent the largest share of enrolled researchers through the years, accounting for around 60–65% of the total (figure 28).²² However, the composition has slightly changed over the years, with a noticeable increase in admissions from Western Balkan countries.

²² Widening countries are the EU Member States Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia and Slovenia (European University Institute, “Widening Countries.”) Widening countries are those considered to be low performing in Research & Innovation, as defined by Horizon Europe (see European Parliament and Council, *Regulation (EU) 2021/695*, art. 2(17).)

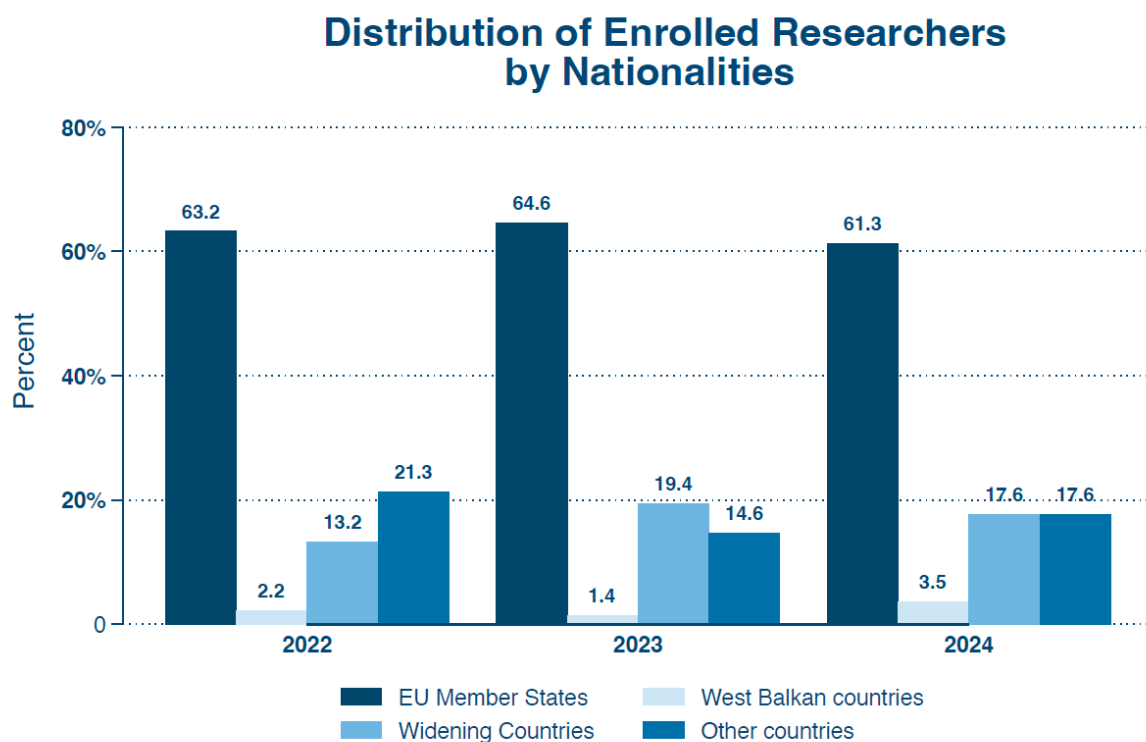


Figure 28. Source: author's elaboration of data from EUI Dashboard (Power BI).

Distribution of Researchers by Department

The success rate of applications for PhD programmes varies significantly by department. The Department of Social and Political Sciences (SPS) was the most competitive in 2024 – with a success rate below 5% – driven by an extremely high number of applications and only 24 admissions (figure 29).

The Department of History had the highest success rate in 2024 – almost 15% while the Department of Law enrolled the largest number of researchers.

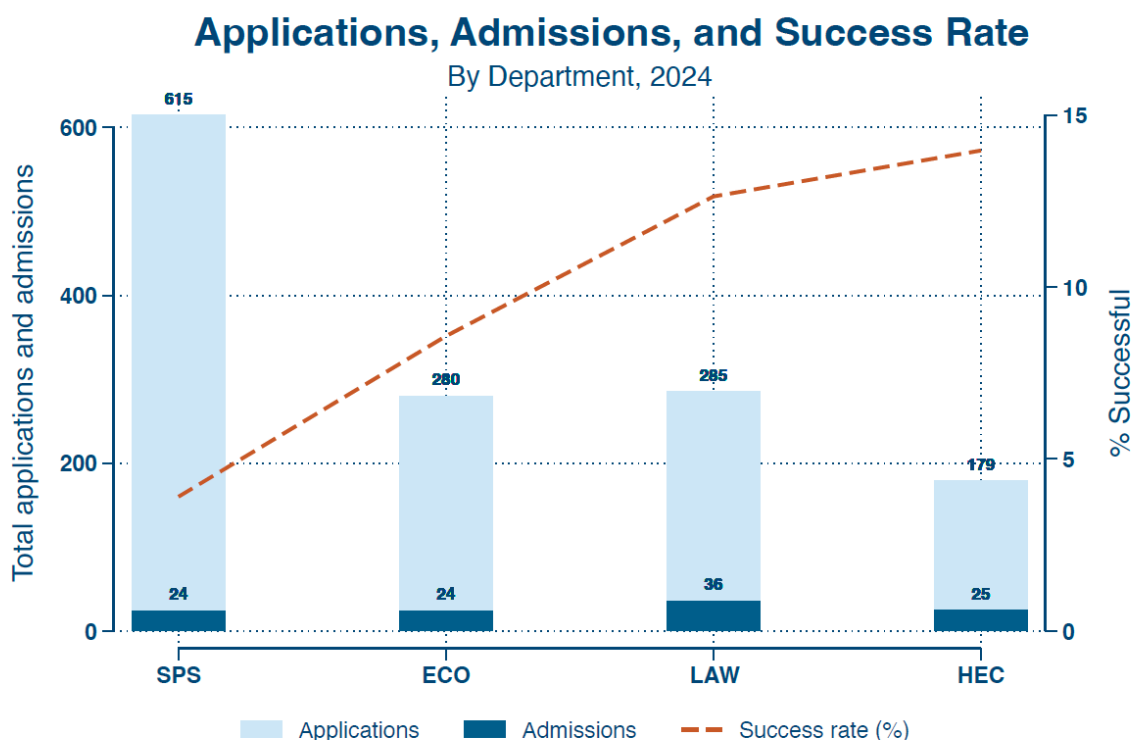


Figure 29. Notice that the left axis reports the absolute number of applications and admissions, and the right axis the success rate (in percentage terms). Source: author's elaboration of data from Osiris.

Gender distribution trends

Women had higher success rates than men in all departments except Economics (ECO), where male candidates had a slight advantage (figure 30). The gender gap is especially pronounced in the Department of Law (LAW), where almost 17% of women's applications resulted in enrolment compared to 8.5% for men. Selection processes appear equitable or even favourable to women, although ECO presents a persistent imbalance.

Successful Applications by Gender and Department

2024

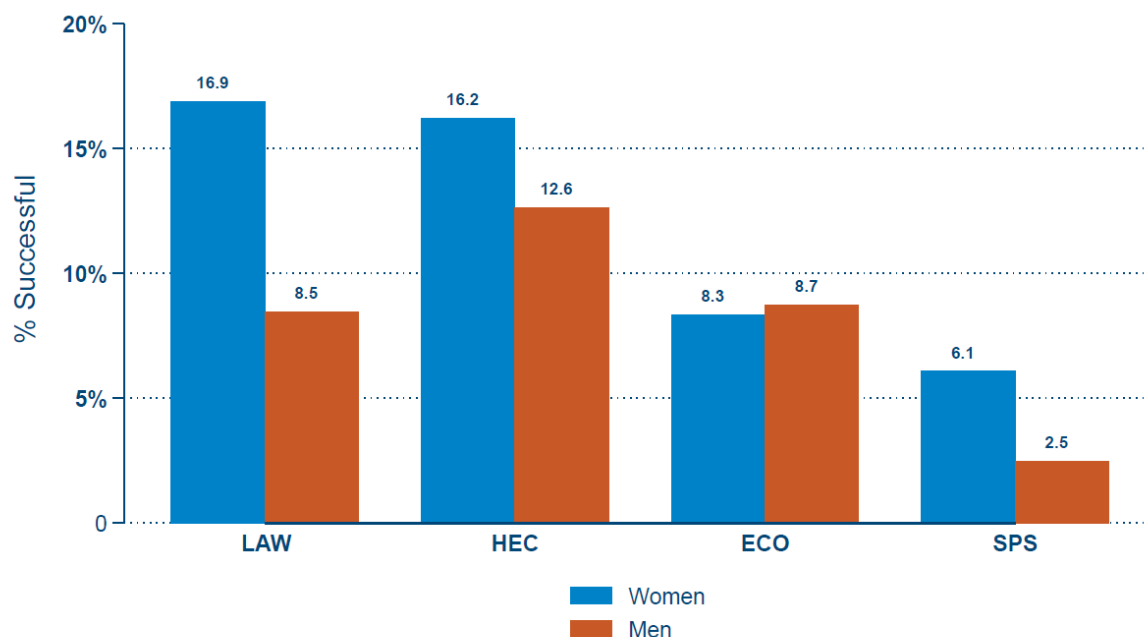


Figure 30. Source: author's elaboration of data from OSIRIS.

Gender Distribution of Researchers

The data show an overall increase in female representation, culminating in 2024. Until 2021, men were the majority among enrolled researchers (around 45%). women's representation exceeded 50% in 2022, declined in 2023 and reached its highest level in 2024. The trend suggests that recent recruitment and selection practices may be contributing to improved gender balance. It should also be noted that funding mechanisms and scholarship allocated by country may indirectly influence gender distribution.

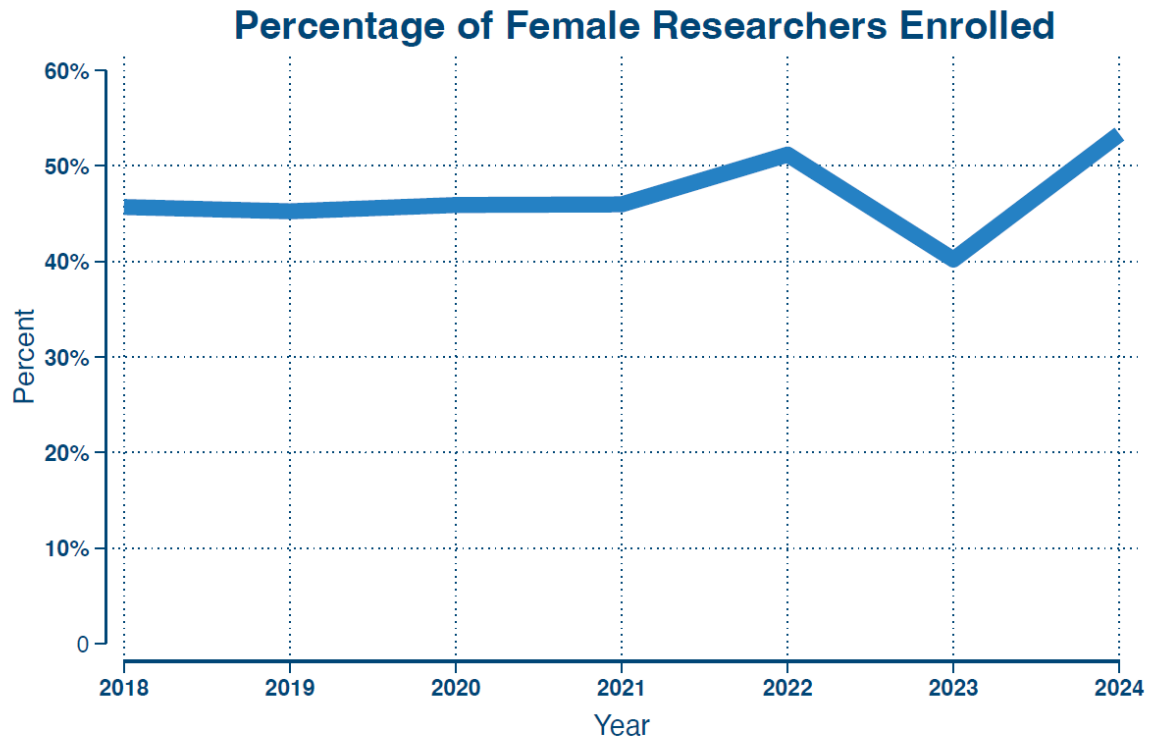


Figure 31. Source: author's elaboration of data from EUI Dashboard (Power BI).

However, persistent imbalances in terms of gender distribution remain across departments (figure 32).

- ECO remains a critical outlier with consistently low female representation (around one-third of researchers).
- SPS and Law show higher and increasing shares of women, particularly in 2024, when women represented a clear majority of researchers in both departments.
- History rates have fluctuated, with the (female share higher than 50% in 2022; decline in 2023; partial recover in 2024). This variability in History indicates that progress is not linear and may depend on specific hiring cycles or candidate pools.

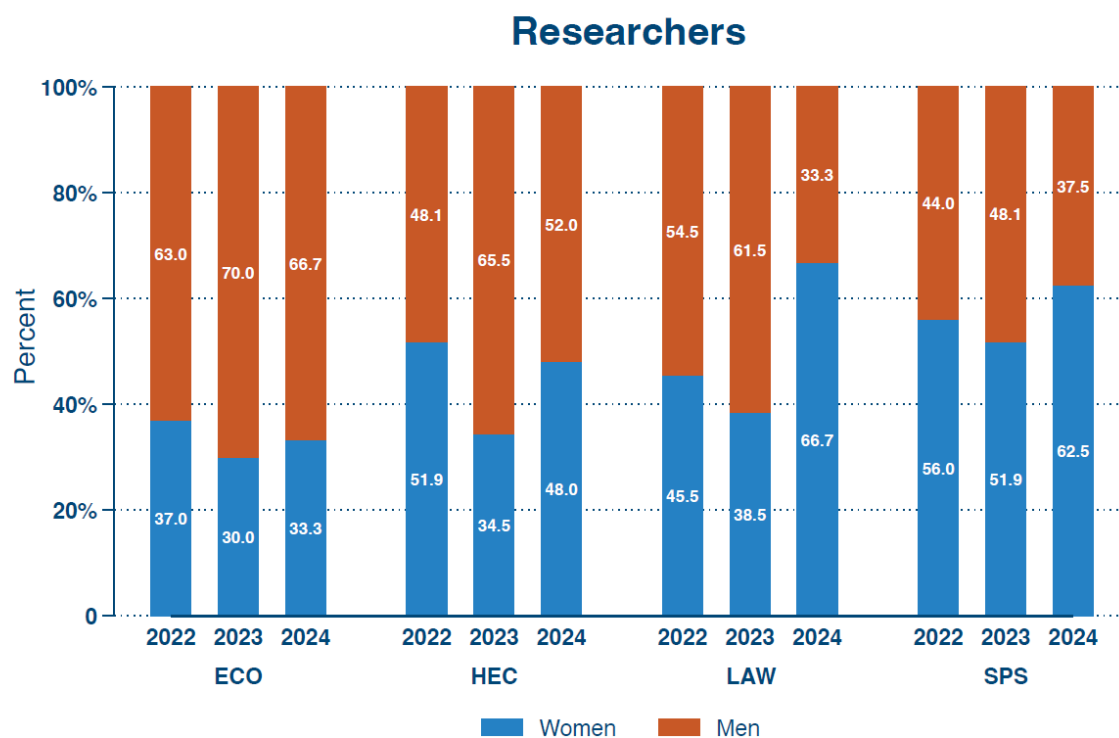


Figure 32. Source: author's elaboration of data from Osiris.

Department of Economics (ECO)

Between 2022 and 2024, women accounted for a smaller share of both applications and admissions, suggesting a persistently higher interest and success rate among male applicants (figure 33).

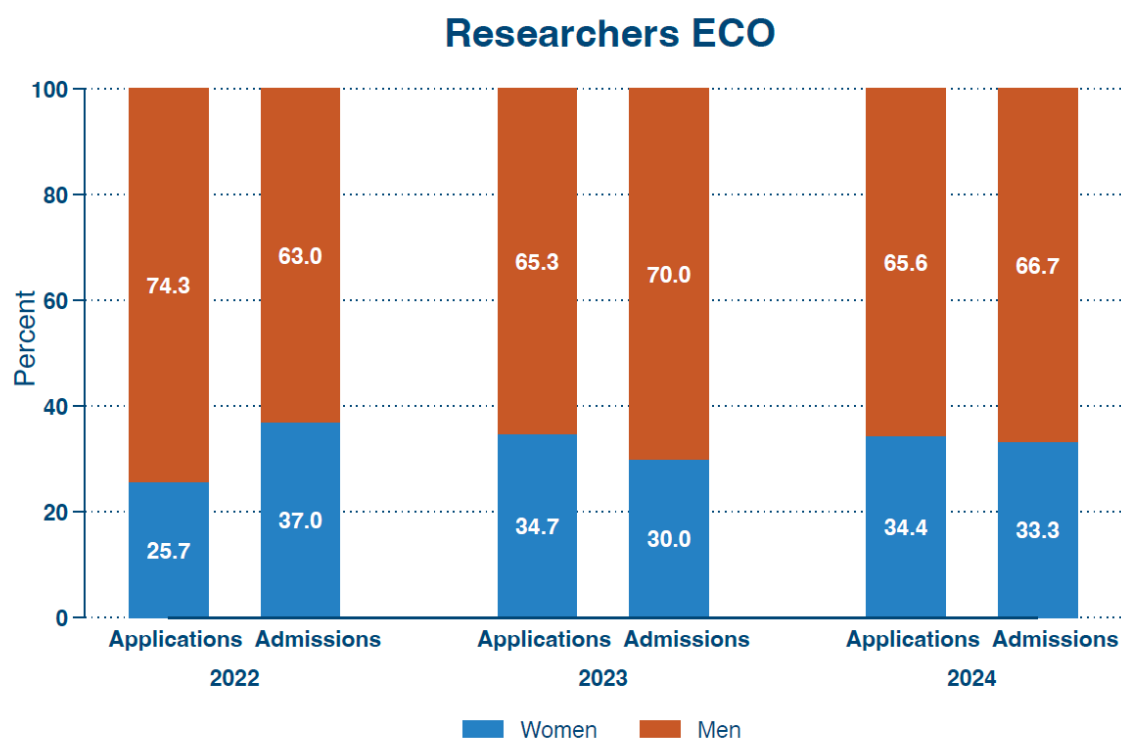


Figure 33. Source: author's elaboration of data from Osiris.

Department of Social and Political Sciences (SPS)

In SPS, women consistently formed a majority among enrolled researchers across all years, particularly in 2024, despite men submitting more applications (figure 34).

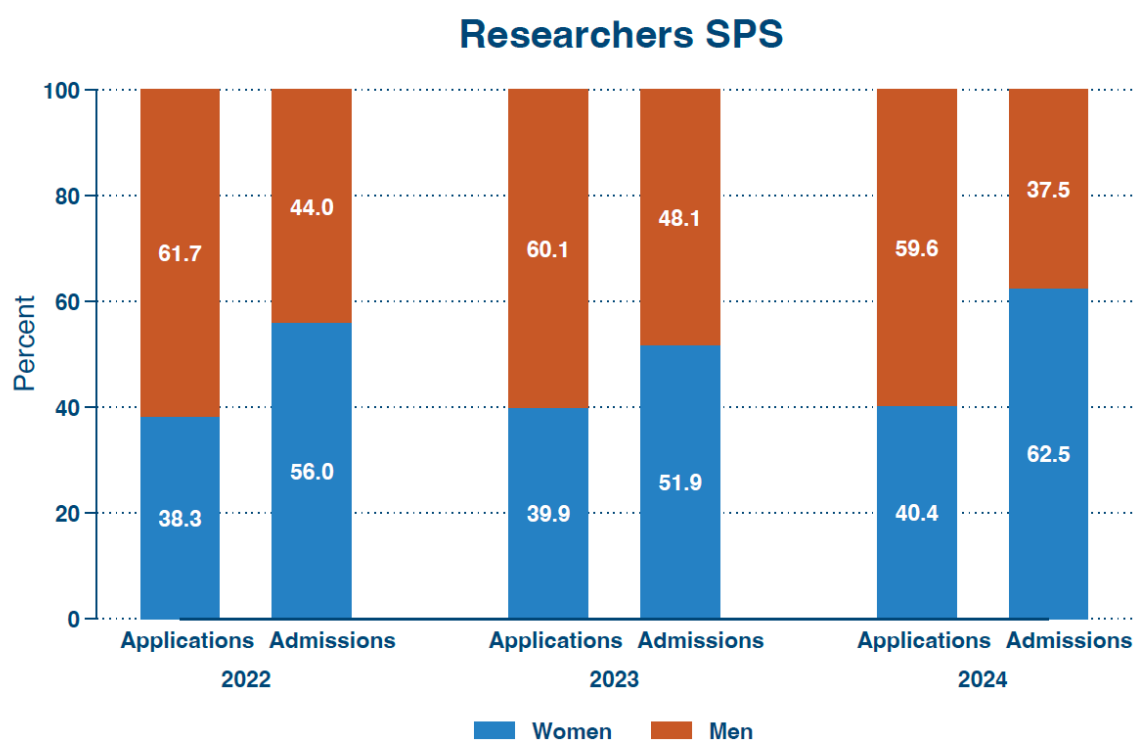


Figure 34. Source: author's elaboration of data from Osiris.

Department of History and Civilization (History)

History generally shows gender balance or slight female advantage in admissions relative to applications (figure 35). However, in 2024, men outnumbered women in both applications and enrolments. The reversal in 2024 could be possibly linked to specific hiring cycles.

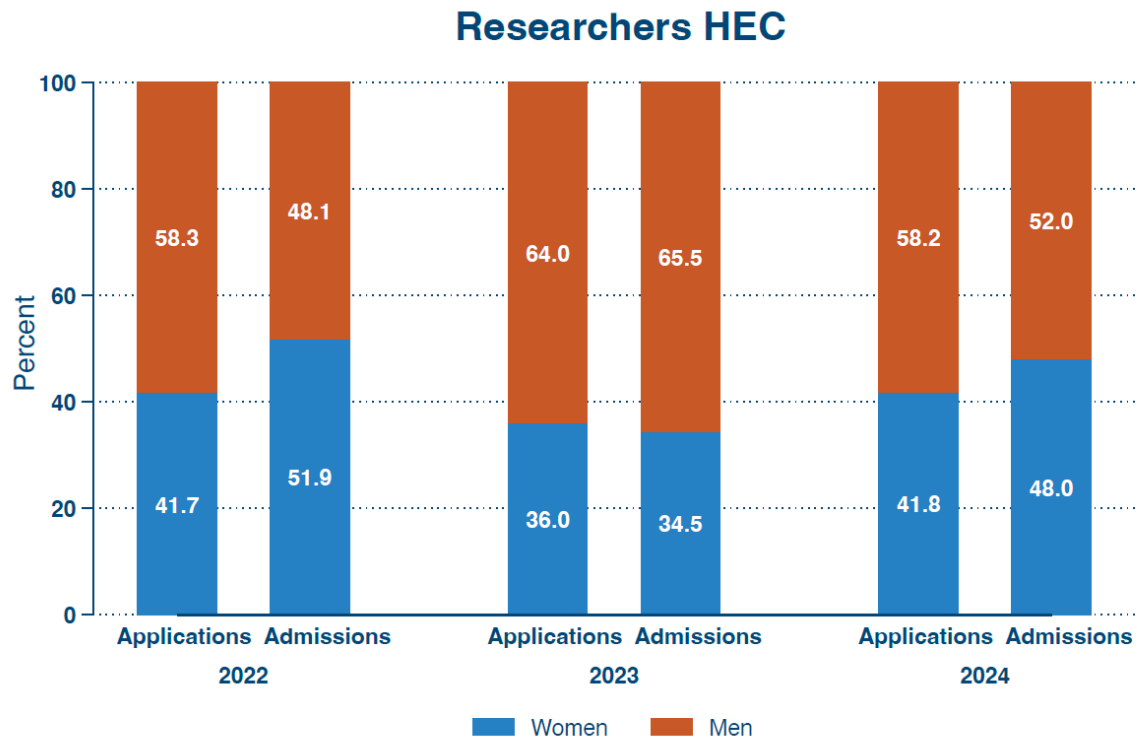


Figure 35. Source: author's elaboration of data from Osiris.

Department of Law (LAW)

Gender representation in Law has markedly improved (figure 36). In 2024, women accounted for half of the applications, and over two-thirds of the enrolled researchers.

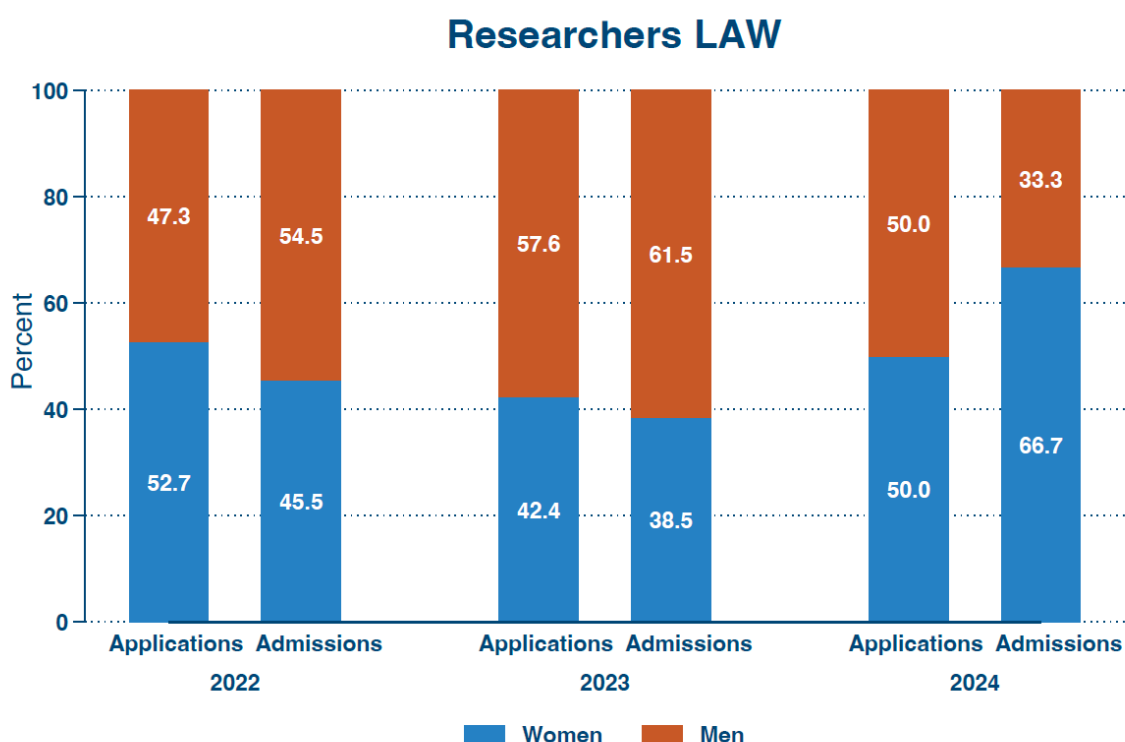


Figure 36. Source: author's elaboration of data from Osiris.

Parental Education Level of Researchers

Figure 37 shows the share of enrolled researchers who report having at least one parent or guardian with completed university education, disaggregated by year, department, and gender.²³ Percentages are calculated within each gender,²⁴ allowing comparisons across departments and overtime.

Across departments, a large majority of enrolled researchers report at least one university-educated parent, suggesting limited socio-economic diversity among cohorts.

Looking at departmental contrasts, SPS registers the highest shares of parental university education, with a marked significant increase compared to previous years. ECO displays an opposite trend, and, by 2024, records the lowest number of researchers with university-educated parents/guardians.

Percentages are computed within gender, enabling comparisons. In several departments, women's share of having at least one parent with university education is equal to or higher than men's, suggesting similar or greater parental educational background among enrolled female researchers. The pattern suggests a strong

²³ Notice that the statistics in this section are computed exclusively for admitted researchers. The data was collected during the 2022, 2023, and 2024 admission processes.

²⁴ I.e., female and male shares do not sum to 100.

pipeline effect: applicants with higher parental education may be more likely to apply and succeed in admissions, especially in departments with competitive selection.

Because the metric is “at least one parent,” it does not differentiate between single-parent and dual-parent education, nor does it detect other socio-economic indicators (e.g. occupation, income, first-generation status).

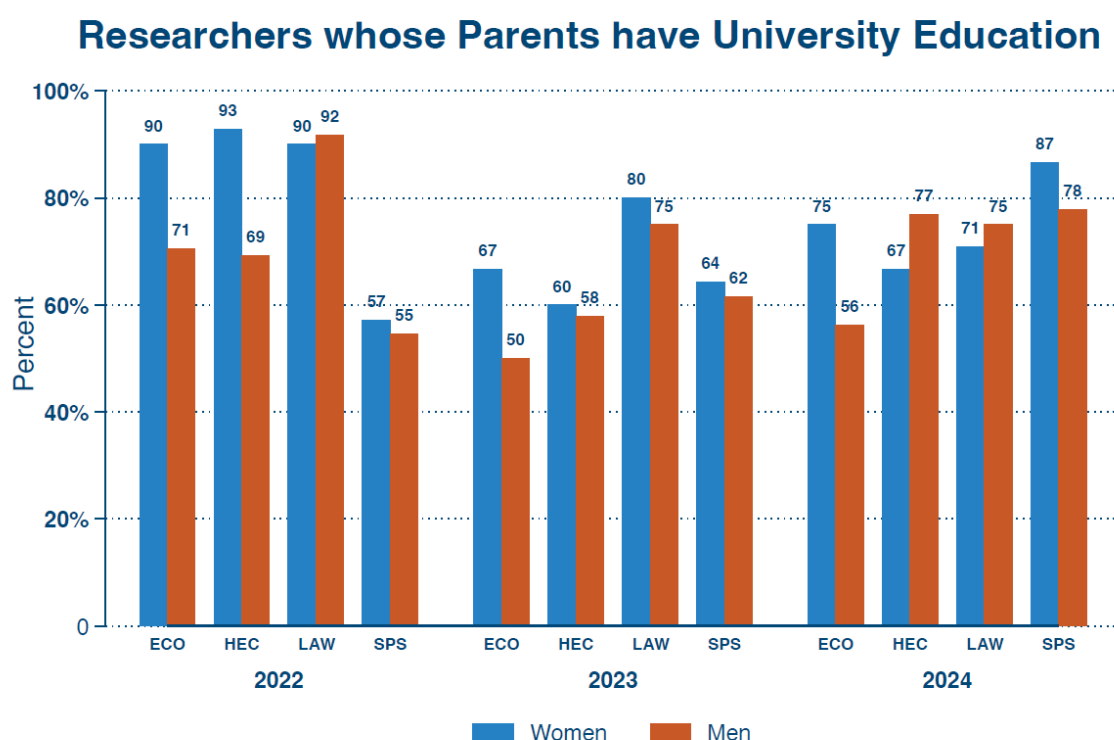


Figure 37. Source: author's elaboration of data from Osiris.

Researchers at risk of Ethnic and Racial Disadvantage

Figure 38 reports, by gender and year, the percentage of admitted researchers²⁵ who declared having felt at risk of disadvantage on ethnic or racial grounds.²⁶

Shares remain below 10% across all groups and years.

In 2023, men report higher prevalence (8.2%) than women (2.8%). In 2024, the pattern reverses, with a higher share of women (4.5%) than men's (2.4%).²⁷

Because numbers are not representative, this data should be interpreted with caution. Despite low reported rates, the change across years suggests experiences of perceived risk vary over time and may be cohort-specific or related to climate factors.

²⁵ Notice the statistics in this section are computed exclusively for admitted researchers. The data was collected during the 2023 and 2024 admission processes.

²⁶ The survey question investigating risk of disadvantage admits several categories (including “NA” and “NOTSAY”); all of these are treated as missing for simplicity.

²⁷ These percentages should be interpreted with caution, as the number of researchers positively replying to the question on perceived risk of disadvantage is very low.

Given the Eurocentric composition of enrolled researchers, the visibility and reporting of ethnic/racial disadvantage may be understated. These baseline indicators should be integrated with climate assessment tools data (e.g. focus groups) that can help contextualise these quantitative signals.

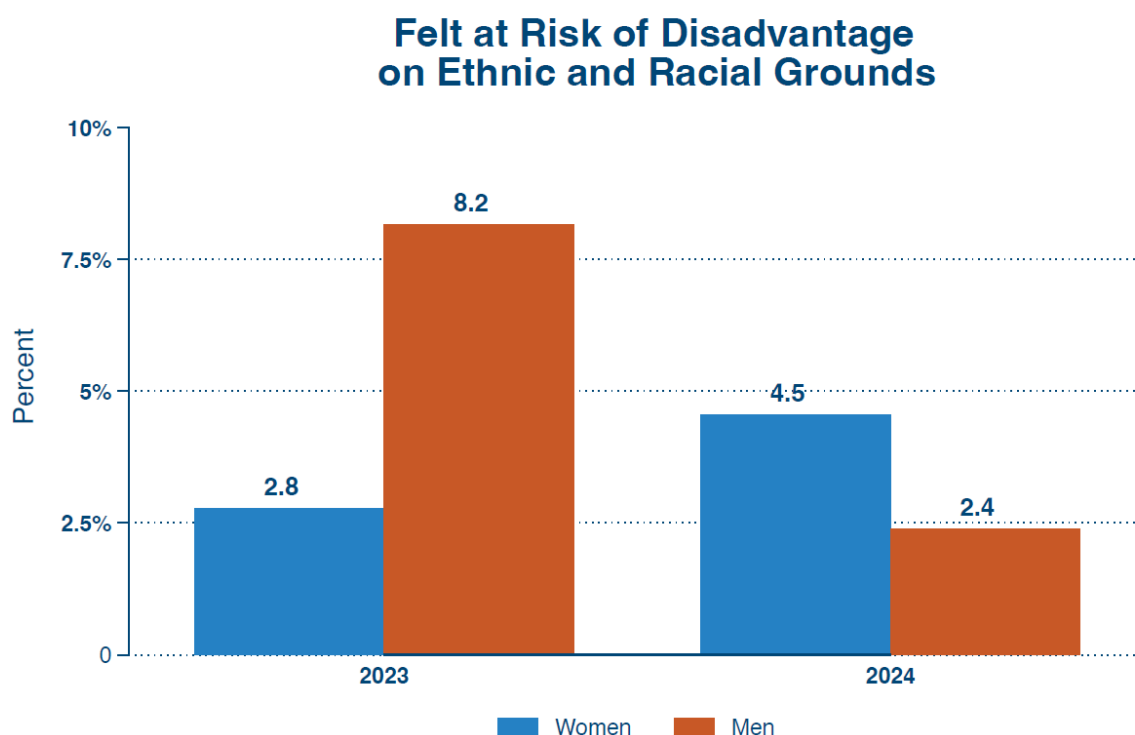


Figure 38. Source: author's elaboration of data from Osiris.

Final observations on researchers' data

- Doctoral researchers are highly international but still predominantly European. Gender balance has improved markedly, with women forming a majority of enrolled researchers in 2024. Selection outcomes generally favour women, even in departments where men dominate applications.
- However, significant departmental disparities persist. ECO remains a consistent outlier with low female representation among both applicants and admitted researchers, while LAW and SPS show strong female majorities. Socio-economic diversity is limited: most researchers report at least one parent with a university degree, suggesting strong pipeline effects.
- Self-reported risk of ethnic or racial disadvantage remains low, but year-to-year variation and small samples suggest possible under-reporting and the need for complementary qualitative data collection tools.

Key outtake: Gender balance gains coexist with socio-economic homogeneity that remains largely unaddressed.

Master students

Figure 39 compares applications and admissions across the three EUI master programs over the period 2022–2024.²⁸ The STG programme consistently attracted the largest number of applications, peaking in 2023 before slightly declining in 2024, while admissions increased steadily throughout the period. MRES-ECO and LLM-LAW recorded much smaller applicant pools, due to the limited number of available spots. MRES-ECO showed a gradual rise in applications between 2022 and 2024; admissions remain comparatively low but increased to 13 in 2024. LLM-LAW records the smallest applicant pool, though applications grew steadily over three years; admissions remain contained– with five enrolments in 2024.

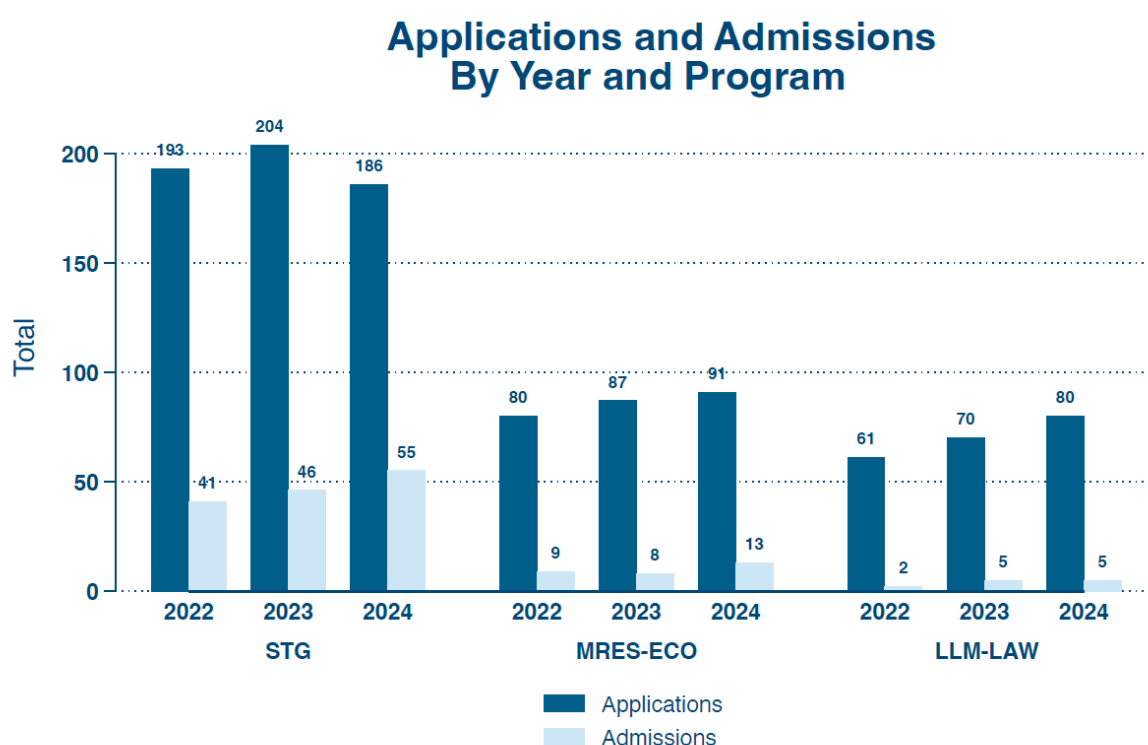


Figure 39. Source: author's elaboration of data from Osiris.

Distribution of Master Students by Nationality

The analysis of applications to the master programmes shows that these are concentrated in a few countries, Italy accounts for almost half of the applications, followed by Germany and China (figure 40).²⁹

²⁸ Florence School of Transnational Governance (STG), LLM Programme in Comparative, European and International Laws (LLM-LAW), and Master of Research in Economics (MRES-ECO).

²⁹ Please note that figures are based on data extracted from Osiris. Records with missing nationality and/or gender have been excluded.

Success rates vary across nationalities, presenting substantial heterogeneity (figure 41). Countries with smaller application pools (e.g. Poland, the Netherlands) exhibit comparatively high success rates, while several high-application countries have lower admission probabilities.³⁰

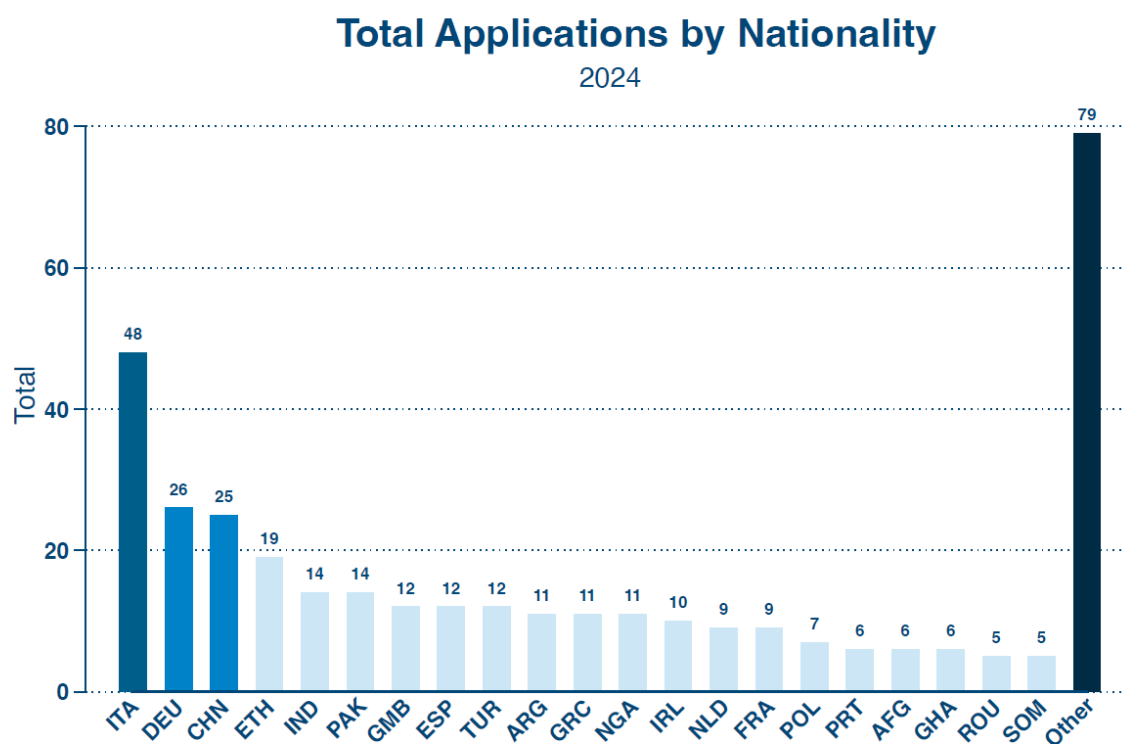


Figure 40. Source: author's elaboration of data from Osiris.

³⁰ Concerning PhD researchers, success rate is not to be interpreted as an indication of the quality of Applications, but rather as a consequence of the different availability of scholarships by funding country and the varying applications volume.

Successful Applications by Nationality

Top 20 countries by n. of applications, 2024

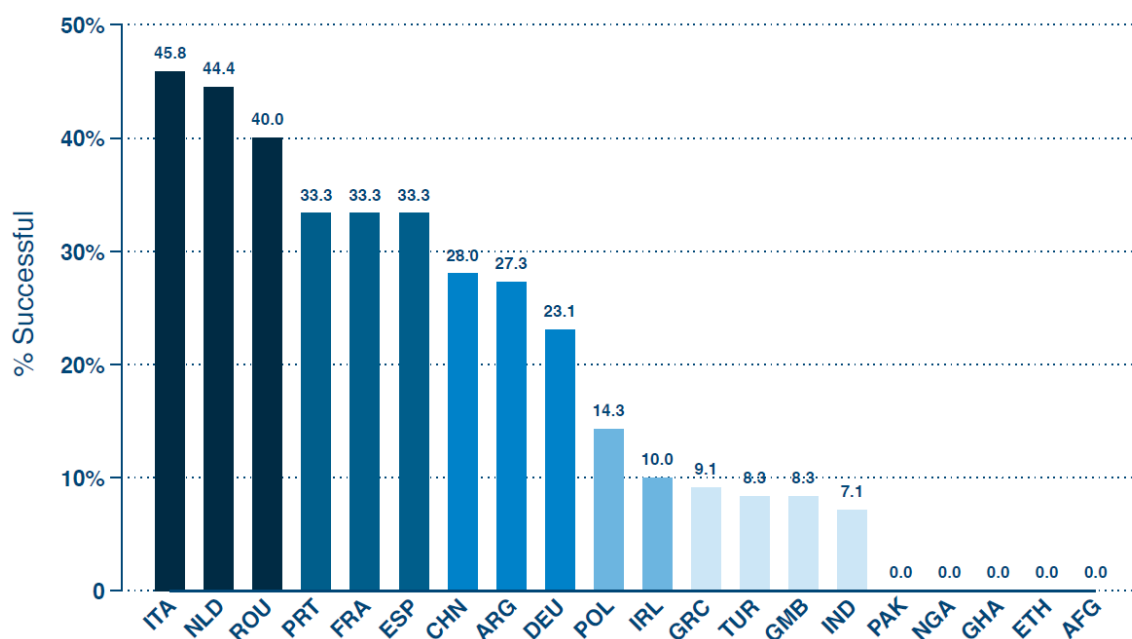


Figure 41. Source: author's elaboration of data from Osiris.

Enrolments are Italian led. Among enrolled students, Italian nationals accounted for roughly one third of total enrolments (figure 42).³¹ China (9.5%) and Germany (8.2%) followed at a considerable distance, with other nationalities presenting enrolment shares between 1.4% and 5.5%.

Over 70% of enrolled students come from EU Member States (figure 43), with Widening and West Balkan countries forming a smaller but meaningful share.

The STG programme acts as a structural driver of Italian representation among master's students, magnifying Italy's share in total enrolments.

³¹ This is driven by the fact that admitted students to the STG programme are mostly Italian.

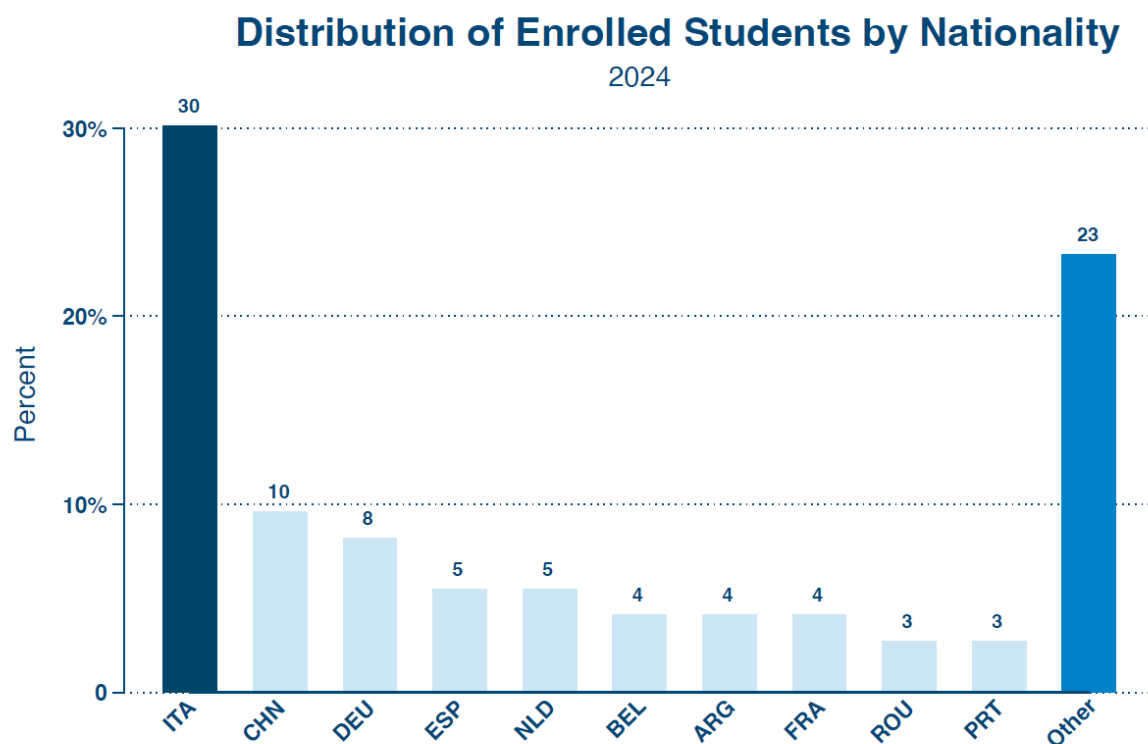


Figure 41. Source: author's elaboration of data from Osiris.

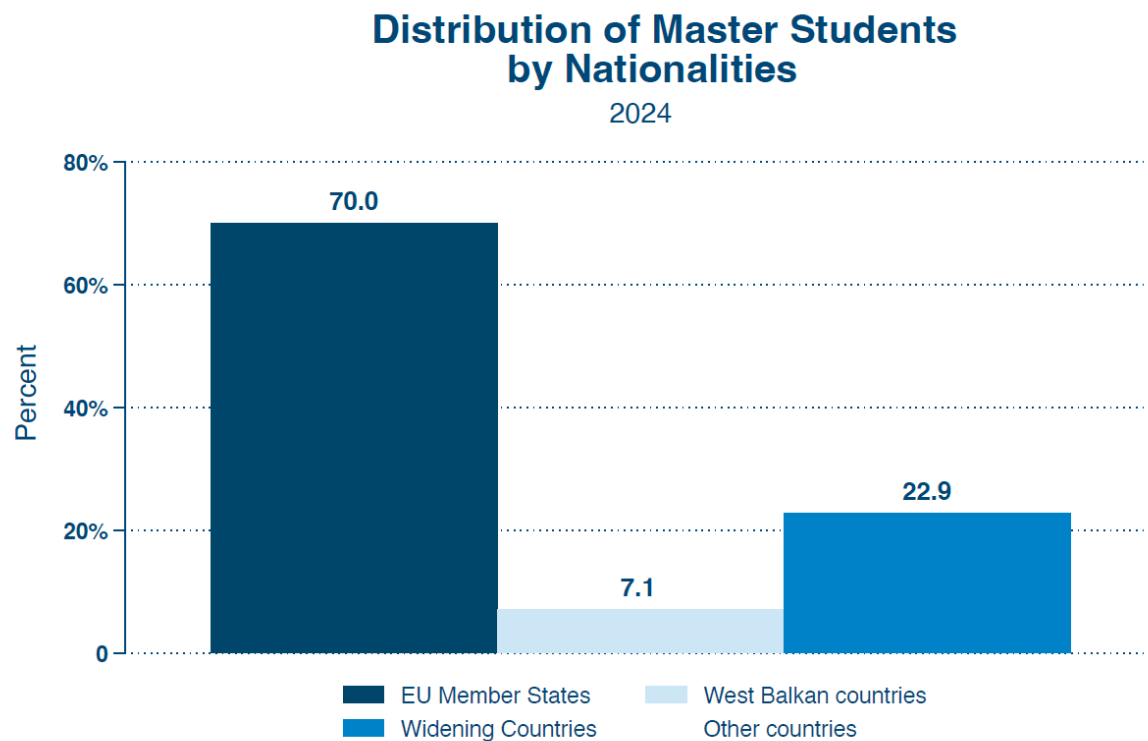


Figure 43. Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender Distribution of Master Students by Programme

Figure 44 presents admission success rates by gender and programme in 2024. Success rates vary significantly by program and gender. Women in general have higher success rates than men, especially in MRES-ECO, where in 2024 more than 40% of female applicants were accepted, versus less than 6% for men. LLM-LAW presents less marked differences though the trend still favours women. The STG programme registers highest success rates for women (more than 35%) compared to men (25%).

This suggests that application processes are equitable or slightly favourable to women, but it should be noted that limited available positions in MRES-ECO and LLM-LAW contribute to amplifying percentage swings.

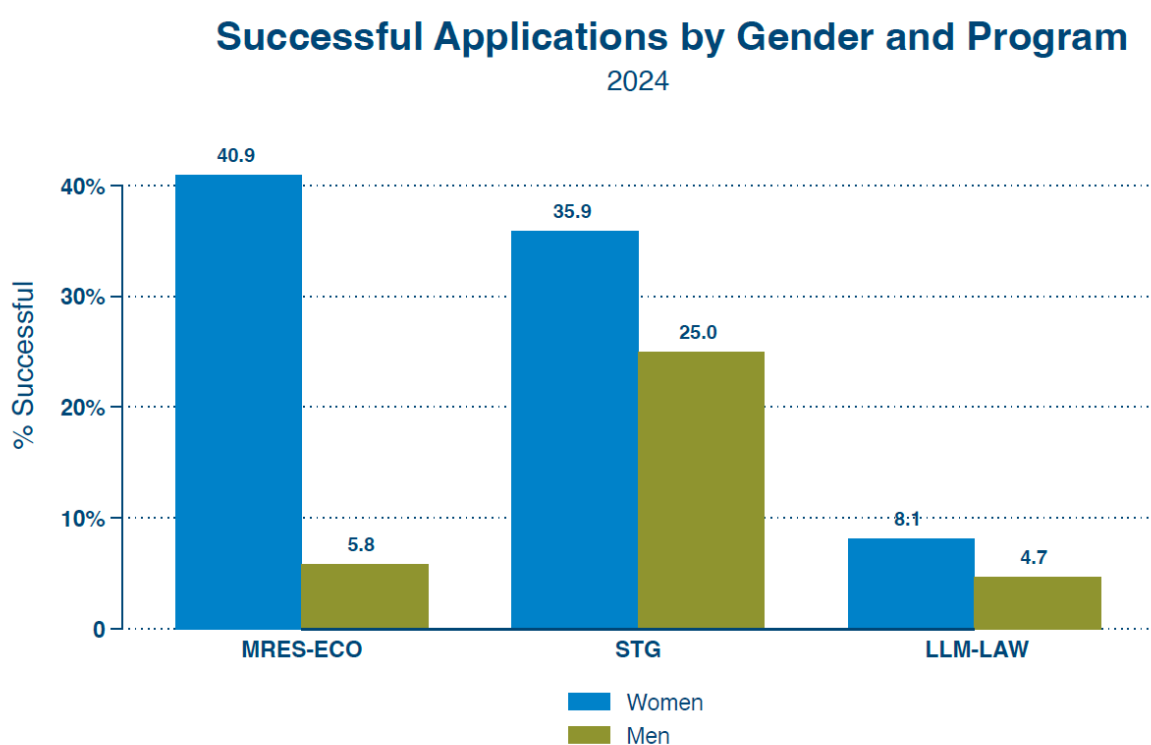


Figure 44. Source: author's elaboration of data from Osiris.

Gender Distribution of Master Students

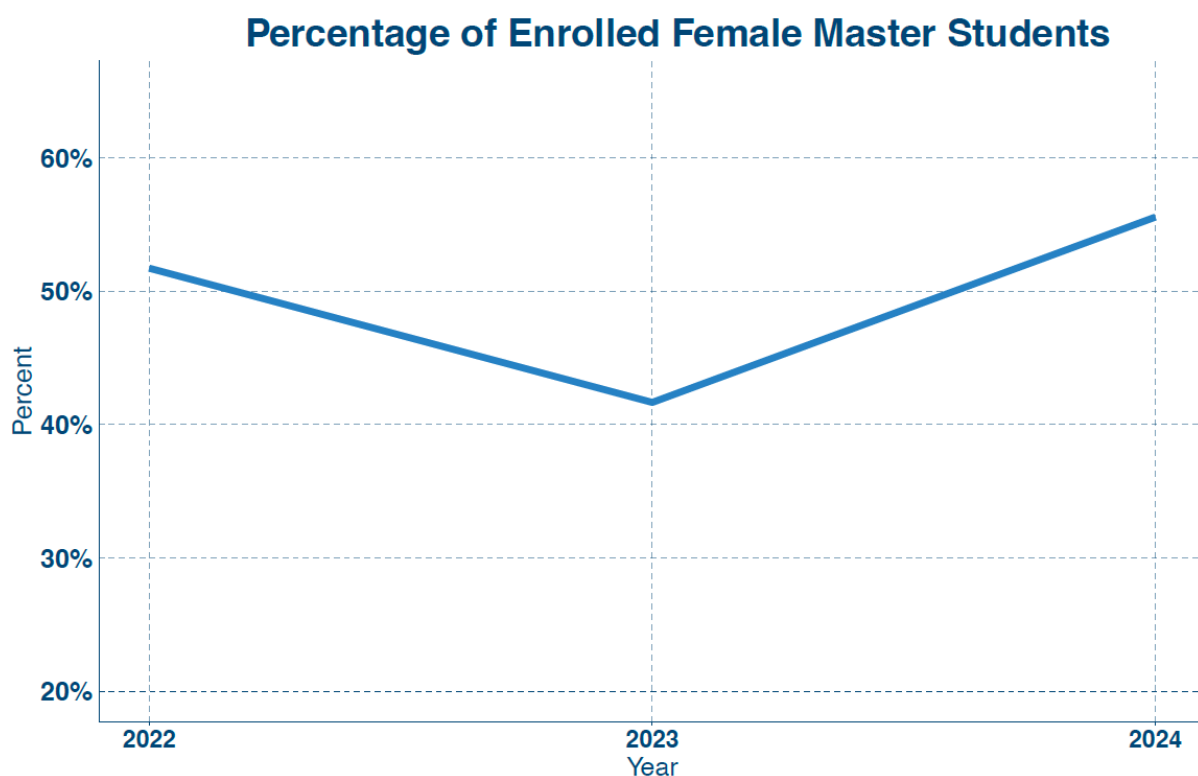


Figure 42. Source: author's elaboration of data from Osiris.

Despite the applications' higher success rate for women, the gender composition of enrolled master students reveals a different pattern (figure 45). In LLM-LAW, only men enrolled in 2022 and 2023, while in 2024 women accounted for a substantial share (60%), indicating a pronounced swing in gender composition (figure 46).³² In MRES-ECO, women accounted for roughly 44% in 2022, and 25% in 2023 but became the overwhelming majority in 2024, with nearly 70% of enrolled students. The STG programme maintains a more balanced gender distribution across all years, with women consistently representing around half of enrolled students.

³² Please note that these shares are based on a very limited number of enrolled LLM-LAW and MRES-ECO students.

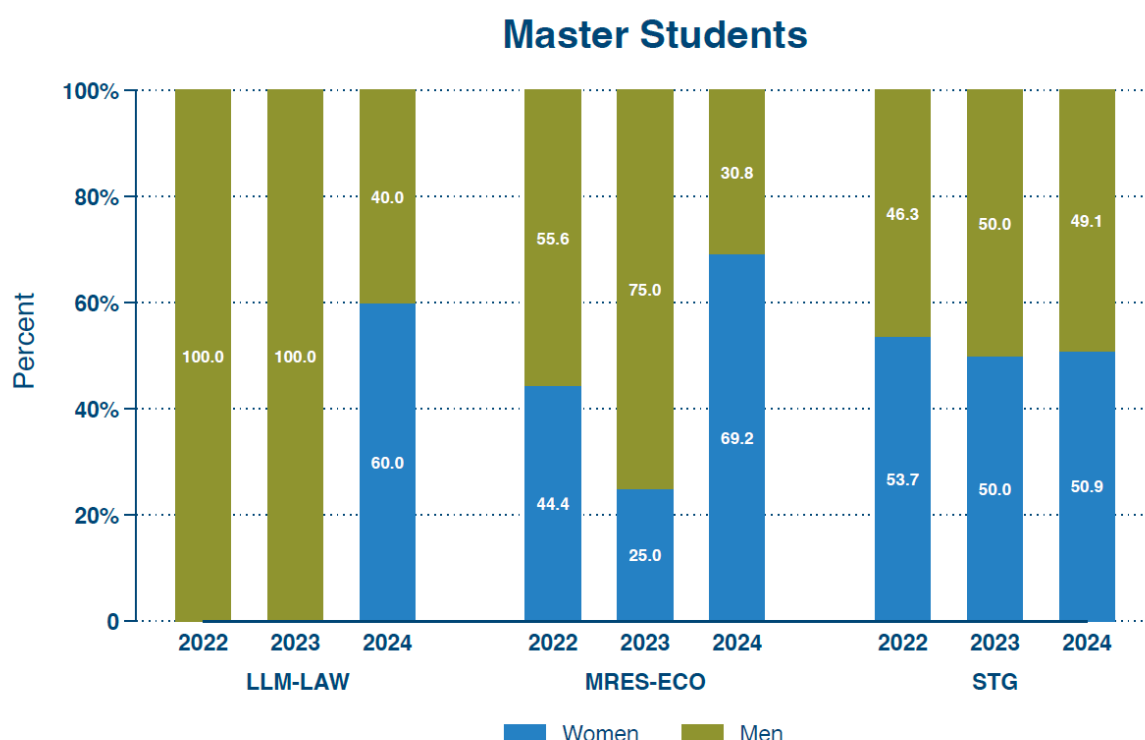


Figure 46. Source: author's elaboration of data from Osiris.

LLM Programme in Comparative, European and International Laws (LAW)

The LLM-LAW programme exhibits strong volatility in gender composition of applications and admissions (figure 47). In 2022 and 2023, admissions were exclusively male, a pattern probably dependent by the very small enrolment numbers. In 2024, the gender balance shifted with women accounting for three out of five cohort members, while men constituted the majority of applicants (53.8%).

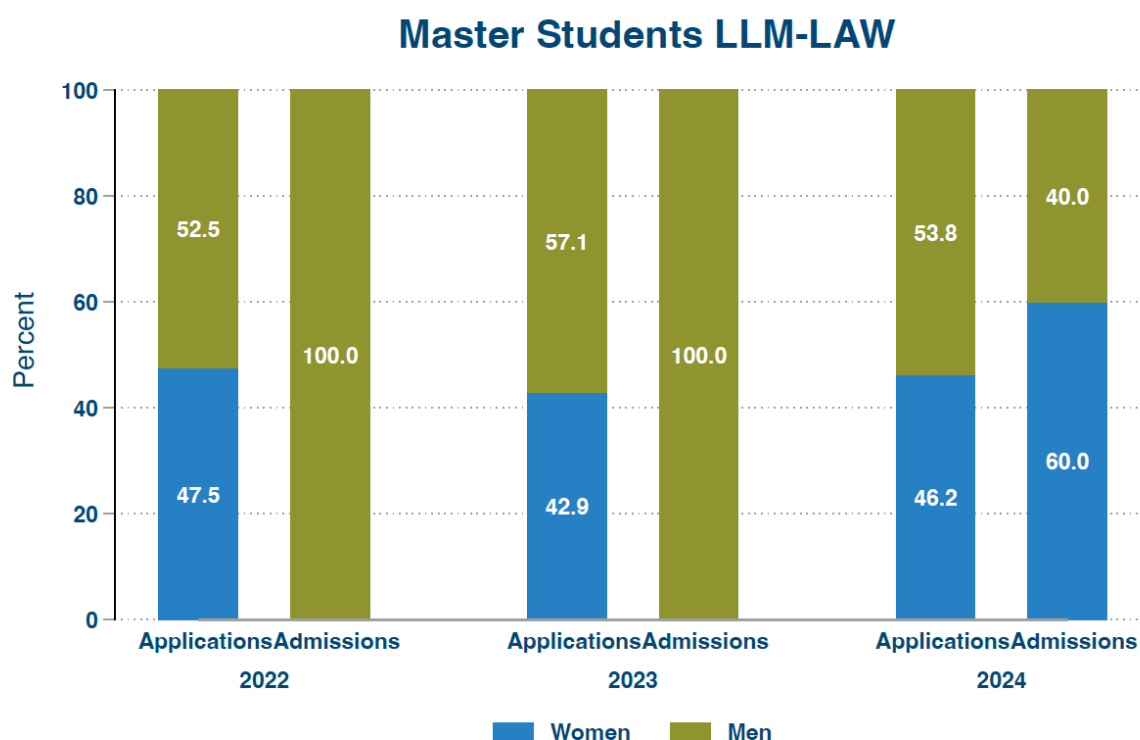


Figure 47. Source: author's elaboration of data from Osiris.

Master of Research in Economics (ECO)

Figure 48 shows persistent male over-representation among applicants to MRES-ECO across all years. However, admissions present a different dynamic, with women

accounting for nearly 70% of admitted students in 2024, even though they represented about one quarter of applicants.

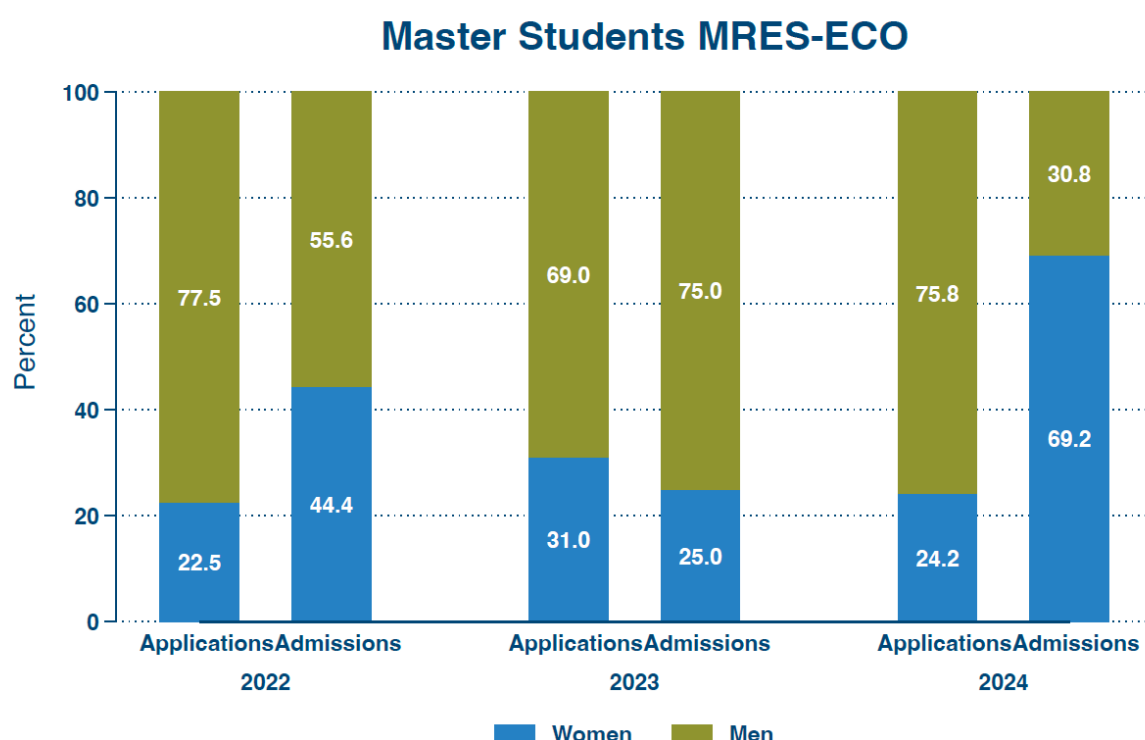


Figure 48. Source: author's elaboration of data from Osiris.

Florence School of Transnational Governance (STG)

Figure 49 highlights that the STG programme has the most balanced gender composition among the three masters' programmes. Admissions are evenly split between women and men in all years. Small fluctuations occur over time, but no enduring gender imbalance is evident.

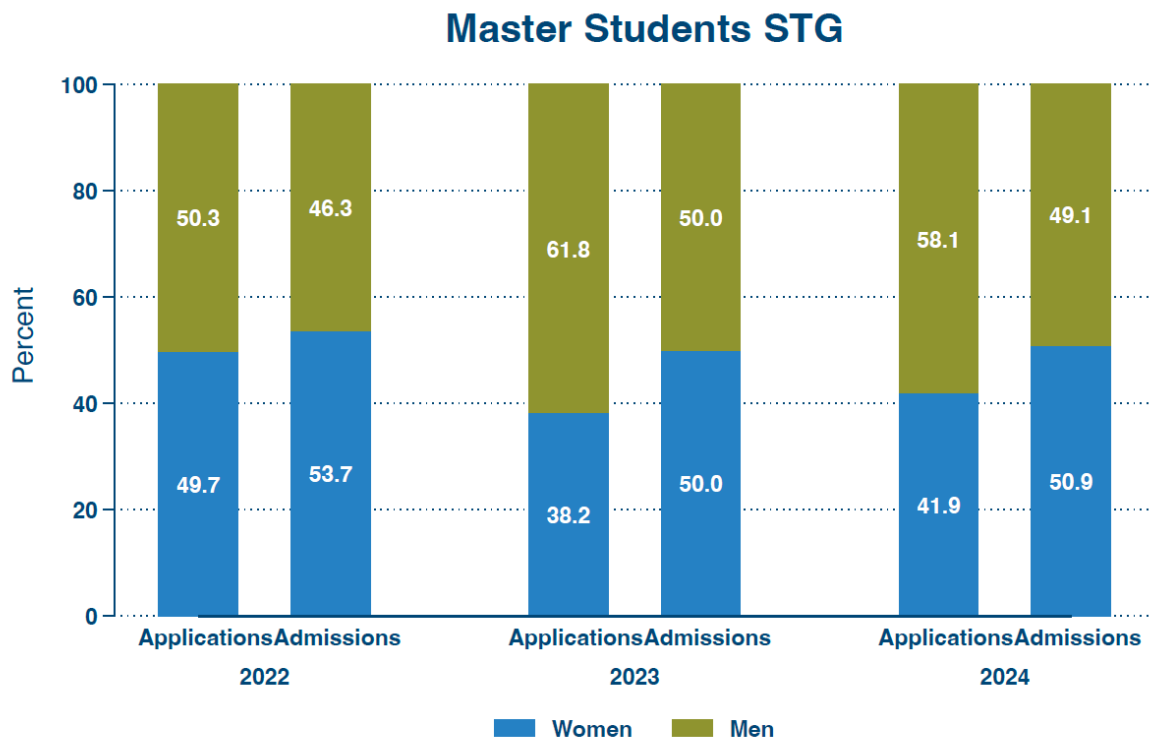


Figure 49. Source: author's elaboration of data from Osiris.

Conclusive remarks on gender distribution of master students

- LLM-LAW high volatility in admissions, with all-male admissions in 2022–2023 and the sharp 2024 correction (with women making up 3 of 5 admitted students) strongly suggest that small cohort sizes amplify percentage swings; a single admission decision can substantially alter gender shares year by year.
- MRES-ECO selection is favourable to women despite majority-male applications. The 2024 outcome indicates that selection processes are equitable (or slightly favourable to women). Whereas the application process is skewed towards men, women who apply tend to be highly competitive.
- STG's stable 50–50 pattern over the last years makes it a best-practice benchmark for programme design and recruitment messaging that consistently achieves parity.

Parental Education Level of Master Students

Figure 50 presents the percentage of enrolled students who have at least one parent or guardian with completed university education, disaggregated by year, programme,

and gender.³³ Percentages are calculated within each gender,³⁴ allowing comparisons across programmes and over time. In MRES-ECO, both women (77.8%) and men (75.0%) present a high prevalence of parental university education, with a minor gender gap. As concerns STG master students, nearly nine out of ten male students (88.9%) have at least one parent with a university degree; women also show a high share (75.0%). In LLM-LAW, parental university education remains common but is less prevalent than the other programmes, especially among men (50.0%), while women show a higher share (66.7%).³⁵

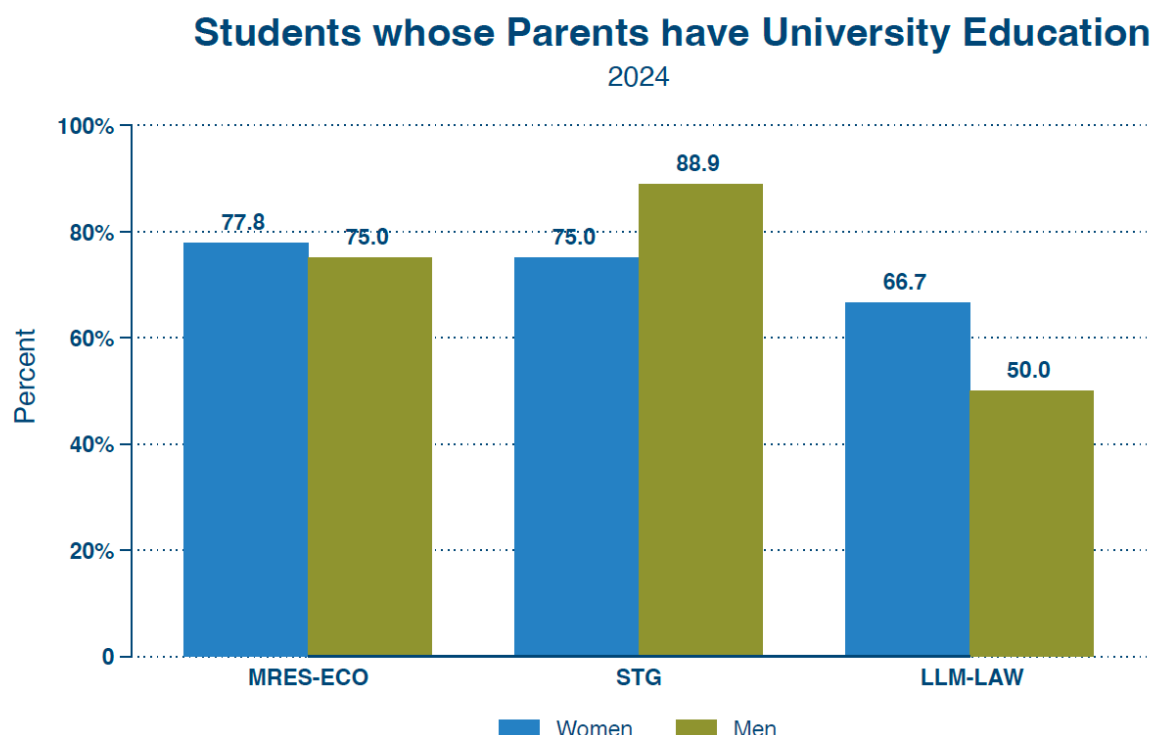


Figure 50. Source: author's elaboration of data from Osiris.

Master Students at Risk of Ethnic and Racial Disadvantage

Figure 51 reports, by gender and year, the percentage of admitted students who declared having felt at risk of disadvantage on ethnic or racial grounds.³⁶ Reported levels are generally low in both years, but response rates are very low and only men provided a response.³⁷

³³ N.b.: the statistics in this section are computed exclusively for students during the 2024 call.

³⁴ I.e., female and male shares do not sum to 100.

³⁵ Please note that these shares are based on very small numbers of enrolled LLM-LAW and MRES-ECO students.

³⁶ N.b.: the statistics in this section are computed exclusively for admitted students.

³⁷ The survey question investigating risk of disadvantage admits categories including N/A and NOT SAY - Prefer not to say that have been excluded from the data analysis

In 2023, 11.1% of men reported having felt at risk of disadvantage. In 2024, the share increased to 20%.³⁸

Similar to researchers' response rates, because numbers are not representative, this data should be interpreted with caution.

Despite low reported rates, the change across years suggests experiences of perceived risk vary over time and may be cohort-specific or related to climate factors. Given the Eurocentric composition of enrolled researchers, the visibility and reporting of ethnic/racial disadvantage may be understated. These baseline indicators should be integrated with climate assessment tools data (e.g. focus groups) that can help contextualise these quantitative signals.

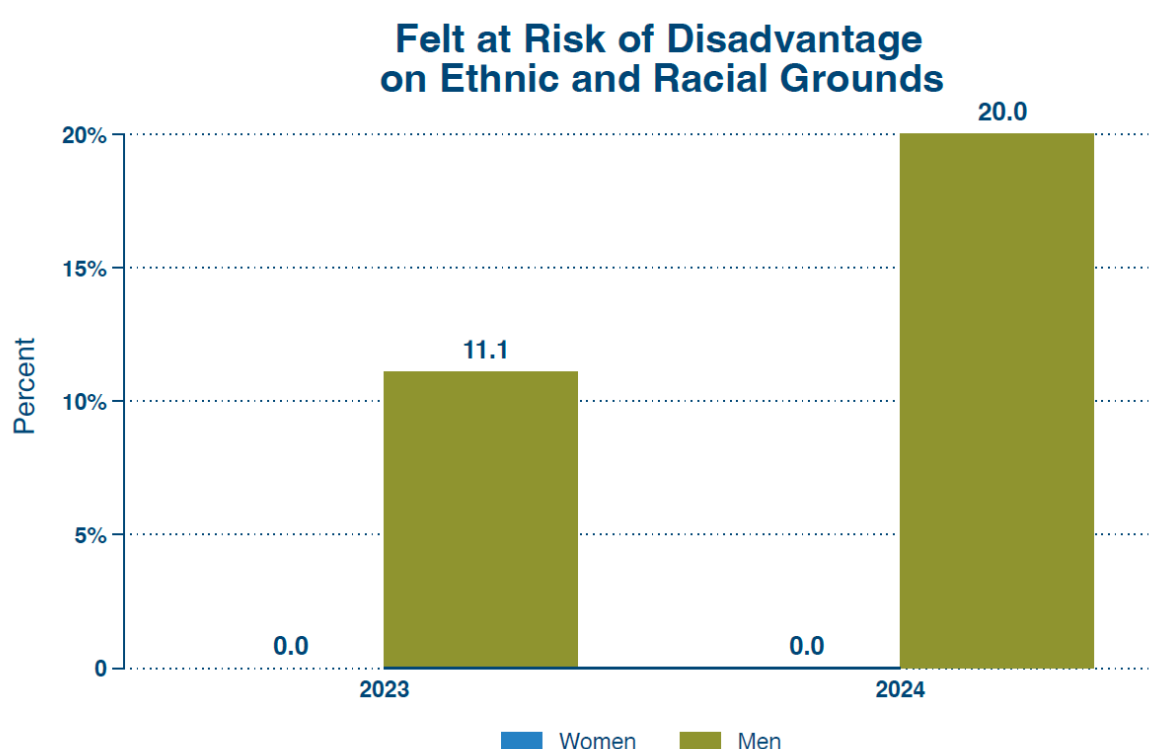


Figure 51. Source: author's elaboration of data from Osiris.

Final observations on Master students' data

- Master's programmes display high volatility in gender composition, particularly in small cohorts (LLM-LAW and MRES-ECO), where single admission decisions can significantly affect annual outcomes. Despite male-dominated applicant pools in some programmes, women generally show higher success rates.

³⁸ These percentages should be interpreted with caution, as the number of researchers positively replying to the question on perceived risk of disadvantage is very low.

- STG represents a best-practice example, maintaining stable gender parity across years. Nationality data show strong Italian and EU dominance, with limited representation from non-European backgrounds. As with researchers, parental education levels are high, indicating restricted socio-economic diversity.
- Reported experiences of ethnic or racial disadvantage are low but based on very small response rates, limiting interpretability.
- Key takeaway: Equitable selection processes have not yet tackled narrow socio-economic and geographic pipelines.

Post-doc Researchers³⁹

Figure 52 shows trends in applications and admissions for all post-doc fellowship programmes between 2022 and 2024.⁴⁰ Applications remained consistently high throughout the period – exceeding 1,500 applications in both 2022 and 2024 and staying at around 1400 in 2023. This stability suggests a sustained and strong demand for post-doctoral opportunities at the EUI.

Admissions follow a similar growth pattern but significantly lower absolute levels, proving the highly competitive nature of this type of fellowship at the EUI. Notably, in 2024, a significantly higher number of fellows were admitted than in the previous years (156 compared to 112 in 2023), suggesting a modest rise in the acceptance rate.

³⁹ Post-doc researchers include: Max Weber Fellowships; Jean Monnet fellowships; Fernard Braudel Fellowships; Policy Leaders Fellowships; Marie Curie Fellowships; Simone Veil Fellowships. Data for the Marie Curie Fellowship and Simone Veil Fellowship are put together under 'other Fellowships' due to the low admissions numbers.

⁴⁰ The figures in this section are based on data collected through the software EUI Dashboard (Power BI), as other data sources do not distinguish between fellowship types. EUI Dashboard (Power BI) counts multiple nationalities and/or affiliations as multiple entries. This entails that the number of fellows is likely overestimated and might be inconsistent across different graphs.

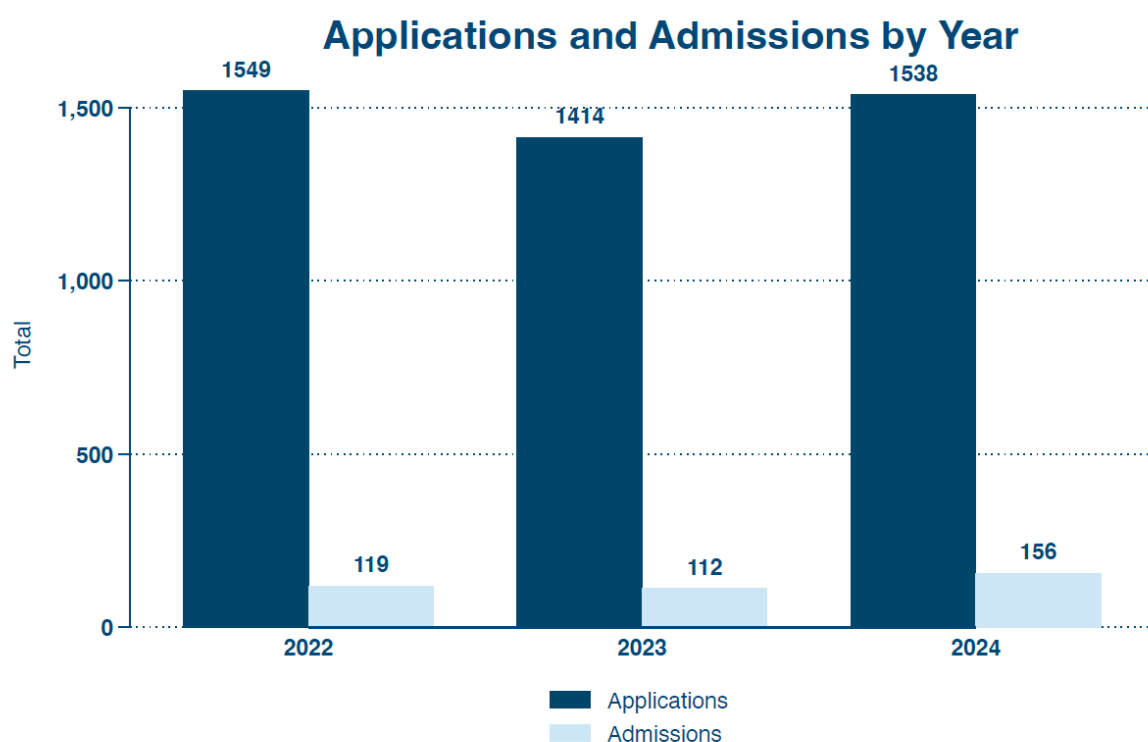


Figure 52. Source: author's elaboration of data from EUI Dashboard (Power BI).

Applications and Admissions by Nationality

An analysis of applicants' origin countries reveals a highly international and diverse applicant pool. (figure 53). In 2024, Italy emerged as the most represented nationality, with 145 applications, followed by India (142) and Nigeria (121). A second tier of countries – including Germany, Ethiopia, the United Kingdom, Afghanistan, and Brazil – each contributed more than 50 applications. Beyond these leading countries, applications were spread across a wide range of countries highlighting the international reach and attractiveness of EUI post-doctoral fellowships.

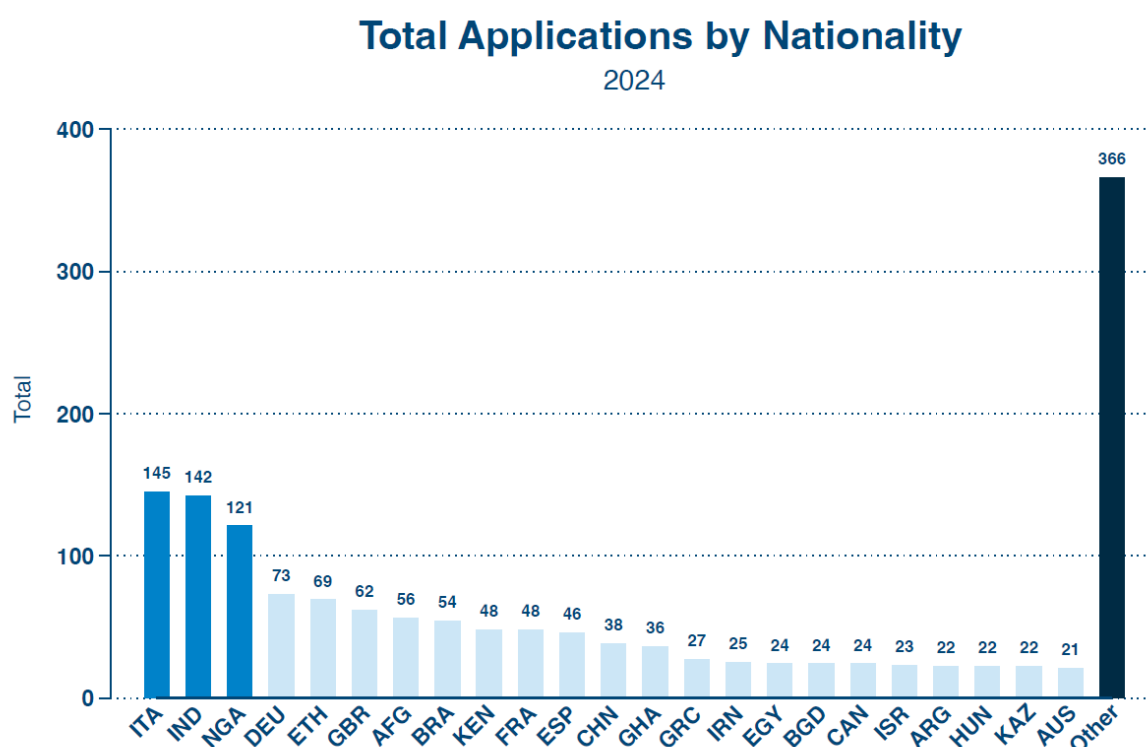


Figure 53. Source: author's elaboration of data from EUI Dashboard (Power BI).

However, the distribution of applications is not reflected in admission outcomes. In 2024, Canada registered the highest success rate, at 29.2%, followed by Germany and Italy (figure 54). A second group of countries including Israel, Greece, Spain, and France recorded intermediate success rates, generally ranging between 10% and 13%.

This divergence between application volume and success rates suggests that high application numbers from certain countries do not necessarily translate into proportional admission outcomes. These disparities suggest that nationality-based patterns in success rates should be interpreted with caution. Nationality likely acts as a proxy for a range of structural and contextual factors (e.g. differences in academic systems, access to research funding, alignment with fellowship profiles etc.) rather than implying lower applicant quality.

Successful Applications by Nationality

Top 20 countries by number of applications, 2024

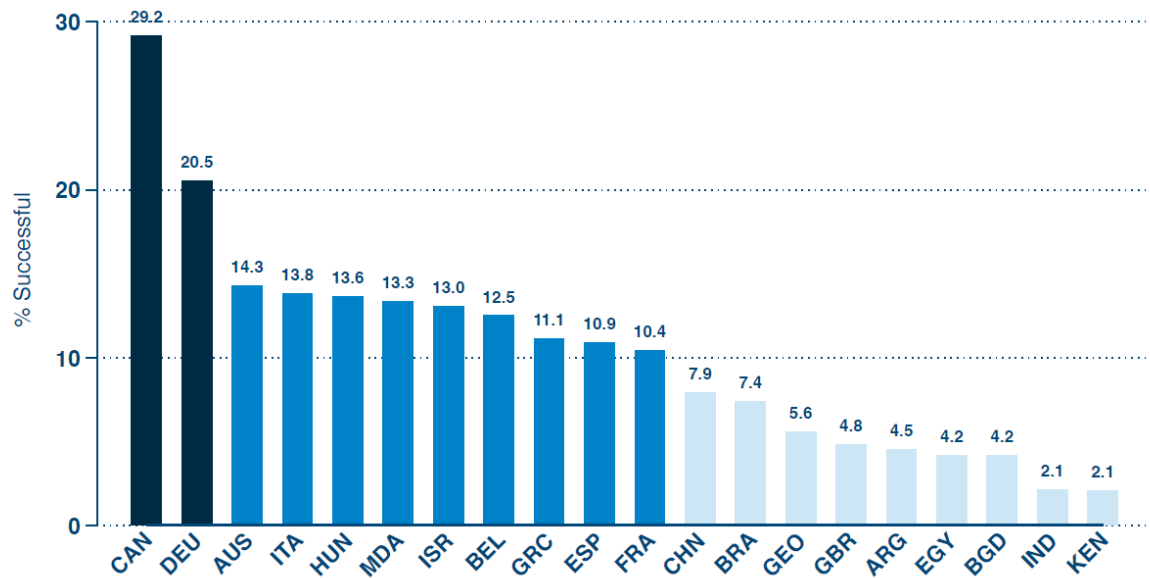


Figure 54. Source: author's elaboration of data from EUI Dashboard (Power BI).

Turning to the nationality of admitted post-doc researchers in 2024, Italy and Germany are the most represented countries, together accounting for more than one fifth of all post-doc researchers (figure 55). This pattern is consistent with broader EUI's demographic patterns. The United States and Poland follow, each accounting for approximately 7% of admitted fellows.

Distribution of Enrolled Post-doc Researchers by Nationality 2024

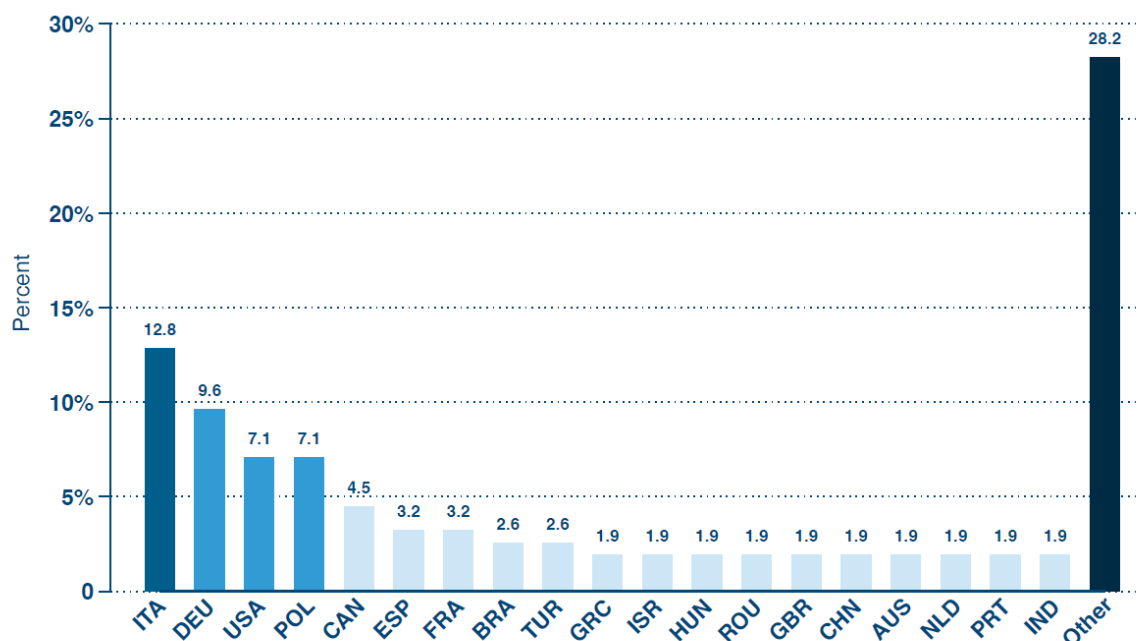


Figure 55. Source: author's elaboration of data from EUI Dashboard (Power BI).

In contrast to patterns observed among PhD researchers and masters' students, post-doctoral fellows from EU Member States are not disproportionately represented (figure 56); post-doc researchers from Widening countries and from non-EU countries constitute considerable shares of the post-doc population. This suggests that recruitment outcomes at the post-doctoral level are comparatively more globally balanced, reflecting the international nature of academic careers and post-doctoral mobility.

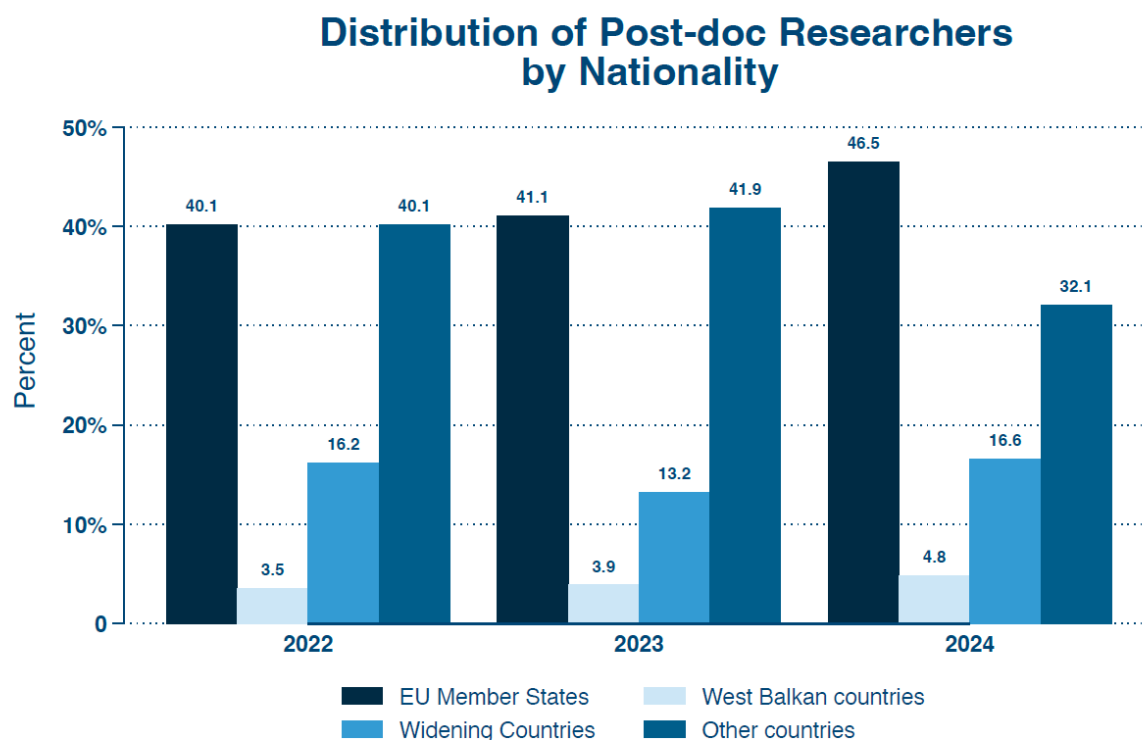


Figure 56. Source: author's elaboration of data from EUI Dashboard (Power BI).

Applications and Admissions by Fellowship Type

Figure 57 illustrates the varying application and admission rates by fellowship type. Policy Leader and Max Weber fellowships attract by far the largest number of applications, with nearly 1,000 applications each, while the remaining fellowship programmes attract substantially fewer applications.

Admissions remain limited for all programs compared to application volumes, resulting in low admission-to-application ratios. In absolute terms, Max Weber and Fernand Braudel fellowships record the highest number of admissions, followed by Policy Leader and Jean Monnet, while Simone Veil and Marie Skłodowska-Curie⁴¹ fellowships account for only a very small number of both applications and admissions.

⁴¹ N.b.: no data could be retrieved on the number of applications for Marie Skłodowska-Curie fellowships in 2024; hence the 'zero' in the graph.

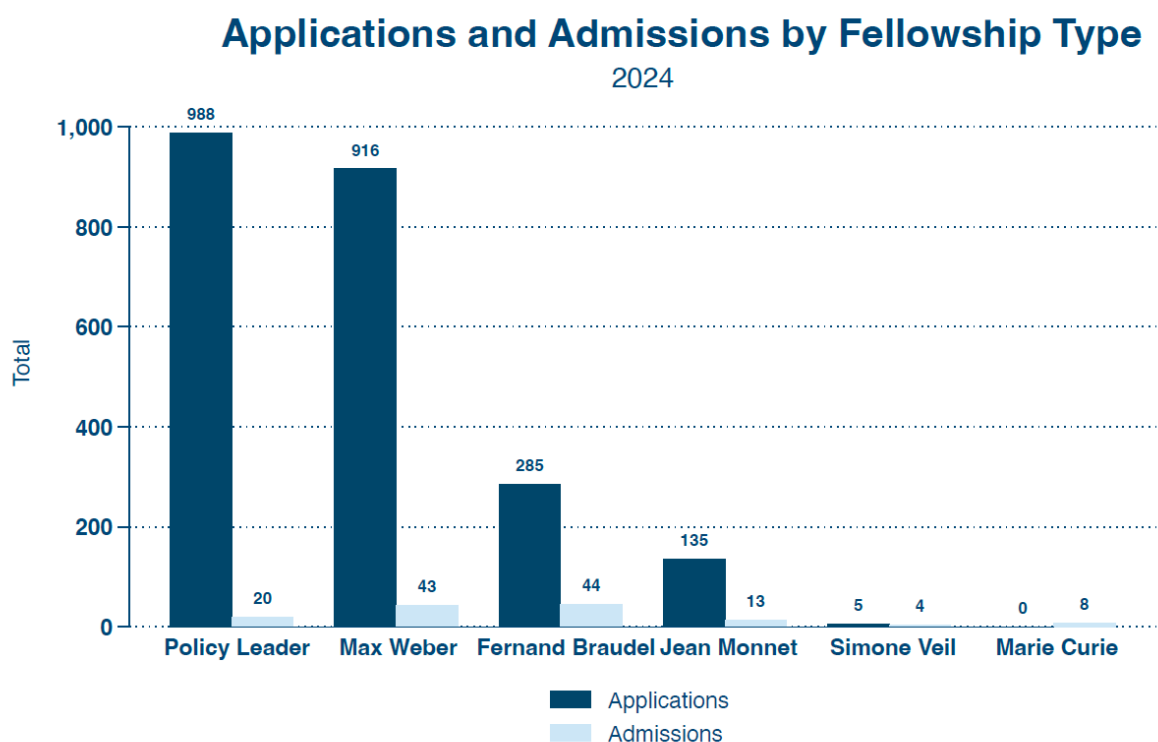


Figure 57. Source: author's elaboration of data from EUI Dashboard (Power BI).

Gender Distribution of Post-doc Researchers

In 2024, applications submitted by women decreased, but this shift did not translate into lower admissions in absolute numbers, suggesting a higher overall success rate among female applicants (figure 58).

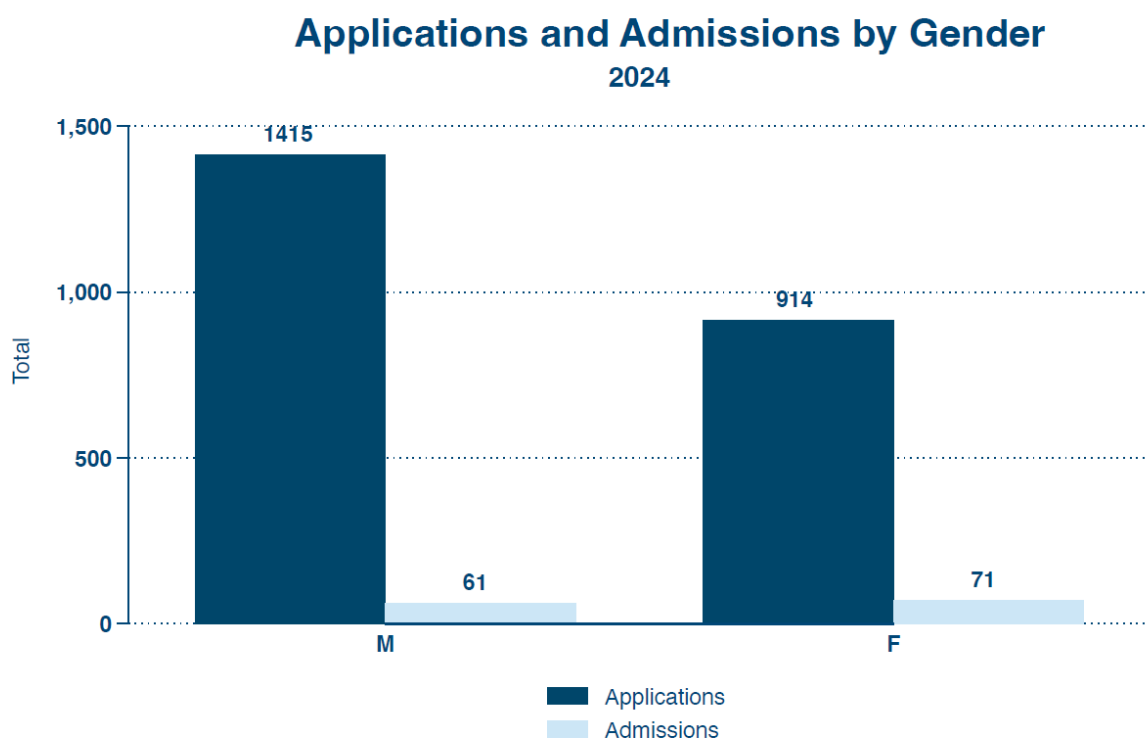


Figure 58. Source: author's elaboration of data from EUI Dashboard (Power BI).

Accordingly, women represented the majority of admitted post-doc researchers in 2024 – around 55% – marking an increase in the female share with respect to the previous year (figure 59).

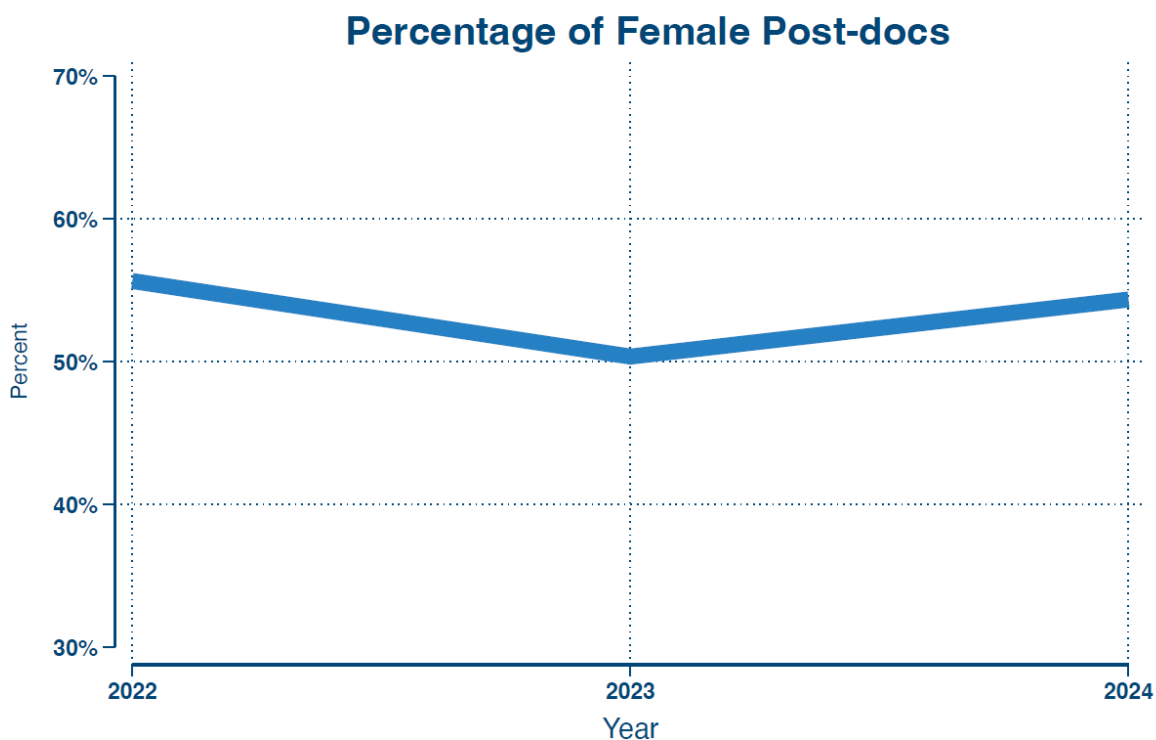


Figure 59. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figure 60 illustrates disaggregated data by gender and post-doc programme composition of post-doc researchers by fellowship. In 2024, the fellowships with the highest shares of female researchers were the Policy Leader and Jean Monnet Fellowships. The Max Weber fellowship and other fellowship programmes⁴² presented near gender parity; by contrast, men were slightly overrepresented in the Fernand Braudel Fellowship. Across all fellowship types, the percentage of female researchers in 2024 was equal to or higher than in previous years, except for the Fernand Braudel Fellowship where the share of female fellows declined compared to previous cohorts.

⁴² Because of the low number of Simone Veil and Marie Skłodowska-Curie fellowships, the two categories were combined in "Other fellowships". However, in 2022 this category is entirely made up of Marie Skłodowska-Curie fellows, as the Simone Veil Fellowship only started in 2023.

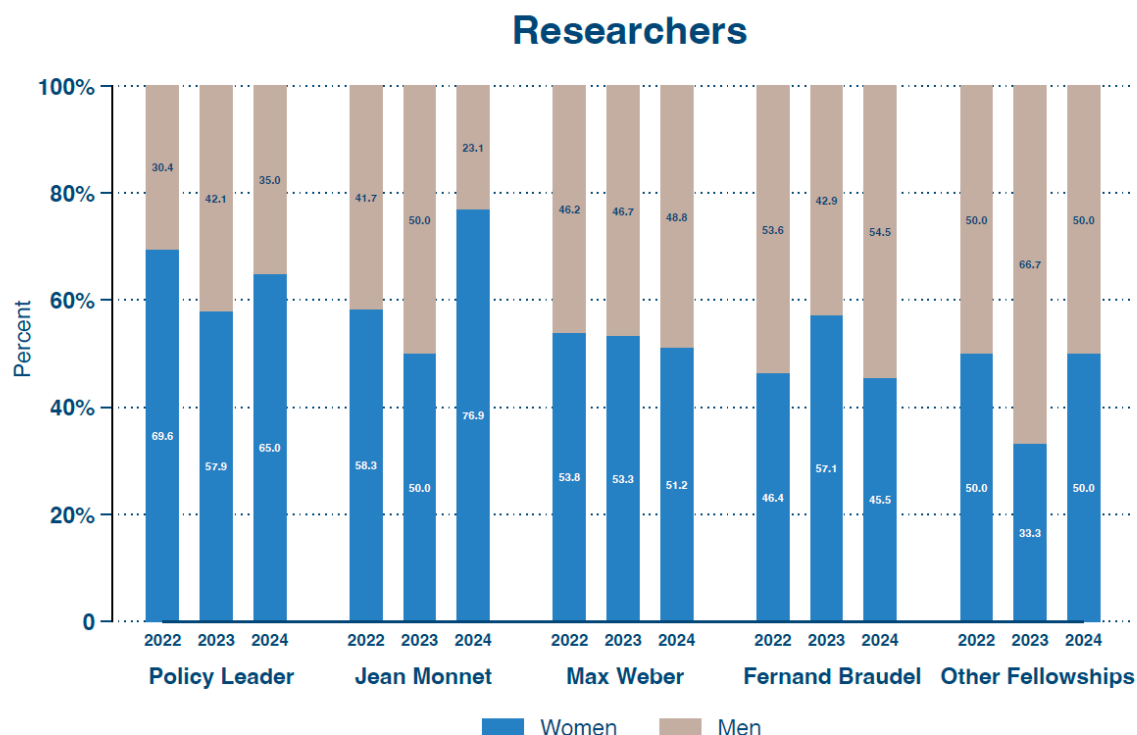


Figure 60. Note that “Other fellowships” are Simone Veil and Marie Skłodowska-Curie fellowships. Source: author’s elaboration of data from EUI Dashboard (Power BI).

Fernand Braudel Fellows

In 2022, women accounted for a relatively small share of applicants (26.1%), but their representation increased substantially among admitted fellows (46.4%), indicating a markedly higher success rate for female applicants (figure 61). A similar pattern was observed in 2023: women represented 38.2% of applications yet formed a clear majority of admissions (57.1%), reversing the gender composition between applicants and admitted fellows. In 2024, gender differences between applications and admissions narrowed: women accounted for 43.2% of applications and 45.5% of admissions.

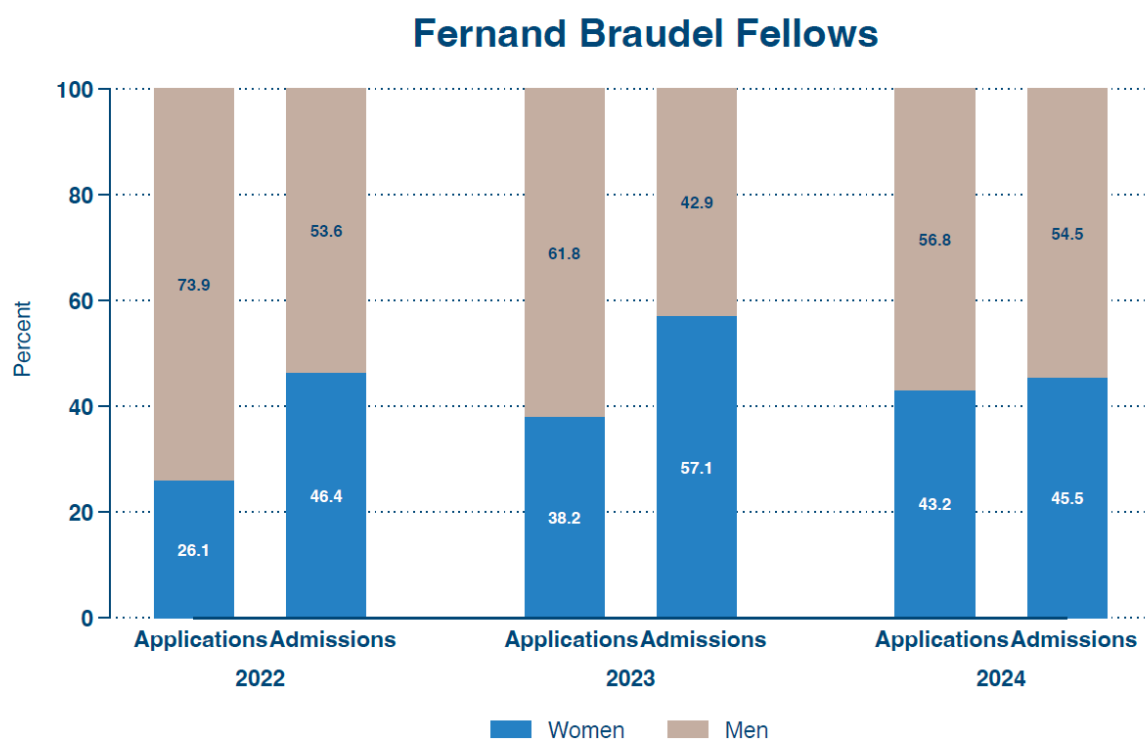


Figure 61. Source: author's elaboration of data from EUI Dashboard (Power BI).

Jean Monnet Fellows

In 2024, women constituted 43.0% of applicants but a markedly higher share were admitted (76.9%). In the previous years the number of female and male admitted fellows was generally balanced, despite women being underrepresented among applicants (figure 62).

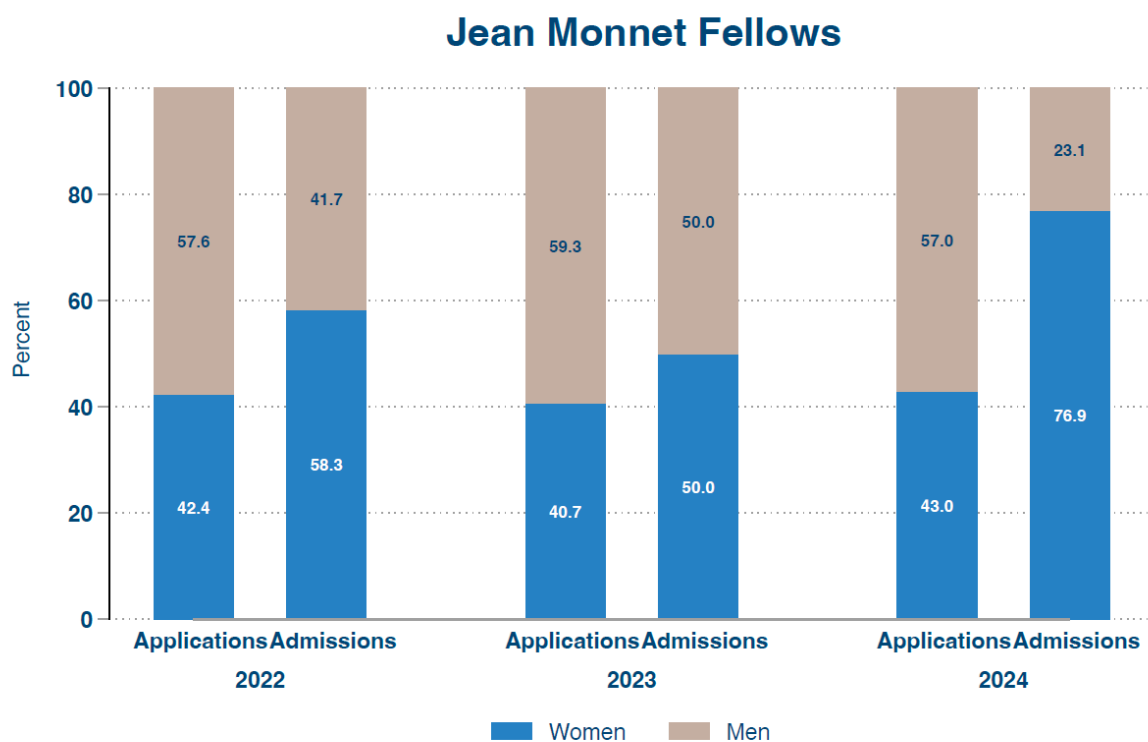


Figure 62. Source: author's elaboration of data from EUI Dashboard (Power BI).

Max Weber Fellows

The Max Weber Fellowship has shown a consistently gender balanced composition over the years, with women and men represented almost equally in admissions. This occurred despite men systematically sending a higher number of applications (figure 63).

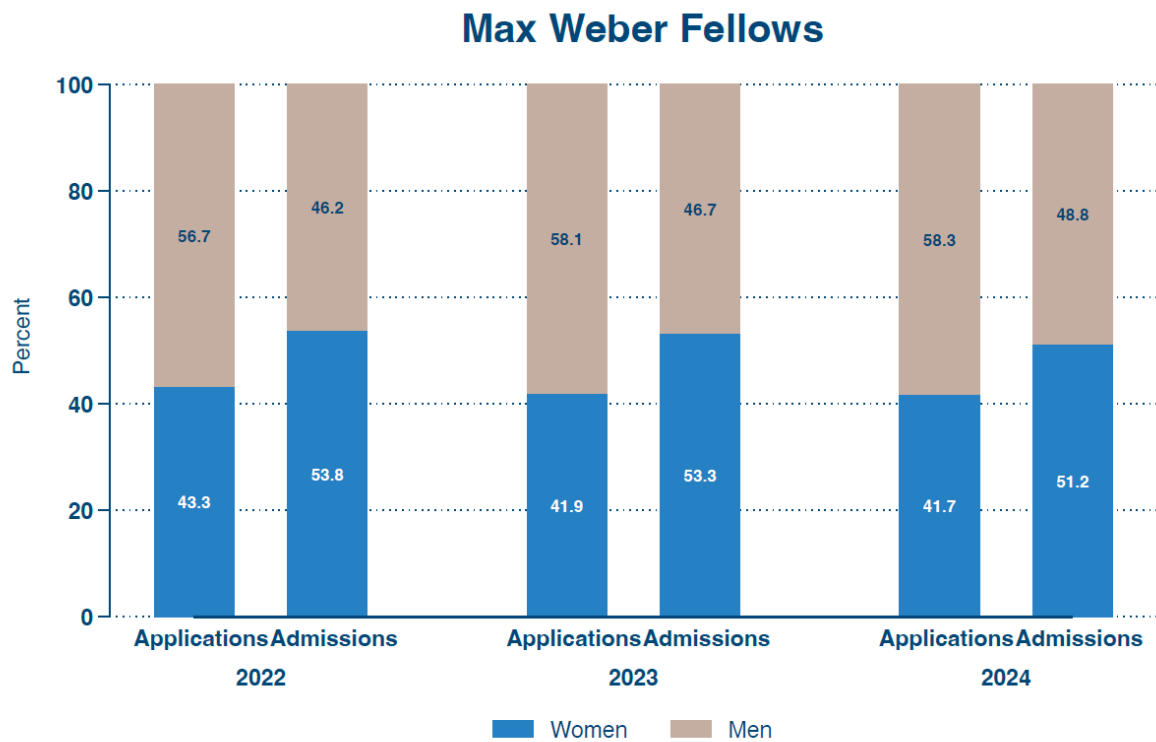


Figure 63. Source: author's elaboration of data from EUI Dashboard (Power BI).

Policy Leader Fellows

Women representation has been systematically higher among Policy Leader Fellows throughout the years, accounting for around 60% of all fellows (figure 64), in sharp contrast with application numbers, where women account for slightly more than one third of the total number of applications.

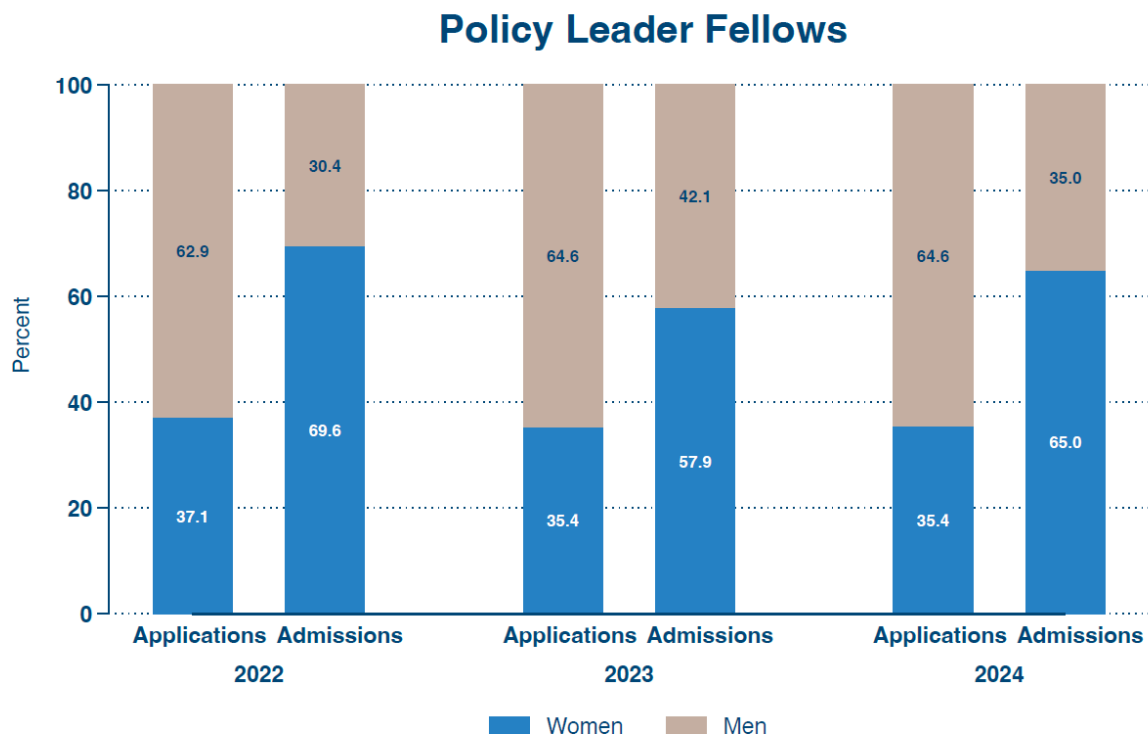


Figure 64. Source: author's elaboration of data from EUI Dashboard (Power BI).

Marie Skłodowska-Curie and Simone Veil Fellows

In 2023, two-thirds of Marie Skłodowska-Curie and Simone Veil were men; the following year, there was a 50-50 ratio— despite only one-fifth of all applicants being women (figure 65).⁴³

⁴³ Please note that for the Marie Skłodowska-Curie Fellowship data on applications is not available; hence, the applications bar in the graph is entirely constituted of Simone Veil Fellows. For 2022 there is no data on Simone Veil Fellows as it replaced the Robert Schuman Fellowship in 2023, while the Marie Skłodowska-Curie Fellows were perfectly gender balanced.

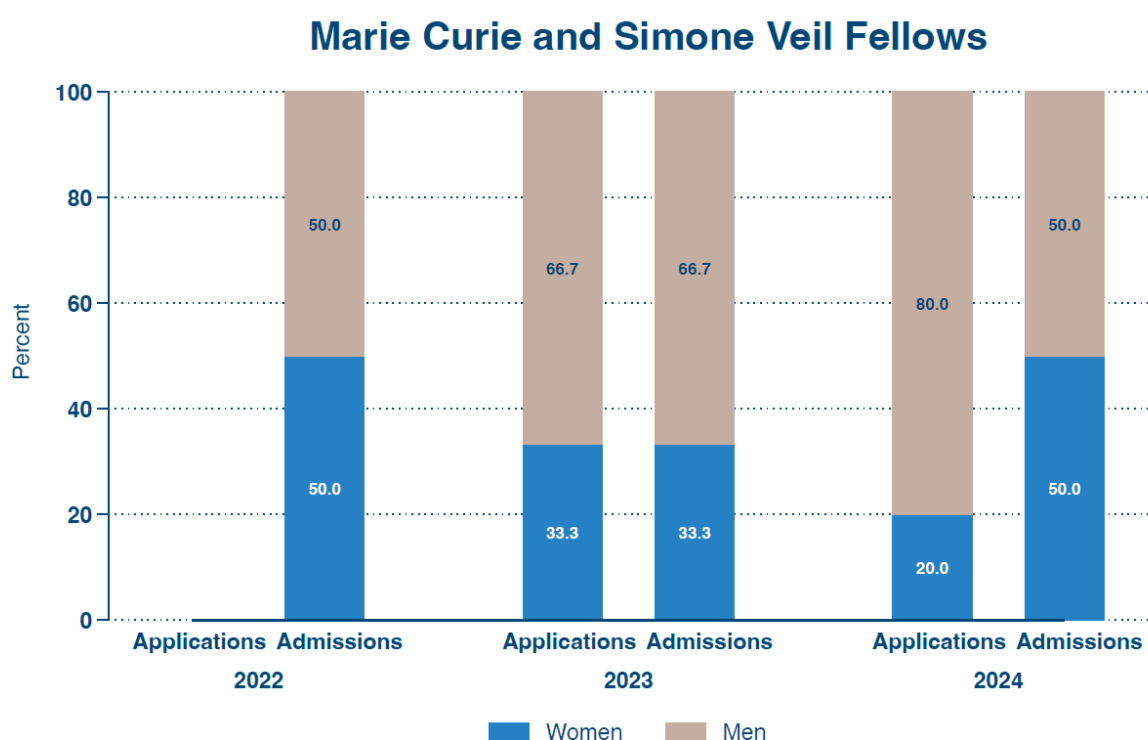


Figure 43. Source: author's elaboration of data from EUI Dashboard (Power BI).

Parental Education of Post-doc Researchers

Figure 66 compares the share of post-doctoral researchers whose parents have university education across programs in 2023 and 2024.⁴⁴ The Jean Monnet Fellowship showed the highest number among all post-doc programmes in both years, although this share declined slightly from 2023 to 2024. The Max Weber fellowship data illustrate a marked increase from 62.2% in 2023 to 70.7% in 2024, nearly converging with the share observed with the Jean Monnet Fellows. By 2024, JMF and MWP are nearly converging (71.4% vs 70.7%): this is noteworthy because in 2023, JMF was clearly higher (80% compared to 62.2%).

The Policy Leader Fellowship presented the lowest proportion of fellows whose parents have university education – slightly more than 50% in both years – although this remains a significant share.

If parental education is interpreted as a proxy for socio-economic diversity, the PLF remains the most socio-economically diverse among the three programs, as it remains consistently just above 50% with -5.5 points shift from 2023 to 2024. Conversely, The MWP shows a substantial increase from 62.2% to 70.7% (+8.5 points), which represents the opposite trend, recording more fellows with university-educated parents.

⁴⁴ The statistics in this section refer to newly admitted Policy Leader, Max Weber, and Jean Monnet fellows.

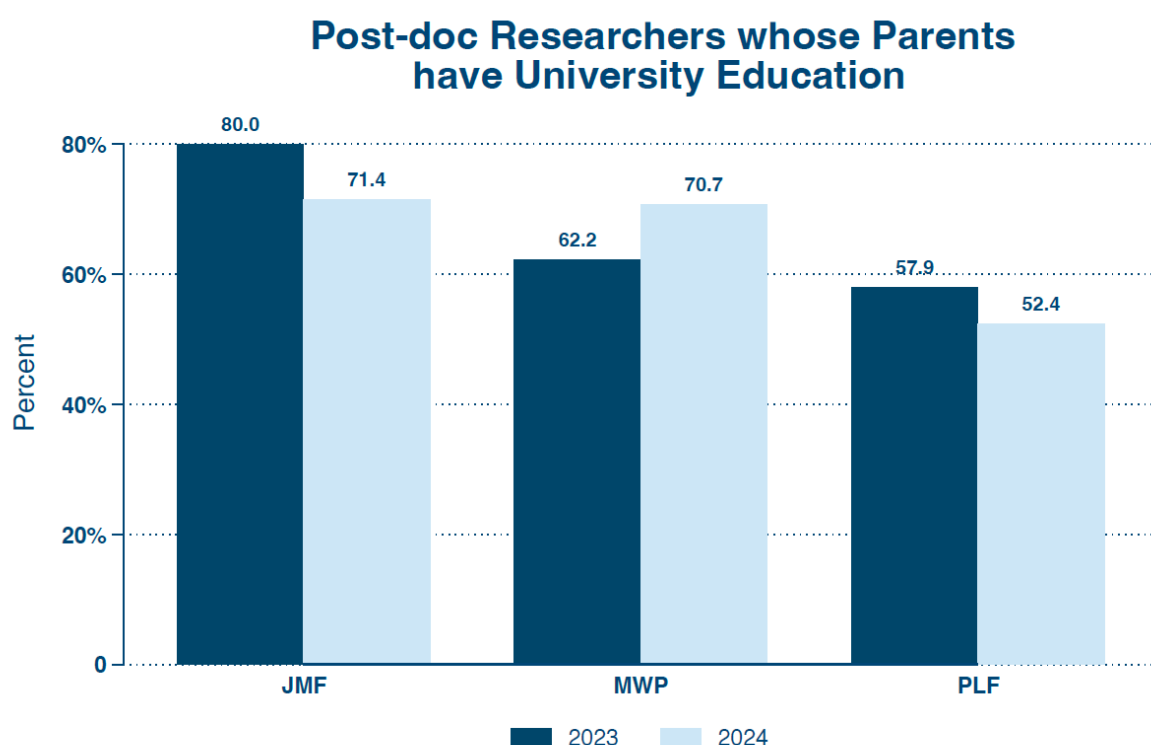


Figure 66. Source: author's elaboration of data from EUI Dashboard (Power BI).

Post-doc Researchers at Risk of Disadvantage on Ethnic and Racial Grounds

Figure 67 shows variation in the degree to which post-doc researchers feel at risk of disadvantage on ethnic or racial grounds.⁴⁵ In 2024, the largest proportion was registered by Policy Leader Fellows – one third of whom reported feeling at risk. No such cases are registered among Jean Monnet Fellows.⁴⁶ The share increased compared to 2023 for Policy Leader Fellows, while it halved from 2023 to 2024 for MWFs.

As observed for PhD researchers, and master students' responses, self-reported disadvantage is subject to small counts and response bias. The registered trends should be considered as signals to investigate rather than definitive outcomes.

⁴⁵ The statistics in this section refer to newly admitted Policy Leader, Max Weber, and Jean Monnet fellows.

⁴⁶ Jean Monnet Fellows represent a much smaller group – around 10-15 people.

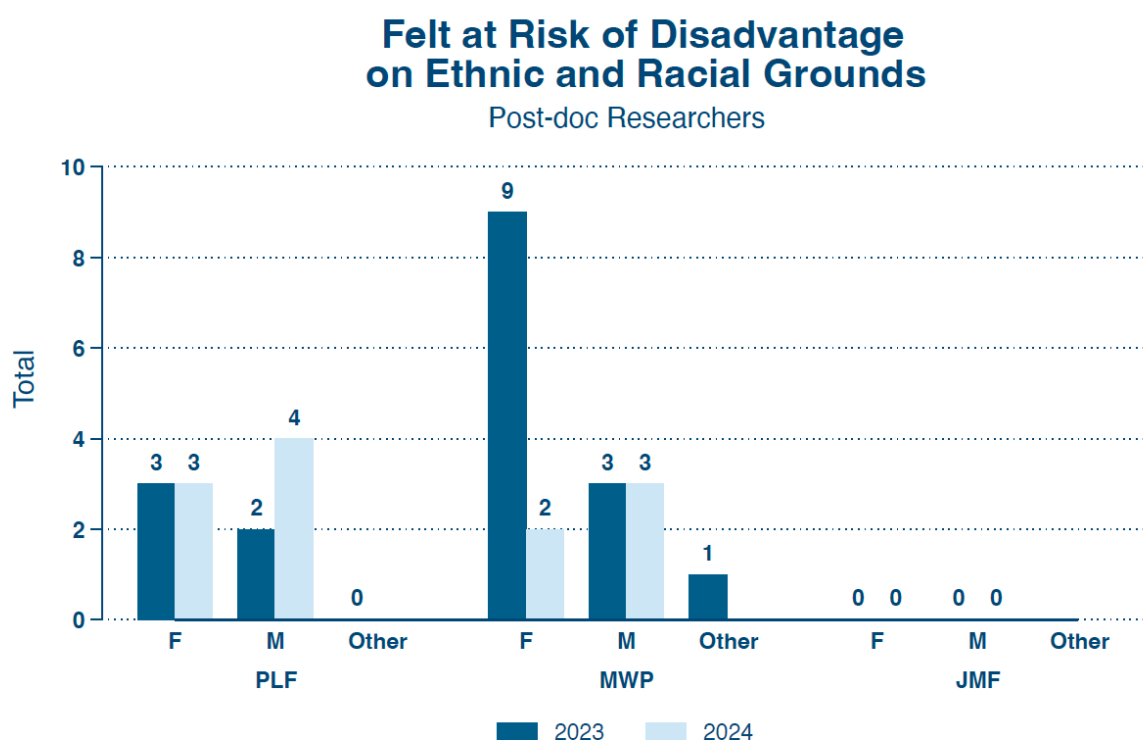


Figure 67. Source: author's elaboration of data from EUI Dashboard (Power BI).

Final observations on fellowship programmes

PLF: the programme appears to recruit and admit more women from more socio-economically diverse backgrounds, alongside higher reported ethnic/racial disadvantage. This scenario highlights potential dynamics that should be explored more in-depth:

- Greater international reach may increase exposure to bias in academic spaces.
- The nature of the programme, combining policy and practice. attracts candidates with varied social origins, who may be more subject to unequal treatment.

MWP: As the share with university-educated parents increases, the reported risk of ethnic/racial disadvantage drops. This could depend on changing cohort composition (more advantaged socio-economic backgrounds) and/or improved programme climate.

JMF: it is a programme with high parental education and no racial/ethnic disadvantage reported, as well as showing very high female representation in 2024. This may reflect a programme composed of smaller cohorts attracting professionals undertaking elite academic pathways, or a studies programme with lower perceived ethnic/racial risk (though the risk of under-reporting due to small samples should also be considered before drawing definitive conclusions).

COMMITTEES & DECISION-MAKING BODIES

EUI's committees and decision-making bodies are divided as follows:

- **Academic Matters:**
 - Doctoral Programme Committee
 - Entrance Board (Admissions Committee)
 - Ethics Committee
 - Funding Committee
 - ICT - Library Committee
 - Social and Welfare Fund
- **Institutional Matters:**
 - Budget and Finance Committee
 - Grants Committee
 - Max Weber Programme Steering Committee (Fellowship Steering Committee since 2025)
- **Internal Committees:**
 - Canteen Services Committee
 - Crèche Committee
 - Data Protection Committee
 - Disciplinary Board
 - Disciplinary Appeals Committee (Academic)
 - Disciplinary Committee (Academic)
 - Diversity Policy Committee
 - Gender Equality Committee
 - Graduate Programme Appeals Committee
 - Harassment Policy Committee
 - Housing User Group
 - Joint Advisory Committee on Professional Incompetence, Comité consultatif paritaire de l'insuffisance professionnelle
 - Joint Committee
 - Safety and Security Committee
 - Sickness Insurance Management Committee, Comité de Gestion de la Caisse Maladie
 - Staff Committee

There is no unified data source for committees' members; therefore, the analysis in this section is based on data retrieved from the EUI website⁴⁷ and refers to 2025.

The following graph (figure 68) shows a positive trend of increasing overall female representation in committees between 2023 and 2025; however, the share of women remains less than 50% in committees for Institutional Matters and Academic Matters and in the other Governing Bodies.

⁴⁷ European University Institute, "[Governing Bodies](#)".

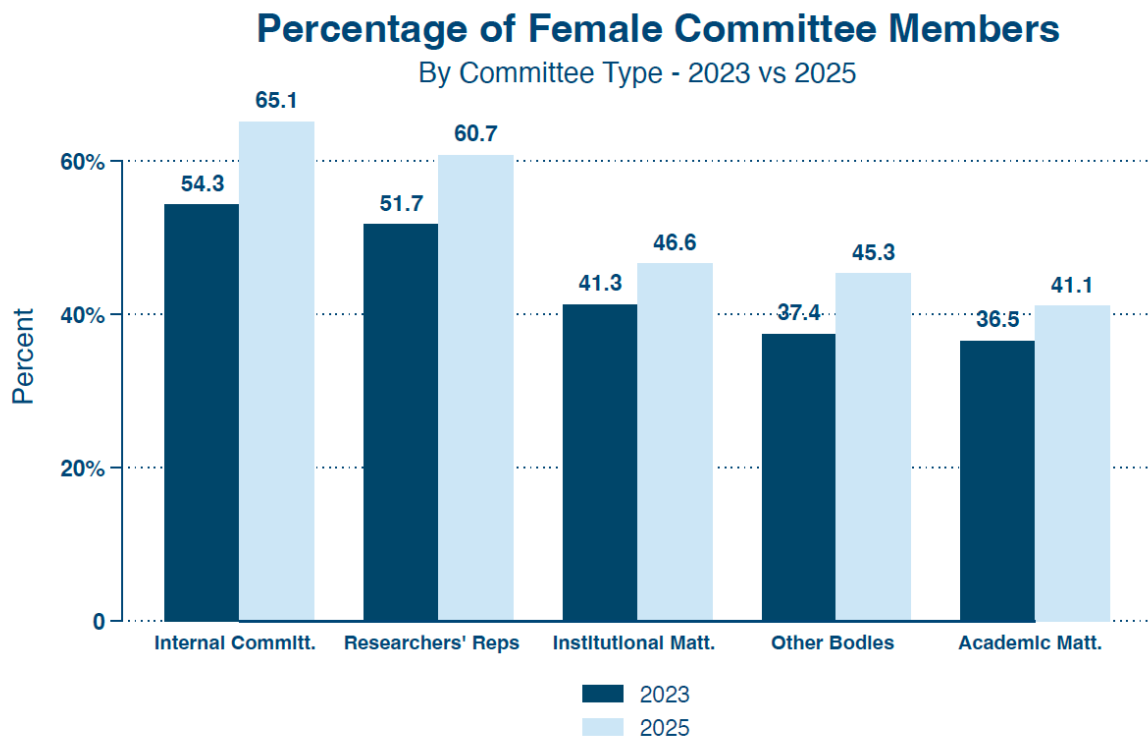


Figure 68. Source: author's elaboration of data retrieved from the EUI website.

Overall:

- Academic Matters improved from 36.5% → 41.1% women (+4.6 pp).
- ICT–Library: 15.4% → 35.7% women.
- Doctoral Programme Committee maintained parity.
- Social and Welfare Fund reached/kept parity.
- Admissions Committee (Entrance Board) remains below parity (circa 33% women).

- Budget and Finance: 46.3% → 48.44% women (small positive shift).
- Max Weber Programme Steering Committee: 11.1% → 33.33% women (substantial improvement, but still below parity).

- Gender Equality Committee: 65% → 81% (+16p).
- Data Protection Committee: 33.3% → 50%.
- Canteen Services Committee: 66% → 40%.
- Disciplinary Board: 20% → 40%.
- Disciplinary Committee: 25% → 0%.

- Management Team: 25% → 31%.

- Executive Committee: 28.6%→ 42%.
- Academic Council from male-majority to parity.

Academic Matters Committees

Men outnumber women in most committees related to academic matters,⁴⁸ although there are fluctuations among them (figure 69). Large academic committees show male majorities indicating room for improvement. The Ethics Committee and the ICT–Library Committee are the largest bodies with 9 men compared to 6 women (60/40%) in the Ethics Committee and 9 men versus 5 women (35.7%) in the ICT–Library Committee.

The Doctoral Programme Committee and the Social and Welfare Fund display gender parity (5–5 and 3–3, respectively). In contrast, smaller committees such as the Entrance Board (Admissions Committee) and the Funding Committee have fewer members overall and exhibit a male majority (EB 33.3% women; FC 40% women). As strategic bodies, this has strategic implications.

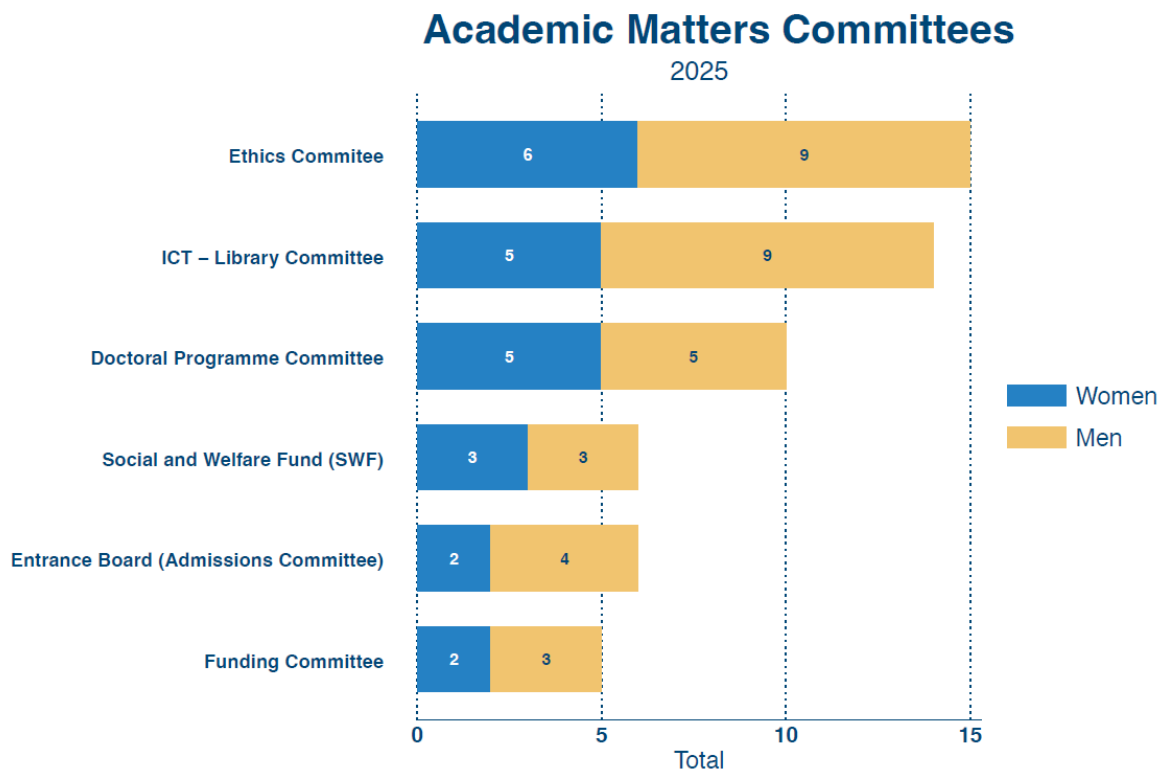


Figure 44. Source: author's elaboration of data from European University Institute, "Committees."

⁴⁸ Alternates and non-members are not included in the count, but advisors are included in the Ethics Committee. The Funding Committee includes one external member with expertise on ethics and funding issues.

Institutional Matters Committees

Figure 70 shows the gender composition of institutional matters committees: the Budget and Finance Committee⁴⁹ and the Max Weber Programme Steering Committee.⁵⁰

The Budget and Finance Committee displays near parity composition, with women representing 48.4% of members and men 51.6% (31 women and 33 men), indicating near gender parity, a positive result in a resource-focused committee.

By contrast, the Max Weber Programme Steering Committee is markedly male dominated, with women accounting for only one-third of members – although the committee is very small with only nine members in total.

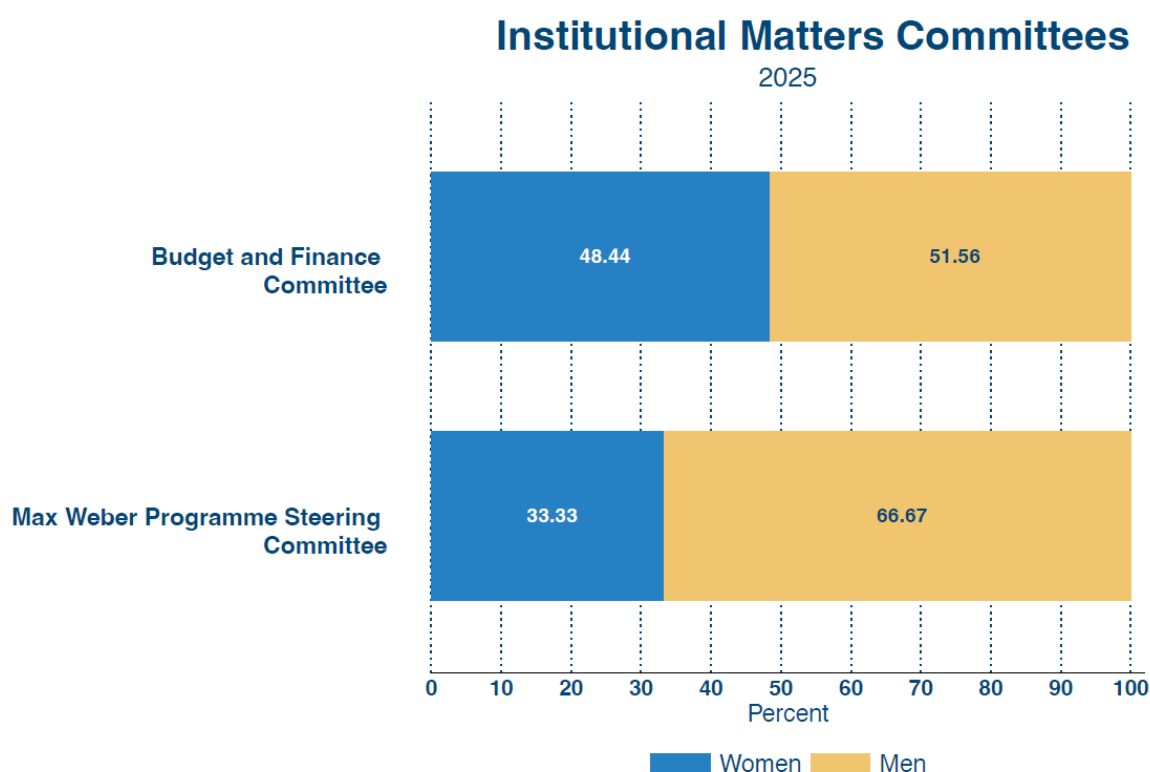


Figure 45. Source: author's elaboration of data from European University Institute, "Committees."

⁴⁹ The Budget and Finance Committee, together with the Grants Committee and the Research Council, assist the decision-making of the High Council (European University Institute, "Governing Bodies."). The members of the Grants Committee are all included in the Budget and Finance Committee.

⁵⁰ The Max Weber Programme Steering Committee includes the Committee Chair.

Internal Committees⁵¹

The EDI-related committees exhibit an overrepresentation of women. The Gender Equality Committee displays the widest margin, with 17 women and 4 men (81% women), followed by the Diversity Policy Committee (12 women, 7 men – 63% women) and the Harassment Policy Committee (9 women, 3 men-75% women).⁵² The Housing User Group and the Disciplinary Committee are also entirely composed of women; in the Crèche Committee, there is only one man.

In contrast, other bodies are male dominated: the Graduate Programme Appeals Committee (20% women) includes only 1 woman and 4 men, while the Joint Committee (40% women) and the Canteen Services Committee (40% women) both present a majority of men.

This pattern suggests that women are more heavily involved in equality- and welfare-oriented committees, while men are more prevalent in disciplinary and governance-related bodies. Data further show marked under-representation in some adjudicative bodies.

The concentration of women in EDI and welfare committees and male prevalence in some disciplinary/decision-making committees mirrors the so-called “office housework” pattern, where women shoulder equity and welfare portfolios while men are more present in executive bodies. Balancing these loads helps avoid gendered roles, and bias.

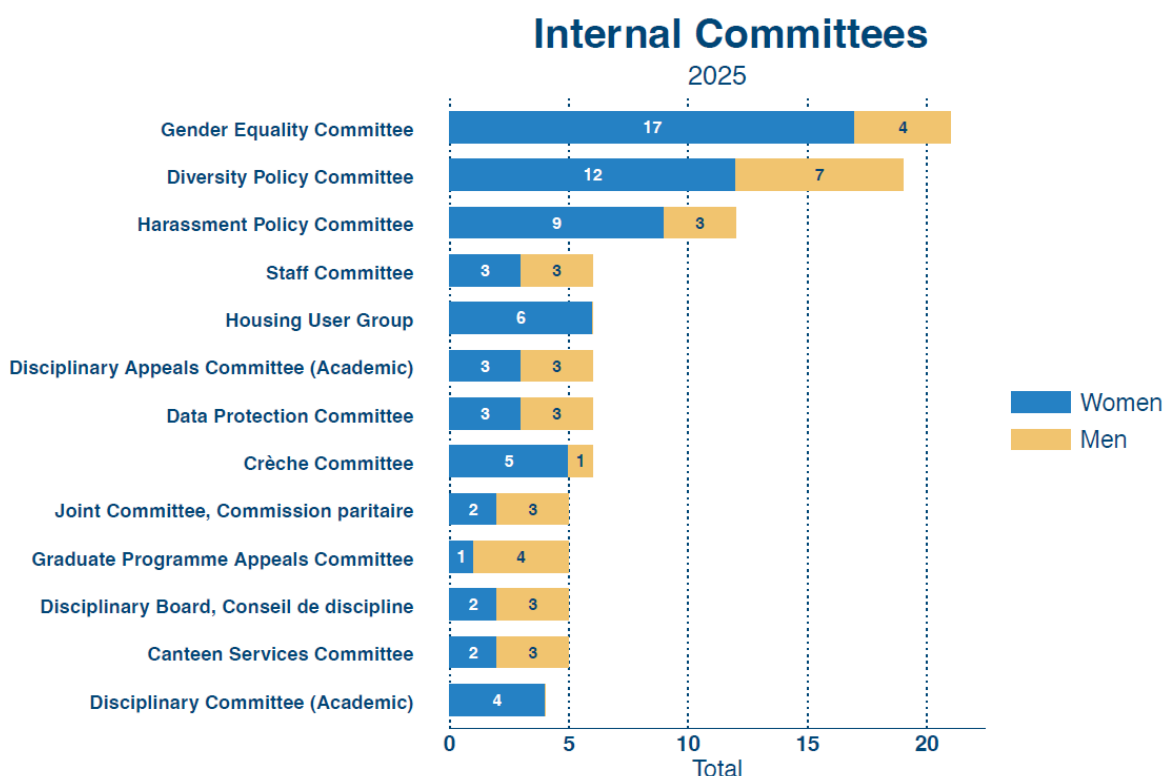


Figure 46. Source: author's elaboration of data from European University Institute, "Committees."

⁵¹ Alternates are excluded from internal committees.

⁵² The EDI Officer is included in the Diversity Policy Committee, the Gender Equality Committee, and the Harassment Policy Committee.

Other governing bodies

Figure 72 illustrates the gender distribution of the other EUI governing bodies. It should be observed that some of these have members appointed by external authorities. In 2025, the High Council⁵³ had 58 members and showed a majority-male composition (33 men versus 25 women – about 43% women). In contrast, the Academic Council⁵⁴ was almost perfectly gender-balanced – 21 women and 20 men (circa 51% women). Smaller executive structures tend to be male dominated; the Executive Committee⁵⁵ includes 11 men and 8 women (about 42% women), while the Management Team⁵⁶ shows a clearer imbalance, with 11 men compared to 5 women (roughly 31% women). The Research Council is slightly male-skewed, counting 7 men and 6 women (roughly 46% women).

An exception to this pattern is the Disability Working Group, where women represent the majority (7 women and 5 men - 58% women). Overall, the figure suggests that while gender balance is largely achieved in some representative bodies, men remain more prevalent in executive and managerial committees, whereas women are relatively more represented in bodies addressing inclusion-related issues.

⁵³ The High Council is the “EUI’s highest governance body and is in charge of oversight and steering. It is responsible for drawing up the rules governing its activities. It adopts the budget and appoints the President and the Secretary General” (European University Institute, “Governing Bodies.”).

⁵⁴ 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 organization of research and teaching activities, examines new academic initiatives and discusses yearly evaluations of academic units and programs (European University Institute, *EDI Annual Report 2023*.) The Academic Council includes guests; except one excluded as already counted as ex-officio member.

⁵⁵ 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 (European University Institute, *EDI Annual Report 2023*.) The Executive Committee includes guests.

⁵⁶ The Management Team acts as the consultative body for support functions and for the coordination of the academic and support units (European University Institute, *EDI Annual Report 2023*.)

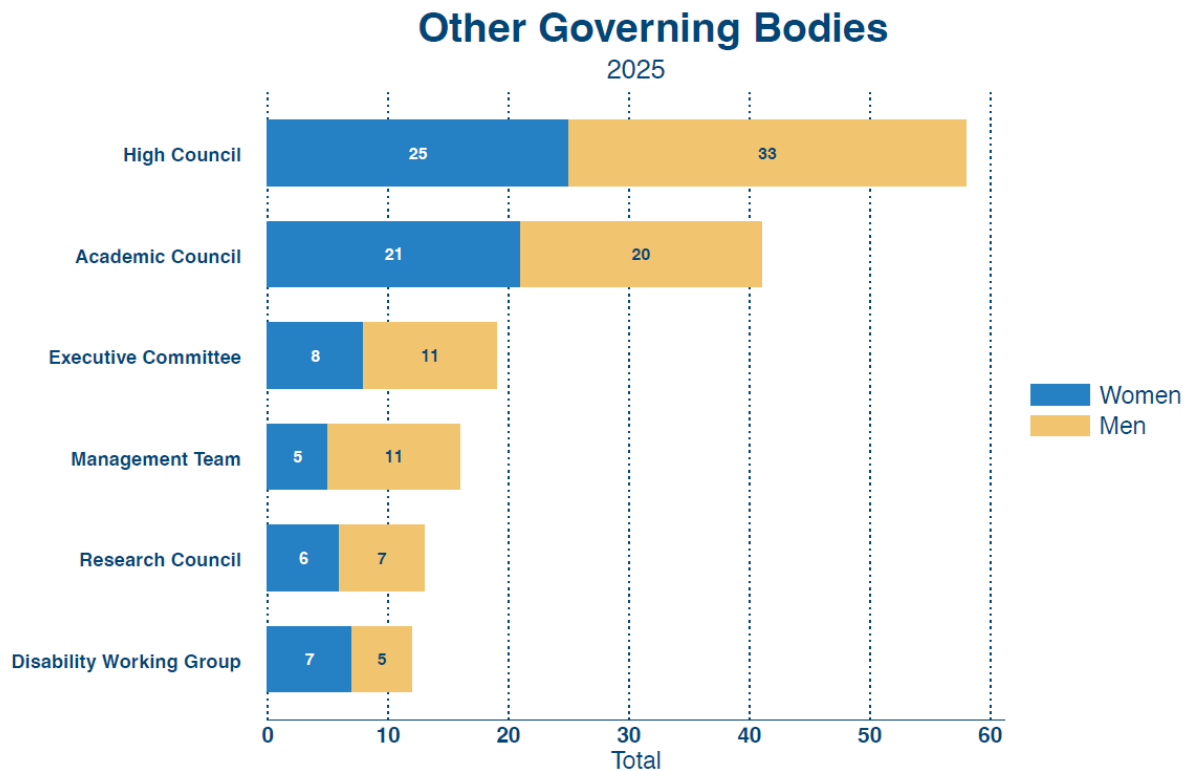


Figure 47. Source: author's elaboration of data from European University Institute, "Governing Bodies."

Representatives of Researchers, Fellows, and Students

The body of representatives varies in size depending on the unit (figure 73). Max Weber Fellows have the largest number of representatives; in 2025 they achieved perfect gender parity with three women and three men. PhD researchers are allowed four representatives; for all departments, parity or women's overrepresentation can be observed. Fellows and STG master students had one female and one male representative each.

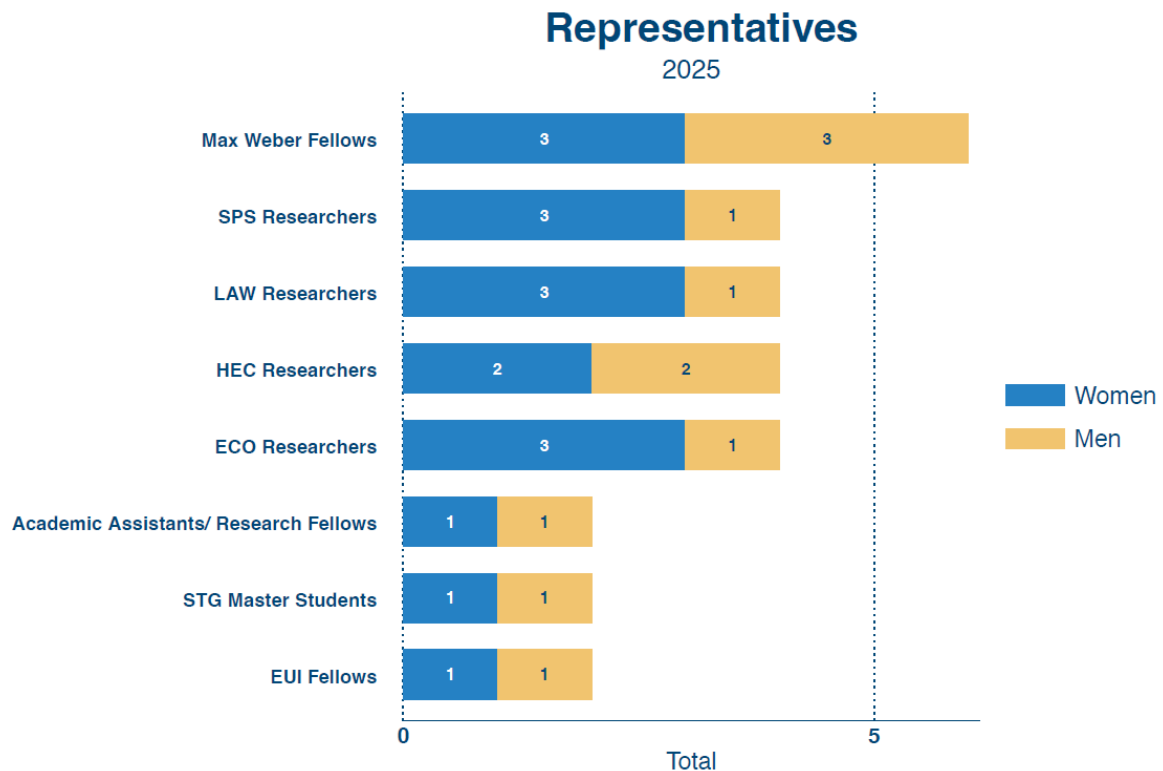


Figure 48. Source: author's elaboration of data from European University Institute, "Representatives of Master Students, PhD Researchers, Fellows and Academic Assistants."

Final observations on Committees and Decision-Making Bodies

- Gender balance in committees varies substantially by function. Academic, executive, and managerial bodies remain male-dominated, while EDI-, welfare-, and care-oriented committees are disproportionately composed by women. Representative bodies (students, fellows, researchers) generally achieve parity.
- This distribution reflects a persistent gendered allocation of institutional labour, with potential implications for workload equity, and career recognition.

Key takeaway: Women's underrepresentation in executive governing bodies could risk reinforcing structural inequalities.

EVENTS

This section presents participation in events organised at the EUI in 2024, disaggregated by department, gender, employment sector, and nationality.⁵⁷ Figure 74 highlights that a large variety of events was hosted in 2024, with workshops, seminars, and conferences being the most frequent event type.

⁵⁷ Notice that data on participations to events is collected via registrations on the Events platform.

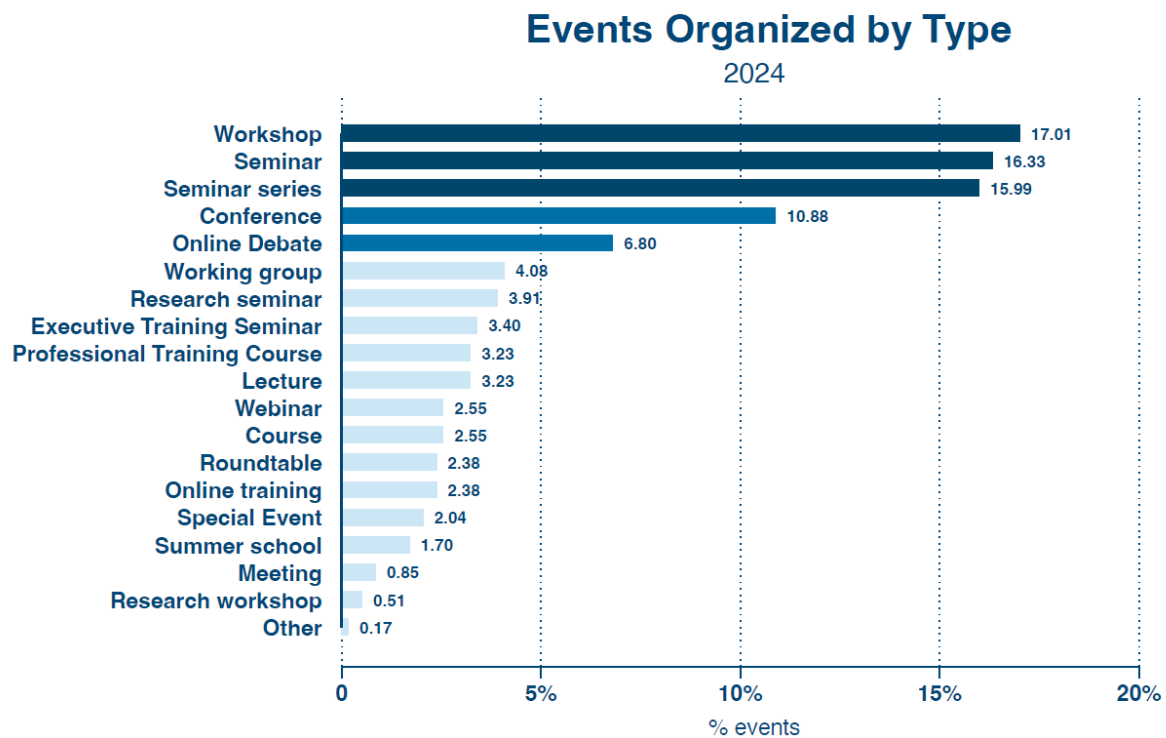


Figure 49. Source: author's elaboration of data from EUI Dashboard (Power BI).

Participation by unit shows substantial variation across academic units (figure 75). The Robert Schuman Centre (RSC) recorded the highest levels of both registrations and actual participants, followed by STG and SPS. LAW and ECO also displayed relatively high engagement, while smaller units and services account for more limited participation.

When participation is analysed by gender, women accounted for a slightly higher share of both registrations and participants compared to men (figure 76). Women represented just over half of registrations (51.3%) and participants (50.2%). A very small residual share corresponds to participants identifying their gender as “other”.

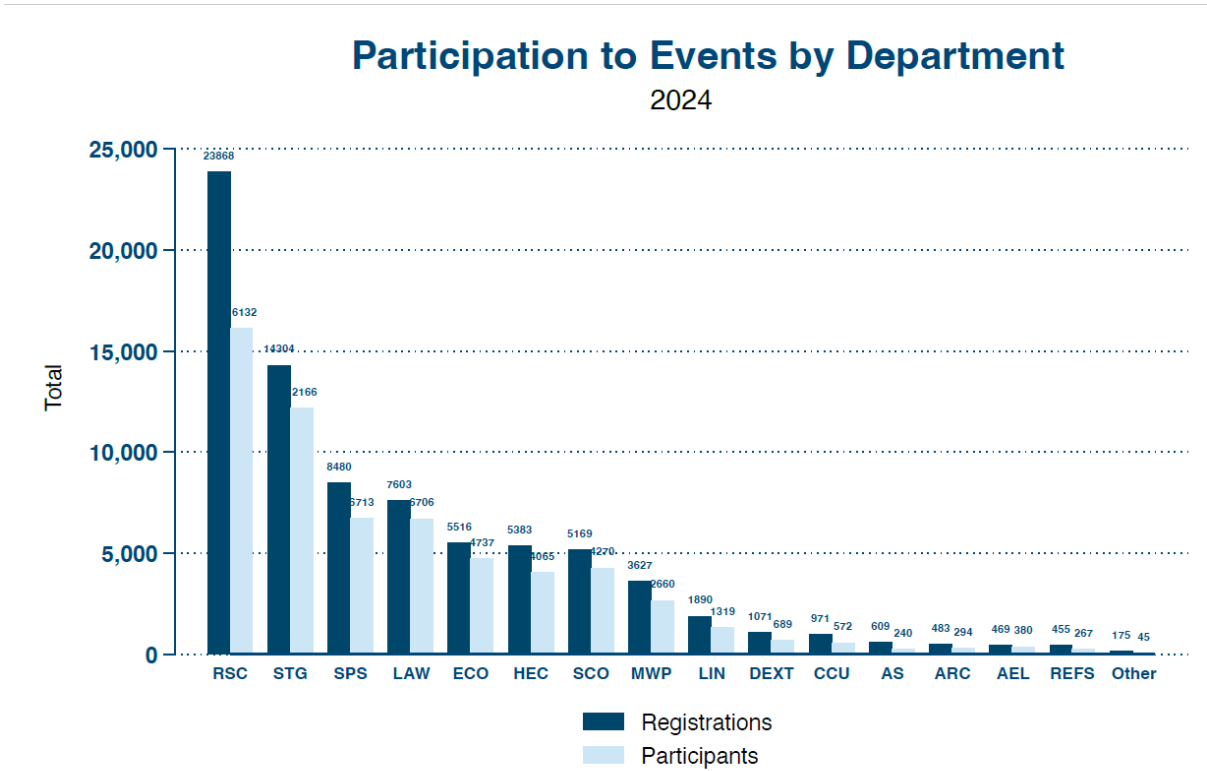


Figure 50. Source: author's elaboration of data from EUI Dashboard (Power BI).

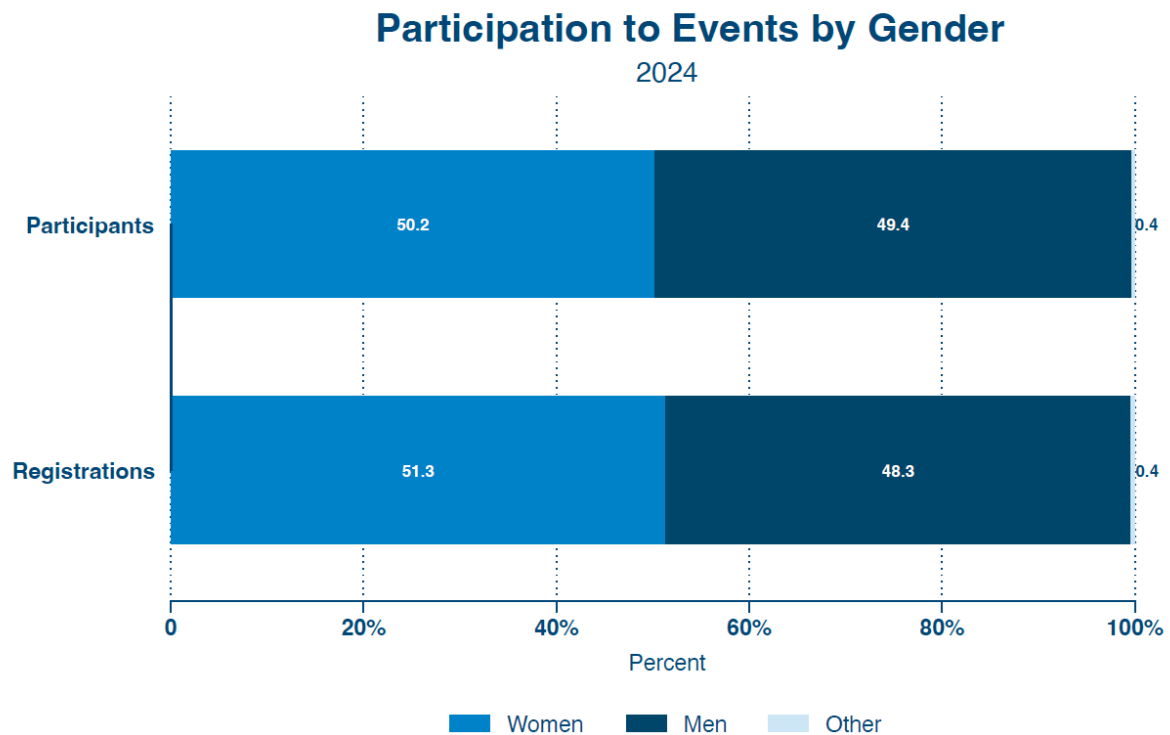


Figure 51. Source: author's elaboration of data from EUI Dashboard (Power BI).

Figure 77 highlights that participation by employment sector is strongly dominated by academia. Participants affiliated with universities and research organisations represent by far the largest group, followed by the energy sector and national, EU, or non-governmental institutions.

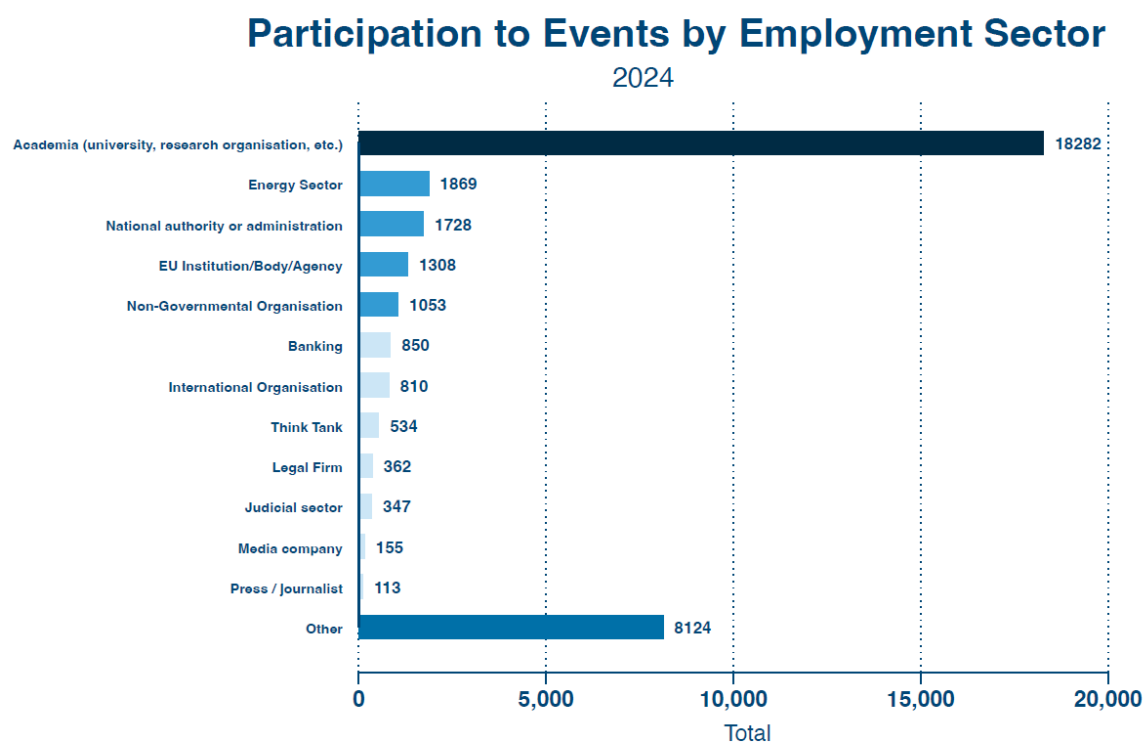


Figure 52. Source: author's elaboration of data from EUI Dashboard (Power BI).

Participation by nationality is highly concentrated. Italy is the most represented nationality, followed by Germany, France, and Spain with a steep drop thereafter (figure 78). Figure 79 also shows participation in events disaggregated by country groups. EU Member States are by far the most represented category; this broadly reflects the composition of the EUI population.

Participation to Events by Nationality

Top 30 countries by number of participants - 2024

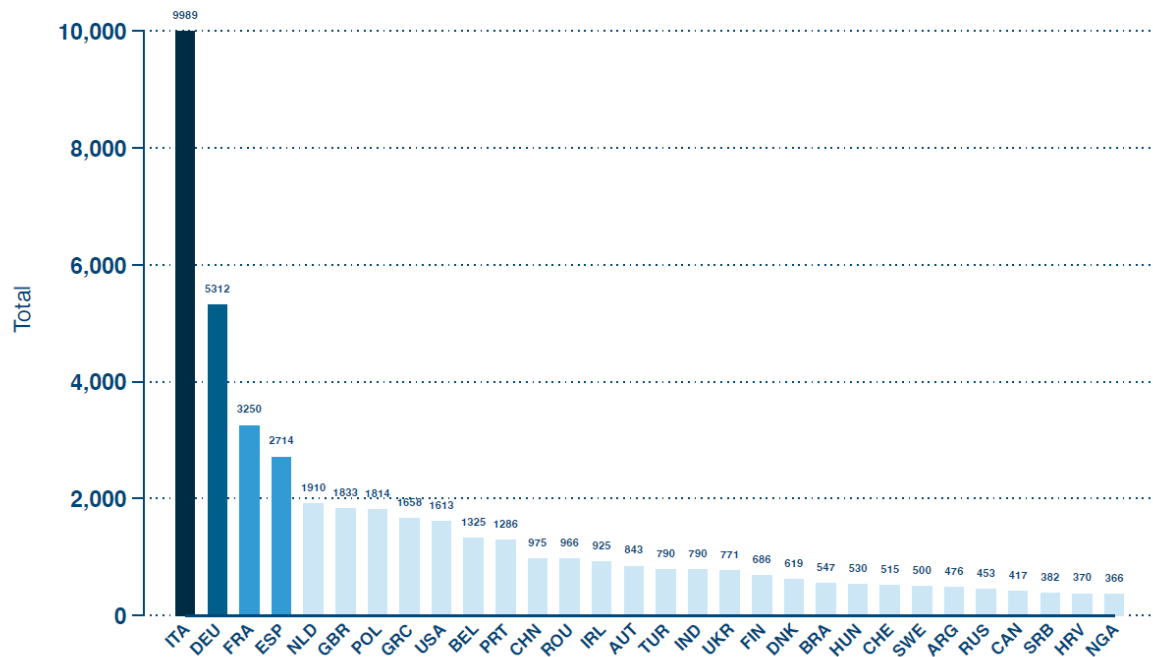


Figure 53. Source: author's elaboration of data from EUI Dashboard (Power BI).

Participation to Events by Nationality

2024

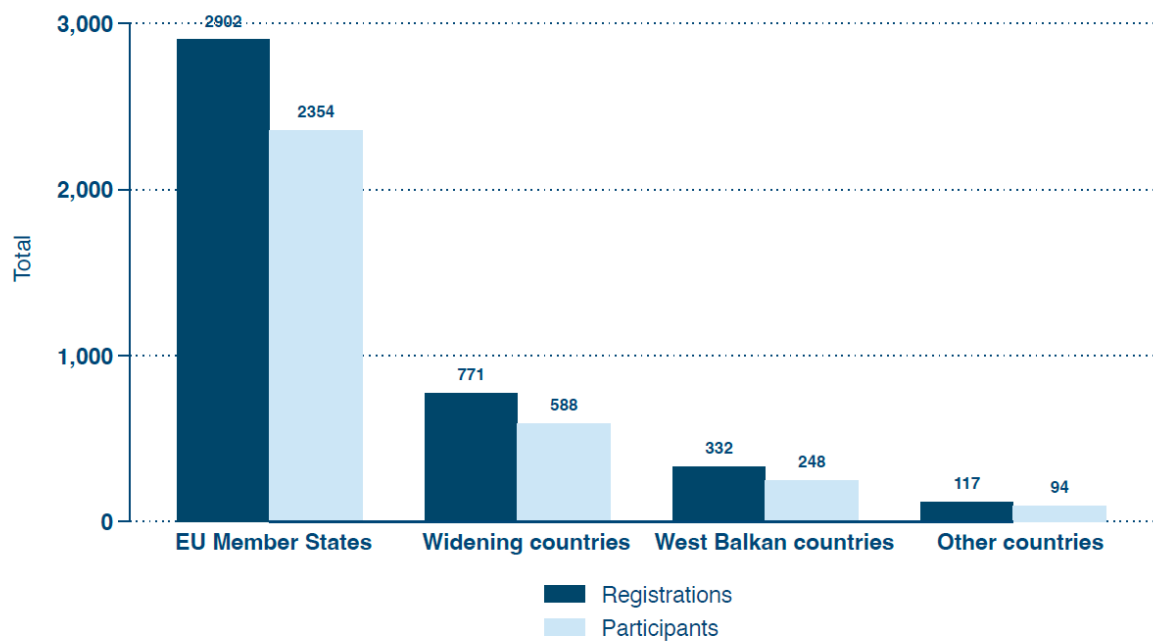


Figure 54. Source: author's elaboration of data from EUI Dashboard (Power BI).

Final observations on Events data

- Event participation in 2024 was broadly gender-balanced, with women slightly more represented among both registrants and participants. Participation is heavily concentrated in academic sectors and among EU nationals, mirroring broader institutional demographics.
- Data on the gender composition and other diversity characteristics of panels are currently unavailable, which precludes an analysis of whether panels meet standards of gender balance and broader diversity.

Recommendations

Overall recommendations:

1. Strengthen EDI data sets and intersectional analysis:
 - Harmonise data across Osiris, Events Platform and the HR Management System (Dolphin), and enhance the functionalities of the EUI Dashboard (Power BI) to ensure that data is accurately reflected. Current limitations in the dashboard's translation of data from Dolphin, combined with underuse of available Power BI features, may lead to inconsistencies and potential misinterpretations.
 - Move beyond gender binary data collection and analysis, and nationality, by progressively introducing or strengthening voluntary and privacy-compliant data collection on ethnicity and racial background; disability; socio-economic background; sexual orientation and gender identity.
 - Ensure intersectional analysis, which is currently very limited or not possible.
2. Address vertical gender segregation⁵⁸:
 - Continue focusing on recruitment with analysis on career advancement, promotion, and contract stability. Review promotion pathways into AD and senior grades.
 - Introduce monitoring of time spent in part-time and fixed-term contracts, starting from gender.
3. Continue enhancing monitoring of selection processes:
 - Continue monitoring applicant pools compared to outcomes, especially where male-dominated applicant pools still result in gender-balanced or female-majority hires; monitor that high share of selected women do not mask pipeline issues at the application stage.

⁵⁸ Vertical segregation indicates the under- (or over-) representation of women and men workers in occupations or sectors at the top of an ordering based on 'desirable' attributes (income, prestige, job stability, etc.), independent of the sector of activity.

4. Rebalance 'institutional labour' and decision-making power:
 - Actively rebalance committee composition so that: a. women are not disproportionately concentrated in EDI, welfare, and care-oriented committees; b. men are not overrepresented in executive, financial, and disciplinary bodies
5. Complement quantitative data with qualitative assessments:
 - Complement quantitative indicators with qualitative tools (climate surveys, focus groups, exit interviews).
 - Low reported rates of ethnic/racial disadvantage should not be read as absence of issues. Data could be integrated with qualitative tools mentioned above.

Professional staff roles

- Address vertical gender segregation by reviewing promotion pathways into AD grades.
- Introduce structured mentoring and leadership development for women and underrepresented groups in mid-career staff roles.
- Monitor and assess nationality concentration at entry and mid-level grades, particularly the high share of Italian staff, to ensure recruitment practices support diversity.
- Monitor workforce planning to support generational renewal, including targeted early-career recruitment.

Faculty

- Improve gender balance in full-time professorships. Departments with consistently low female representation should develop specific action plans.
- Contextually, the concentration of women in part-time or non-permanent academic positions should be reduced.
- Promotion practices should be audited to assess whether actions could be taken to support women's progression to senior grades.
- Monitor data on part-time FTEs, as it may conceal structural staffing needs.

Researchers

- Target departments with persistent gender imbalance through specific outreach initiatives.
- Broaden socio-economic access, considering the expansion of outreach initiatives, targeted communication initiatives, and other targeted actions.
- Admissions should continue to be interpreted in light of funding structures, not applicant quality alone.

Master students

- Assess whether STG could be treated as a **best-practice benchmark** for sustained gender parity in composition of students' cohorts.
- In small-cohort programmes (LLM-LAW, MRES-ECO), annual swings should be interpreted cautiously, with focus on multi-year trends.
- Increase efforts to diversify applicant pools socio-economically and geographically, particularly beyond Italy and EU member states.
- Extremely low response rates on ethnic/racial disadvantage call for diversified data collection methods

Post-doctoral researchers and fellows

- Continue consolidating gender-equitable selection practices, which consistently favour women relative to application rates.
- Investigate the higher reported risk of ethnic and racial disadvantage among Policy Leader Fellows and eventually respond with tailored support and actions.
- Monitor rising parental education levels in some programmes (e.g. MWP) to prevent socio-economic homogenisation.

Committees and Governance

- Aim for gender balance in executive, financial, and disciplinary bodies, not only in advisory or welfare-oriented committees.
- Consider recognising and rebalance the “office housework” burden in workload allocation and career progression.
- Introduce systematic gender (and possibly intersectional) targets or benchmarks for committee composition.

Events

- Introduce systematic data collection on composition of panels in events.
- Maintain gender-balanced participation in events while improving geographic and sectoral diversity among speakers and participants.

REFERENCES

Conditions of Employment of the Teaching Staff of the EUI.

European University Institute. “Committees.” European University Institute, February 2025. <https://www.eui.eu/en/public/about/committees>.

European University Institute. “Doctoral Programmes.” European University Institute, 2026. <https://www.eui.eu/en/services/academic-service/doctoral-programme>.

European University Institute. *EDI Annual Report 2023*. European University Institute, n.d. <https://www.eui.eu/Content-Types-Assets/Uploads/EUI-EDI-Annual-report-2023.pdf>.

European University Institute. "Governing Bodies." European University Institute, November 2025. <https://www.eui.eu/en/public/about/governing-bodies>.

European University Institute. "Representatives of Master Students, PhD Researchers, Fellows and Academic Assistants." European University Institute, October 2025. <https://www.eui.eu/en/public/about/representatives>.

European University Institute. "Widening Countries." European University Institute. Accessed January 20, 2026. <https://www.eui.eu/en/public/research/topics?id=widening-countries>.

European University Institute. *Work and Life of EUI Staff: Non-Academic Careers*. European University Institute, 2024.

Staff Regulations Applicable to Permanent Staff Members and Conditions of Employment of Other Servants of the EUI (2014). https://www.eui.eu/Documents/ServicesAdmin/PersonnelService/Rules-Regulations/StaffRules_ADMIN.pdf.

Appendix: Complete country names

ISO code	Country name	ISO code	Country name
ABW	Aruba	KHM	Cambodia
AFG	Afghanistan	KOR	South Korea
AGO	Angola	KWT	Kuwait
ALB	Albania	LAO	Laos
AND	Andorra	LBN	Lebanon
ARE	United Arab Emirates	LBR	Liberia
ARG	Argentina	LBY	Libya
ARM	Armenia	LKA	Sri Lanka
ASM	American Samoa	LSO	Lesotho
ATG	Antigua and Barbuda	LTU	Lithuania
AUS	Australia	LUX	Luxembourg
AUT	Austria	LVA	Latvia
AZE	Azerbaijan	MAC	Macao
BDI	Burundi	MAR	Morocco
BEL	Belgium	MDA	Moldova
BEN	Benin	MDG	Madagascar
BGD	Bangladesh	MDV	Maldives
BGR	Bulgaria	MEX	Mexico
BHR	Bahrain	MKD	North Macedonia
BHS	Bahamas	MLI	Mali
BIH	Bosnia and Herzegovina	MLT	Malta
BLR	Belarus	MMR	Myanmar
BOL	Bolivia	MNE	Montenegro
BRA	Brazil	MNG	Mongolia
BTN	Bhutan	MOZ	Mozambique
BWA	Botswana	MRT	Mauritania
CAF	Central African Republic	MUS	Mauritius
CAN	Canada	MWI	Malawi
CHE	Switzerland	MYS	Malaysia
CHL	Chile	NAM	Namibia
CHN	China	NER	Niger
CIV	Côte d'Ivoire	NGA	Nigeria
CMR	Cameroon	NIC	Nicaragua
COG	Republic of the Congo	NIU	Niue
COL	Colombia	NLD	Netherlands
COM	Comoros	NOR	Norway
CPV	Cabo Verde	NPL	Nepal
CRI	Costa Rica	NZL	New Zealand
CUB	Cuba	PAK	Pakistan
CYP	Cyprus	PER	Peru
CZE	Czech Republic	PHL	Philippines
DEU	Germany	POL	Poland
DJI	Djibouti	PRT	Portugal
DNK	Denmark	PRY	Paraguay

DOM	Dominican Republic	PSE	Palestine
DZA	Algeria	ROU	Romania
ECU	Ecuador	RUS	Russia
EGY	Egypt	RWA	Rwanda
ERI	Eritrea	SDN	Sudan
ESP	Spain	SEN	Senegal
EST	Estonia	SGP	Singapore
ETH	Ethiopia	SLE	Sierra Leone
FIN	Finland	SMR	San Marino
FJI	Fiji	SOM	Somalia
FLK	Falkland Islands	SRB	Serbia
FRA	France	SSD	South Sudan
GAB	Gabon	SVK	Slovakia
GBR	United Kingdom	SVN	Slovenia
GEO	Georgia	SWE	Sweden
GHA	Ghana	SYC	Seychelles
GIB	Gibraltar	SYR	Syria
GIN	Guinea	TGO	Togo
GMB	Gambia	THA	Thailand
GRC	Greece	TJK	Tajikistan
GTM	Guatemala	TKM	Turkmenistan
HKG	Hong Kong	TTO	Trinidad and Tobago
HND	Honduras	TUN	Tunisia
HRV	Croatia	TUR	Turkey
HUN	Hungary	TWN	Taiwan
IDN	Indonesia	TZA	Tanzania
IND	India	UGA	Uganda
IOT	British Indian Ocean Territory	UKR	Ukraine
IRL	Ireland	URY	Uruguay
IRN	Iran	USA	United States
IRQ	Iraq	UZB	Uzbekistan
ISL	Iceland	VEN	Venezuela
ISR	Israel	VNM	Vietnam
ITA	Italy	XKV	Kosovo
JAM	Jamaica	YEM	Yemen
JOR	Jordan	ZAF	South Africa
JPN	Japan	ZAR	Zaire (former name of the Democratic Republic of the Congo)
KAZ	Kazakhstan	ZMB	Zambia
KEN	Kenya	ZWE	Zimbabwe
KGZ	Kyrgyzstan		

Annex I: Key terminology for grades

GRADE	TYPES OF POSTS
Professional staff	
AD8 – AD13 ⁵⁹	Director
AD5 – AD11 ⁶⁰	Administrator
AST10 – AST11 ⁶¹	Senior Assistant
AST1 – AST9 ⁶²	Assistant
FGI1 – FGIV18 ⁶³	Assistant
Faculty⁶⁴	
PR09 – PR14	Professor (full-time, part-time)
ASSPR4 – ASSPR7	Assistant Professor (full-time, part-time)
Academic Non-Faculty⁶⁵	
CDR3 – CDR6	Research Fellow
ASTAC1e – ASTAC5	Academic Collaborators and Assistants

⁵⁹ [Rules & Regulations, Statutory rules, Staff Regulations Annex I.](#)

⁶⁰ See footnote 60.

⁶¹ See footnote 60.

⁶² See footnote 60.

⁶³ [Rules & Regulations, Statutory rules, Conditions of employment of other servants, Article 80.](#)

⁶⁴ [Rules & Regulations, Statutory rules, Conditions of employment of teaching staff, Article 28.](#)

⁶⁵ See footnote 65.