Gender and Nationality Distributions

- Summer Students
- Doctoral & Technical Students
- Fellows
- Associates
Summer Students

SUM: gender and nationality distributions for 1996-2000
• Many women applicants (~30%)
• Positive bias at selection level in 2000
• Three countries mainly contributing
Female/male applicants (24–31%) with positive trend
On average no bias at selection level
• Five countries mainly contributing
• Five countries mainly contributing
• Female/male applicants ~22%
• No bias at selection level
MS Associates
(paid and corresponding)

SAC-MS: gender and nationality distribution for 1996-2000
• Very few women applicants (11 to 17%)
• No bias at selection level in last three years
• Negative trend in female/male applications
CONCLUSIONS

• Fewer women/men apply, especially for more senior positions

Typical ratios female/male candidates

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer Students</td>
<td>~30%</td>
</tr>
<tr>
<td>Doct. &amp; Tech. Students</td>
<td>24 - 31%</td>
</tr>
<tr>
<td>Fellows</td>
<td>~22%</td>
</tr>
<tr>
<td>Associates</td>
<td>11 - 17%</td>
</tr>
</tbody>
</table>

• No obvious bias at the selection level