

SEERC – 2022 Gender Data Report



South East European Research Centre

2022 Gender Data Report

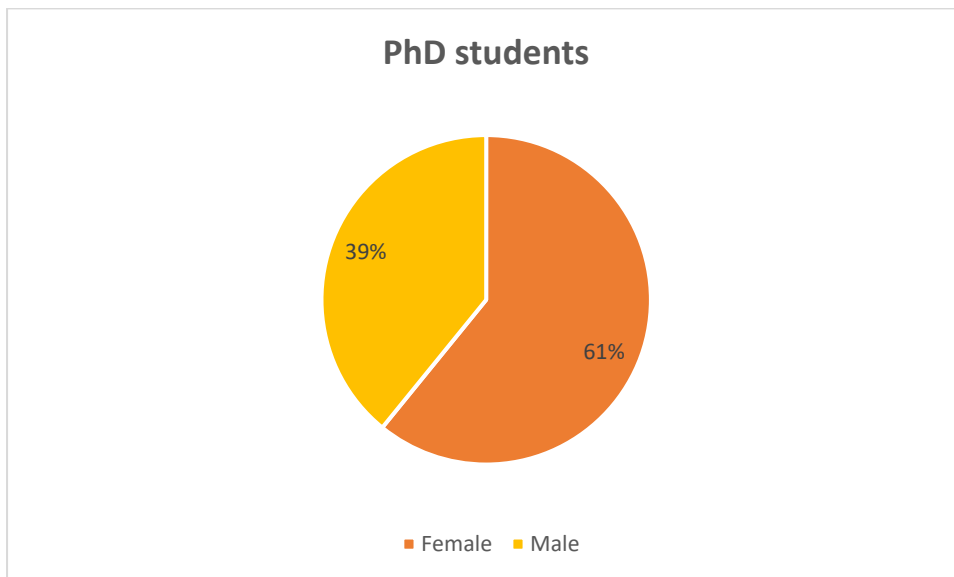
SEERC's commitment to Gender equality, diversity and inclusion, as expressed in the Centre's Gender Equality Policy is in line with the Gender Equality Declaration of its mother institution CITY College and part of the College's Strategy and the relevant strategies of the University of York. We strive to create a research environment giving the opportunity to everyone (student and staff) to achieve their potential irrespective of their gender, sexual orientation and other intersecting features.

Starting with the year 2022, we will report annually sex/gender disintegrated data including gender imbalances across job categories and leadership positions and we will take action to address them.

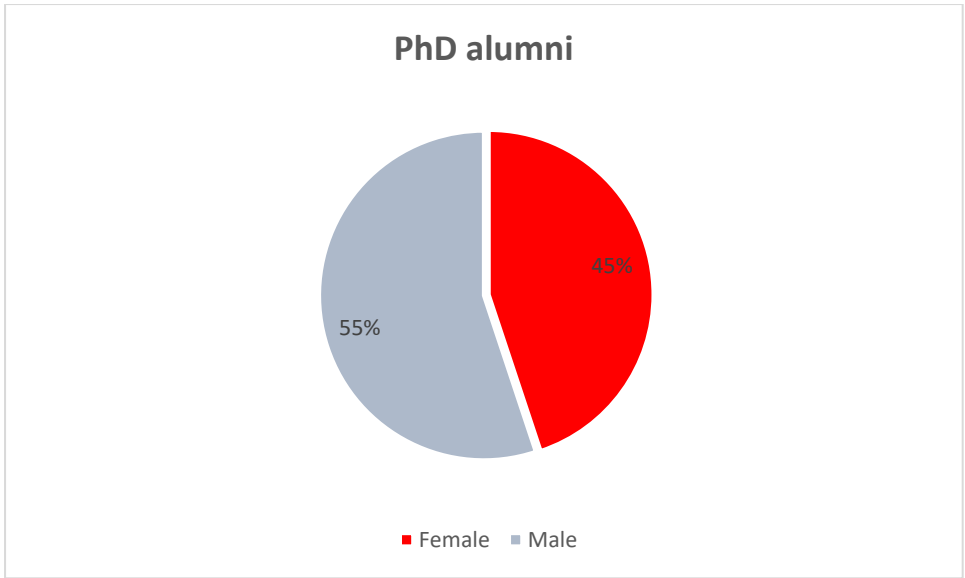
This report contains data as of March 2022 on our student body and staff.

1. PhD Students

SEERC hosts PhD students that are registered at the University of York and the University of Sheffield. In total 23 PhD candidates are currently registered with the two Universities. The gender distribution among them is given in the following graph.

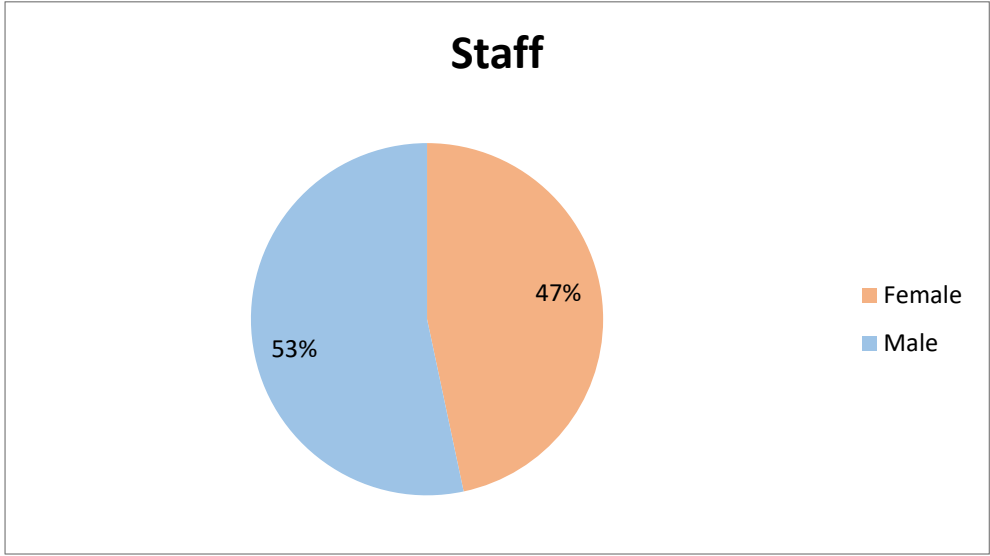


Although currently more than 60 % of PhD candidates hosted by SEERC are females, the picture is quite different if we look at PhD awards. The following graph shows the gender distribution among those who have already received a PhD facilitated by SEERC during the past 15 years. Only 45% of them were female. We expect this to move towards a more equal distribution in the coming years.



2. Staff distribution

SEERC currently employs 15 full time members of staff. The full time SEERC staff distribution is shown in the following graph. It includes staff that work in academic positions and administration (excluding Management). We can see that the distribution is close to an equal split.



However, in terms of job positions staff members occupy, we can see quite big differences. All but one of the females are junior researchers and administrative staff, while there are no women in managerial positions. This is something that, although justified up to a point by the small size of the Centre, needs to be addressed in the coming years.

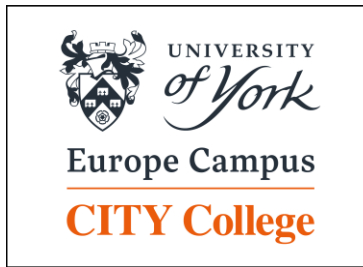
3. Staff pay gap

We have calculated the gap between the payments received by full time staff at various positions at SEERC. The following table shows the gender pay gap between the average payment received by females and males. A negative sign denotes female average pay trailing the male average pay, while a positive sign denotes the opposite. Note that the table does not include Management, which currently is exclusively male.

Position	Pay Gap
Administration (excluding management)	-1.44%
Associate Professor	7.17%
Professor	-20.76%

We note that the differences at the Associate level are not very high, while there is a small positive difference at the administration level. Both can be explained by levels of seniority. The difference at the professorial level is quite high but it too can be explained by level of seniority.

Nevertheless, SEERC is committed to offer equal levels of payment for the same positions and levels of seniority to all staff. In the coming years we aim to address the potential issues with payment imbalances and to investigate ways of promoting females into managerial positions.



South-East European Research Centre

24 Proxenou Koromila Str.
54622, Thessaloniki, Greece
Tel: +30 2310-253477-8
Fax: +30 2310 234205
contact@seerc.org
<http://www.seerc.org>