Women in European Economics*

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Abstract

This paper presents results from the first comprehensive data collection of all research institutions in economics in Europe. We built a web-scraping tool that collects publicly available information about the proportion of women in different positions in universities, business schools, and other institutions. We find a similar picture as the one from the U.S. (which, however, is gathered from surveys, and not web resources), but across European countries and regions, there are substantial differences. We also document that institutions that rank higher in terms of their research output tend to have less women in senior positions, in line with the "leaky pipeline" hypothesis. Moreover, we also find that higher ranked institutions also tend to have less women on the junior level. We suggest avenues for further data collection and research.

Keywords: Gender equality, academic hierarchies, leaky pipeline

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1 Introduction

In many realms of society, and, in particular, in key positions such as top management, politics, and science, women are still under-represented. These professions require high skills and effort, but career outcomes are very risky. One of these professions, which has recently received a fair amount of interest, is the one of academic economists (Lundberg and Stearns, 2019). In the U.S., for instance, in 2017, only 13.9 percent of full professors were female (CSWEP, 2017). This low level could be explained by exogenous differences in taste between genders because women are under-represented at the undergraduate level already with less than 30% of the bachelor degrees in economics in the U.S. being awarded to women. However, conditional on the fact that they study economics, more women start a Ph.D. than men, and women also tend to complete their Ph.D. more often than men. In other words, women are initially less attracted to economics than men, but when they choose to study it they tend to succeed better up to the Ph.D. level.[1] Over the last decade, between 30% and 35% of Ph.D.s in economics in the U.S. have hence been earned by women (CSWEP, 2017).

The big gap between the percentage of women holding a Ph.D. (roughly one third) and those who eventually are promoted to full professors (less than 15 percent) has been interpreted as evidence for a "leaky pipeline", in which, over the different stages of a career, the attrition of women is higher than the one of men.[2] This gap could be due to cohort effects, a lag effect between the time of Ph.D. completion and the time of promotion to full professorship. However, the gap has been stable over the last two decades making cohort effects appear unlikely. The puzzle of the persistence of the leaky pipeline has therefore attracted a lot of research and media attention lately.[3]

[1] This is true also in Britain, where undergraduate women who stay in economics get better grades than their male classmates (*The Economist* "Women and economics", Print edition | Christmas Specials 2017 by Soumaya Keynes).

[2] For instance, in 2017 in the U.S., new doctorates in economics were 32.9% female, falling to 28.8% for assistant professors, to 23.0% for tenured associate professors and to 13.9% for full professors (CSWEP, 2017).

[3] See for instance the various papers in *The New York Times* and the *Financial Times* as well as in *The Economist*:
The New York Times (2019): "Female Economists Push Their Field Toward a]#MeToo Reckoning"
The New York Times (2018): "Why Women's Voices Are Scarce in Economics"
The New York Times (2017): "Evidence of a Toxic Environment for Women in Economics"
The New York Times (2018): "Star Economist at Harvard Faces Sexual Harassment Complaints"

An important concern with the leaky pipeline hypothesis is that most of its evidence comes from the U.S. The situation could well be different in other regions of the world, for taste reasons, existence of norms, or more female-friendly policies. Existing studies suggest a leaky pipeline in Europe too, as under-representation of women in tenured positions has been found in Sweden (Persson, 2003), in Italy (Corsi et al., 2014) and in the United Kingdom (Blackaby et al., 2005), but we lack systematic evidence.

Our paper seeks to provide an answer to the question of whether the situation in Europe is similar to the U.S. or whether there are important differences. Second, we aim to investigate to what extent there are important differences *within* Europe. One common *a priori* is that in the Nordic countries and maybe the Benelux countries, there are more women in academic careers because of different norms and different social policies. Third, we want to study when exactly the leaky pipeline starts. This is important for policy purpose and to understand which mechanisms are at hand. Most studies on the topics have focused on showing the existence of a glass ceiling in promotion to full professor and a wage gap for female economist, and more recently also started to explore its origin.

The data set and the underlying technicalities are described in detail in Friebel and Wilhelm (2019). The most important facts are as follows: We designed an algorithm to monitor on a daily basis all known URLs of European institutions that contribute to research in economics. The algorithm identifies the individuals listed on these websites and, where available, records the position titles these individuals hold. Gender is identified through first names, and a gender identification software analyzing pictures of the individuals. For the top 300 European research institutions (in terms of research output in RePEc), these algorithms are complemented by our additional research classifying the obtained position titles into a generally accepted hierarchy of positions. Finally, we contacted the people responsible for managing the institutions and websites to verify the results of our work and provide us with feedback.

RePEc[4], a bibliographic database, provided us with a dataset of 4,414 institutions' contributing to the economic literature until December 2017. We manually iden-

The New York Times (2015): "Even Famous Female Economists Get No Respect"
Financial Times (2018): "Where are all the female economists?"
Financial Times (2019): "The way to fix bias in economics is to recruit more women"

[4]Accessible by http://repec.org/.

tified all the institutions' websites containing a summary of affiliated researchers.[5] Importantly, we rely on RePEc's definition of institutions contributing to the field of economics. Therefore, in the data set, we do not only have institutions that primarily contribute to economics but also to neighboring research areas like finance, management, marketing or psychology.

Our data reveal that in Europe, there is a leaky pipeline too. In general, and in all countries, the proportion of female researchers on all levels is much higher than on the full professor level. There are substantial differences though, with the Nordic countries and France scoring much higher on gender equality than, for instance, Germany and the Netherlands. Partly, this may be owing to historical and institutional reasons (the formerly socialist countries, for instance, score particularly high, possibly for historical reasons, economics being a rather "female" occupation during socialist times). Partly, this may however also be driven by other factors, such as recruitment policies related to the ranking of the research institution, which we measure through research output from RePEc.

Comparing the better ranked half of the top 300 institutions in terms of research output with the lower ranked half, we find that at full professor level, the better institutions have fewer female researchers. This could be interpreted as evidence for the leaky pipeline – women do not get promoted, move to less prestigious institutions, or drop out because of the double burden of family and work. However, we also find on the junior (entry) level, the more prestigious research institutions in Europe hire significantly less women than the less prominent institutions, suggesting that the leaky pipeline is only one part of the story, or that the leaky pipeline may start much earlier than it is usually considered: at the transition between graduation and the first job. To the best of our knowledge, this result has never been documented in the literature. We hypothesize in the conclusion of this paper about what may be going on to prepare the stage for a deeper understanding of the persistence of female under-representation in an important sector of the research landscape.

We hope that our data set and these first results will prove to be helpful and interesting not only for the research community, but also for university presidents, deans and chairpersons. We also wish to contribute to a better informed debate

[5]Some institutions do not provide a comprehensive overview of researchers and cannot be monitored. In the majority of cases, these institutions are inactive or not related to the academic research.

about the state of women in European economics and what could and should be done about it.

We first summarize the existing knowledge, and then present an overview by countries. We next discuss some descriptive statistics and simple regressions about the difference between the higher and lower ranked research institutions. A short discussion about open questions concludes.

2 What Do We Know so Far?

The literature on gender balance in the economics profession is mainly focused on documenting and explaining the leaky pipeline between junior and senior ranks. A first set of studies rely on microdata to test for gender differences in promotion or salary. They typically predict a probability of promotion or the amount of salary based on observable, including a sex dummy. They usually find that part of the wage or promotion gap can be explained when controlling for observed characteristics, unobserved heterogeneity and self-selection. Nevertheless, some gender differences remain unexplained (Kahn, 1995; Broder, 1993; McDowell et al., 1999, 2001; Ward, 2001; Bandiera, 2016).

One could think that the gender gap in promotion to tenure is not specific to economics and applies to all fields of science, which is true to some extent. Yet, Ginther and Khan (2014) show that the gender gap in tenure and promotion to full professor rates in economics, 20% and 50% respectively, are much greater (by almost the double) than those in the social sciences overall. Since economics relies on analytical skills, and the mastering of mathematics and statistics, the gender gap could reflect some general bias in science. Ginther and Khan (2014) compare the career path of men and women in engineering, statistics, physical sciences, life science, political science and economics. They control for many observable including publications and citation index. They show that, even after accounting for differences in productivity (women in these disciplines publish on average less papers than men) and the effect of children on promotion, women in economics are still substantially less likely to get tenure and take longer to achieve it than men and than women in other disciplines. Ceci et al. (2014) find that across most fields with a heavy focus on math skills, "the research indicates no significant sex differences in promotion to tenure and full professor." They conclude that

"Economics is an outlier, with a persistent sex gap in promotion that cannot be readily explained by productivity differences." Moreover, Ceci et al. (2014) find that female full professor salaries in economics as a proportion of male salaries dropped from 95 percent in 1995 to less than 75 percent in 2010. Unsurprisingly, women in economics are less happy than the men they work with, and less happy than women working in other disciplines. The gap is quite big and growing larger over time.

Even if this empirical evidence is compelling, it does not explain where the promotion/pay gap comes from. More recently, there has hence been a surge of papers addressing the problem from different angles. These papers complement the classic literature on promotion and wages determinants. They point out to a bias against women in the economics profession. Some of them have made the headlines.

Milkman et al. (2015) conducted a field experiment study in academia. Over 6,500 professors at top U.S. universities drawn from 89 disciplines and 259 institutions were contacted by email by a fictional prospective student seeking to discuss research opportunities prior to applying to a doctoral program. Names of student were randomly assigned to signal gender and race (White, Black, Hispanic, Indian, Chinese), but messages were otherwise identical. Faculty were significantly more responsive to Caucasian males than to all other categories of students, particularly in higher paying disciplines and private institutions. Interestingly enough, the representation of women/minorities and discrimination were uncorrelated – a finding that suggests that both male and female evaluators are influenced by social stereotypes about women and minorities.

Wu (2017) mined more than a million posts from the Economics Job Market Rumors, an anonymous online message board frequented by economists, particularly by junior ones, in search of tips for their career. After having determined the gender of the subject of each post, she applied machine-learning techniques to find out the terms most uniquely associated with posts about men and about women. The result is disturbing as it reveals strong gender stereotyping and sexism in a professional forum dedicated to higher education job market.[6] And in fact, many

[6]The 30 words most uniquely associated with discussions of women are: hotter, pregnant, plow, marry, hot, marrying, pregnancy, attractive, beautiful, breast, dumped, kissed, misogynistic, feminist, sexism, dated, whore, sexy, raped, attracted, slept, blonde, unattractive, gorgeous, assaulted, cute, vagina, date, dating, ugly. For men there are: homo, testosterone, chapters, satisfaction, fieckers, macroeconomics, cuny, thrust, nk, macro, fenance, founding, blog, mountains, grown, frat, handsome, nba, lyrics, ferguson, wasn, supervisor, rfs, adviser, minnesota, hero, gay, Puerto, nobel, Keynesian.

women in economics report experiencing inappropriate behavior in job interviews, seminars, meetings, and at conferences (Shinall, 2018).

Several papers show that women are held to higher editorial standards than men in economics. Krawczyk and Smyk (2016) show in a controlled lab experiment that female-authored manuscripts are evaluated more critically by participants than those authored by men. Hengel (2017), using objective readability scores, shows that female-authored abstracts in a top five journal are better written than equivalent papers by men and that the gap is almost two times higher in published articles than in draft versions of the same papers. The paper also shows that female-authored papers take half a year longer in peer review process, presumably because of higher scrutiny. Hengel (2017) concludes that the quantity/quality tradeoff imposed by higher standards could partly explain the persistently lower female productivity, especially if female economists update their beliefs about referees' standards and increasingly meet those standards before peer review. If it is true that women are held to higher standards so that on average their papers are better written, then they should attract more citations. Grossbard et al. (2018) show that papers in demographic economics journals with female authors receive more citations. Similarly, Card et al. (2018), studying referee decisions at four leading economics journals, show that, independently of the referees' gender, female authors appear to be held to higher standards as measured by citation counts than men, resulting in a substantial difference in the probability that female-authored papers receive a revise and resubmit.

The higher standards for women seem to carry over to the tenure decision level. Sarsons (2015) investigated the effects of co-authorship on the probability to get tenure. After having collected data from the C.V.s of economists who were up for tenure between 1975 and 2014 at the top 30 Ph.D.-granting U.S. universities, she shows that when researchers write papers on their own, women see their chances of promotion rise by roughly the same amount as men do. However, while an additional coauthored paper for a man has the same effect on the likelihood of tenure as a solo-authored paper, women suffer a significant penalty for coauthoring when their coauthors are men. To be more specific, when a man is co-authoring a paper, his chances of getting tenure rise by 8%, while for a woman this is only 2%. As a result, Sarsons (2015) finds that women are 17 percentage points less likely to get tenure than men with similar publication records. As women update beliefs about tenure committee standards, the latter reduces women's output further as

they have to refrain from working in teams if they want to increase their chances of going through. And, in fact, Boschini and Sjögren (2007) find that women single author significantly more than men in top journals (i.e., AER, QJE, JPE).

These results shed new light on the productivity gap and the leaky pipeline in promotion puzzles. First, women have a lower publication count than men, which seems to be in part due to the fact that they are held to higher standards. Second, their coauthored publications do not count fully for their promotion.

If it was true that women are discriminated against, a cynical question is: why should we care (apart for the obvious fairness concern)? There are two main reasons. First, if mainly the male ability distribution is considered in the employment/promotion situation, the female potential is neglected and, therefore, faculty will tend to be hired relatively low in the male ability distribution which means that universities forego or loose potentially abler employees. Second, if the topics favored by women in research are different than those favored by men, the weak representation of women in the most prestigious and powerful positions implies less means dedicated to these topics and less publicity around the results. Now, if these topics are relevant to society, it would mean that we systematically underinvest in them which will reduce their policy impact. May et al. (2013), looking at a survey of 143 AEA members with doctoral degrees from US institutions, found that male and female economists have different views on economic outcomes and policies, even after controlling for the year of Ph.D. and type of employment[7]. They find similar results among European economists. Since opinions about policy vary with gender, the lack of women biases the prevailing range of views among economists and policy makers. Similarly, the topics chosen by women in research are statistically different from those picked by men. Focusing on articles published in top three economics journals (AER, JPE, QJE), Boschini and Sjögren (2007) find large differences in the share of women across research fields: "female presence is roughly three times higher in Health, Education, and Welfare than in Macroeconomics and Monetary Economics".[8] More generally looking at Ph.D. JEL code by gender, Lundberg and Stearns (2019) find that women in the US are

[7]Female economists are 21 percentage points more likely to disagree that the U.S. has excessive government regulation, 32 percentage points more likely to agree with making the distribution of income more equal, 30 percentage points more likely to agree that the United States should link import openness to labor standards, 42 percentage points more likely to disagree that labor market opportunities are equal for men and women (May et al., 2013).

[8]A similar pattern has been found by (Corsi et al., 2014) on the universe of Ph.D. defended in Italy between 2003 and 2006, which is far less elitist than the focus on top three economics journals.

more likely than men to study topics in labor and public economics and less likely to study topics in macro and finance, and this difference is stable over the period 1990-2017.

3 The Situation in European Economics

While literature on gender distributions in U.S. universities is available for more than the last decade in the report of Lundberg and Stearns (2019), information on the number of females in European research institutions are not available. We segment our results by hierarchical levels and by countries in the next two sub chapters.

The following figures and tables provide an overview over the proportion of females in all academic positions of all European institutions. After web-scraping the URLs, we carefully separated the data entry of non-academic from academic staff, and then translated the multitude of different titles (more than 1000) into a simple hierarchy of positions in descending order: (Full) Professor, Associate Professor, Assistant Professor, Lecturer, Research Fellow, Research Associate. These distinctions are at times blurred, and the titles are often language- and institution-specific giving rise to some ambiguity. To provide a few examples: the position *Maître de Conférences* in France is a tenured position at the entry level, hence comparable to an assistant professor or lecturer. Some researchers, however, translate the title into associate professor. In turn, lecturers can be members of faculty or be adjunct faculty. Research fellows represent researchers who are full-time active, for instance in the French CNRS, or represent emeritus or part-time researchers.

Almost inevitably, this leads to imperfect compatibility, but we have done our best to bring down measurement errors wherever possible. Most importantly, wherever possible for the top 300 institutions, we contacted the persons responsible for the departments, and sent them a clickable list of the positions and persons we identified, asking them to verify what we found. A large proportion of the persons we contacted responded, and we changed the data according to their requests. Hence, while the data may be subject to some remaining measurement error, we are confident that the big picture is quite accurate.

Table 1: Female Position Share Across Europe

Hierarchical Level	All	Top 300	Top 100
Research Associate	40.7%	38.8%	38.1%
Entry Level	40.4%	39.7%	38.8%
Associate Professor	37.0%	36.4%	38.5%
Research Fellow	37.5%	33.3%	33.0%
Professor	22.1%	21.5%	21.7%
Total	34.3%	33.0%	32.8%

3.1 Broken Down by Levels

Table 1 lists the share of females across Europe by hierarchical levels. Furthermore, we present information on the entire population of institutions, and on the top 300 and top 100 institutions in each country, respectively, to compare our numbers with the results of Lundberg and Stearns (2019), who analyze position information on 127 institutions. The authors report a female's share of 31.7% for research associates.[9] In comparison, European institutions contain a higher share of females in their research institutions of 38.1% and 40.7%, depending on the analyzed ranking sample. For full professors, Lundberg and Stearns (2019) report a female share of 13.1% while more than every fifths professor is female in European institutions. Some of this, in comparison to the U.S. surprisingly, high number of females, originates from Russian institutions that consist of relatively many females and do also have a huge impact on the results as their faculties are one of the largest of European institutions. Therefore, we exclude Russian institutions in table 2. The exclusion decreases the level of females for all levels. The pattern that better-ranked institutions employ fewer females and that males hold higher hierarchical positions intensives, however. This raises the question whether self-selection effects, the "leaky pipeline" story, or even discrimination drive this result. Therefore, we discuss these explanations in the regression analysis section.

[9]The equivalent title for research associates is Ph.D. student in the analysis of Lundberg and Stearns (2019).

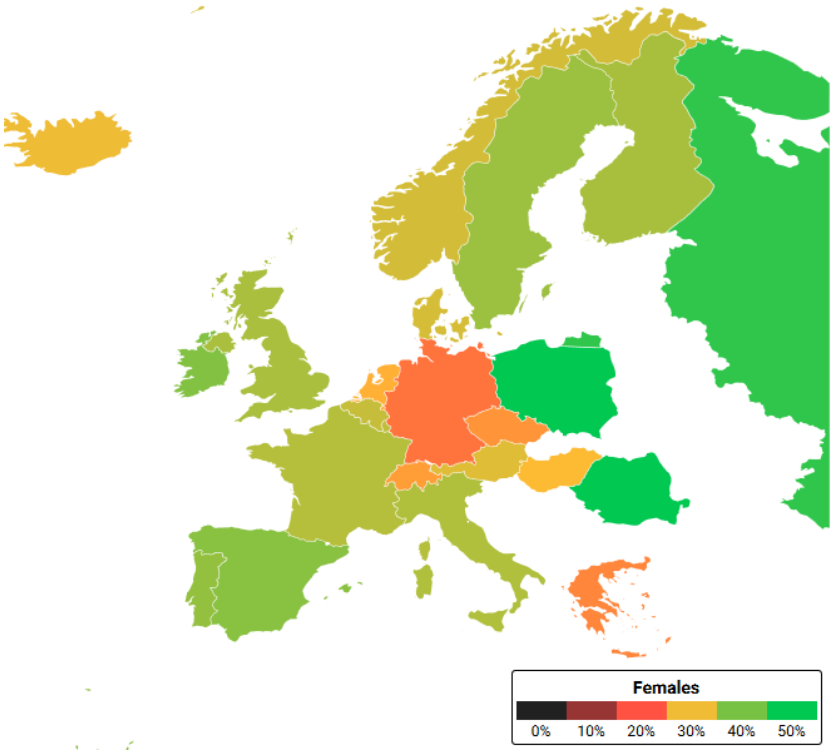
Table 2: Female Position Share Across Europe (Russia Excluded)

Hierarchical Level	All	Top 300	Top 100
Research Associate	39.4%	37.2%	35.3%
Entry Level	39.3%	38.2%	34.5%
Associate Professor	34.5%	33.4%	31.7%
Research Fellow	35.5%	29.7%	26.7%
Professor	21.4%	20.6%	19.7%
Total	32.9%	31.0%	28.4%

3.2 Results by Country

Figure 1 depicts an interesting situation that is straightforward to describe. First, Eastern European countries tend to have the highest proportion of females in research institutions (Poland, Russia, and Romania). However, it should be noted that among the Top 300, there are only four Russian and two Romanian institutions. Austria, the Czech Republic, Germany, Greece, Hungary, and the Netherlands, representing more than a quarter number of institutions in our data set, have lower female representation than in the rest of Europe. In Western and Northern Europe, more than one third of the positions are held by women, while in the other countries it is a quarter to 30%. We include a list of the top 300 institutions and their statistics, which is also available on the website.

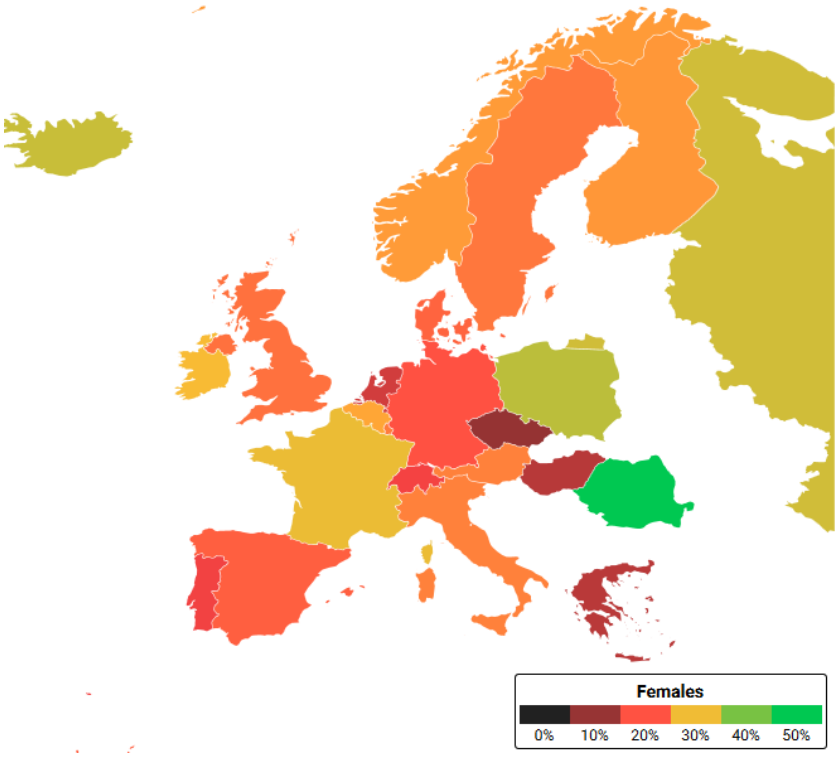
Figure 1: Proportion of Females in All Academic Positions



The next figure plots the proportion of females in (full) professor positions and shows a situation in line with what would be expected from the leaky pipeline hypothesis.

It appears that in almost all countries, the proportion of females is much lower on the full professor level than on all academic levels. Particularly low levels can be found in Germany, the Netherlands, Portugal, and Switzerland, with 20% or less of women in the top position. However, even in the Nordic countries, only around one quarter of these positions are filled with women. France reaches 30% and is leading the large countries that are well represented in our sample.

Figure 2: Proportion of Females, Full Professors only



In section 5, we investigate whether the lower representation of women on the full professor level can be explained by the effect of cohorts from graduate schools in the past, a time at which there were less female graduates than today.

4 Research Rank and Percentage of Female Researchers

While there is heterogeneity across countries and regions in Europe, it is not evident that this is (entirely) driven by institutions, norms and policies. It is well possible that the observed heterogeneity is driven by the demands that different institutions may have on their faculty. Publishing in international journals is a time-consuming and very risky activity and (besides luck) it needs skills, networking, and commitment. While there is no reason to believe that female Ph.D. graduates would be less qualified, one commonly advanced explanation for the leaky pipeline is that women may find it hard to supply the substantial effort needed for high-level research when they enter parenthood. In line with this idea, we expect the following:

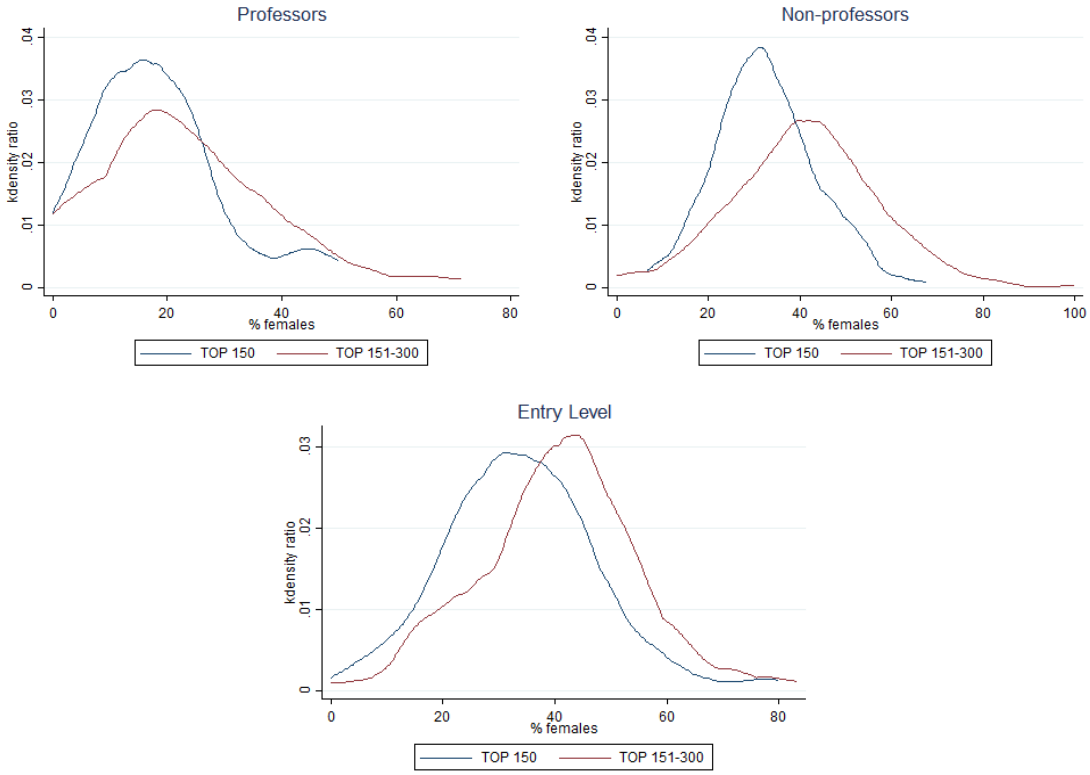
E1. Higher ranked research institutions should hire female researchers on the entry level at the same rate as lower ranked institutions.

E2. Higher ranked research institutions should have a smaller proportion of female researchers on the full professor level.

To test these expectations, we use RePEc's ranking of European institutions. Zimmermann (2013) describes the methodology how research institutions' research output is measured and ranked using widely accepted journal rankings. Table A in the appendix provides a list of the top 300 institutions.

We first plot simple kernel graphs for a sample split of these data in the next figure. The first graph plots (full) professors only, the second one plots all positions except for the (full) professors, and the last one plots only the entry level. It appears that the mode for the lower ranked half of the top 300 research institutions is much higher (around one third) than for the higher ranked half (around 15%) for the full professorship level. Surprisingly, the gap is of similar magnitude for the entry level.

Figure 3: Kernel Density Estimates by Level



Notes: For institutions having at least five positions on each level.

It hence appears that there is a significant difference between the top universities and the second half of the top 300 research institutions. This can be further explored by simple regressions. We run three specifications with the percentage of females on full professor level, all other positions, and on the entry level on the ranking of the research university. For each of the regressions we also include in one specification the country fixed effect. To have meaningful regressions, we exclude institutions that do not have at least 5 positions on each level.[10] Two remarks: (i) in the following table, Ranking is reversely coded, that is, a higher ranked research institution, say LSE, has rank 1, and lower ranked universities have rank 2 to 300; (ii) the regression is purely descriptive: what we find is correlation, not causation.

[10]The restriction on the minimum number of researchers is necessary as standard errors increase when including institutions with a very low number of positions. Institutions with one person at the level, for example, can only have a female proportion of 0% and 100% and cause a high standard deviation. The restriction does not affect point estimates. Our results remain stable requiring at least 3 positions for each level, and also persist at an increasing minimal number of positions.

Table 3: Percentage Females on Ranking (At Least 5 Identified Positions)

	(1) Full Professors	(2) Full Professors	(3) Other Positions	(4) Other Positions	(5) Entry Level	(6) Entry Level
Ranking	0.0204**	0.0208***	0.0280***	0.0231***	0.0302**	0.0153
	(0.00874)	(0.00686)	(0.00909)	(0.00678)	(0.0131)	(0.0122)
Constant	16.75***	16.69***	30.58***	31.29***	31.99***	34.15***
	-1.396	-1.030	-1.358	-1.003	-2.058	-1.770
Observations	237	237	257	257	180	180
Adjusted R^2	0.015	0.017	0.035	0.026	0.027	0.004
Country FE		25		25		23

Robust standard errors in parentheses. * p<0.10, ** p<0.05, *** p<0.01

What we find is that across all hierarchical levels, higher ranked research institutions have a smaller percentage of women. Our expectation E2 – less women in full professor levels in better research institutions – is met by the data, but E1 is not met. Actually, higher-ranked research institutions also have less females on the entry level, and the effect is sizable. Our regressions imply that an institution that is ranked 100 places higher than another one would be expected to have 2 percentage points less women as full professors, and 3 percentage points less females on the entry level. This is quite substantial (compare the constant).

It hence seems that the leaky pipeline may begin much earlier than expected, and somehow at the transition from graduate school to the first job. We will discuss this in the last section.

It is also noteworthy that under the inclusion of 23 to 25 country fixed effects, the effects remain stable, except for the one on the entry level where the estimated coefficient is statistically not significant. We explore this further in the next set of regressions.

Table 4: Percentage Females on Rank and Regions

VARIABLES	Full Professors	Full Professors	Other Positions	Entry Level
Ranking	0.0197**			
	(0.00886)			
Northern Europe	-3.882	-35.72***	-40.60***	-44.51***
	(6.676)	(11.86)	(11.53)	(15.79)
Southern Europe	-1.382	-40.41***	-28.42**	-26.42
	(6.624)	(11.96)	(11.31)	(15.99)
Western Europe	-0.641	-36.29***	-33.34***	-40.47***
	(6.441)	(11.53)	(11.04)	(15.07)
Rank Central-Eastern Europe		-0.218**	-0.175**	-0.195*
		(0.0868)	(0.0792)	(0.111)
Rank Northern Europe		-0.00378	0.0628**	0.0323
		(0.0195)	(0.0260)	(0.0354)
Rank Southern Europe		0.0436*	0.00463	-0.00669
		(0.0223)	(0.0172)	(0.0332)
Rank Western Europe		0.0240**	0.0241**	0.0314**
		(0.0105)	(0.0110)	(0.0140)
Constant	17.87***	52.89***	64.04***	70.97***
	(6.590)	(11.42)	(10.94)	(14.88)
Observations	232	232	250	175
Adjusted R^2	0.008	0.049	0.055	0.097

Robust standard errors in parentheses. * p<0.10, ** p<0.05, *** p<0.01

In table 4, we interact rankings with regions in Europe. We use the geographical sub-regions of Europe defined by the EuroVoc[11] of the publications Office of the European Union. In the first column, we find that the region does not explain the magnitudes significantly while the ranking coefficient remains significant. In the remaining columns, we estimate an individual ranking slope for each region. The results indicate that it is the Southern and Western European regions that drive the correlation between rankings and proportions of females (although it should be noted that the point estimate for Central and Eastern Europe for entry level is also quite high).

The picture thus seems to be quite nuanced. Higher ranked universities tend to have less females in their institution, but this heterogeneity is particularly strong

[11]We provide a table with the exact list of countries belonging to these regions in table D in the appendix.

for Western and Southern Europe.

Table 5: Percentage Females on Rank, Regions and Countries

VARIABLES	(1) Full Professors	(2) Full Professors
Ranking		0.00299
		(0.0117)
Ranking Eastern and Central Europe	-0.0545	
	(0.0882)	
Ranking Northern Europe	-0.0108	
	(0.0202)	
Ranking Southern Europe	-0.00587	
	(0.0421)	
Ranking Western Europe	0.00909	
	(0.0143)	
Ranking Austria	0.115**	0.115**
	(0.0542)	(0.0539)
Ranking Belgium	0.0300**	0.0300**
	(0.0120)	(0.0120)
Ranking Italy	0.0601*	0.0601*
	(0.0339)	(0.0338)
Ranking Portugal	0.0814**	0.0814**
	(0.0390)	(0.0388)
Ranking Spain	0.0725**	0.0725**
	(0.0316)	(0.0315)
Ranking United Kingdom	0.0304	0.0304
	(0.0187)	(0.0187)
Constant	6.106	6.106
	(7.748)	(7.716)
Observations	232	237
Country Fixed Effects	24	24
Adjusted R^2	0.106	0.106

Robust standard errors in parentheses. * p<0.10, ** p<0.05, *** p<0.01

To explore the relation between ranking and proportion of females, we present regressions with more details in table 5. We explore whether the correlation is driven by specific countries by running a regression with interaction terms and intercepts for every country with at least two observations. We find that the intercept is only statistically significant for five countries: Austria, Belgium, Italy, Portugal, and Spain. Regressing female ratios on ranking with individual slope for each of these

countries yields an insignificant coefficient for the remaining countries. Hence, only a handful of countries are responsible for the estimated relation. While Austria, Belgium and Portugal contain only between 4-6 institutions and the results for these countries may result from overfitting issues, Spain (13) and Italy (28) consist of more observations. Hence, the regressions indicate that better ranked institutions from Spain and Italy have fewer female tenured faculty members while other countries do not indicate such a relation.

The results are also robust to specifications that are more restrictive. The estimates remain quantitatively similar by restricting the sample to the top 250 institutions, by removing the top 25, and by removing institutions with females below the 10% and above the 90% percentile as well as removing 1.5 interquartile ranges below the first quartile and 1.5 interquartile ranges above the third quartile.

A weighted least squares regression yields insignificant results for the research rank regressions. The Russian National Research University Higher School of Economics, representing the largest number of 545 full professors in the data set, drives this. As we do not observe an inverse relation between ranking and females for Eastern and Central European institutions, the correlation vanishes with weighting. An exclusion of this institution yields the same results as before. Hence, this does not go against our hypothesis, as we find that institutions in Italy and Spain are the driver for this relation.

As mentioned before, we restrict our analysis to institutions which report at least five researchers at the analyzed level. Our results remain stable requiring at least three positions for each level, and persist when restricting on at least 20 available positions at the level. For restrictions below three researchers, point estimates remain, while standard errors increase such that the estimated coefficients become partly insignificant.

5 Cohort Effects Hypothesis

One argument to explain the current low number of tenured females in academics are cohort explanations. As the number of female academic job market entrants was low in the last decades, the previous, mostly male entrants, are still occupying the professorships. The argument implies that interventions are not necessary, as time will erase the observed inequality automatically.

To explore whether the cohort explanation can entirely explain the observed ratios, we merge our results with data from Lundberg and Stearns (2019). In their study, they observe a stable female's ratio of around 28% for Ph.D. graduates since 1993. Furthermore, we observe 19.7% female professors in European institutions (Russia excluded) in 2019.

We can sketch a timeline and calculate the necessary ratio of entering females between 1979 and 1993 such that the cohort explanation was able to rationalize the current female's ratio for professors by using the following assumptions:

1. Ph.D. graduates equally enter the academic market at the age of 25 years.
2. It takes at least 5 years to become full professor (age of 30 years).
3. Tenured positions are kept for 35 years until retirement at the age of 65 years.
4. The number of staffed positions is constant over time.
5. There are as many female market entrants as on the U.S. job market.

Figure 4: Timeline of the Cohort Explanation

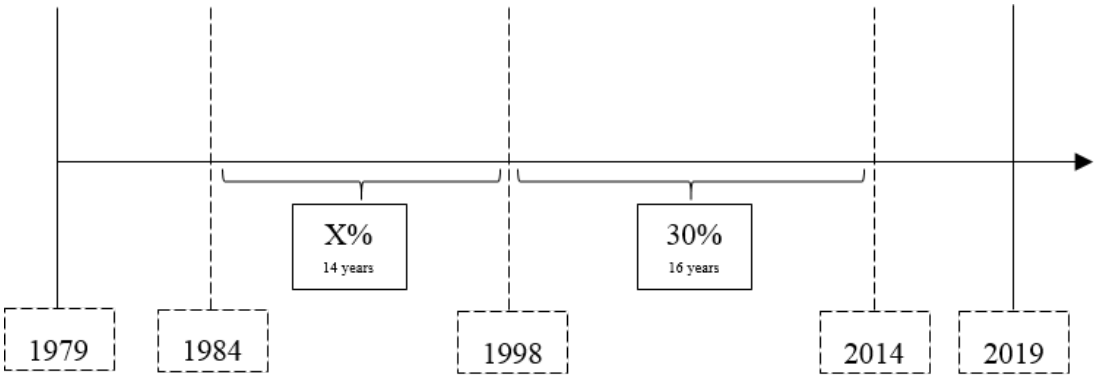


Figure 4 visualizes the relevant years to explain the ratios with persistent cohort effects. The oldest observed person in our data set became full professor in 1984 and graduated in 1979. The youngest full professor in our data set graduated in 2014. On average 28% of Ph.D. graduates between 1993 and 2014 that had become full professors between 1998 and 2019 were female. Hence, if institutions equally staffed full professorships, the necessary gender distribution of Ph.D. graduates to explain the current share of females would have been on average 10.2% between 1984 and 1998. This number is much lower than the reported shares of females in the literature. For instance, Hale and Regev (2011) collected information on female graduates for ten U.S. institutions and determine a female's share of 23.4% for the period between 1988 and 1993.

How would our estimate change without our assumptions? To get an understanding for that question, we release each assumption by its own and conclude that assumptions that are more realistic would lead to a lower number than our estimate and strengthen our argument. First, if Ph.D. students enter the job market later than by 25 years or if it took more than five years to become a full professor, we would have to shorter average unknown period before 1993, which decreases the necessary share. If any, the number of vacant positions in academia has increased during the past 35 years, hence, relaxing this assumption would yield to a higher weighting of the last years, and lowers necessary graduation shares for females. The number of graduates is, of course, different between the European and U.S. market, but, as we observe more female Ph.D. students in the European job market today, we expect a similar relation for the past, leading to lower necessary female ratios before 1993.

Hence, the cohort explanation is not able to explain the current low share of females in the economic profession entirely. Therefore, the leaky pipeline hypothesis has appeal as our data is consistent with it. Indeed, higher ranked institutions have a lower females ratio in full professorships. As our regressions show, there also seems to be a problem at the hiring stage.

6 What Next?

In many countries, there has been a rising scholarly attention to the status of women in the economics profession. Some economic associations have taken explicit measures with the aim of promoting the careers of female economists. In the U.S., the American Economic Association in 1972 inaugurated CSWEP, the Committee for the Status of Women in the Economics Profession. In Great Britain, a group within the Royal Economic Society has been working on similar tasks since 1996. In Canada, female economists have had a network of their own since 1990. In 2002, the Economic Society of Australia established the Committee for Women in Economics. The EEA Standing Committee on Women in Economics, WinE, was established on the request of EEA President, Brigit Grodal, in 2003, and was created by the Executive Committee and the Council of the EEA at the 20th EEA Congress held in Amsterdam, 2005.

We hope that our data help to advance the debate about women in European economics and more generally. Our data reveal that in Europe, there is a leaky pipeline. As our calculations show, the cohort explanation is not able to explain the current numbers entirely. Furthermore, it does not explain why economics is an outlier compared to other social sciences and STEM, fields with similar requirements. We would argue, though, that it may have to be complemented, because already on the entry level, we see that higher ranked universities that are likely to put higher standards in terms of publication are employing females to a lesser degree than lower ranked universities.

How can this be explained? It is indeed hard to believe that women are less "good" than men when graduating (if anything, they succeed better). Hence, the early difference is likely to be caused by or during the matching process of graduates to research institutions. The evidence reviewed in section 2 may suggest that part of it could be driven by discrimination. Another possibility is that women may tend

not to apply for the best academic positions, because they may lack confidence or encouragement by placement officers and their advisors. In fact, letters of recommendation written for individuals applying for academic positions use different adjectives to describe men and women, and those used to describe women are viewed more negatively in hiring decisions (Madera et al., 2009; Schmader et al., 2007). To find out whether this is the case in our profession in Europe, we would need data from the hiring committees of as many research institutions as possible, a hard but not impossible task. Another possibility is that women apply but do not get selected by the good research institutions, which again, could be tested with such data.

For all of these explanations it may be relevant to think deeper about the hiring process. In Europe, only the best institutions hire through the international job market, which uses very specific and, arguably, stressful mechanisms that may keep women from applying or obstruct their performance. EEA has organized its own job market, which, to date, has attracted less than one third of women, despite its efforts in coaching and monitoring job candidates. The lower ranked institutions hire through different mechanisms, for instance, nationwide competitions like in France, referral-based or internal hiring. The fact that the lower female percentages on the entry level seems to be driven by Western and Southern Europe could be an indicator of a sorting effect – women applying and succeeding in less good places. A third possibility is that women on the junior level in good institutions drop out quickly after being hired, and potentially move to less good institutions.

We are not yet in the position to judge these alternatives, and would hope that we can collect more data, potentially through the job market organizations. Consequently, we would also want to abstain from the intricate question of what can be done besides the many coaching and mentoring activities. It is undoubtful that many institutions undertake efforts to reach more gender balanced hiring and promotion decisions, but there is also some evidence that seemingly female-friendly policies may not result in desired outcomes.[12] Consequently, we may need to

[12] Antecol et al. (2018) examine the effect of gender-neutral tenure-clock stopping policies, which allow assistant professors who have children to extend their tenure clock. They find that such policies substantially increase the probability that men get tenure in their first job, but reduce the probability that women get tenure. Observed publishing outcomes suggest that men use the additional time on the tenure clock to continue to work and publish, while women do not. Moreover, this study also finds that a large and significant gap in the probability of tenure remains even when controlling for the number of publications in top-five and non-top-five journals.

continue analyzing and looking carefully at more micro-level data to get the full picture.

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Appendix

Table A: Females in RePEc's Top 300 Ranked Institutions

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
1	London School of Economics (LSE)	United Kingdom	214	24%	90	18%	2018-07-02
2	Department of Economics, Oxford University	United Kingdom	156	31%	33	12%	2018-08-07
3	Paris School of Economics	France	145	30%	124	31%	2018-04-13
4	Toulouse School of Economics (TSE)	France	136	26%	79	20%	2018-05-16
5	Università Commerciale Luigi Bocconi	Italy	384	29%	111	10%	2018-04-16
6	European Central Bank	International Organization	77	17%	13	15%	2018-10-13
7	Institute for the Study of Labor (IZA)	Germany	19	21%	4	0%	2018-10-27
8	Centre for Economic Policy Research (CEPR)	International Organization	1074	21%			2018-10-13
9	Department of Economics, University College London (UCL)	United Kingdom	66	30%	29	17%	2018-04-12
10	Barcelona Graduate School of Economics (Barcelona GSE)	Spain	164	27%	25	12%	2018-05-07
11	Bank for International Settlements (BIS)	Switzerland	122	20%			2019-01-04
12	School of Economics and Management, Universiteit van Tilburg	Netherlands	258	24%	90	13%	2018-04-13
13	Wirtschaftswissenschaftliche Fakutät, Universität Zürich	Switzerland	337	28%	82	21%	2018-06-29

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
14	Department of Economics, University of Warwick	United Kingdom	68	26%	31	16%	2018-04-13
15	Organisation de Coopération et de Développement Économiques (OCDE)	France					
16	Faculty of Economics, University of Cambridge	United Kingdom	118	21%	11	9%	2018-06-19
17	ifo Institut - Leibniz-Institut für Wirtschaftsforschung an der Universität München e.V.	Germany	195	33%	67	9%	2018-10-13
18	Banca d'Italia	Italy					
19	Solvay Brussels School of Economics and Management, Université Libre de Bruxelles	Belgium	90	31%	65	22%	2018-03-30
20	Sciences économiques, Sciences Po	France	38	21%	16	13%	2018-06-15
21	DIW Berlin (Deutsches Institut für Wirtschaftsforschung)	Germany	48	23%	7	29%	2018-04-16
22	Institut for Økonomi, Aarhus Universitet	Denmark	202	24%	40	23%	2018-04-13
23	Handelshögskolan i Stockholm	Sweden	194	26%	44	23%	2018-04-13
24	Centre de Recherche en Économie et Statistique (CREST)	France	223	30%	67	19%	2018-06-15
25	School of Economics, University of Nottingham	United Kingdom	79	27%	24	8%	2018-04-17
26	École des Sciences Économiques de Louvain, Université Catholique de Louvain	Belgium	70	11%	41	12%	2019-02-18

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
27	Faculteit Economie en Bedrijfskunde, Universiteit van Amsterdam	Netherlands	386	25%	74	7%	2018-10-13
28	Bank of England	United Kingdom	94	29%			2019-01-31
29	Faculteit Economie en Bedrijfswetenschappen, KU Leuven	Belgium	149	28%	65	25%	2018-04-17
30	Department of Economics and Related Studies, University of York	United Kingdom	54	30%	18	28%	2018-04-17
31	Aix-Marseille School of Economics (AMSE)	France	95	21%	48	23%	2018-06-15
32	London Business School (LBS)	United Kingdom	129	26%	41	24%	2019-02-20
33	Faculteit der Economische Wetenschappen, Erasmus Universiteit Rotterdam	Netherlands	232	23%	52	6%	2018-04-23
34	CESifo	Germany	1480	16%			2019-02-22
35	Centro de Estudios Monetarios y Financieros (CEMFI)	Spain	48	21%	8	0%	2018-10-16
36	Økonomisk institutt, Universitetet i Oslo	Norway	73	23%	21	10%	2018-04-23
37	Økonomisk Institut, Københavns Universitet	Denmark	110	21%	24	4%	2019-02-20
38	Institute for International Economic Studies (IIES), Stockholms Universitet	Sweden	47	30%	6	17%	2019-02-20
39	Banque de France	France	97	29%			2019-01-04
40	Faculteit Economie en Bedrijfskunde, Rijksuniversiteit Groningen	Netherlands	76	13%	69	13%	2018-06-15

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
41	Dipartimento di Scienze Economiche, Alma Mater Studiorum - Università di Bologna	Italy	140	29%	42	17%	2018-04-21
42	Faculteit der Economische Wetenschappen en Bedrijfskunde, Vrije Universiteit	Netherlands	384	23%	81	15%	2018-06-15
43	School of Business, Management and Economics, University of Sussex	United Kingdom	315	38%	57	21%	2018-04-23
44	Tinbergen Instituut	Netherlands	231	14%	96	3%	2018-04-23
45	Institute for Fiscal Studies (IFS)	United Kingdom	198	38%	13	46%	2018-06-15
46	Istituto Einaudi per l'Economia e la Finanza (EIEF)	Italy	30	33%	3	0%	2018-06-15
47	Banco de España	Spain	93	32%			2018-10-13
48	School of Economics, Finance and Management, University of Bristol	United Kingdom	155	31%	34	24%	2018-04-13
49	Volkswirtschaftliche Fakultät, Ludwig-Maximilians-Universität München	Germany	50	16%	26	12%	2018-04-23
50	Cass Business School, City University	United Kingdom	189	24%	75	19%	2018-04-23
51	School of Business and Economics, Maastricht University	Netherlands	65	15%	54	17%	2019-02-22
52	Departamento de Economía, Universidad Carlos III de Madrid	Spain	62	19%	29	21%	2019-03-14
53	Faculté des Hautes Études Commerciales (HEC), Université de Lausanne	Switzerland	299	29%	70	31%	2018-06-15
54	Fachbereich Wirtschaftswissenschaft, Goethe Universität Frankfurt am Main	Germany	67	18%	49	12%	2018-04-11

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
55	Academia de Studii Economice din Bucuresti	Romania	396	56%	134	46%	2018-06-15
56	Economics Department, University of Essex	United Kingdom	52	25%	16	25%	2018-05-17
57	School of Economics, University of Edinburgh	United Kingdom	44	25%	14	14%	2018-05-17
58	School of Economics and Finance, Queen Mary	United Kingdom	100	25%	24	4%	2018-05-17
59	Norges Handelshøyskole (NHH)	Norway	188	24%	85	20%	2018-07-02
60	Fakultät für Wirtschaftswissenschaften, Universität Wien	Austria	51	22%	32	9%	2018-05-17
61	International Economics Section, The Graduate Institute of International and Development Studies	Switzerland	34	21%	22	0%	2018-06-15
62	National Research University Higher School of Economics	Russian Federation	2852	53%	545	35%	2018-06-15
63	Wirtschaftswissenschaftlicher Fachbereich, Rheinische Friedrich-Wilhelms-Universität Bonn	Germany	78	14%	30	7%	2019-02-22
64	Deutsche Bundesbank	Germany	81	26%			2018-12-20
65	Abteilung für Volkswirtschaftslehre, Universität Mannheim	Germany	61	21%	20	10%	2018-04-12
66	United Nations University-Maastricht Economic Research Institute of Innovation and Technology (UNU-MERIT)	Netherlands	195	41%	26	23%	2018-06-15

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
67	Institutet för Näringslivsforskning (IFN)	Sweden	30	10%	7	0%	2018-06-15
68	Facoltà di Economia, Università degli Studi di Roma "Tor Vergata"	Italy	134	31%	52	17%	2018-06-15
69	Centro Studi di Economia e Finanza (CSEF)	Italy	54	26%			2018-10-13
70	Saïd Business School, Oxford University	United Kingdom	142	32%	31	13%	2018-05-17
71	Copenhagen Business School	Denmark	1907	32%	167	25%	2018-05-17
72	Handelshögskolan, Göteborgs Universitet	Sweden	373	41%	60	33%	2018-05-22
73	Department of Management, Technology and Economics (D-MTEC), Eidgenössische Technische Hochschule Zürich (ETHZ)	Switzerland	402	30%	19	5%	2018-05-22
74	Ekonomihögskolan, Lunds Universitet	Sweden	267	34%	48	21%	2018-05-22
75	Fachbereich Wirtschaftswissenschaften, Universität Konstanz	Germany	43	33%	18	22%	2018-06-15
76	School of Economics, University of Manchester	United Kingdom	111	14%	30	27%	2018-05-22
77	Warwick Business School, University of Warwick	United Kingdom	36	25%	17	6%	2018-05-22
78	Zentrum für Europäische Wirtschaftsforschung (ZEW)	Germany	106	32%	5	40%	2018-06-18
79	Athens University of Economics and Business (AUEB)	Greece	257	25%	74	11%	2018-10-13

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
80	Dipartimenti e Istituti di Scienze Economiche, Università Cattolica del Sacro Cuore	Italy	108	40%	25	32%	2018-06-18
81	de Nederlandsche Bank	Netherlands	49	20%			2018-06-18
82	Adam Smith Business School, University of Glasgow	United Kingdom	165	38%	47	26%	2018-05-22
83	WU Wirtschaftsuniversität Wien	Austria	143	27%	119	27%	2018-04-19
84	Department Volkswirtschaftlehre, Universität Bern	Switzerland	72	22%	9	0%	2018-05-22
85	School of Economics and Political Science, Universität St. Gallen	Switzerland	123	33%	21	10%	2018-06-18
86	Sveriges Riksbank	Sweden	31	35%			2018-06-18
87	HEC Paris (École des Hautes Études Commerciales)	France	399	21%	137	18%	2018-10-13
88	Department of Economics, European University Institute	Italy	12	25%	12	25%	2018-06-18
89	Facultat d'Economia i Empresa, Universitat de Barcelona	Spain	295	38%	81	28%	2019-02-23
90	Nationalekonomiska Institutionen, Uppsala Universitet	Sweden	113	29%	10	20%	2019-03-06
91	Department of Economics, Trinity College Dublin	Ireland	18	33%	2	50%	2018-05-22
92	Business School, Imperial College	United Kingdom	111	30%	30	7%	2018-04-24
93	Wirtschaftswissenschaftliche Fakultät, Humboldt-Universität Berlin	Germany	123	27%	50	20%	2018-04-13

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
94	SKEMA Business School	France	115	43%	115	43%	2018-10-13
95	Swiss Finance Institute	Switzerland	60	7%	41	5%	2018-05-22
96	School of Economics, University College Dublin	Ireland	29	41%	7	14%	2018-05-22
97	Centre d'Économie de la Sorbonne, Université Paris 1 (Panthéon-Sorbonne)	France	94	41%	26	23%	2018-05-22
98	Nationalekonomiska institutionen, Stockholms Universitet	Sweden	86	37%	16	19%	2018-06-18
99	Management School, Lancaster University	United Kingdom	215	30%	77	18%	2018-06-18
100	Dipartimento di Economia e Statistica "Cognetti de Martiis", Università degli Studi di Torino	Italy	43	47%	10	40%	2018-05-22
101	Österreichisches Institut für Wirtschaftsforschung (WIFO)	Austria	64	31%	7	14%	2018-05-22
102	Wirtschafts- und Sozialwissenschaftliche Fakultät, Universität zu Köln	Germany	100	22%	76	13%	2018-05-22
103	Institutul National de Cercetari Economice (INCE), Academia Romana	Romania	111	66%	12	50%	2018-10-13
104	Institut für Weltwirtschaft (IfW)	Germany	91	35%	20	20%	2019-05-29
105	School of Economics, University of Surrey	United Kingdom	38	26%	13	23%	2018-05-22

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
106	Dipartimento di Economia, Management e Metodi Quantitativi (DEMM), Università degli Studi di Milano	Italy	53	38%	19	11%	2018-05-22
107	EconomiX, Université Paris Ouest-Nanterre la Défense (Paris X)	France	169	37%	35	46%	2018-05-22
108	Institut Européen d'Administration (INSEAD)	France	232	18%	51	4%	2018-05-22
109	Department of International Development (Queen Elizabeth House), Oxford University	United Kingdom	61	49%	9	44%	2018-05-22
110	Université Paris-Dauphine (Paris IX)	France	341	43%	142	32%	2018-07-02
111	Cardiff Business School, Cardiff University	United Kingdom	201	34%	63	14%	2018-06-18
112	Department of Economics, University of Birmingham	United Kingdom	51	27%	14	21%	2018-05-22
113	Dipartimento di Economia, Università Ca' Foscari Venezia	Italy	130	40%	28	21%	2018-07-13
114	School of Business and Economics, Universidade Nova de Lisboa	Portugal	157	30%	19	0%	2019-05-29
115	School of Economics, University of Kent	United Kingdom	35	23%	8	13%	2018-05-22
116	Institute for Prospective Technological Studies (IPTS), Joint Research Centre, European Commission	International Organization	185	32%			2018-10-13
117	Faculté de droit, d'économie et de finance, Université du Luxembourg	Luxembourg	136	25%	87	21%	2018-06-18

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
118	IESE Business School, Universidad de Navarra	Spain	204	11%	67	9%	2019-01-31
119	Economics Division, University of Southampton	United Kingdom	42	19%	7	14%	2018-04-16
120	Economics Department, University of Strathclyde	United Kingdom	50	18%	22	23%	2018-05-22
121	Fakultät für Wirtschafts- und Sozialwissenschaften, Ruprecht-Karls-Universität Heidelberg	Germany	53	21%	37	22%	2018-07-02
122	Laboratory of Economics and Management (LEM), Scuola Superiore Sant'Anna	Italy	20	25%	5	20%	2018-05-22
123	Institut für Volkswirtschaftslehre, Johannes-Kepler-Universität Linz	Austria	53	26%	8	13%	2018-06-18
124	Faculteit Economie en Bedrijfskunde, Universiteit Gent	Belgium	284	34%	28	11%	2018-06-21
125	Banco de Portugal	Portugal	58	47%			2018-06-18
126	Department of Economics, Royal Holloway	United Kingdom	51	14%	24	8%	2018-05-22
127	Economic and Social Research Institute (ESRI)	Ireland	69	42%	18	44%	2018-05-22
128	Fachbereich Wirtschaftswissenschaft, Freie Universität Berlin	Germany	78	17%	50	12%	2018-05-22
129	Dipartimento di Scienze Economiche "Marco Fanno", Università degli Studi di Padova	Italy	56	23%	18	6%	2018-05-22

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
130	Institutet för Social Forskning (SOFI), Stockholms Universitet	Sweden	80	46%	11	18%	2018-05-22
131	University of Piraeus	Greece	156	22%	66	14%	2018-10-13
132	Center for Economic Research and Graduate Education and Economics Institute (CERGE-EI)	Czechia	57	28%	4	0%	2019-05-30
133	Facultad de Ciencias Económicas y Empresariales, Universidad del País Vasco - Euskal Herriko Unibertsitatea	Spain	258	51%	4	25%	2018-06-18
134	Department of Economics, Leicester University	United Kingdom	151	36%	22	9%	2018-05-22
135	Department of Economics, Mathematics and Statistics, Birkbeck College	United Kingdom	33	27%	8	38%	2018-05-22
136	Department of Economics, University of Sheffield	United Kingdom	31	23%	11	27%	2018-05-22
137	Facultad de Economía, Universidad de València	Spain	429	39%	2	50%	2018-06-18
138	Wirtschaftswissenschaftliches Zentrum, Universität Basel	Switzerland	55	25%	19	16%	2019-01-05
139	Schweizerische Nationalbank (SNB)	Switzerland					
140	Euro-area Economy Modelling Centre, Directorate-General Joint Research Centre, European Commission	Italy					
141	Collegio Carlo Alberto, Università degli Studi di Torino	Italy	56	36%	4	0%	2018-06-18

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
142	Max-Planck-Institut zur Erforschung von Gemeinschaftsgütern, Max-Planck-Gesellschaft	Germany	65	34%	13	8%	2018-06-18
143	Département Sciences Sociales, Agriculture et Alimentation, Espace et Environnement (SAE2), Institut National de la Recherche Agronomique (INRA)	France					
144	Business School, University of Nottingham	United Kingdom	149	42%	36	31%	2018-04-17
145	Faculty of Economics and Management, University of Cyprus	Cyprus	80	26%	20	15%	2018-06-18
146	Department of Economics, Central European University	Hungary	58	22%	10	10%	2019-02-22
147	Wirtschaftswissenschaftliche Fakultät, Heinriche-Heine-Universität Düsseldorf	Germany	34	24%	19	21%	2018-04-23
148	School of Economics, University of East Anglia	United Kingdom	1477	24%	284	0%	2018-06-18
149	Institut ekonomických studií, Univerzita Karlova v Praze	Czechia	52	27%	8	0%	2018-05-09
150	BI Handelshøyskolen	Norway	404	26%	102	26%	2018-06-18
151	Suomen Pankki	Finland	52	31%	21	33%	2018-06-18
152	Facoltà di Economia "Giorgio Fuà", Università Politecnica delle Marche	Italy	82	33%	34	24%	2018-05-09
153	Institut für Volkswirtschaftslehre, Christian-Albrechts-Universität Kiel	Germany	16	19%	16	19%	2018-06-18

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
154	Dipartimento di Economia e Finanza (DEF), Libera Università Internazionale degli Studi Sociali Guido Carli (LUISS)	Italy	22	14%	10	10%	2019-02-22
155	Facultad de Ciencias Económicas y Empresariales, Universidad Complutense de Madrid	Spain	321	36%	166	36%	2018-06-18
156	Wirtschaftswissenschaftliche Fakultät, Leibniz Universität Hannover	Germany	26	15%	26	15%	2018-06-18
157	Nationale Bank van België/Banque national de Belqique (BNB)	Belgium					
158	Stiftelsen Frischsenteret for samfunnsøkonomisk forskning, Universitetet i Oslo	Norway	36	17%	8	0%	2018-06-18
159	Center for Research in Economics, Management and the Arts (CREMA)	Switzerland	33	33%	24	33%	2018-06-18
160	Groupe d'Analyse et de Théorie Économique Lyon St-Étienne (GATE Lyon St-Étienne), Faculté de Sciences Économiques et de Gestion, Université Lumière (Lyon 2)	France	51	41%	24	46%	2018-05-15
161	Instituto Superior de Economia e Gestão (ISEG), Universidade de Lisboa	Portugal	284	41%	43	19%	2018-06-18
162	Business School, University of Exeter	United Kingdom	184	40%	36	17%	2018-06-18
163	Lille Économie et Management (LEM)	France	74	27%	14	21%	2018-06-18

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
164	Geneva School of Economics and Management, Université de Genève	Switzerland	76	30%	31	23%	2018-06-18
165	Essex Business School, University of Essex	United Kingdom	109	36%	26	23%	2018-04-23
166	Kauppakorkeakoulu, Aalto-yliopisto	Finland	109	28%	45	22%	2018-05-15
167	Centre d'études prospectives et d'informations internationales (CEPII)	France	38	37%	3	33%	2018-10-13
168	Théorie Économique, Modélisation, Application (THEMA), Université de Cergy-Pontoise	France	64	34%	22	27%	2018-08-29
169	Wydzial Nauk Ekonomicznych, Uniwersytet Warszawski	Poland	109	36%	10	10%	2018-10-13
170	Türkiye Cumhuriyet Merkez Bankasi	Turkey					
171	Rimini Centre for Economic Analysis (RCEA)	Italy	99	16%			2018-10-13
172	Oesterreichische Nationalbank	Austria	39	33%			2018-10-13
173	Bruegel	Belgium	36	22%	2	50%	2018-06-19
174	Rheinisch-Westfälisches Institut für Wirtschaftsforschung (RWI)	Germany	83	31%	19	5%	2018-06-19
175	Institut für Arbeitsmarkt- und Berufsforschung (IAB)	Germany	35	20%	27	19%	2018-06-19
176	Institute for Social and Economic Research (ISER), University of Essex	United Kingdom	53	60%	15	67%	2018-06-19
177	Dipartimento di Economia "Marco Biagi", Università degli Studi di Modena e Reggio Emilia	Italy	107	36%	30	23%	2018-06-19

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
178	Ceská Národní Banka	Czechia	21	10%	7	14%	2018-10-13
179	Henley Business School, University of Reading	United Kingdom	105	49%	26	27%	2018-06-19
180	Groupe de Recherche en Économie Théorique et Appliquée (GREThA), Université de Bordeaux	France	128	28%			2018-10-13
181	Institut Supérieur d'Économie et Management (ISEM), Université de Nice-Sophia Antipolis	France	52	48%	18	39%	2018-05-15
182	Fachbereich Volkswirtschaftslehre, Universität Hamburg	Germany	28	25%	20	25%	2018-06-19
183	New Economic School (NES)	Russian Federation	126	32%	14	0%	2018-06-19
184	Business School, Durham University	United Kingdom	168	34%	47	21%	2018-04-23
185	Institutt for Økonomi, Universitetet i Bergen	Norway	38	18%	15	7%	2018-04-23
186	Scuola di Economia e Statistica, Università degli Studi di Milano-Bicocca	Italy	78	42%	17	29%	2019-02-01
187	Rotterdam School of Management (RSM Erasmus University), Erasmus Universiteit Rotterdam	Netherlands	212	25%	51	8%	2018-06-19
188	Judge Business School, University of Cambridge	United Kingdom	68	18%	21	14%	2018-05-15
189	Institut für Höhere Studien (IHS)	Austria	33	33%	11	36%	2019-01-04
190	Facultad de Economía y Empresa, Universidad de Zaragoza	Spain	119	44%	15	7%	2019-01-04

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
191	Bangor Business School, Bangor University	United Kingdom	47	34%	19	21%	2018-06-19
192	Wirtschaftswissenschaftliche Fakultät, Georg-August-Universität Göttingen	Germany	32	25%	30	27%	2018-06-19
193	Robert Schuman Centre for Advanced Studies (RSCAS), European University Institute	International Organization	53	21%	52	21%	2018-10-13
194	Iktisadi ve Idari Bilimler Fakültesi, Koç Üniversitesi	Turkey	79	43%	23	48%	2018-06-19
195	Institut de Préparation à l'Administration et à la Gestion (IPAG)	France	63	51%	16	31%	2018-06-19
196	Directorate-General Economic and Financial Affairs, European Commission	Belgium					
197	Statistisk Sentralbyrå	Norway	55	31%	3	67%	2018-06-19
198	Bank of Greece	Greece					
199	Centre de Recherche en Économie et Management (CREM)	France	105	37%	41	22%	2018-05-15
200	Center for Economics and Neuroscience, Rheinische Friedrich-Wilhelms-Universität Bonn	Germany	8	50%	2	0%	2018-06-19
201	Institut für Wirtschaftsforschung Halle (IWH)	Germany	99	21%	6	0%	2018-06-19
202	École d'Économie, Université d'Auvergne (Clermont-Ferrand 1)	France	46	46%	17	41%	2018-10-13

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
203	Department of Economics and Finance, Brunel University	United Kingdom	29	31%	6	0%	2018-06-19
204	Wirtschaftswissenschaftliche Fakultät, Friedrich-Schiller-Universität Jena	Germany	122	20%	40	8%	2018-06-19
205	Institut for Virksomhedsledelse og Økonomi, Syddansk Universitet	Denmark	68	18%	18	6%	2018-10-13
206	Fakultät für Volkswirtschaft und Statistik, Leopold-Franzens-Universität Innsbruck	Austria	30	30%	16	25%	2018-06-19
207	Wirtschafts- und Sozialwissenschaftliche Fakultät, Friedrich-Alexander-Universität Erlangen-Nürnberg	Germany	48	27%	48	27%	2018-06-19
208	Wirtschaftswissenschaftlichen Fakultät, Eberhard-Karls-Universität Tübingen	Germany	35	40%	21	24%	2018-06-19
209	Bureau d'Économie Théorique et Appliquée (BETA)	France	119	31%	31	35%	2018-06-19
210	École Supérieure de Commerce de Montpellier	France	76	39%	10	10%	2018-10-13
211	National Institute of Economic and Social Research (NIESR)	United Kingdom	38	37%	13	23%	2018-06-19
212	Institutt for Samfunnsøkonomi, Norges teknisk-naturvitenskaplige universitet (NTNU)	Norway	24	25%	15	13%	2018-06-19

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
213	School of Finance, Universität St. Gallen	Switzerland	24	4%	8	0%	2019-02-23
214	Gaidar Institute for Economic Policy	Russian Federation	110	54%	26	38%	2018-10-13
215	Central Bank of Ireland	Ireland	30	47%	1	0%	2019-01-10
216	Department of Economics, University of Bath	United Kingdom	43	19%	8	0%	2018-06-19
217	Közgazdaság-tudományi Intézet, Közgazdaság- és Regionális Tudományi Kutatóközpont, Magyar Tudományos Akadémia	Hungary	87	29%	7	0%	2018-06-19
218	School of Management and Business, King's College	United Kingdom	94	38%	30	23%	2018-06-19
219	Iktisat Bölümü, Bilkent Üniversitesi	Turkey	23	35%	3	0%	2018-06-19
220	Dipartimento di Scienze per l'Economia e l'Impresa, Università degli Studi di Firenze	Italy	103	32%	29	17%	2018-06-19
221	Arbetsmarknadsdepartementet	Sweden					
222	Centre for Research and Analysis of Migration (CReAM), University College London (UCL)	United Kingdom	29	41%	3	33%	2018-04-24
223	Faculté des Sciences Économiques, Sociales et de Gestion (FSESG), Université de Namur	Belgium	11	18%	7	29%	2019-01-04
224	Norges Bank	Norway	30	17%	6	0%	2018-10-13
225	Faculdade de Economia, Universidade do Porto	Portugal	57	42%	6	17%	2018-06-19

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
226	School of Economics, Universiteit Utrecht	Netherlands	102	32%	17	24%	2018-06-21
227	Facoltà di Economia, Università degli Studi di Verona	Italy	36	31%	10	20%	2018-06-19
228	School of Management and Languages, Heriot-Watt University	United Kingdom	22	45%	9	56%	2018-10-13
229	Szkola Glówna Handlowa w Warszawie	Poland					
230	Groupe EDHEC (École de Hautes Études Commerciales du Nord)	France	50	30%	21	24%	2018-06-19
231	Geary Institute, University College Dublin	Ireland	69	39%	27	30%	2018-06-19
232	Facultade de Ciencias Económicas e Empresariais, Universidade de Vigo	Spain	98	48%	29	38%	2018-10-13
233	Gutenberg School of Management and Economics, Johannes Gutenberg-Universität Mainz	Germany	28	11%	23	9%	2018-06-19
234	Department of Land Economy, University of Cambridge	United Kingdom	77	35%	13	15%	2018-07-06
235	Russian Presidential Academy of National Economy and Public Administration (RANEPA)	Russian Federation					
236	Rechts- und Wirtschaftswissenschaftliche Facultät, Universität Bayreuth	Germany	128	12%	90	13%	2018-06-28

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
237	Erasmus Research Institute of Management (ERIM), Erasmus Universiteit Rotterdam	Netherlands	268	23%	84	7%	2018-05-09
238	Centro Ricerche Nord Sud (CRENoS)	Italy	23	30%	9	22%	2018-06-19
239	Dipartimento di Scienze Economico-Sociali e Matematico-Statistiche, Università degli Studi di Torino	Italy	150	33%	17	29%	2018-06-19
240	Facoltà di Economia, Università degli Studi di Roma "La Sapienza"	Italy	131	40%	131	40%	2019-01-04
241	Fakultät Wirtschafts- und Sozialwissenschaften, Universität Hohenheim	Germany	45	31%	43	30%	2018-06-19
242	Faculté de sciences économiques, Université de Montpellier I	France	13	23%	4	0%	2018-06-19
243	Business School, Newcastle University	United Kingdom	166	42%	31	13%	2018-06-19
244	Facoltà di Economia / Wirtschaftswissenschaftliche Fakutät, Libera Università di Bolzano / Freie Universität Bozen	Italy	54	39%	16	13%	2018-06-19
245	Department of Economics, Finance and Accounting, Maynooth University	Ireland	23	52%	3	33%	2018-06-19
246	Facultad de Ciencias Económicas y Empresariales, Universidad de Alicante	Spain	287	38%	86	33%	2019-01-04
247	Institut für Volkswirtschaftslehre, Carl von Ossietzky Universität Oldenburg	Germany	16	31%	6	0%	2018-06-19
248	Faculté de droit, d'économie et de gestion, Université d'Orléans	France	159	40%	38	34%	2018-06-19

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
249	Max-Planck-Institut für Innovation und Wettbewerb, Max-Planck-Gesellschaft	Germany	57	28%	7	14%	2019-01-04
250	Facultad de Ciencias Económicas y Empresariales, Universidad Autónoma de Madrid	Spain	304	33%	24	17%	2018-06-19
251	Facultade de Ciencias Económicas e Empresariais, Universidade de Santiago de Compostela	Spain	96	39%	9	22%	2018-12-21
252	Dipartimento di Economia, Università degli Studi Roma Tre	Italy	57	40%	25	52%	2018-06-19
253	Stirling Management School, University of Stirling	United Kingdom	82	28%	22	14%	2018-06-19
254	Fondazione ENI Enrico Mattei (FEEM)	Italy	42	43%	3	0%	2018-10-13
255	Dipartimento di Economia e Management, Università degli Studi di Brescia	Italy	25	24%	25	24%	2018-06-19
256	Fakultät für Wirtschaftswissenschaft, Ruhr-Universität Bochum	Germany	41	24%	30	27%	2018-10-13
257	Centre d'Économie de l'Université Paris-Nord, Université Paris-Nord (Paris XIII)	France	70	33%	20	30%	2018-06-19
258	School of Business and Economics, Loughborough University	United Kingdom	157	31%	53	11%	2018-05-07
259	Department of Political Economy, King's College	United Kingdom	52	25%	14	29%	2018-05-09

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
260	Wiener Institut für Internationale Wirtschaftsvergleiche (WIIW)	Austria	22	9%	2	0%	2018-10-13
261	Hans Böckler Stiftung	Germany	23	65%	7	43%	2019-01-04
262	Fachbereich Wirtschaftswissenschaften, Universität Duisburg-Essen	Germany	42	10%	34	6%	2018-06-19
263	School of Economics and Finance, University of St. Andrews	United Kingdom	42	24%	10	10%	2018-05-09
264	Wirtschafts- und Sozialwissenschafltiche Fakultät, Universität Potsdam	Germany	38	45%	32	44%	2018-06-19
265	Iktisadi ve Idari Bilimler Fakültesi, Çag Üniversitesi	Turkey	22	45%	6	0%	2019-01-04
266	Fakultät für Wirtschaftswissenschaft, Otto-von-Guericke-Universität Magdeburg	Germany	27	22%	22	18%	2018-06-19
267	Departament d'Economia Aplicada, Universitat Autònoma de Barcelona	Spain	53	32%	4	25%	2018-06-19
268	European Bank for Reconstruction and Development (EBRD)	International Organization	7	29%	2	0%	2018-12-21
269	Politiikan ja Talouden Tutkimuksen Laitos, Valtiotieteellinen tiedekunta, Helsingin Yliopisto	Finland	204	44%	33	27%	2018-10-13
270	Fakultät Wirtschaftswissenschaften, Leuphana Universität Lüneburg	Germany	31	29%	31	29%	2018-06-19
271	Frankfurt School of Finance and Management	Germany	72	18%	38	3%	2019-05-29

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
272	Management School, Queen's University	United Kingdom	80	35%	12	25%	2018-05-14
273	Facultat de Ciències Econòmiques i Empresarials, Universitat Rovira I Virgili Tarragona	Spain	161	42%	13	31%	2018-06-19
274	Leerstoelgroep Ontwikkelingseconomie, Wageningen Universiteit en Researchcentrum	Netherlands	16	25%	3	0%	2018-06-19
275	Department of Economics, City University	United Kingdom	25	44%	9	33%	2018-04-19
276	Senter for teknologi, innovasjon og kultur (TIK), Universitetet i Oslo	Norway	39	59%	7	29%	2018-04-19
277	École des Hautes Études en Sciences Sociales (EHESS)	France	27	15%			2019-01-04
278	Centre of Excellence for Science and Innovation Studies, Kungliga Tekniska Högskolan (KTH)	Sweden	24	33%	7	14%	2018-06-19
279	Wissenschaftszentrum Berlin für Sozialforschung (WZB)	Germany	12	25%	12	25%	2018-06-19
280	Facultad de Ciencias Económicas y Empresariales, Universidad de Navarra	Spain	15	13%	5	20%	2019-01-01
281	Management School, University of Liverpool	United Kingdom	159	39%	37	32%	2018-05-08
282	Département de Sciences Économiques et de Gestion, Université Panthéon-Assas (Paris II)	France	63	46%	31	32%	2018-06-19

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
283	Département d'Économie, École Polytechnique	France	22	14%	22	14%	2018-05-08
284	School of Business Management, Queen Mary	United Kingdom	87	48%	23	43%	2018-04-16
285	ESSEC Business School	France	165	30%	72	29%	2018-04-18
286	Department of Economics, University of Crete	Greece	26	19%	8	0%	2019-01-31
287	Iktisadi ve Idari Bilimler Fakültesi, Orta Dogu Teknik Üniversitesi	Turkey	88	53%	31	35%	2018-04-18
288	Collège du Management de la Technologie, École Polytechnique Fédérale de Lausanne (EPFL)	Switzerland	19	5%	10	10%	2018-06-20
289	Department of Economics, University of Thessaly	Greece	19	21%	5	0%	2018-04-18
290	Centre International de Recherche sur l'Environnement et le Développement (CIRED)	France	25	20%	9	11%	2018-06-20
291	Institut de Finance de Strasbourg, Université de Strasbourg	France	39	31%	16	19%	2018-06-20
292	Department of Economics, University of Macedonia	Greece	22	23%	19	21%	2018-05-08
293	Centraal Planbureau (CPB)	Netherlands	120	23%	13	15%	2019-02-04
294	Facoltá di scienze economiche, Universitá della Svizzera Italiana (USI)	Switzerland	134	24%	19	11%	2019-02-22
295	Faculdade de Economia, Universidade do Coimbra	Portugal	121	35%	11	18%	2018-08-29

Rank	Institution	Country	Research Positions	Female Positions	Professors	Female Professors	As of
296	Handelshøgskolen, Universitetet i Stavanger	Norway	77	26%	28	18%	2018-04-16
297	HEC École de Gestion, Université de Liège	Belgium	271	43%	43	30%	2018-08-29
298	Network for Studies on Pensions, Aging and Retirement (NetSPAR)	Netherlands	13	15%			2018-06-20
299	Alliance Manchester Business School, University of Manchester	United Kingdom	120	29%	80	28%	2018-04-18
300	Équipe de Recherche sur l'Utilisation des Données Individuelles en lien avec la Théorie Économique (ERUDITE), Université Paris-Est	France	36	39%	13	15%	2018-04-23

Table B: Percentage of Women on Different Levels, by Country

Country	Full Professor	Associate Professor	Entry Level	Research Fellow	Research Associate	All levels	Obs.	Institutions
Austria	21.7%				29.7%	25.4%	311	6
Belgium	23.6%	36.6%	45.0%	39.6%	34.8%	33.6%	979	7
Czech Republic					30.6%	30.6%	62	3
Denmark	20.7%	34.6%	29.5%	31.9%	25.5%	28.7%	677	7
Finland	24.2%		43.1%		30.3%	30.6%	235	3
France	27.6%	33.0%	42.1%	34.9%	25.3%	32.2%	3583	36
Germany	17.5%		30.4%	34.7%	27.0%	21.2%	3708	101
Greece	12.7%	30.3%	25.2%			20.9%	382	5
Hungary					25.7%	25.7%	70	2
International Organization	20.0%				22.9%	22.8%	1358	4
Ireland	35.2%		44.1%			40.4%	218	7
Italy	21.4%	36.4%	46.8%	42.4%	32.2%	33.4%	2117	33
Luxembourg	21.7%					21.7%	92	1
Netherlands	11.1%	20.5%	30.8%	38.2%	32.9%	24.7%	2688	27
Norway	22.7%	31.2%	29.9%	42.4%	34.9%	29.8%	1197	17
Poland	34.4%		41.8%		52.6%	51.1%	1405	40
Portugal	16.3%	37.6%	38.1%	33.9%	41.6%	35.7%	1158	10
Romania	50.5%	61.1%	61.4%		63.4%	57.9%	558	12
Russia	34.3%	53.7%	59.3%	63.6%	55.0%	52.0%	3042	4
Spain	30.0%	38.8%	43.3%	34.0%	41.4%	39.1%	2835	25
Sweden	24.6%	40.1%	37.8%	50.6%	37.0%	36.3%	1780	22
Switzerland	16.6%	21.1%	22.2%	37.3%	25.9%	25.9%	2188	30
Turkey	28.6%	51.5%	45.5%			41.9%	215	6
United Kingdom	22.0%	33.0%	41.7%	44.5%	40.7%	35.8%	9573	129
Total	22.1%	37.2%	40.6%	40.0%	37.5%	34.0%	40431	537

Notes: We report cells where the level is represented by at least 50 positions.

Table C: Percentage of Women on Different Levels, by Country, Top 300 Only

Country	Full Professor	Associate Professor	Entry Level	Research Fellow	Research Associate	All levels	Obs.	Institutions
Austria	21.5%			29.9%		25.7%	269	3
Belgium	21.5%	36.6%	45.6%	35.8%	39.9%	33.5%	892	5
Czech Republic				31.4%		31.4%	51	1
Denmark	19.6%	31.9%	25.0%		27.5%	25.9%	526	4
Finland	25.0%		43.1%	31.9%		31.6%	215	2
France	27.4%	33.5%	42.4%	25.6%	34.9%	32.1%	3460	32
Germany	14.7%		32.8%	27.3%	34.0%	22.0%	2238	37
Greece	12.7%	30.3%	25.2%			20.9%	382	5
Hungary				25.7%		25.7%	70	1
International Organization	20.0%			22.8%		22.7%	1355	3
Ireland	33.3%		43.8%			39.2%	130	4
Italy	19.4%	34.7%	46.2%	30.5%	42.2%	31.9%	1857	24
Luxembourg	20.7%					20.7%	87	1
Netherlands	10.0%	20.1%	30.7%	28.5%	38.1%	23.8%	2446	13
Norway	20.0%	30.2%	27.1%	27.3%		25.6%	891	7
Poland			42.0%			42.0%	88	1
Portugal	10.4%	37.2%	38.0%	34.5%		34.5%	919	5
Romania	48.5%	62.4%	60.8%	63.4%		57.9%	520	2
Russia	34.3%	53.7%	59.3%	55.0%	63.6%	52.0%	3037	3
Spain	29.9%	36.7%	44.2%	36.6%	30.3%	37.7%	2185	12
Sweden	22.3%	26.5%	36.4%	33.2%	48.8%	33.1%	1237	10
Switzerland	18.3%	21.4%	23.6%	24.8%	36.9%	27.1%	1574	12
Turkey	33.9%	51.5%	48.5%			45.3%	190	4
United Kingdom	20.2%	32.9%	39.1%	37.2%	36.5%	32.8%	5453	53
Total	21.6%	36.6%	39.9%	33.4%	38.5%	32.7%	30072	244

Notes: We report cells where the level is represented by at least 50 positions.

Table D: EuroVoc Defintion of Regions

Central and Eastern Europe	Northern Europe	Southern Europe	Western Europe
Albania	Denmark	Cyprus	Andorra
Armenia	Estonia	Greece	Austria
Azerbaijan	Finland	Holy See	Belgium
Belarus	Iceland	Italy	France
Bosnia and Herzegovina	Latvia	Malta	Germany
Bulgaria	Lithuania	Portugal	Ireland
Czech Republic	Norway	San Marino	Liechtenstein
Croatia	Sweden	Spain	Luxembourg
Georgia			Monaco
Hungary			Netherlands
Moldova			Switzerland
Montenegro			United Kingdom
North Macedonia			
Poland			
Romania			
Russia			
Serbia			
Slovakia			
Slovenia			
Ukraine			

Source: https://publications.europa.eu/en/web/eu-vocabularies/th-concept-scheme/-/resource/eurovoc/100277, accessed May 9, 2019.