

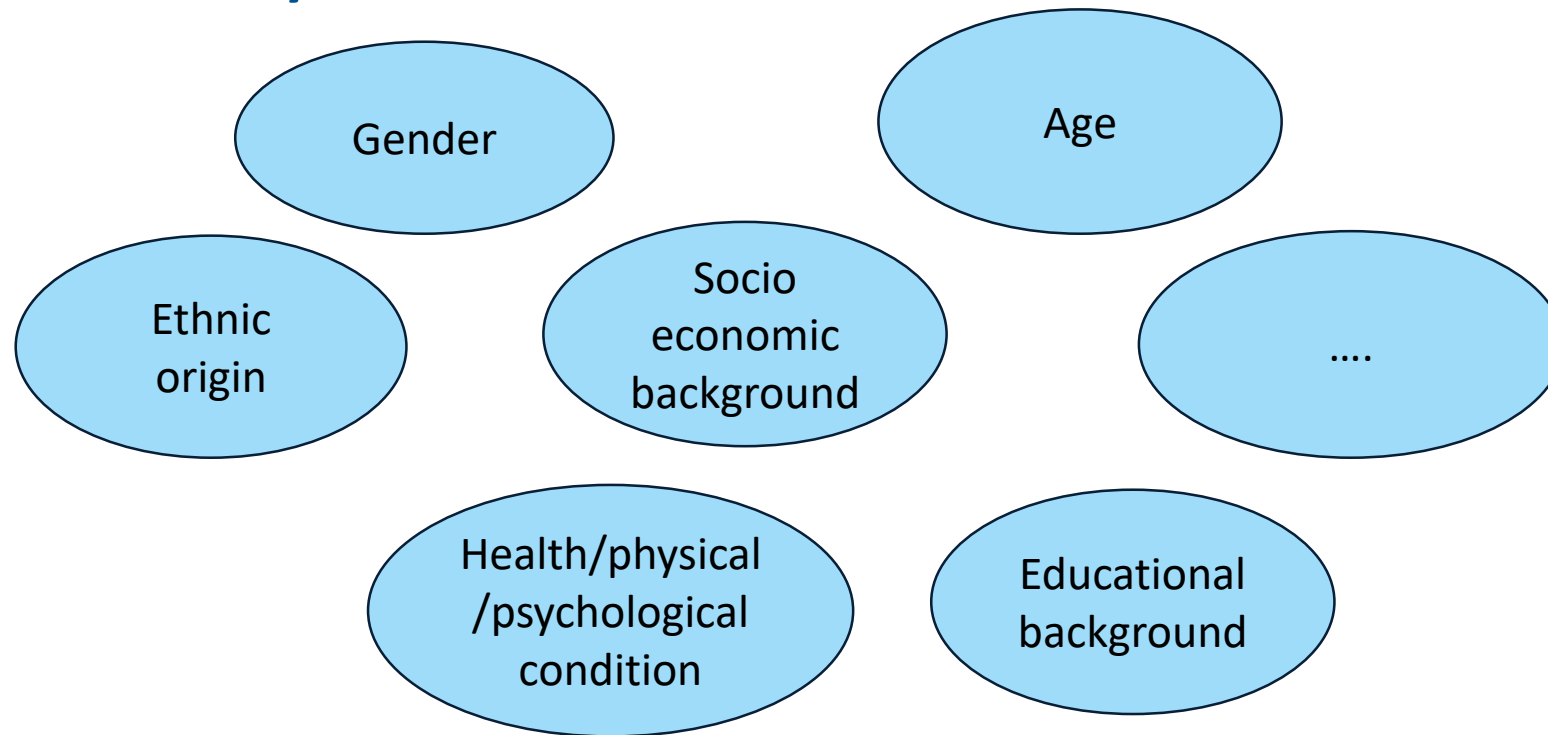
Universities' approaches & strategies towards diversity & inclusiveness

EUA Annual Conference, 5 April 2018
University of Zürich

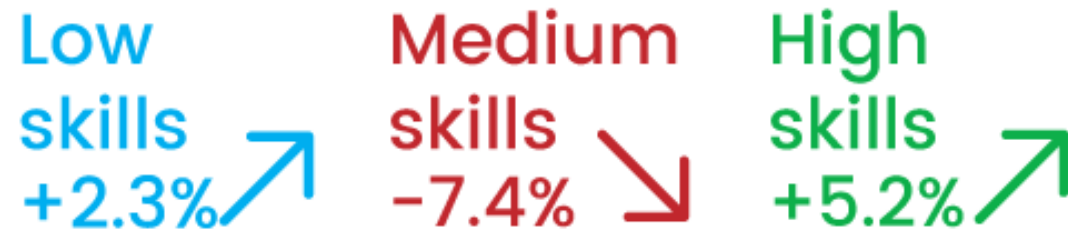
Diversity & inclusiveness - why this topic?

- Changing labour markets and increasing demand for highly skilled people
- Continued massification & internationalisation of higher education
- European societies are becoming more diverse
- Influx of refugees of the past years
 - **Impact on student body & staff**
 - **Question about the role of universities with regard to social inclusion and diversity**

What does diversity mean?



Changes in European labour markets 1995–2015 (OECD)



Changing labour markets – increased need for highly skilled labour

Higher education and social inclusion

- Adults with a tertiary degree are **10 percentage points more likely to be employed**, and will **earn 56% more** on average than adults who only completed upper secondary education.
- They are also the **first to recover from economic downturns**: employment rates for young adults with tertiary degrees have returned to pre-crisis levels, while rates for those who did not complete upper secondary education are still lagging behind.

Source: OECD Education at a glance 2017

→ **Calls for equal access to higher education**

Part of a larger discussion on sustainable development



Education as a facilitating goal



Other policy discussions

Bologna Process:

“The diversity of students accessing, participating and completing Higher Education should reflect the diversity of our populations.”

Renewed EU agenda for higher education (May 2017):

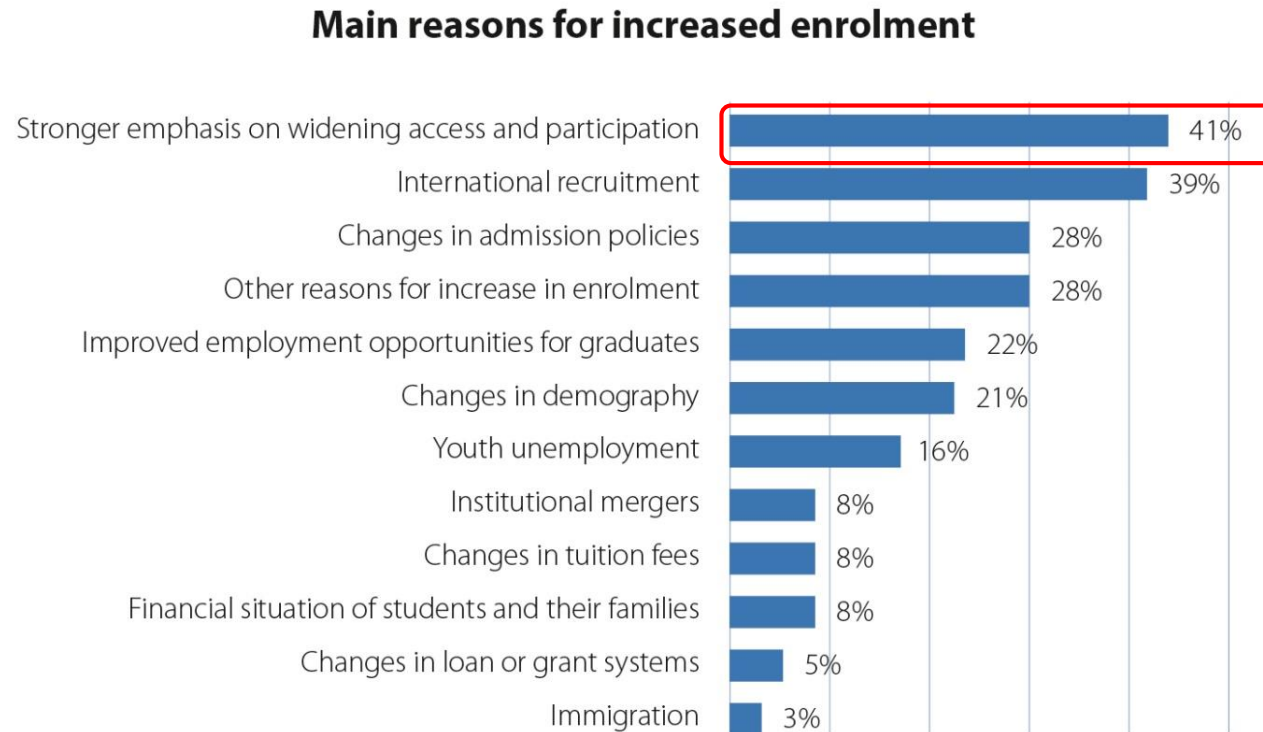
“Higher education must play its part in facing up to Europe’s social and democratic challenges. This means that higher education is inclusive, open to talent from all backgrounds”.

EC Communication on European Education Area (November 2017):

“[...] we must seize the opportunity and make sure education and culture are the drivers for job creation, economic growth, social fairness and ultimately unity.” (EC President Juncker)

Impact on enrolment

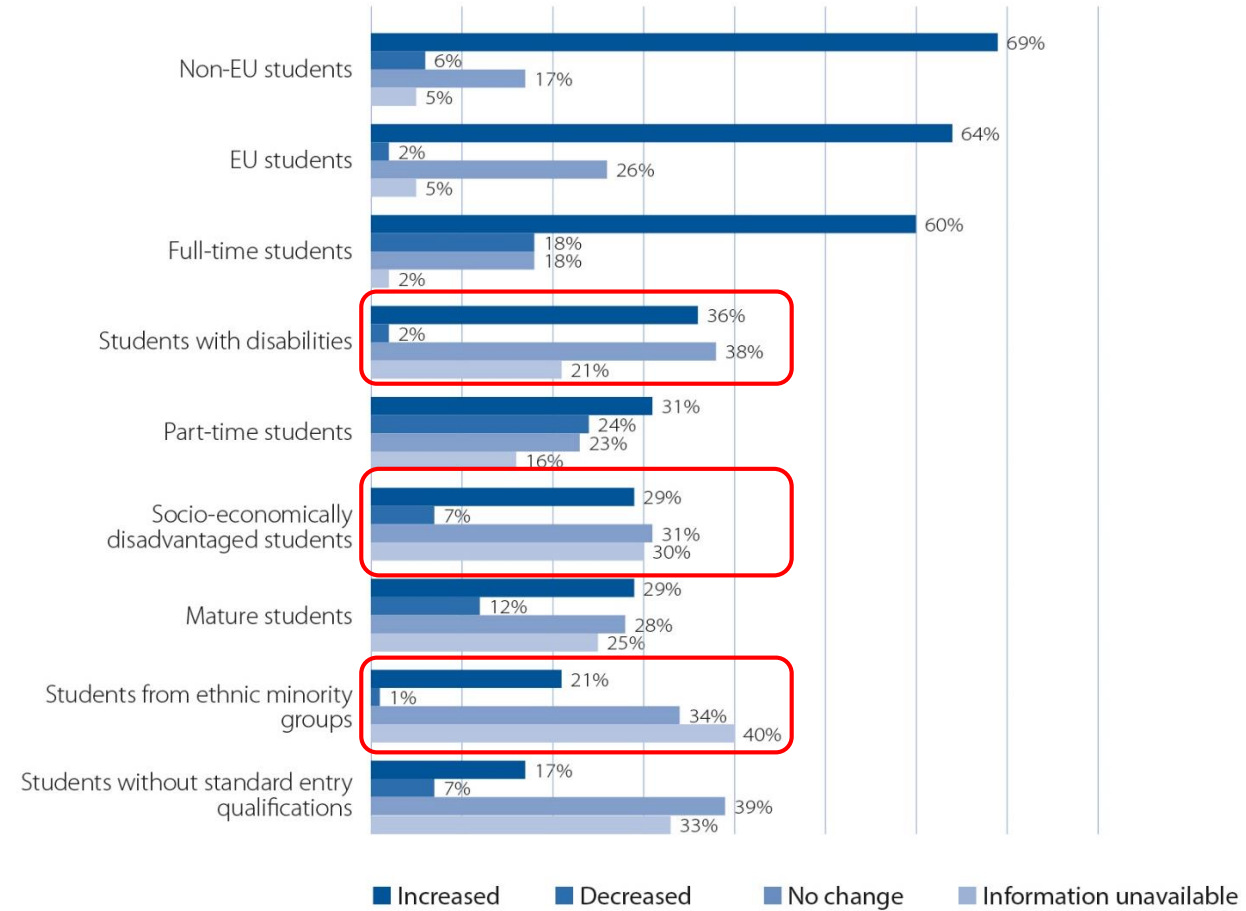
Figure 14: If enrolment has increased, what have been the main reasons? (Q19.1)



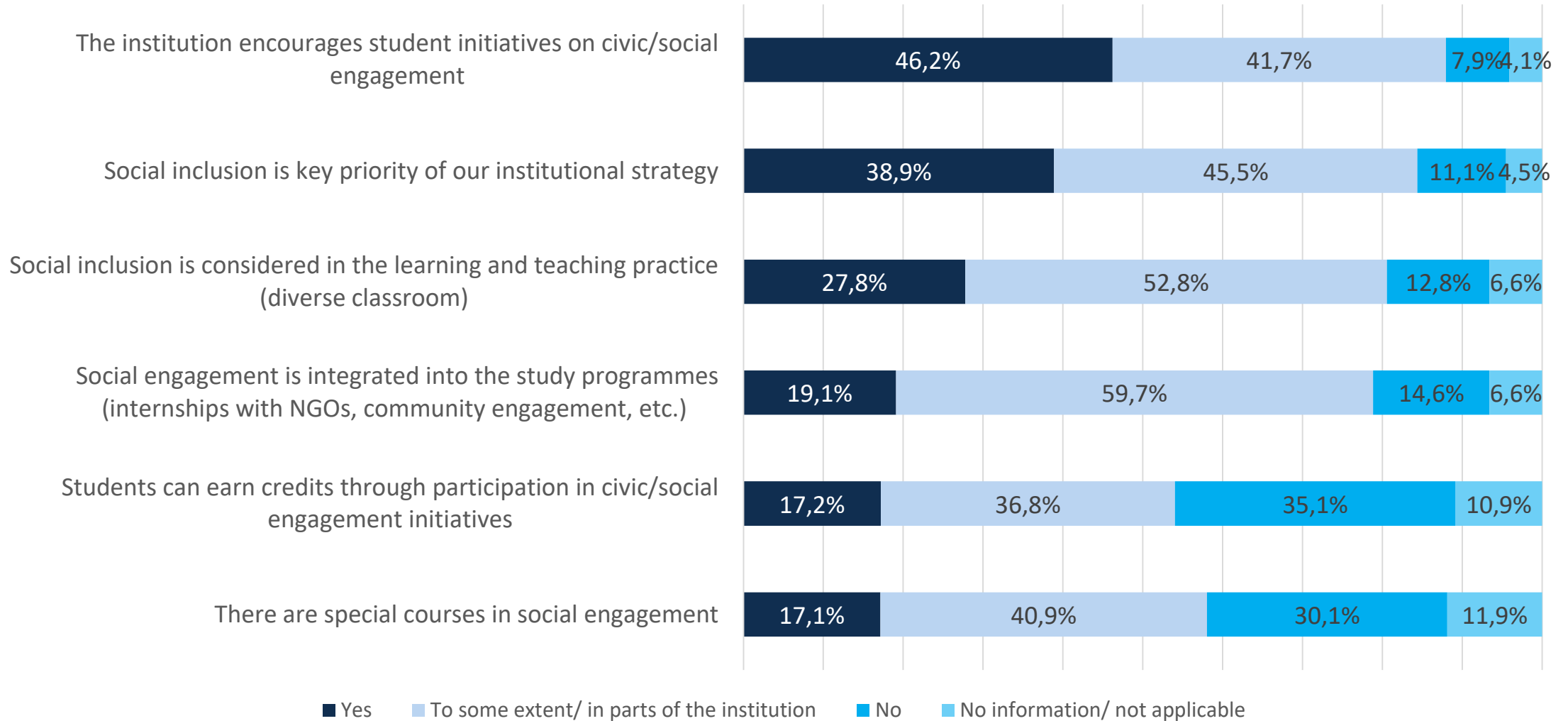
Source: EUA Trends 2015, p. 65

A more diverse student body – changes 2010-15

Changing composition of the student body



Impact on learning and teaching



Trends 2018. Question 28: *At your institution, does inclusiveness and social engagement have any impact on learning and teaching? Please select one option per line.* (n=288)

Academic staff

Despite positive evolution in academic staff positions, in most countries women represent less than half of the workforce.

Figure 3.5: Share of women among total academic staff and professors, 2013

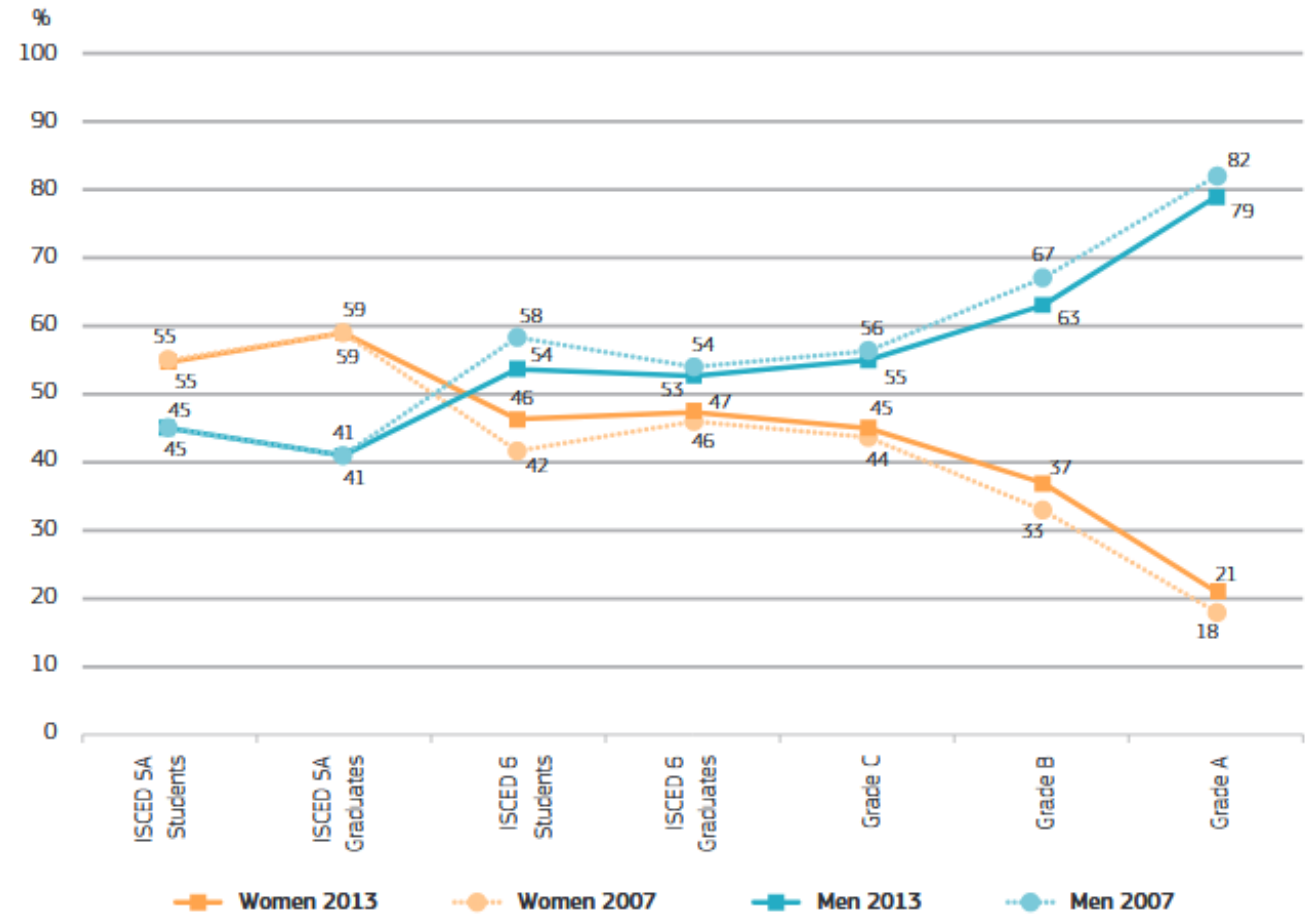


Source: European Tertiary Education Register (data extracted November 2016).

Academic staff

As women progress through a typical academic career path, they become increasingly underrepresented compared to men, although the figures slightly improved between 2007-2013.

Figure 6.1. Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007–2013



Notes: Reference years Eurostat data: 2007–2012; Reference years for Women in Science (WIS) data: 2007–2013; Exceptions to the reference years (WIS): AT: 2007–2011; BE (FR), LV, RO: 2010–2013; CY, PT: 2007–2012; DK, LU (Grade A and B, C not available): 2009–2013; ES, IE: 2008–2012; BE (FL), NL, FI: 2011–2013; PL, SK: 2012–2013; FR: 2012; HR: 2014; MT: 2015; EE: 2004 (She Figures 2012); LI: 2007 (She Figures 2012); UK: 2006 (She Figures 2012); Data unavailable for: (Eurostat) ISCED 5A Students: LU (2007); ISCED 5A Graduates: FR (2012), LU (2007); ISCED 6 Students: DE (2007), LU (2007); ISCED 6 Graduates: FR (2012), LU (2007).

Source: Women in Science database, DG Research and Innovation and Eurostat – Education Statistics (online data code: educ_grad5)

Where to go?

- **We are at the interesting point where**
 - We know the outlines of the topic
 - ... But they are still not clearly defined
 - We are seeing activity moving from the project-stage to the strategic, institutionalised stage
 - We need to discuss and learn from each other!
- **EUA publication on social inclusion to be published May 2018 – watch this space!!**

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