Gender and the Research Workforce
In the ERA 2015 evaluation round, gender data was collected for the first time. Institutions were required to submit gender data for each eligible researcher. The gender of the eligible researcher was reported as either ‘male’, ‘female’, or ‘other’. Gender data was used for aggregate reporting and analysis purposes only. This data was not made available to peer reviewers or Research Evaluation Committees (RECs) and did not form part of the evaluation process. The gender data that was reported by eligible institutions is shown in the tables in this section and will provide a baseline for analysis in future rounds.

The total number of researchers by headcount reported to ERA 2015 was 67,579 researchers, the majority of the researchers were males which made up 57.12% (38,598 researchers) compared to females which made up 42.74% (28,880 researchers) and the remaining reported as other gender 0.15% (101 researchers). However, when examining the specific Fields of Research (FoR) codes, in some disciplines there was a greater share of female researchers.

**Headcount by Gender by Employment Level (Two–digit FoRs)**

The following charts show the headcount of staff by gender and include the employment levels collected for ERA purposes, academic levels A–E and ‘other’ employment level:

- Level A – Tutor/Associate Lecturer
- Level B – Lecturer
- Level C – Senior Lecturer
- Level D – Reader/Associate Professor
- Level E – Professor

‘Other’, as an employment level, represents staff members who are eligible researchers but cannot be assigned to one of the Levels A–E (e.g. general staff and academics occupying management positions).

**HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL – ALL DISCIPLINES**
Note: there were no researchers reported as “Other” for gender in this FoR.
HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 07 AGRICULTURAL AND VETERINARY SCIENCES

LEVEL A
LEVEL B
LEVEL C
LEVEL D
LEVEL E
OTHER

MALE
FEMALE

Note: there were no researchers reported as 'Other' for gender in this FoR.

HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 08 INFORMATION AND COMPUTING SCIENCES

LEVEL A
LEVEL B
LEVEL C
LEVEL D
LEVEL E
OTHER

OTHER
MALE
FEMALE

HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 09 ENGINEERING

LEVEL A
LEVEL B
LEVEL C
LEVEL D
LEVEL E
OTHER

OTHER
MALE
FEMALE
HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 10 TECHNOLOGY

Note: there were no researchers reported as ‘Other’ for gender in this FoR.

HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 11 MEDICAL AND HEALTH SCIENCES

HEADCOUNT BY GENDER BY EMPLOYMENT LEVEL — 12 BUILT ENVIRONMENT AND DESIGN
Note: there were no researchers reported as ‘Other’ for gender in this FoR.
Four-digit FoR codes where Headcount of Female Researchers exceeds Male Researchers

The following gender chart identifies the Fields of Research (FoR) codes that have more female than male researchers. Out of a possible 157 codes there are 35 FoR where more than half of the researchers in the Fields of Research are female. The FoR codes with largest number of female researchers are 1117 Public Health and Health Services with 2,163.5 female researchers from the total of 3,498.3 researchers followed by 1701 Psychology with 1,013.3 female researchers from the total of 1,784.5 researchers. The total number of researchers included in these FoR codes is 19,514.8, with 11,982.9 female researchers, and 7,531.9 are male researchers. (Note: There are also 22.6 researchers in these FoR groups who identified their gender as ‘Other’ that are excluded from the following three charts).
The following chart shows the headcount of staff by gender by academic level and includes the levels collected for ERA purposes, academic levels A–E and ‘Other’ employment level.

The chart shows the 19,514.8 researchers (in the FoR codes that have greater number of female researchers) by employment level. The number of female researchers are greater in all categories from Level A to ‘Other’ level with the exception of Level E, where the number of female researchers drops below the number of male researchers.
The data for the same group of researchers can also be examined by their employment status. The chart below shows that there are more female researchers in full-time or fractional full-time group than the number of researchers employed in a casual capacity. However, the number of male researchers in the ‘Other’ employment status group are greater. The ‘Other’ employment status includes visiting fellows, exchange, seconded and unpaid staff.

For comparative purposes only, the headcount of staff by employment type for all disciplines is shown below.