



**THE UNIVERSITY OF LIECHTENSTEIN
UNIL**

LIECHTENSTEIN

**NATIONAL MINI REPORT
CURRENT GENDER DISTRIBUTION**



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**University of Liechtenstein,
Institute of Information
Systems
(UNIL)
Liechtenstein**



National Regulations on Gender Equality in Liechtenstein

Equal opportunities, including in particular the equality of women and men, are a major socio-political concern in Liechtenstein. The equality of men and women is therefore legally protected, politically reinforced, and administratively supported in Liechtenstein. In 1992 the legal equality of men and women was initially enshrined in the Liechtenstein Constitution and in 1996 a convention was ratified, which eliminated all forms of discrimination against women. A corresponding Gender Equality Act entered into force in 1999¹. In its initial form, the legislations were adopted from the Swiss law. Updates to the Gender Equality Act were made in 2006², 2011³, and 2014⁴. Of particular importance is the incorporation of the EU Directive

¹https://www.gesetze.li/lilexprod/lgpage2.jsp?formname=showlaw&lgblid=1999096000&version=0&search_text=Gleichstellung&search_loc=text&sel_lawtype=chrono&rechts_gebiet=0&menu=0&tables_el=0&observe_date=11.10.2016

²https://www.gesetze.li/lilexprod/lgpage2.jsp?formname=showlaw&lgblid=2006152000&version=0&search_text=Gleichstellung&search_loc=text&sel_lawtype=chrono&rechts_gebiet=0&menu=0&tables_el=0&observe_date=11.10.2016

³https://www.gesetze.li/lilexprod/lgpage2.jsp?formname=showlaw&lgblid=2011212000&version=0&search_text=Gleichstellung&search_loc=text&sel_lawtype=chrono&rechts_gebiet=0&menu=0&tables_el=0&observe_date=11.10.2016

⁴https://www.gesetze.li/lilexprod/lgpage2.jsp?formname=showlaw&lgblid=2015033000&version=0&search_text=Gleichstellung&search_loc=text&sel_lawtype=chrono&rechts_gebiet=0&menu=0&tables_el=0&observe_date=11.10.2016



2202/73/EC in 2006 to ensure that Liechtenstein complies with the legal requirements of the European Union concerning working conditions, career advancement, access to jobs, sexual harassment and indirect discrimination. Thus, de jure prerequisites for equality between men and women exist in Liechtenstein. However, de facto equality neither has been achieved nor will be automatically enabled by these legislations. For example, a closer look at the statistics in section 2 shows that until today women are less presented in management functions and are mostly working at lower salary levels than men. Also, they are mostly underrepresented in technical job profiles, such as IT and Engineering.

An initially formed Office of Gender Equality serves today as an Office of Equal Opportunities: <http://www.llv.li/#/12395/stabsstelle-chancengleichheit>. Their focus areas are the working life of women, the compatibility of career and family, and violence against women. In addition to measures for the better integration of women in working life and economic decision-making functions, the office has also actively promoted the participation of women into political life. Since their formation, the office has undertaken various efforts and projects to work towards the equality of men and women and to make a de facto equality a reality.

Concerning public institutions, there are no laws specifically outlining the gender equality in Universities. This is due to the size of the county.

Statistics on gender and gender disaggregated data

The statistical data of the presence of women and men, categorized into three levels (Institute, University and National) can be found at the tables below.

Statistics on Institute level

Table 1 Proportion of female personnel

Personnel	Teaching	Research	Other	Total
Men	1	7	0	8
	50,00%	53,85%	0,00%	44,44%
Women	1	6	3	10
	50,00%	46,15%	100,00%	55,56%
Total	2	13	3	18
	100,00%	100,00%	100,00%	100,00%

Table 2 Proportion of female personnel, title based

Title of personnel grouping	Men	Women	Total	% Women



Professors	5	1	6	16,67%
Senior Lecturers	1	1	2	50,00%
Postdoctoral Research Fellows	0	2	2	100,00%
Doctoral Candidates	2	3	5	60,00%
Administrative and office personnel	0	3	3	100,00%

Table 3 Proportion of female personnel, age based

Age Years	Men	Women	Total	% Women
20-24	0	0	0	0,00%
25-29	2	4	6	66,67%
30-34	1	2	3	66,67%
35-39	4	3	7	42,86%
40-44	0	0	0	0,00%
45-49	1	1	2	50,00%
50-54	0	0	0	0,00%
55-59	0	0	0	0,00%
60-64	0	0	0	0,00%
65-70	0	0	0	0,00%
		Total	18	

Table 4 Proportion of female personnel of temporary/permanent contracts

Division of Personnel	Men	Women	Total	% Women
Temporary	5	7	12	58,33%
Permanent	3	3	6	50,00%
Total	8	10	18	



Statistics on University Level

Table 5 Proportion (%) of female personnel

Personnel	Teaching	Research	Other	Total
Men	20,00	30,00	43,00	93,00
Women	10,00	26,00	60,00	96,00
Total	30,00	56,00	103,00	189,00

Table 6 Proportion (%) of female personnel, title based

Title of personnel grouping	Men	Women	Total	% Women
Professors	21	4	25	16,00 %
Senior Lecturers	11	6	17	35,29 %
University Lecturers	2	1	3	33,33 %
Senior Research Associates	0	3	3	100,00 %
Research Associates	1	6	7	85,71 %
Postdoctoral Research Fellows	0	4	4	100,00 %
Research Fellows	0	1	1	100,00 %
Doctoral Candidates	10	7	17	41,18 %
Teaching and research support staff	4	1	5	20,00 %
Library Personnel	1	3	4	75,00 %
IT Personnel	11	0	11	0,00 %
Administrative and office personnel	1	29	30	96,67 %
Maintenance and property personnel	2	3	5	60,00 %
Trainees	20	15	35	42,86 %
Personnel with undefined grouping	10	12	22	54,55 %

Table 7 Age distribution

Age Years	Men	Women	Total	% Women
20-24	12	8	20	40,00 %



25-29	16	17	33	51,52 %
30-34	12	18	30	60,00 %
35-39	12	18	30	60,00 %
40-44	9	11	20	55,00 %
45-49	10	7	17	41,18 %
50-54	9	10	19	52,63 %
55-59	10	6	16	37,50 %
60-64	3	0	3	0,00 %
65-70	0	1	1	100,00 %
Total			189	

Table 8 Division of Personnel

Division of Personnel	Men	Women	Total	% Women
Temporary	54	49	103	47,57 %
Permanent	39	47	86	54,65 %
Total	93	96	189	



Table 9 The proportion of women (%) of the students

The proportion of women (%) of the students			
	Doctorate	Master	Bachelor
2010	22 %	30 %	45 %
2011	30 %	33 %	45 %
2012	35 %	29 %	44 %
2013	48 %	29 %	43 %
2014	50 %	31 %	40 %
2015	62 %	35 %	43 %

Table 10 The proportion of women (%) of the completed degrees

The proportion of women (%) of the completed degrees			
	Doctorate	Master	Bachelor
2010	0 %	31 %	48 %
2011	0 %	20 %	45 %
2012	50 %	37 %	40 %
2013	25 %	38 %	48 %
2014	43 %	28 %	51 %
2015	0 %	33 %	42 %



Statistics on National Level⁵

Table 11 Monthly Average Wage in CHF by gender and age

Monthly Average Wage in CHF by gender and age		
Age	Men	Women
20–29 years	5092	4864
30–39 years	6930	6134
40–49 years	7792	6125
50–59 years	7908	6000
60+ years	7445	5950
Total	6875	5694

Organisation's Gender Equality Plans, Policies and programs

In 2005, the University of Liechtenstein nominated a commission for gender equality (later called Gender and Diversity) with the mandate to ensure equal opportunities for men and women in science, teaching, and learning. Until 2012, three members of the Commission dedicate 5-10% of their time to implement these aims the Committee. This time was part of their regular employment at the University of Liechtenstein. They reported to the Rector. Due to budget cuts in the recent years there was no funding for a position for a gender and diversity manager. In 2012, the Committee resigned as they did not see enough institutional support for the issue. A new strategy was submitted to the rectorate. Since then, the commission and its work was put on hold until present. A new commission is currently being formed and mandated (see section 5).

There are no internal policy-regulatory documents or gender equality/equal opportunity bodies-machineries that can be shared.

According to University regulations, equal pay policy is guaranteed for men and women at the University of Liechtenstein. The regulations also say that all employees are entitled to work from home up to 20% of their working time (for example one day per week in a full-time position). By allowing the employees cut their commute to the office a pleasant work-life balance shall be achieved for men and women. Also, part-time work is possible in most positions. The University also explicitly encourages women to apply for academic and administrative positions at all departments.

⁵ Statistic on national level: <http://www.llv.li/files/as/fl-in-zahlen-englisch-2016.pdf>



Engagement Strategy

DISCLAIMER: The working group at the University of Liechtenstein is still under formation. Also, the working modus is still being defined. The reason is a change in the rector of the University, which took place on October 1st, 2016 and which affects ongoing activities, such as the commission for gender quality as outlined in section 3. The existing commission for gender equality is still awaiting a formal mandate from the rectorate to operate and a confirmation of selected members. As it is essential to the project success, that this commission is either directly included in the working group or a solid link is being established, the planning of the working group is equally delayed and all information provided here is preliminary. More information should be available by the end of October, on time for the official submission of the deliverable.

Working Group Members

Table 12 Working group members

Name	Profile	Key skills	Role in WG
Dr. Sonia Lippe	Project lead EQUAL-IST	Project management, EC funded projects, Dissemination	Lead of WG, Interface between WG and EQUAL-IST project, Execution of WG tasks and activities
Prof. Jan vom Brocke	Head of Institute of Information Systems	IS research and teaching, managerial experience, HR	Management support, support of WG tasks and activities on University level
Dr. Bernd Schenk	Deputy head of Institute of Information Systems	IS research and teaching, managerial experience, HR	Execution of WG tasks and activities on Institute level
Efthymia Arvaniti	Project team member	IS research, gender mainstreaming	Execution of WG tasks and activities
Christoph Jenny	HR manager University of Liechtenstein	HR, EC funded projects, gender mainstreaming	Link to HR, support of WG tasks and activities on University level
Commission for gender equality			TBD



Role of Working Group

The role of the working group still has to be defined, depending on the link to the commission for gender equality.

Operational modus of Working Group

The working group will conduct regular meetings depending on the need arising from the project. Since the University is small and employees know each other well, meetings can be set up at rather short notice.

