

	Full-time Equivalent				Headcounts				
	PhDs	Postdocs	Scientists	Technicians	PhDs	Postdocs	Scientists	Technicians	Leaders
2016	35%	31%	16%	16%	35.5 % (75)	30.6 % (52)	17.7 % (73)	22.4 % (196)	10.7 % (29)
2017	33%	33%	17%	17%	33 % (71)	33.3 % (57)	18 % (73)	23.2 % (205)	11.7 % (34)
2018	33%	28%	18%	17%	32.8 % (77)	28.4 % (46)	18.5 % (76)	22.9 % (200)	14.7 % (47)
2019	36%	23%	17%	17%	34.4 % (75)	24.1 % (40)	17.2 % (69)	22.9 % (201)	15.4 % (51)
2020	34%	19%	16%	17%	33.9% (76)	19.4% (30)	16.6% (66)	21.3% (191)	17.0% (54)
2021	37%	23%	17%	17%	36.8% (77)	23.8% (40)	18.1% (74)	21% (192)	19.2% (63)

Source: SAP, HR  
Shared Services.

### Total share of women at PSI:

2020: 25.5%

2021: 26.1%

# KPI 2021 according counting ETH Domain

<b>Management staff (ETH function level 10-15)</b>					
<b>Management target as of 2024: 15%.</b>					
	<b>male</b>			<b>female</b>	
<b>Section</b>	<b>Headcount</b>	<b>in %</b>	<b>Headcount</b>	<b>in %</b>	
1 - Directorate	28	65.1%	15	34.9%	
2 - BIO	11	73.3%	4	26.7%	
3 - NUM	51	92.7%	4	7.3%	
4 - NES	41	93.2%	3	6.8%	
5 - ENE	19	90.5%	2	9.5%	
6 - PSD	32	91.4%	3	8.6%	
7 - SCD	18	100.0%		0.0%	
8 - GFA	79	96.3%	3	3.7%	
9 - LOG	52	81.3%	12	18.8%	
<b>PSI Total</b>	<b>331</b>	<b>87.8%</b>	<b>46</b>	<b>12.2%</b>	

**Source:** SAP, HR  
Shared Services.

# New hires management 2021

## New hires 2021 management staff (function level 10-15)

Target set by the directorate: 25%  
(moving average over 4 years)

Section	male		female	
	Headcount	in %	Headcount	in %
1 - Directorate		0.0%	1	100.0%
3 - NUM	1	100.0%		0.0%
4 - NES	1	100.0%		0.0%
6 - PSD	1	100.0%		0.0%
9 - LOG		0.0%	1	100.0%
<b>PSI Total</b>	<b>3</b>	<b>60.0%</b>	<b>2</b>	<b>40.0%</b>

Source: SAP, HR  
Shared Services.

# New hires postdocs 2021

New hires 2021 Postdocs				
Target set by the directorate: 25% (moving average over 4 years)				
	male		female	
Section	Headcount	in %	Headcount	in %
1 - Directorate	1	100.0%		0.0%
2 - BIO	4	44.4%	5	55.6%
3 - NUM	10	83.3%	2	16.7%
4 - NES	5	83.3%	1	16.7%
5 - ENE	8	61.5%	5	38.5%
6 - PSD	21	67.7%	10	32.3%
7 - SCD	2	66.7%	1	33.3%
8 - GFA	2	100.0%		0.0%
9 - LOG	1	100.0%		0.0%
<b>PSI Total</b>	<b>54</b>	<b>69.2%</b>	<b>24</b>	<b>30.8%</b>

Source: SAP, HR  
Shared Services.