

## Age structure 2015

Despite growth, the average age of ETH staff remained constant.

	up to 20	21-35	36-50	51-65	over 65	Total	Ø Age
<b>ETH Total</b>	<b>234</b>	<b>6,949</b>	<b>2,414</b>	<b>1,497</b>	<b>22</b>	<b>11,116</b>	<b>35</b>
Men	160	4,643	1,478	964	21	7,266	34
Women	74	2,306	936	533	1	3,850	35
Percentage women	32%	33%	39%	36%	5%	35%	

	up to 20	21-35	36-50	51-65	over 65	Total	Ø Age
<b>Professors</b>		<b>7</b>	<b>187</b>	<b>207</b>	<b>1</b>	<b>402</b>	<b>51</b>
Men		4	159	191	1	355	52
Women		3	28	16	0	47	48
Percentage women		43%	15%	8%	0%	12%	
<b>Assistant Professors</b>		<b>40</b>	<b>44</b>	<b>1</b>		<b>85</b>	<b>36</b>
Men		30	36	0		66	36
Women		10	8	1		19	37
Percentage women		25%	18%	100%		22%	
<b>Assistants</b>	<b>4</b>	<b>4,522</b>	<b>358</b>	<b>11</b>	<b>1</b>	<b>4,896</b>	<b>29</b>
Men	2	3,149	240	9	1	3,401	29
Women	2	1,373	118	2	0	1,495	29
Percentage women	50%	30%	33%	18%	0%	31%	
<b>Senior assistants</b>		<b>190</b>	<b>224</b>	<b>18</b>		<b>432</b>	<b>37</b>
Men		152	176	12		340	37
Women		38	48	6		92	38
Percentage women		20%	21%	33%		21%	
<b>Scientific staff</b>		<b>82</b>	<b>147</b>	<b>31</b>	<b>5</b>	<b>265</b>	<b>40</b>
Men		59	93	27	5	184	41
Women		23	54	4	0	81	39
Percentage women		28%	37%	13%	0%	31%	
<b>Senior scientists and scientific staff on permanent contracts</b>		<b>1</b>	<b>111</b>	<b>161</b>	<b>4</b>	<b>277</b>	<b>52</b>
Männer		1	93	136	4	234	52
Women		0	18	25	0	43	51
Percentage women		0%	16%	16%	0%	16%	
<b>Scientific staff on hourly wages</b>	<b>53</b>	<b>1,364</b>	<b>10</b>			<b>1,427</b>	<b>24</b>
Men	42	886	5			933	24
Women	11	478	5			494	24
Percentage women	21%	35%	50%			35%	
<b>Technical and IT staff</b>	<b>128</b>	<b>368</b>	<b>649</b>	<b>532</b>	<b>11</b>	<b>1,688</b>	<b>43</b>
Men	102	258	502	434	10	1,306	43
Women	26	110	147	98	1	382	41
Percentage women	20%	30%	23%	18%	9%	23%	
<b>Administrative staff</b>	<b>49</b>	<b>375</b>	<b>684</b>	<b>536</b>		<b>1,644</b>	<b>44</b>
Men	14	104	174	155		447	44
Women	35	271	510	381		1,197	44
Percentage women	71%	72%	75%	71%		73%	

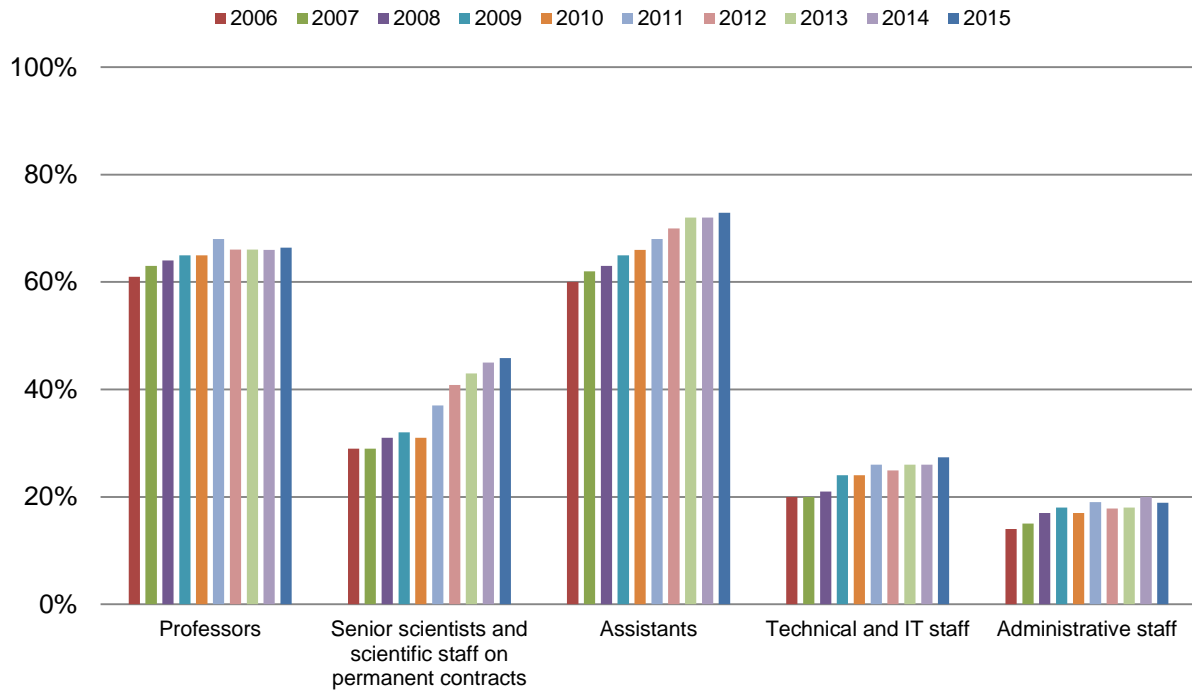
## Nationality 2015

The proportion of foreign staff at ETH Zurich has grown by 12 % in the last 10 years.

	Switzerland	Abroad	Country of origin			
	2015	2015	Total	Germany	Rest of EU	Rest of the world
<b>ETH Total</b>	<b>5,352</b>	<b>5,764</b>	<b>52%</b>	<b>35%</b>	<b>38%</b>	<b>27%</b>
Professors	135	267	66%	45%	37%	18%
Assistant Professors	22	63	74%	30%	46%	24%
Assistants	1,327	3,569	73%	30%	38%	31%
Senior assistants	113	319	74%	34%	42%	24%
Scientific staff	113	152	57%	45%	28%	27%
Senior scientists and scientific staff on permanent contracts	150	127	46%	52%	31%	17%
Scientific staff on hourly wages	933	494	35%	43%	36%	22%
Technical and IT staff	1,226	462	27%	41%	41%	19%
Administrative staff	1,333	311	19%	56%	34%	10%

	Switzerland	Abroad	Country of origin			
	2015	2015	Total	Germany	Rest of EU	Rest of the world
Architecture	435	348	44%	43%	36%	21%
Civil, Environmental and Geomatic Engineering	380	354	48%	29%	46%	25%
Mechanical and Process Engineering	422	511	55%	35%	34%	31%
Information Technology and Electrical Engineering	282	406	59%	37%	34%	29%
Computer Science	140	282	67%	28%	39%	34%
Materials Science	104	180	63%	26%	38%	36%
Mathematics	119	179	60%	27%	42%	31%
Physics	288	398	58%	34%	42%	24%
Chemistry and Applied Biosciences	374	564	60%	32%	42%	26%
Biology	232	468	67%	32%	41%	28%
Biosystems Science and Engineering	67	242	78%	42%	26%	32%
Health Sciences and Technology	268	276	51%	28%	39%	33%
Earth Sciences	159	232	59%	28%	41%	32%
Environmental Systems Science	418	443	51%	38%	33%	29%
Management, Technology and Economics	140	266	66%	44%	32%	24%
Humanities, Social and Political Sciences	172	198	54%	48%	31%	21%
Finance and Controlling	72	15	17%	67%	27%	7%
Corporate Communications	23	10	30%	50%	20%	30%
Rectorate	78	11	12%	64%	27%	9%
ETH Library	288	57	17%	58%	35%	7%
IT Services	220	59	21%	49%	39%	12%
Human Resources and Services	112	16	13%	25%	50%	25%
Real Estate	63	11	15%	64%	27%	9%
Operation	163	53	25%	13%	74%	13%

## Development in numbers of employees from abroad



## Types of employment 2015

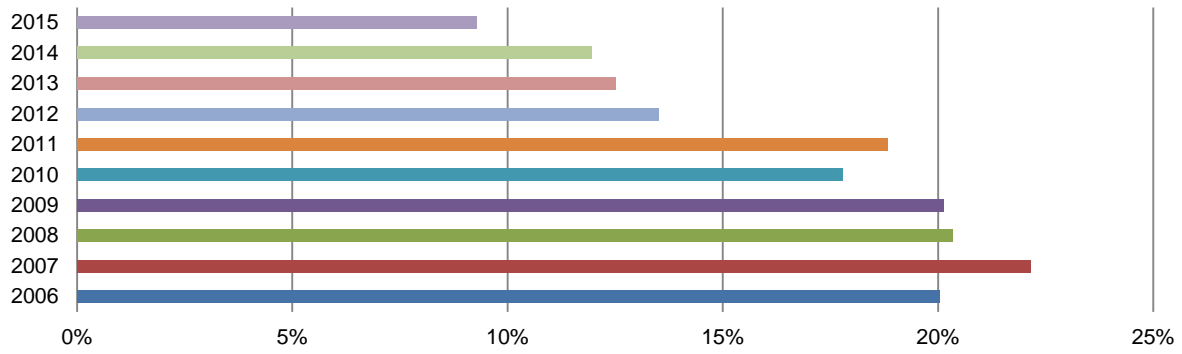
The ETH workforce grew by 2.3 % in 2015 and the number of FTE grew by 2.7 %.

	Permanent 2015	Change from prev. year	Fixed- term 2015	Change from prev. Year	Total 2015	Change from prev. Year	FTE 2015
<b>ETH Total</b>	<b>3,218</b>	<b>1.4%</b>	<b>7,898</b>	<b>2.7%</b>	<b>11,116</b>	<b>2.3%</b>	<b>9,025.7</b>
Professors	402	1.3%			402	1.0%	391.7
Assistant Professors			85	10.4%	85	1.2%	83.5
Assistants			4,896	-0.5%	4,896	-0.6%	4,633.7
Senior assistants			432	12.5%	432	5.9%	380.3
Scientific staff			265	13.2%	265	10.9%	204.7
Senior scientists and scientific staff on permanent contracts	265	2.3%	12	-33.3%	277		253.3
Scientific staff on hourly wages			1,427	7.2%	1,427	7.1%	356.5
Technical and IT staff	1,271	2.8%	417	10.6%	1,688	4.6%	1,499.5
Administrative staff	1,280	3.1%	364	4.3%	1,644	3.4%	1,222.5

	Permanent 2015	Change from prev. year	Fixed- term 2015	Change from prev. Year	Total 2015	Change from prev. Year	FTE 2015
Architecture	113	-2.6%	670	7.5%	783	6.0%	441.6
Civil, Environmental and Geomatic Engineering	154	-1.9%	580	1.6%	734	0.8%	573.5
Mechanical and Process Engineering	121	0.8%	812	6.1%	933	5.4%	688.6
Information Technology and Electrical Engineering	114	1.8%	574	-3.0%	688	-2.3%	561.8
Computer Science	70	-1.4%	352	5.4%	422	4.2%	366.3
Materials Science	64	-3.0%	220	-0.5%	284	-1.0%	237.7
Mathematics	80		218	7.9%	298	5.7%	258.3
Physics	175	1.7%	511	4.1%	686	3.5%	630.8
Chemistry and Applied Biosciences	224	-0.4%	714	-1.2%	938	-1.1%	815.7
Biology	157		543	-3.9%	700	-3.0%	643.8
Biosystems Science and Engineering	51	-1.9%	258	11.7%	309	9.2%	292.0
Health Sciences and Technology	113		431	10.8%	544	8.4%	441.8
Earth Sciences	87	4.8%	304	1.3%	391	2.1%	325.9
Environmental Systems Science	202	-2.4%	659	3.9%	861	2.4%	659.3
Management, Technology and Economics	61	5.2%	345	-4.7%	406	-3.3%	305.3
Humanities, Social and Political Sciences	56	-6.7%	314	-6.0%	370	-6.1%	248.1
Finance and Controlling	79	3.9%	8	-33.3%	87	-1.1%	81.9
Corporate Communications	28	-3.4%	5	25.0%	33		26.1
Rectorate	84	2.4%	5		89	2.3%	65.2
ETH Library	213	6.5%	132		345	3.9%	228.2
IT Services	232		47	23.7%	279	3.3%	247.5
Human Resources and Services	108	4.9%	20	11.1%	128	5.8%	115.7
Real Estate	73	7.4%	1		74	8.8%	70.0
Operation	207	3.5%	9	12.5%	216	3.8%	194.6

**Development of fixed-term contracts in technical and administrative areas**

without employees on hourly wages



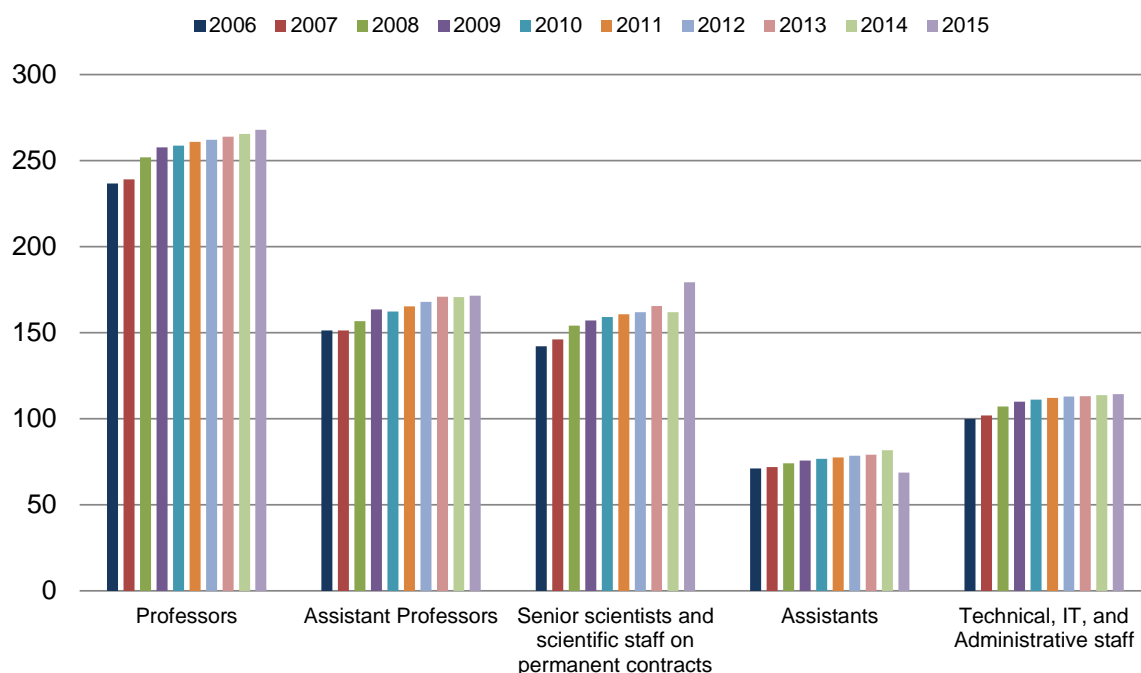
## Salary basis 2015\*

	to CHF 60 000		to CHF 100 000		to CHF 140 000		over CHF 140 000	
	Total	Men	Total	Men	Total	Men	Total	Men
<b>ETH Total</b>	<b>1,994</b>	<b>62%</b>	<b>4,337</b>	<b>66%</b>	<b>1,995</b>	<b>62%</b>	<b>1,154</b>	<b>82%</b>
Professors							402	88%
Assistant Professors							85	78%
Assistants	1,775	61%	3,104	74%	12	75%	3	100%
Senior assistants			75	81%	348	78%	9	78%
Scientific staff	14	64%	76	64%	158	71%	16	81%
Senior scientists and scientific staff on permanent contracts					51	78%	225	86%
Technical and IT staff	154	79%	569	60%	755	87%	158	94%
Administrative staff	51	27%	513	17%	671	20%	256	61%

\* Gross salary (100 %), including apprentices and interns but not staff on hourly wages

## Development of average salary costs

In CHF thousands



	2006	2015	Change
Professors	236,751	267,985	13.2%
Assistant Professors	151,409	171,610	13.3%
Senior scientists and scientific staff on permanent contracts	142,239	179,351	-51.6%
Assistants		68,847	
Technical, IT, and Administrative staff	100,046	114,432	14.4%

\* As of 2015 the new level of employment for doctoral students is 100%.

## Part-time employment 2015

The number of part-time ETH staff was 1/3 less than in 2014.

As of 2015 the new level of employment for doctoral students is 100%.

			Part-time staff		Percentage worked		
	Total	Men	Total	Men	up to 50%	51-80%	81-99%
<b>ETH Total</b>	<b>11,116</b>	<b>65%</b>	<b>4,073</b>	<b>52%</b>	<b>58%</b>	<b>35%</b>	<b>7%</b>
Professors	402	88%	23	87%	52%	43%	4%
Assistant Professors	85	78%	3	67%	100%		
Assistants	4,896	69%	678	63%	36%	53%	10%
Senior assistants	432	79%	128	68%	38%	52%	11%
Scientific staff	265	69%	131	63%	52%	42%	6%
Senior scientists and scientific staff on permanent contracts	277	84%	63	68%	37%	54%	10%
Scientific staff on hourly wages	1,427	65%	1,426	65%	100%	0%	
Technical and IT staff	1,688	77%	530	59%	29%	59%	12%
Administrative staff	1,644	27%	1'091	20%	35%	55%	10%

## Staff turnover 2015

The rate of staff turnover decreased by 0.1 % from the previous year.

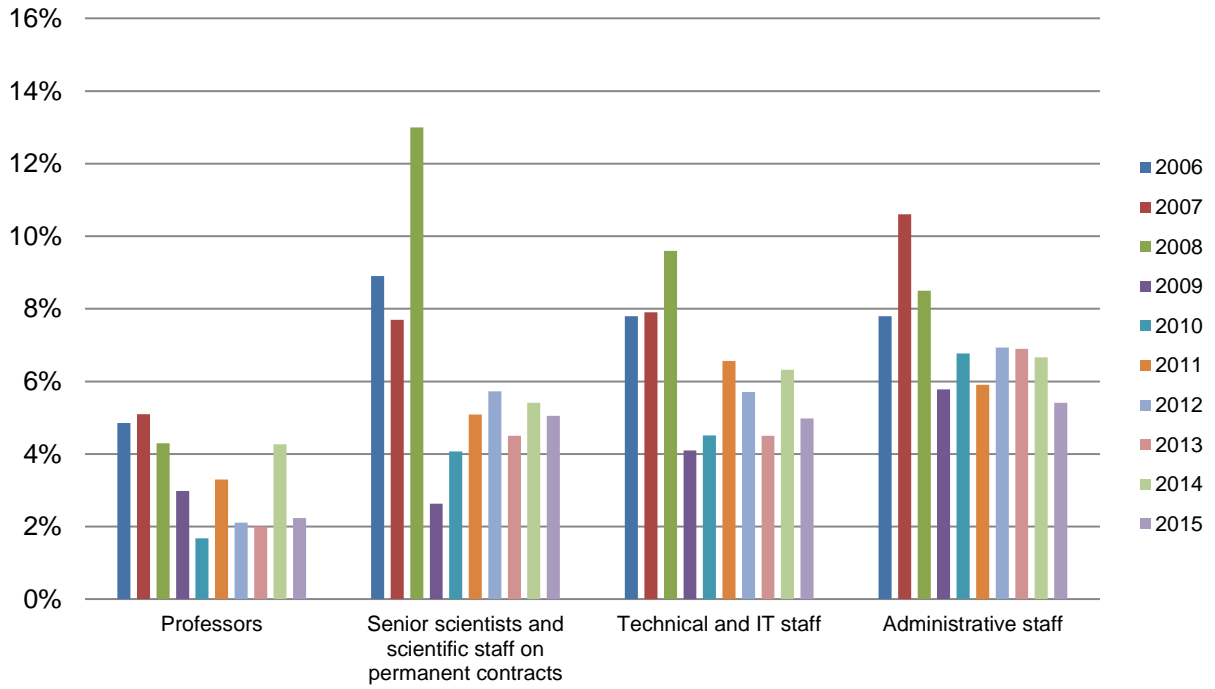
	Entries from outside	Persons leaving			No. of employees	Turnover in %***	
		Total*	Contract expired	Notice given**			Retirement
<b>ETH Total</b>	<b>4,555</b>	<b>4,208</b>	<b>3,553</b>	<b>573</b>	<b>66</b>	<b>11,116</b>	<b>5.7%</b>
Professors	8	10		3	6	402	2.2%
Assistant Professors	10	10	6	4		85	4.7%
Assistants	1,476	1,176	858	311		4,896	6.4%
Senior assistants	52	109	65	42	1	432	10.0%
Scientific staff	31	89	73	16		265	6.0%
Senior scientists and scientific staff on permanent contracts		14		1	13	277	5.1%
Scientific staff on hourly wages	2,421	2,333	2,263	69		1,427	4.8%
Technical and IT staff	254	198	112	60	24	1,688	5.0%
Administrative staff	303	269	176	67	22	1,644	5.4%
* incl. deaths, dismissals etc.		** by employee		*** excluding expired contracts			

	Entries from outside	Persons leaving			No. of employees	Turnover in %***	
		Total*	Contract expired	Notice given**			Retirement
Architecture	343	302	267	31	3	783	4%
Civil, Environmental and Geomatic Engineering	273	269	239	24	5	734	4%
Mechanical and Process Engineering	568	544	500	44		933	5%
Information Technology and Electrical Engineering	327	313	273	36	3	688	6%
Computer Science	294	280	242	34	2	422	9%
Materials Science	97	95	82	8	5	284	5%
Mathematics	456	434	421	13		298	4%
Physics	204	171	139	30	1	686	5%
Chemistry and Applied Biosciences	395	373	308	61	4	938	7%
Biology	146	135	97	38		700	5%
Biosystems Science and Engineering	85	56	40	15		309	5%
Health Sciences and Technology	282	245	215	26	4	544	6%
Earth Sciences	108	98	80	14	3	391	4%
Environmental Systems Science	354	331	287	34	8	861	5%
Management, Technology and Economics	143	143	99	41	1	406	10%
Humanities, Social and Political Sciences	118	148	104	43		370	12%
Finance and Controlling	10	12	8	1	3	87	5%
Hochschulkommunikation	6	4	2	1		33	3%
Rectorate	9	11	5	3	3	89	7%
ETH Library	98	90	61	26	3	345	8%
IT Services	40	26	15	8	3	279	4%
Human Resources and Services	24	16	7	5	4	128	7%
Real Estate	15	10		8	1	74	12%
Operation	24	16	8	3	5	216	4%
* incl. deaths, dismissals etc.		** by employee		*** Excluding expired contracts			



**Turnover development**

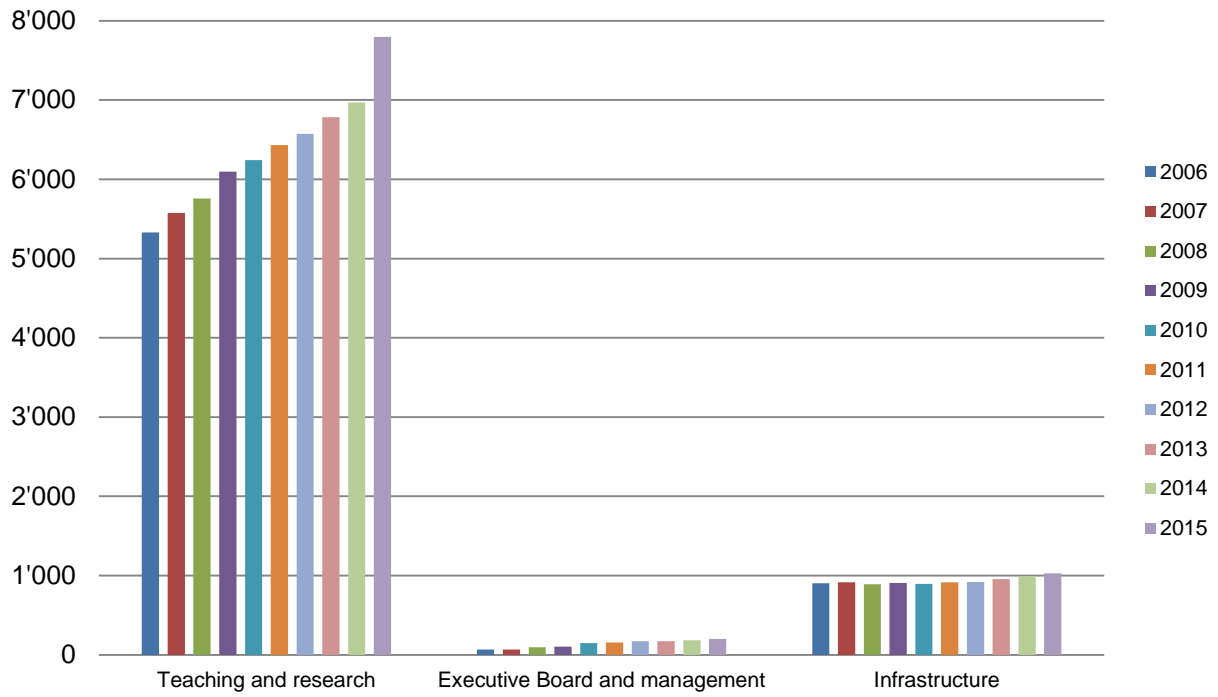
not including expiry of fixed-term contracts



## Employee development

### Structural development

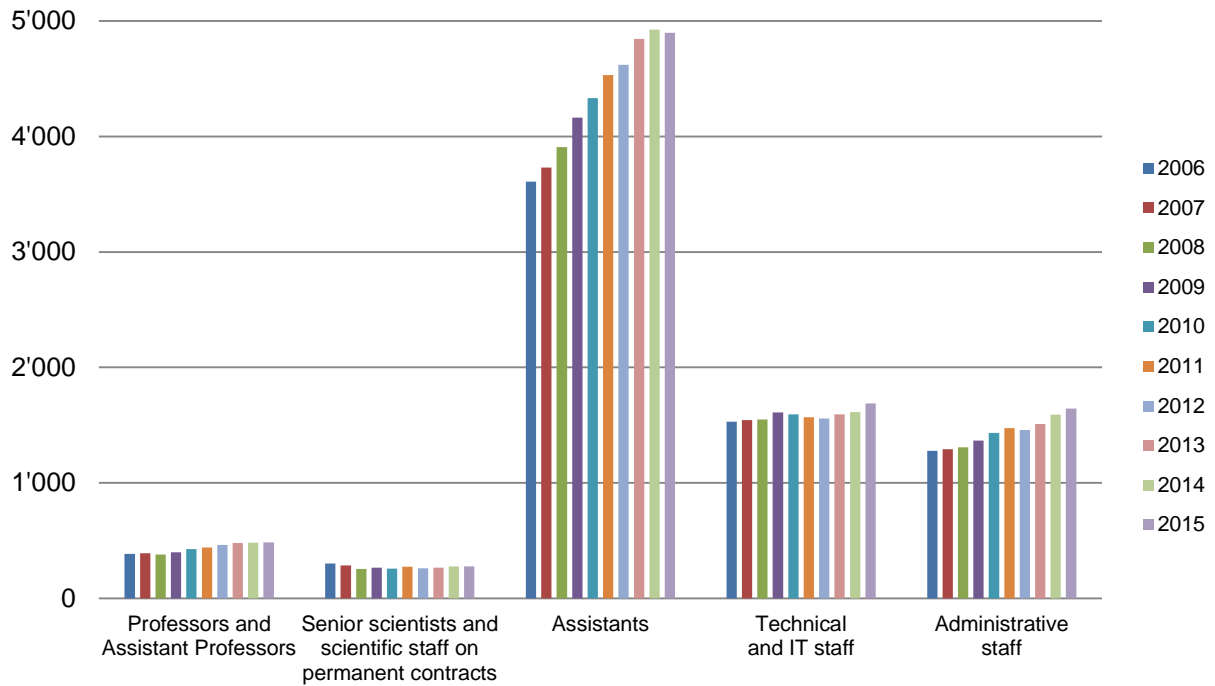
Head count



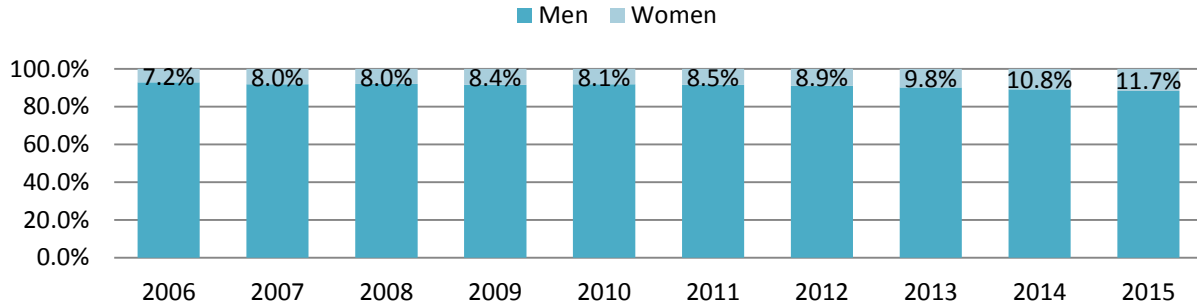
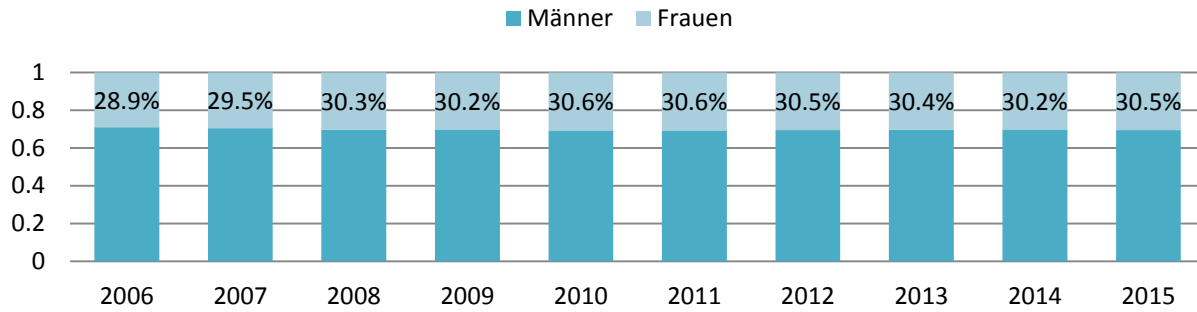
	2006	2015	Change
Teaching and research	5,328	7,798	46.4%
Executive Board and management	67	199	197.0%
Infrastructure	902	1,029	14.1%

## Workforce development

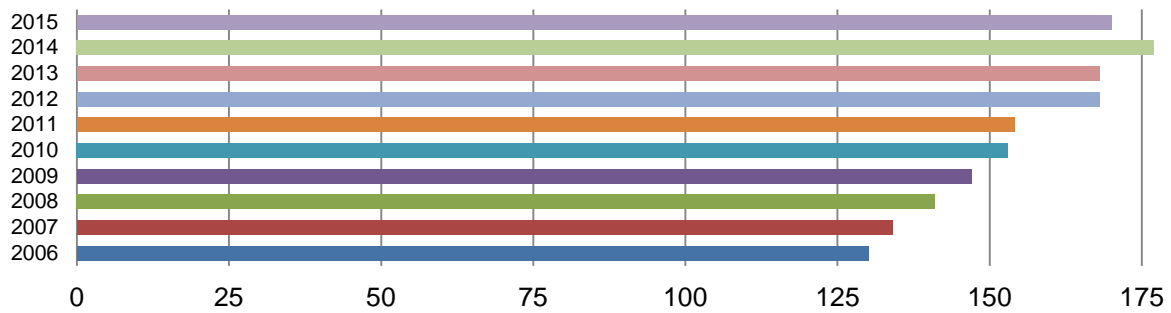
Head count



	2006	2015	Change
Professors and Assistant Professors	386	487	26.2%
Senior scientists and scientific staff on permanent contracts	304	277	-8.9%
Assistants	3,609	4,896	35.7%
Technical and IT staff	1,530	1,688	10.3%
Administrative staff	1,278	1,644	28.6%

**Development in proportion of female Professors and Assistants****Professors and Assistant Professors****Assistants**

## Development of apprentices



## Career opportunities for apprentices

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Laboratory technician EFZ Chemistry	17	18	17	15	17	15	17	15	16	13
Laboratory technician EFZ Biology	23	23	25	26	24	24	27	27	26	24
Physics laboratory technician EFZ	16	16	19	18	19	19	18	20	20	18
Polymechanic EFZ	16	15	16	16	16	16	16	16	17	17
Elektronic technician EFZ	16	18	17	18	17	20	21	22	24	25
Informatc technician EFZ	9	12	11	13	12	13	15	16	20	19
Draughtsperson EFZ	1	1	2	2	2	2	2	1	3	3
Forester EFZ	3	3	2	3	3	1	0	0	0	0
Administrative personnel EFZ*	12	15	13	16	18	16	21	20	20	22
I&D personnel EFZ	10	7	10	10	11	13	13	14	14	12
Building manager EFZ	5	4	5	4	5	4	5	4	5	4
Mediamatics technician EFZ	2	2	1	2	2	3	4	4	4	4
Building manager EFZ			2	4	5	5	5	6	6	6
Animal care worker EFZ			1	0	1	2	2	1	1	1
Print technician reprography					1	1	2	2	2	2
<b>Total</b>	<b>130</b>	<b>134</b>	<b>141</b>	<b>147</b>	<b>153</b>	<b>154</b>	<b>168</b>	<b>168</b>	<b>177</b>	<b>170</b>

\* including ETH Board and ASVZ