

Age structure 2016

Despite growth, the average age of ETH staff remained constant between 34 and 36 years of age.

	up to 20	21-35	36-50	51-65	over 65	Total	Ø Age
ETH Total	257	6,910	2,423	1,542	25	11,157	35
Men	166	4,638	1,480	992	22	7,298	34
Women	91	2,272	943	550	3	3,859	36
Percentage women	35%	33%	39%	36%	12%	35%	
	up to 20	21-35	36-50	51-65	over 65	Total	Ø Age
Professors	0	6	181	212	3	402	51
Men	0	4	152	197	3	356	52
Women	0	2	29	15	0	46	48
Percentage women	0%	33%	16%	7%	0%	11%	
Assistant Professors	0	42	47	1	0	90	36
Men	0	31	38	0	0	69	36
Women	0	11	9	1	0	21	37
Percentage women	0%	26%	19%	100%	0%	23%	
Assistants	1	4,496	362	10	0	4,869	29
Men	0	3,127	236	7	0	3,370	29
Women	1	1,369	126	3	0	1,499	29
Percentage women	100%	30%	35%	30%	0%	31%	
Senior assistants	0	197	230	12	0	439	37
Men	0	164	177	7	0	348	37
Women	0	33	53	5	0	91	38
Percentage women	0%	17%	23%	42%	0%	21%	
Scientific staff	0	96	163	32	3	294	40
Men	0	69	108	25	3	205	40
Women	0	27	55	7	0	89	39
Percentage women	0%	28%	34%	22%	0%	30%	
Senior scientists and scientific staff on permanent contracts	0	2	114	151	5	272	51
Männer	0	2	95	127	5	229	51
Women	0	0	19	24	0	43	50
Percentage women	0%	0%	17%	16%	0%	16%	
Scientific staff on hourly wages	63	1,313	7	0	0	1,383	24
Men	42	852	4	0	0	898	24
Women	21	461	3	0	0	485	24
Percentage women	33%	35%	43%	0%	0%	35%	
Technical and IT staff	136	383	641	546	11	1,717	43
Men	106	281	497	444	9	1,337	43
Women	30	102	144	102	2	380	41
Percentage women	22%	27%	22%	19%	18%	22%	
Administrative staff	57	375	678	578	3	1,691	44
Men	18	108	173	185	2	486	44
Women	39	267	505	393	1	1,205	44
Percentage women	68%	71%	74%	68%	33%	71%	

Nationality 2016

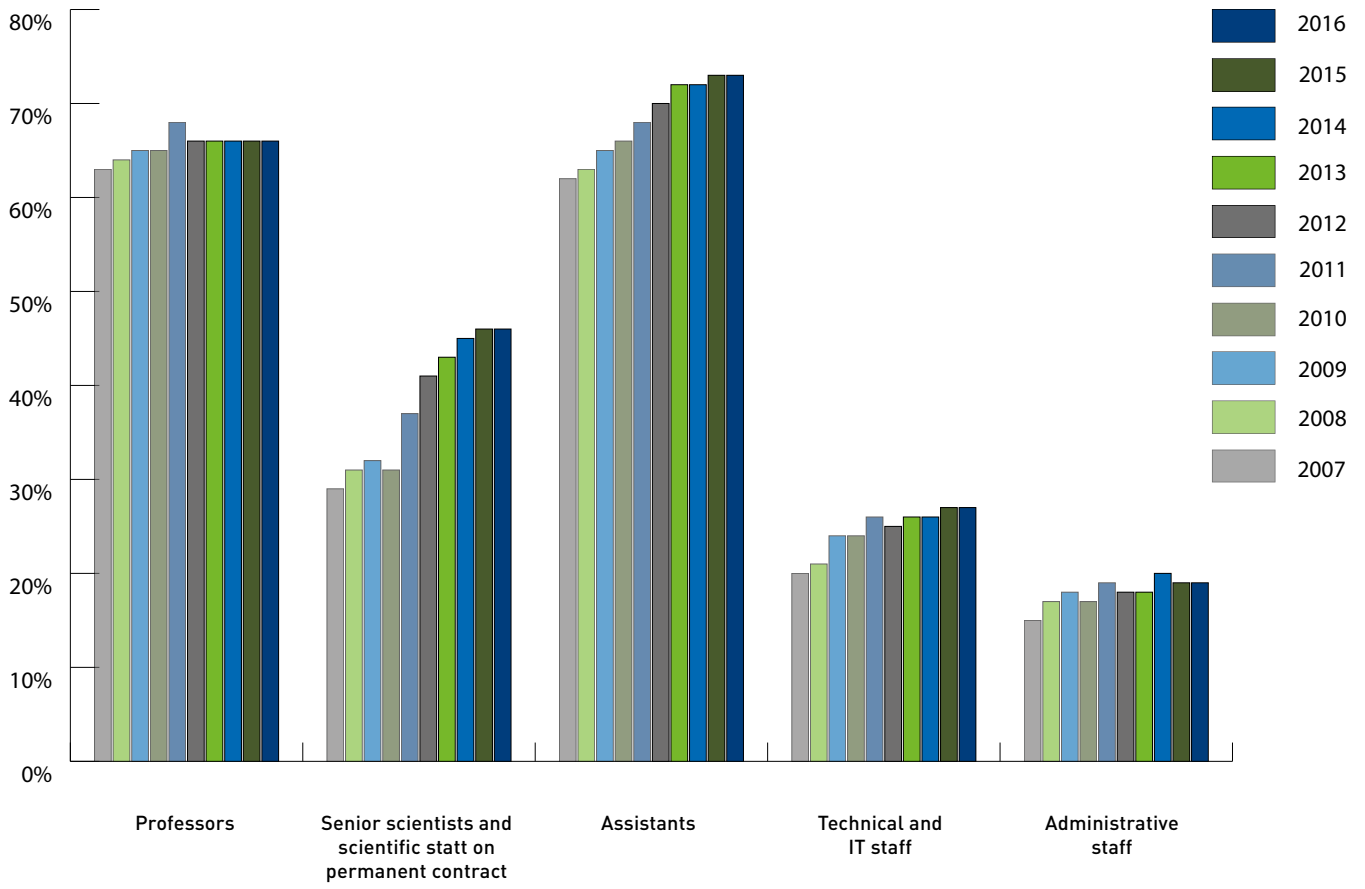
The proportion of foreign staff at ETH Zurich has grown by 12 % in the last 10 years.

	Switzerland	Abroad	Total	Country of origin		
	2016	2016		Germany	Rest of EU	Rest of the world
ETH Total	5,408	5,749	52%	35%	39%	27%
Professors	137	265	66%	45%	36%	19%
Assistant Professors	19	71	79%	32%	42%	25%
Assistants	1,307	3,562	73%	29%	40%	31%
Senior assistants	119	320	73%	33%	42%	25%
Scientific staff	113	181	62%	46%	34%	20%
Senior scientists and scientific staff on permanent contracts	147	125	46%	47%	38%	15%
Scientific staff on hourly wages	947	436	32%	41%	33%	26%
Technical and IT staff	1,248	469	27%	41%	43%	17%
Administrative staff	1,371	320	19%	60%	30%	10%

	Switzerland	Abroad	Total	Country of origin		
	2016	2016		Germany	Rest of EU	Rest of the world
Architecture	406	344	46%	41%	38%	21%
Civil, Environmental and Geomatic Engineering	371	354	49%	29%	48%	24%
Mechanical and Process Engineering	424	537	56%	35%	35%	30%
Information Technology and Electrical Engineering	292	419	59%	35%	33%	32%
Computer Science	151	290	66%	28%	39%	33%
Materials Science	98	166	63%	28%	39%	34%
Mathematics	108	175	62%	27%	43%	30%
Physics	286	366	56%	31%	46%	23%
Chemistry and Applied Biosciences	382	545	59%	31%	41%	28%
Biology	242	445	65%	30%	43%	27%
Biosystems Science and Engineering	66	244	79%	43%	27%	30%
Health Sciences and Technology	279	281	50%	28%	37%	35%
Earth Sciences	144	237	62%	30%	44%	26%
Environmental Systems Science	424	428	50%	35%	34%	31%
Management, Technology and Economics	161	278	63%	45%	30%	25%
Humanities, Social and Political Sciences	192	201	51%	46%	35%	19%
Finance and Controlling	72	13	15%	69%	23%	8%
Corporate Communications	27	9	25%	44%	22%	33%
Rectorate	67	11	14%	64%	27%	9%
ETH Library	286	55	16%	65%	29%	5%
IT Services	219	59	21%	49%	41%	10%
Human Resources	67	6	8%	50%	50%	0%
Real Estate	62	10	14%	60%	30%	10%
Operation	158	54	25%	17%	70%	13%
Services	109	16	13%	31%	56%	13%

Development in numbers of employees from abroad

In percentage



Types of employment 2016

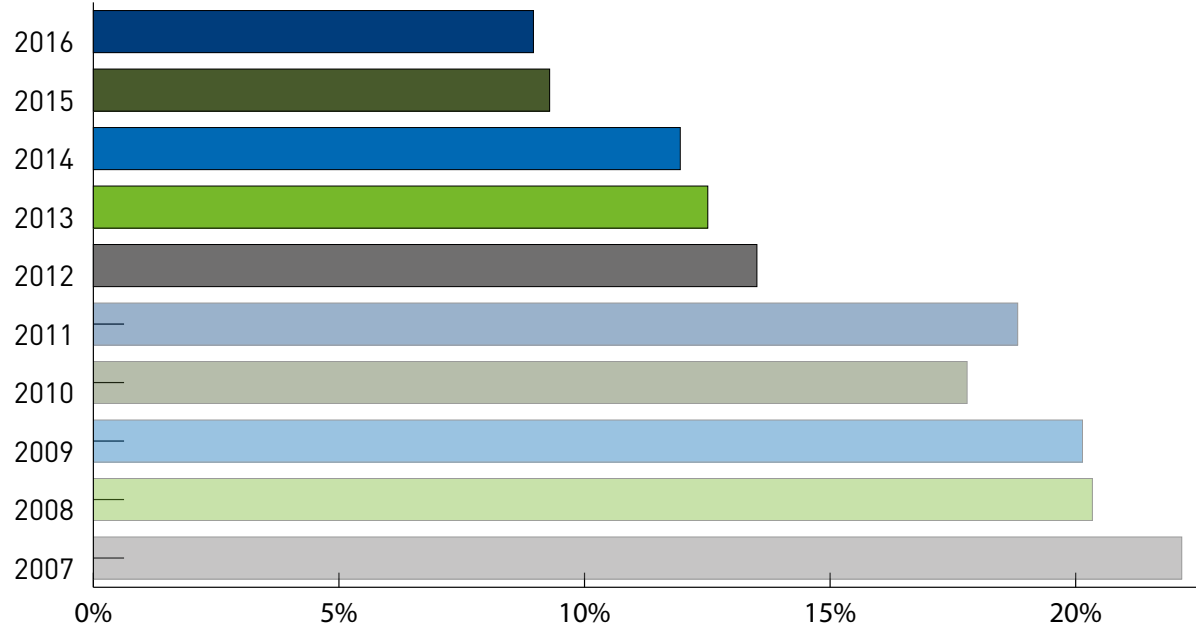
The ETH workforce grew by 0.4 % in 2016 and the number of FTE grew by 0.8 %.

	Permanent 2016	Change from prev. year	Fixed-term 2016	Change from prev. year	Total 2016	Change from prev. year	FTE 2016
ETH Total	3,300	2.5%	7,857	-0.5%	11,157	0.4%	9,100.3
Professors	402	0%	0	0%	402	0%	391.3
Assistant Professors	0	0%	90	5.9%	90	5.9%	90.0
Assistants	0	0%	4,869	-0.6%	4,869	-0.6%	4,618.7
Senior assistants	0	0%	439	1.6%	439	1.6%	390.0
Scientific staff	0	0%	294	10.9%	294	10.9%	227.0
Senior scientists and scientific staff on permanent contracts	265	0%	7	-41.7%	272	-1.8%	251.7
Scientific staff on hourly wages	0	0%	1,383	-3.1%	1,383	-3.1%	355.2
Technical and IT staff	1,323	4.1%	394	-5.5%	1,717	1.7%	1,518.1
Administrative staff	1,310	2.3%	381	4.7%	1,691	2.9%	1,258.3

	Permanent 2016	Change from prev. year	Fixed-term 2016	Change from prev. year	Total 2016	Change from prev. year	FTE 2016
Architecture	111	-1.8%	639	-4.6%	750	-4.2%	443.3
Civil, Environmental and Geomatic Engineering	156	1.3%	569	-1.9%	725	-1.2%	571.5
Mechanical and Process Engineering	127	5.0%	834	2.7%	961	3.0%	730.7
Information Technology and Electrical Engineering	116	1.8%	595	3.7%	711	3.3%	570.7
Computer Science	82	17.1%	359	2.0%	441	4.5%	376.7
Materials Science	60	-6.3%	204	-7.3%	264	-7.0%	224.0
Mathematics	80	0.0%	203	-6.9%	283	-5.0%	246.4
Physics	169	-3.4%	483	-5.5%	652	-5.0%	609.2
Chemistry and Applied Biosciences	225	0.9%	702	-1.7%	927	-1.1%	810.7
Biology	153	-2.5%	534	-1.7%	687	-1.9%	622.7
Biosystems Science and Engineering	51	0.0%	259	0.4%	310	0.3%	292.9
Health Sciences and Technology	122	8.0%	438	1.6%	560	2.9%	445.7
Earth Sciences	89	2.3%	292	-3.9%	381	-2.6%	329.5
Environmental Systems Science	203	0.5%	649	-1.5%	852	-1.0%	650.9
Management, Technology and Economics	66	8.2%	373	8.1%	439	8.1%	321.5
Humanities, Social and Political Sciences	58	1.8%	335	6.7%	393	5.9%	268.0
Finance and Controlling	76	-11.6%	9	-18.2%	85	-12.4%	79.1
Corporate Communications	32	14.3%	4	-20.0%	36	9.1%	29.4
Rectorate	74	-11.9%	4	-20.0%	78	-1.3%	59.3
ETH Library	209	-1.9%	132	0.0%	341	-1.2%	223.5
IT Services	241	3.9%	37	-21.3%	278	-0.4%	254.1
Human Resources	63	3.3%	10	11.1%	73	4.3%	64.1
Real Estate	71	-2.7%	1	0.0%	72	-2.7%	66.9
Operation	205	-1.0%	7	-22.2%	212	-1.9%	191.7
Services	87	24.3%	38	72.7%	125	35.9%	96.1

Development of fixed-term contracts in technical and administrative areas

Without employees on hourly wages



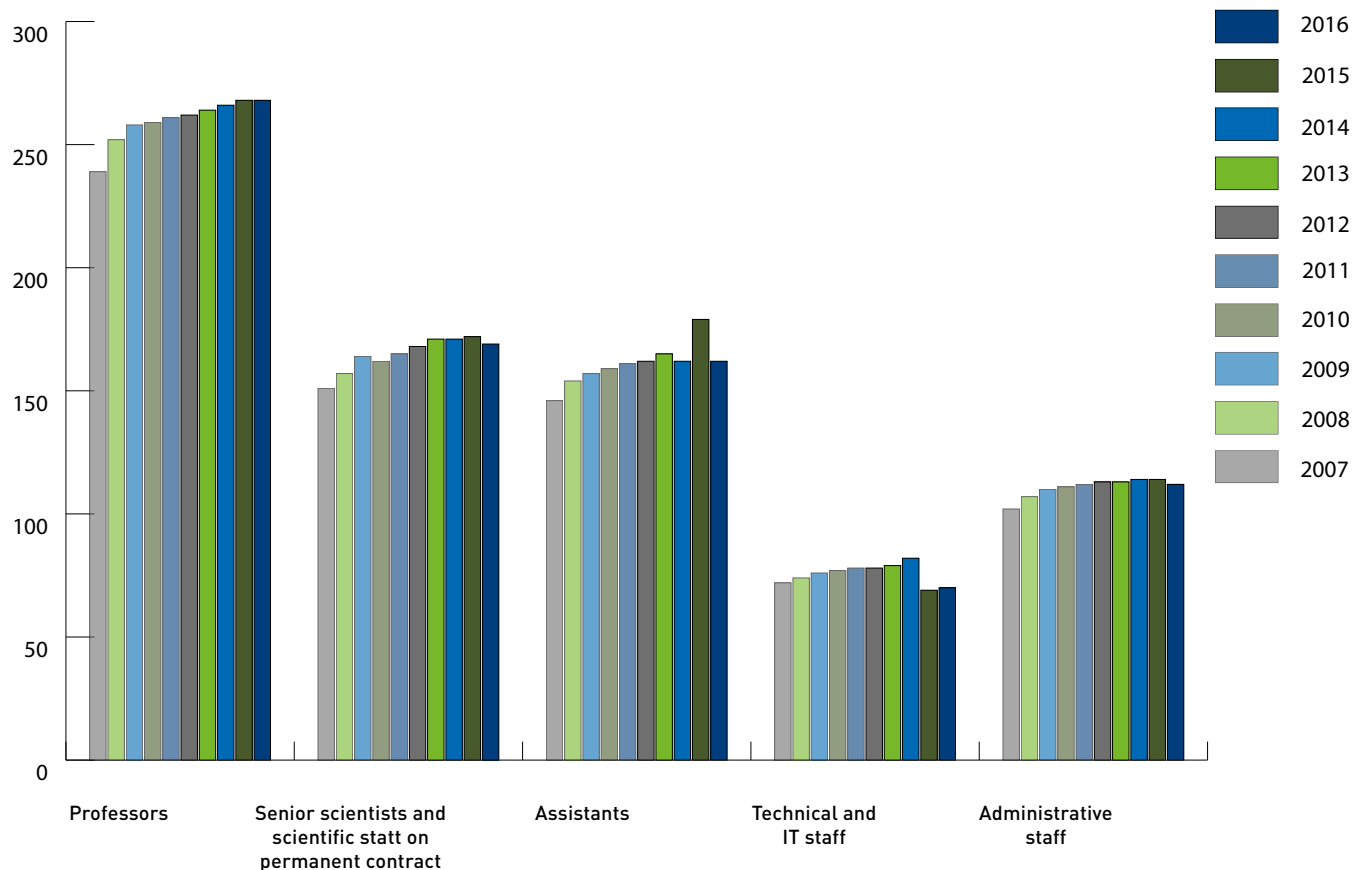
Salary basis 2016

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

	to CHF 60 000		to CHF 100 000		to CHF 140 000		over CHF 140 000	
	Total	Men	Total	Men	Total	Men	Total	Men
ETH Total	2,092	62%	4,244	66%	2,062	62%	1,167	81%
Professors							402	89%
Assistant Professors							90	77%
Assistants	1,859	61%	3,001	74%	9	67%		
Senior assistants			85	78%	349	80%	5	60%
Scientific staff	11	73%	88	64%	180	71%	15	87%
Senior scientists and scientific staff on permanent contracts			1	100%	55	78%	216	86%
Technical and IT staff	163	80%	557	62%	777	87%	162	93%
Administrative staff	59	36%	512	18%	692	21%	277	62%

Development of average salary costs

In CHF thousands



	2007	2016	Change
Professors	239,183	268,408	12.2%
Assistant Professors	151,343	169,398	11.9%
Senior scientists and scientific staff on permanent contracts	146,139	161,745	10.7%
Assistants*		69,968	
Technical, IT, and Administrative staff	102,040	112,052	9.8%

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

Part-time employment 2016

The number of part-time ETH staff in 2016 was 0.25% less than in the previous year.

			Part-time staff		Percentage worked		
	Total	Men	Total	Men	up to 50%	51-80%	81-99%
ETH Total	11,157	65%	4,063	52%	57%	36%	7%
Professors	402	89%	24	92%	46%	50%	4%
Assistant Professors	90	77%	0	0%	0%	0%	0%
Assistants	4,869	69%	649	63%	36%	54%	10%
Senior assistants	439	79%	131	67%	32%	56%	12%
Scientific staff	294	70%	149	63%	50%	40%	9%
Senior scientists and scientific staff on permanent contracts	272	84%	60	65%	28%	62%	10%
Scientific staff on hourly wages	1,383	65%	1,381	65%	100%	0%	0%
Technical and IT staff	1,717	78%	544	60%	30%	58%	13%
Administrative staff	1,691	29%	1,125	22%	34%	55%	11%

Staff turnover 2016

The rate of staff turnover increased by 0.6 % from the previous year.

	Entries from outside	Persons leaving			No. of employees	Turnover in %***	
		Total*	Contract expired	Notice given**			Retirement
ETH Total	4,661	4,483	3,764	604	95	11,157	6.3%
Professors	11	17	0	3	14	402	4.2%
Assistant Professors	14	9	6	3	0	90	3.3%
Assistants	1,464	1,244	936	300	1	4,869	6.2%
Senior assistants	42	117	83	33	1	439	7.7%
Scientific staff	53	93	73	17	3	294	6.8%
Senior scientists and scientific staff on permanent contracts	2	19	2	4	12	272	5.9%
Scientific staff on hourly wages	2,535	2,466	2,386	77	0	1,383	5.6%
Technical and IT staff	248	232	133	67	27	1,717	5.5%
Administrative staff	292	286	145	100	37	1,691	8.1%

	Entries from outside	Persons leaving			No. of employees	Turnover in %***	
		Total*	Contract expired	Notice given**			Retirement
Architecture	308	342	287	50	4	750	7%
Civil, Environmental and Geomatic Engineering	295	268	244	23	0	725	3%
Mechanical and Process Engineering	624	579	535	41	3	961	5%
Information Technology and Electrical Engineering	343	343	307	30	6	711	5%
Computer Science	358	330	294	34	2	441	8%
Materials Science	92	105	87	14	4	264	7%
Mathematics	494	507	481	20	4	283	8%
Physics	187	194	147	36	8	652	7%
Chemistry and Applied Biosciences	382	358	298	56	4	927	6%
Biology	166	167	123	43	0	687	6%
Biosystems Science and Engineering	80	78	53	23	1	310	8%
Health Sciences and Technology	272	269	246	23	0	560	4%
Earth Sciences	116	121	103	13	4	381	4%
Environmental Systems Science	333	292	243	34	11	852	5%
Management, Technology and Economics	153	123	86	36	1	439	8%
Humanities, Social and Political Sciences	144	118	96	19	3	393	6%
Finance and Controlling	13	15	4	9	1	85	12%
Hochschulkommunikation	7	7	3	4	0	36	11%
Rectorate	4	6	2	3	1	78	5%
ETH Library	75	86	53	20	12	341	9%
IT Services	28	32	17	11	4	278	5%
Human Resources	14	8	3	3	1	73	5%
Real Estate	9	9	1	6	2	72	11%
Operation	20	22	10	3	7	212	5%
Services	39	32	18	10	4	125	11%

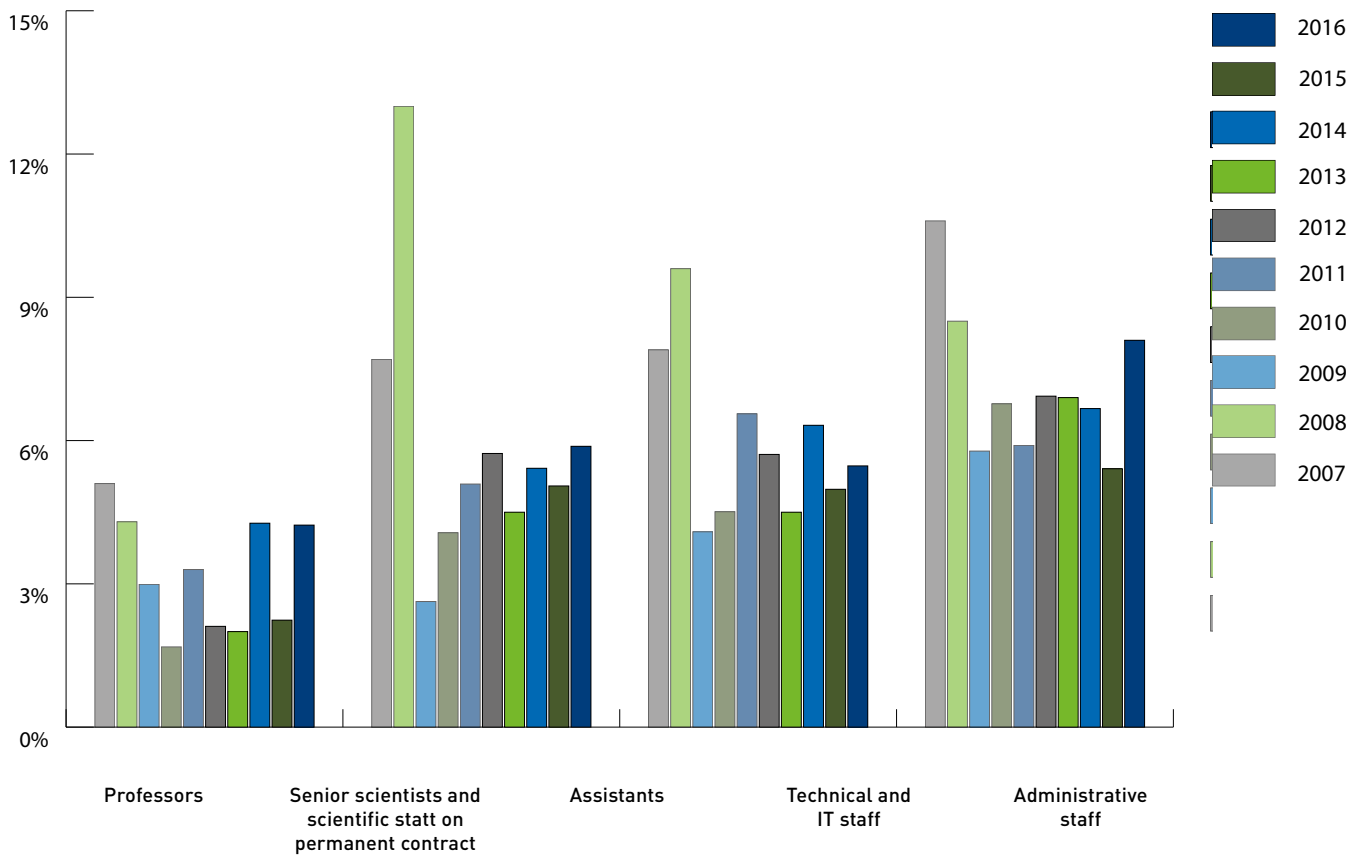
* incl. deaths, dismissals etc.

** by employee

*** excluding expired contracts

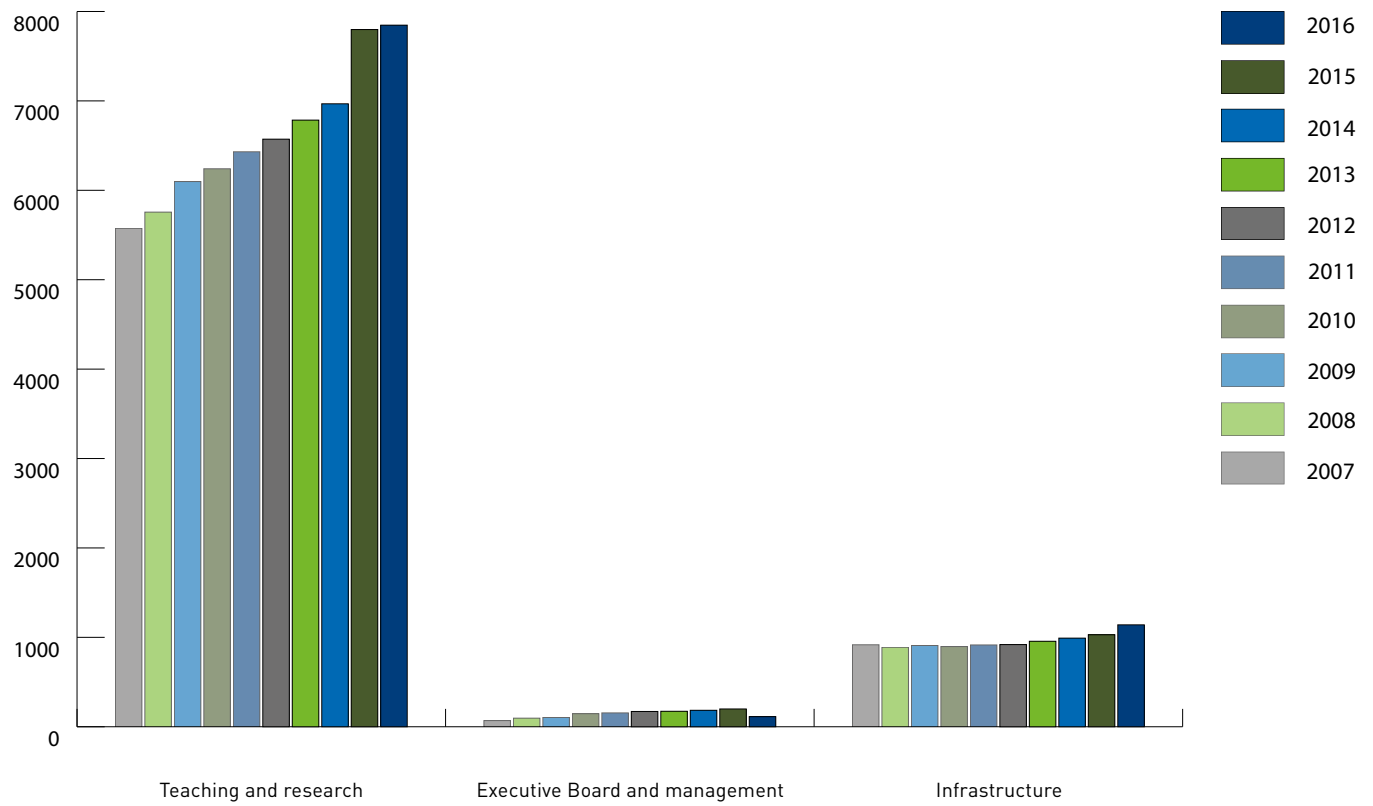
Turnover development

Not including expiry of fixed-term contracts



Structural employee development

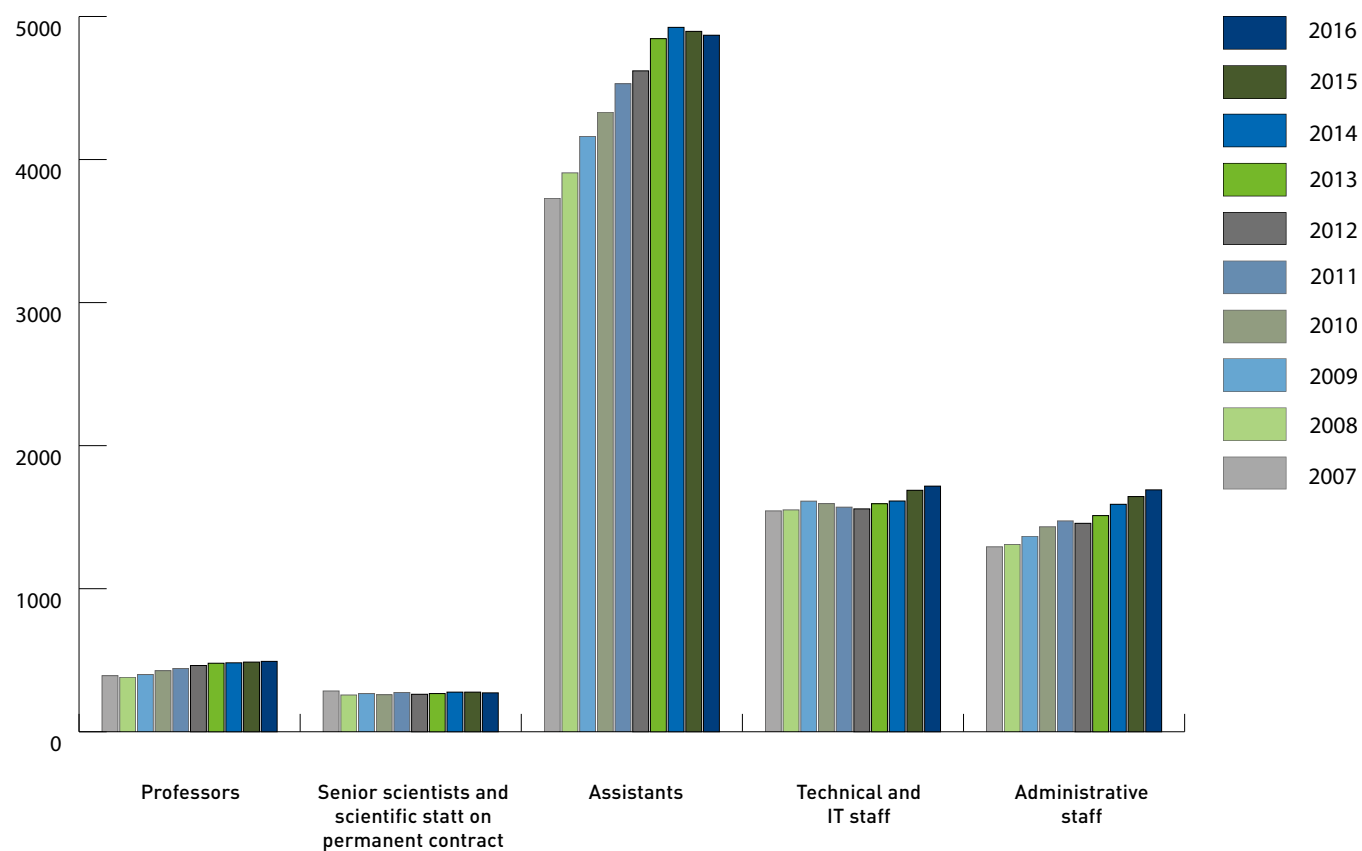
Head count



	2007	2016	Change
Teaching and research	5,575	7,847	40.8%
Executive Board and management	69	113	63.8%
Infrastructure	917	1,140	24.3%

Workforce development

Head count

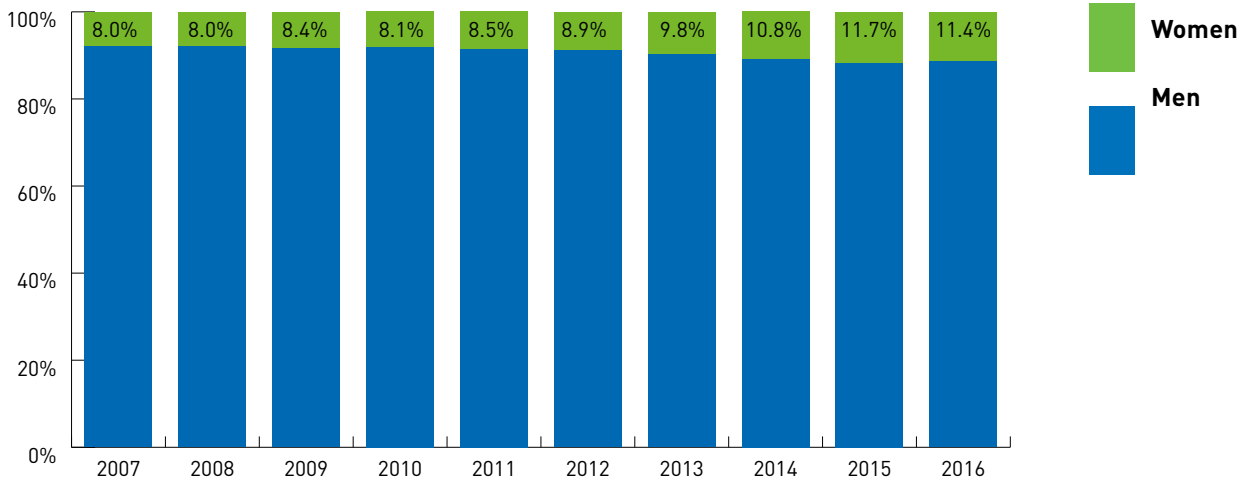


	2007	2016	Change
Professors and Assistant Professors	392	492	25.5%
Senior scientists and scientific staff on permanent contracts	285	272	-4.6%
Assistants	3,729	4,869	30.6%
Technical and IT staff	1,544	1,717	11.2%
Administrative staff	1,293	1,691	30.8%

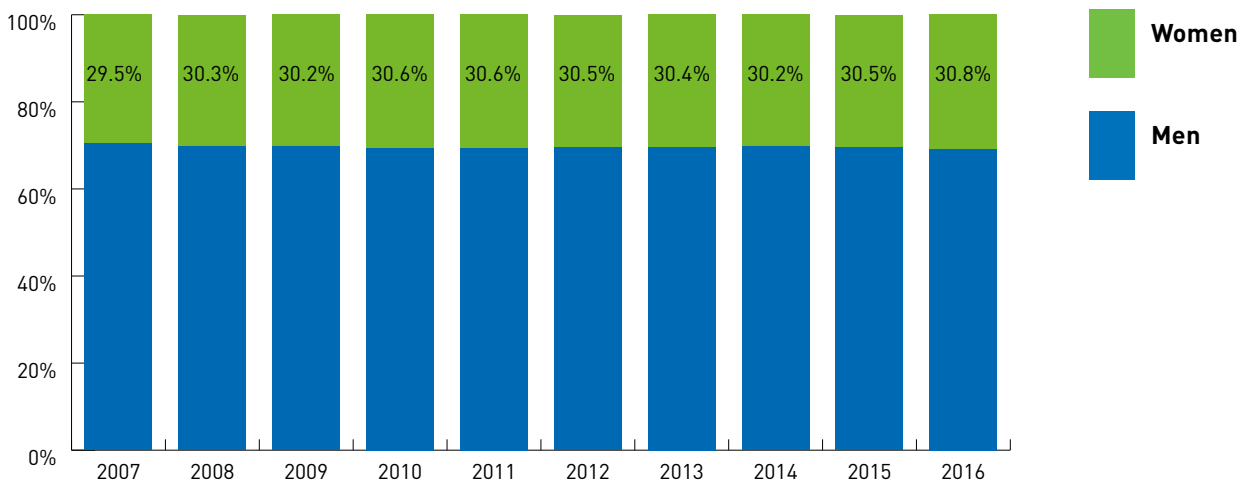
Development in proportion of female Professors and Assistants

In percentages

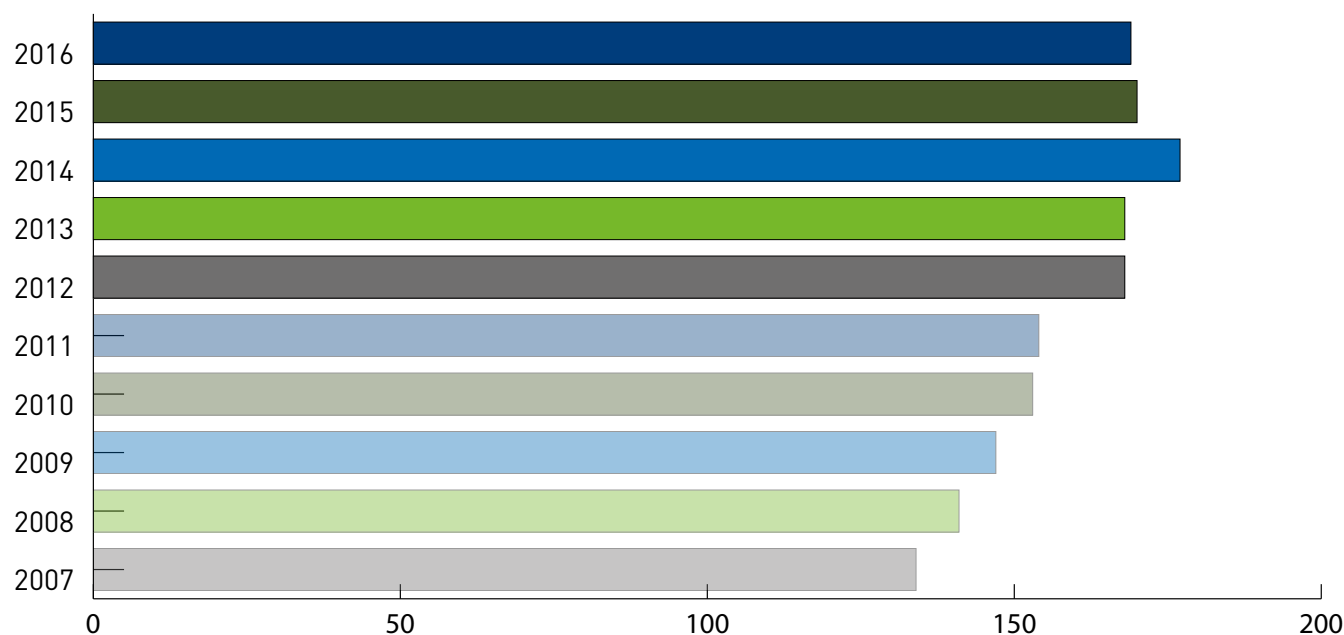
Professors and Assistant Professors



Assistants



Development of apprentices



Career opportunities for apprentices

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	134	141	147	153	154	168	168	177	170	169
Laboratory technician EFZ Chemistry	18	17	15	17	15	17	15	16	13	14
Laboratory technician EFZ Biology	23	25	26	24	24	27	27	26	24	21
Physics laboratory technician EFZ	16	19	18	19	19	18	20	20	18	17
Polymechanic EFZ	15	16	16	16	16	16	16	17	17	17
Elektronik technician EFZ	18	17	18	17	20	21	22	24	25	24
Informatic technician EFZ	12	11	13	12	13	15	16	20	19	23
Draughtsperson EFZ	1	2	2	2	2	2	1	3	3	3
Forester EFZ	3	2	3	3	1	0	0	0	0	0
Administrative personnel EFZ*	15	13	16	18	16	21	20	20	22	20
I&D personnel EFZ	7	10	10	11	13	13	14	14	12	11
Building manager EFZ	4	5	4	5	4	5	4	5	4	5
Mediamatics technician EFZ	2	1	2	2	3	4	4	4	4	4
Building manager EFZ	-	2	4	5	5	5	6	6	6	5
Animal care worker EFZ	-	1	0	1	2	2	1	1	1	2
Print technician reprography	-	-	-	1	1	2	2	2	2	1
Interactive Media Designer/in EFZ	-	-	-	-	-	-	-	-	-	1
Logistician EFZ	-	-	-	-	-	-	-	-	-	1

* including ETH Board and ASVZ