

Age structure 2017

Despite growth, the average age of ETH staff in the last ten years 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	256	7,085	2,540	1,542	22	11,445	35
Men	182	4,682	1,553	985	17	7,419	34
Women	74	2,403	987	557	5	4,026	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	5	188	224	3	420	52
Men	0	4	155	203	3	365	52
Women	0	1	33	21	0	55	49
Percentage women	0%	20%	18%	9%	0	13%	
Assistant Professors	0	38	56	0	0	94	36
Men	0	28	46	0	0	74	36
Women	0	10	10	0	0	20	36
Percentage women	0%	26%	18%	0%	0%	21%	
Assistants	2	4,573	372	4	0	4,951	29
Men	2	3,139	237	2	0	3,380	29
Women	0	1,434	135	2	0	1,571	29
Percentage women	0%	31%	36%	50%	0%	32%	
Senior assistants	0	195	246	6	0	447	37
Men	0	155	196	4	0	355	37
Women	0	40	50	2	0	92	38
Percentage women	0%	21%	20%	33%	0%	21%	
Scientific staff	0	109	152	25	3	289	39
Men	0	78	95	19	3	195	40
Women	0	31	57	6	0	94	39
Percentage women	0%	28%	38%	24%	0%	33%	
Senior scientists and scientific staff on permanent contracts	0	1	127	145	5	278	51
Männer	0	1	105	120	5	231	51
Women	0	0	22	25	0	47	50
Percentage women	0%	0%	17%	17%	0%	17%	
Scientific staff on hourly wages	66	1,398	8	0	0	1,472	24
Men	44	877	4	0	0	925	24
Women	22	521	4	0	0	547	24
Percentage women	33%	37%	50%	0%	0%	37%	
Technical and IT staff	147	389	690	552	7	1,785	42
Men	119	282	536	451	6	1,394	43
Women	28	107	154	101	1	391	41
Percentage women	19%	28%	22%	18%	14%	22%	
Administrative staff	41	377	701	586	4	1,709	44
Men	17	118	179	186	0	500	44
Women	24	259	522	400	4	1,209	45
Percentage women	59%	69%	74%	68%	100%	71%	

Nationality 2017

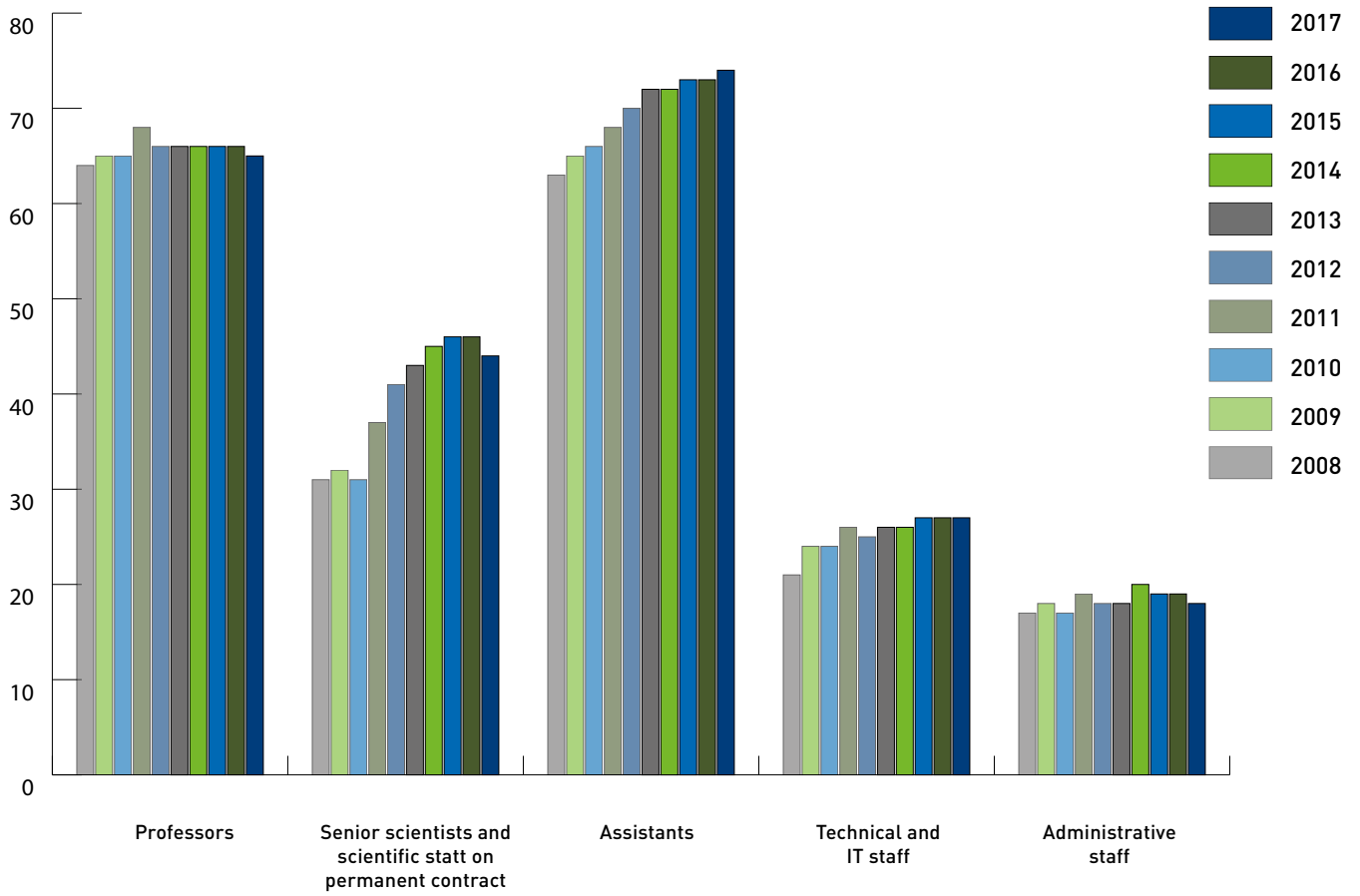
The proportion of foreign staff at ETH Zurich has grown by 10 percent in the last 10 years.

	Switzerland	Abroad	Total	Country of origin		
	2017	2017		Germany	Rest of EU	Rest of the world
ETH Total	5,498	5,947	52%	33%	40%	28%
Professors	145	275	65%	44%	37%	19%
Assistant Professors	22	72	77%	35%	40%	25%
Assistants	1,282	3,669	74%	28%	40%	32%
Senior assistants	116	331	74%	33%	39%	28%
Scientific staff	113	176	61%	38%	43%	19%
Senior scientists and scientific staff on permanent contracts	155	123	44%	45%	38%	17%
Scientific staff on hourly wages	965	507	34%	33%	37%	30%
Technical and IT staff	1,296	489	27%	39%	46%	16%
Administrative staff	1,404	305	18%	61%	28%	10%

	Switzerland	Abroad	Total	Country of origin		
	2017	2017		Germany	Rest of EU	Rest of the world
Architecture	375	357	49%	37%	41%	22%
Civil, Environmental and Geomatic Engineering	349	363	51%	27%	48%	25%
Mechanical and Process Engineering	420	554	57%	32%	35%	33%
Information Technology and Electrical Engineering	299	448	60%	32%	32%	36%
Computer Science	157	322	67%	27%	39%	34%
Materials Science	108	167	61%	29%	43%	29%
Mathematics	114	169	60%	24%	47%	29%
Physics	297	378	56%	30%	47%	24%
Chemistry and Applied Biosciences	370	567	61%	29%	46%	25%
Biology	240	429	64%	29%	45%	26%
Biosystems Science and Engineering	64	254	80%	40%	31%	30%
Health Sciences and Technology	310	317	51%	31%	36%	33%
Earth Sciences	138	242	64%	30%	44%	26%
Environmental Systems Science	428	408	49%	33%	35%	33%
Management, Technology and Economics	168	289	63%	45%	32%	23%
Humanities, Social and Political Sciences	201	227	53%	44%	29%	26%
Corporate Communications	28	7	20%	57%	14%	29%
Academic Services	67	10	13%	70%	30%	0%
Educational Development and Technology	26	8	24%	63%	38%	0%
Student Services	21	1	5%	0%	100%	0%
Controlling	21	1	5%	0%	0%	100%
Financial Services	17	3	15%	67%	0%	33%
Accounting	34	8	19%	63%	38%	0%
Operation	163	48	23%	21%	73%	6%
ETH Library	286	48	14%	58%	23%	19%
Real Estate	66	10	13%	50%	40%	10%
IT Services	245	54	18%	46%	41%	13%
Human Resources	72	9	11%	56%	44%	0%
Services	108	13	11%	38%	46%	15%
Safety, Security, Health and Environment	38	11	22%	82%	0%	18%

Development in numbers of employees from abroad

In percent



Types of employment 2017

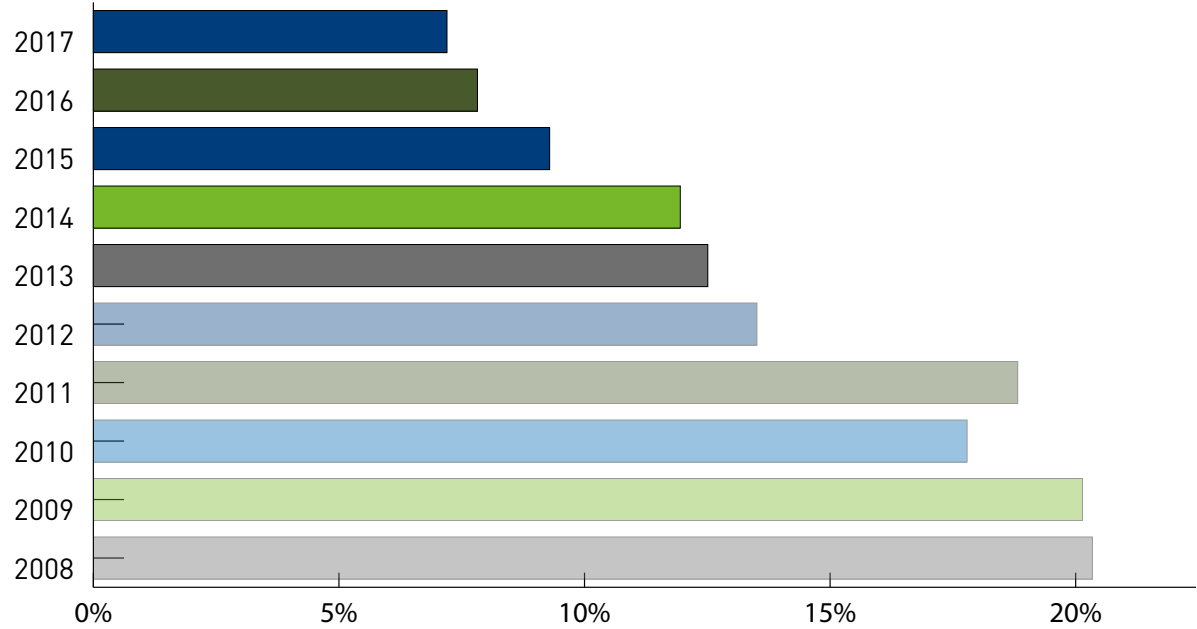
The ETH workforce grew by 2.6 percent in 2017 and the number of FTE grew by 2.5 percent.

	Permanent 2017	Change from prev. year	Fixed-term 2017	Change from prev. year	Total 2017	Change from prev. year	FTE 2017
ETH Total	3,400	3.0%	8,045	2.4%	11,445	2.6%	9,327.0
Professors	420	4.5%	0	0.0%	420	4.5%	408.3
Assistant Professors	0	0.0%	94	4.4%	94	4.4%	92.5
Assistants	0	0.0%	4,951	1.7%	4,951	1.7%	4,695.6
Senior assistants	0	0.0%	447	1.8%	447	1.8%	402.2
Scientific staff	0	0.0%	289	-1.7%	289	-1.7%	224.3
Senior scientists and scientific staff on permanent contracts	271	2.3%	7	0.0%	278	2.2%	257.8
Scientific staff on hourly wages	0	0.0%	1,472	6.4%	1,472	6.4%	372.8
Technical and IT staff	1,361	2.9%	424	7.6%	1,785	4.0%	1,598.7
Administrative staff	1,348	2.9%	361	-5.2%	1,709	1.1%	1,274.9

	Permanent 2017	Change from prev. year	Fixed-term 2017	Change from prev. year	Total 2017	Change from prev. year	FTE 2017
Architecture	110	0.0%	622	0.3%	732	0.3%	417.8
Civil, Environmental and Geomatic Engineering	157	0.6%	555	-2.5%	712	-1.8%	562.5
Mechanical and Process Engineering	128	0.0%	846	-0.8%	974	-0.7%	742.1
Information Technology and Electrical Engineering	120	3.4%	627	5.4%	747	5.1%	598.6
Computer Science	94	14.6%	385	7.2%	479	8.6%	410.7
Materials Science	63	5.0%	212	3.9%	275	4.2%	232.8
Mathematics	82	2.5%	201	-1.0%	283		246.9
Physics	177	4.7%	498	3.1%	675	3.5%	629.1
Chemistry and Applied Biosciences	216	-4.0%	721	2.7%	937	1.1%	814.9
Biology	161	5.2%	508	-4.9%	669	-2.6%	602.3
Biosystems Science and Engineering	58	13.7%	260	0.4%	318	2.6%	305.5
Health Sciences and Technology	135	10.7%	492	12.3%	627	12.0%	496.8
Earth Sciences	90	1.1%	290	-0.7%	380	-0.3%	319.4
Environmental Systems Science	193	2.1%	643	0.3%	836	0.7%	631.9
Management, Technology and Economics	67	1.5%	390	4.6%	457	4.1%	337.0
Humanities, Social and Political Sciences	67	15.5%	361	7.8%	428	8.9%	298.3
Corporate Communications	33	3.1%	2	-50.0%	35	-2.8%	27.3
Academic Services	72	-2.7%	5	25.0%	77	-1.3%	57.5
Educational Development and Technology	29	7.4%	5	0%	34	6.3%	27.9
Student Services	20	-4.8%	2	0%	22	4.8%	16.2
Controlling	22	0%	0	0%	22	0%	20.1
Financial Services	17	13.3%	3	50.0%	20	17.6%	18.3
Accounting	36	2.9%	6	-14.3%	42	0%	39.8
Operation	204	-0.5%	7	0%	211	-0.5%	191.1
ETH Library	201	-3.8%	133	0.8%	334	-2.1%	217.2
Real Estate	76	7.0%	0	-100.0%	76	5.6%	70.7
IT Services	253	5.0%	46	24.3%	299	7.6%	274.5
Human Resources	67	6.3%	14	40.0%	81	11.0%	70.2
Services	91	4.6%	30	-21.1%	121	-3.2%	97.8
Safety, Security, Health and Environment	42	7.7%	7	40.0%	49	11.4%	41.6

Development of fixed-term contracts in technical and administrative areas

Without employees on hourly wages



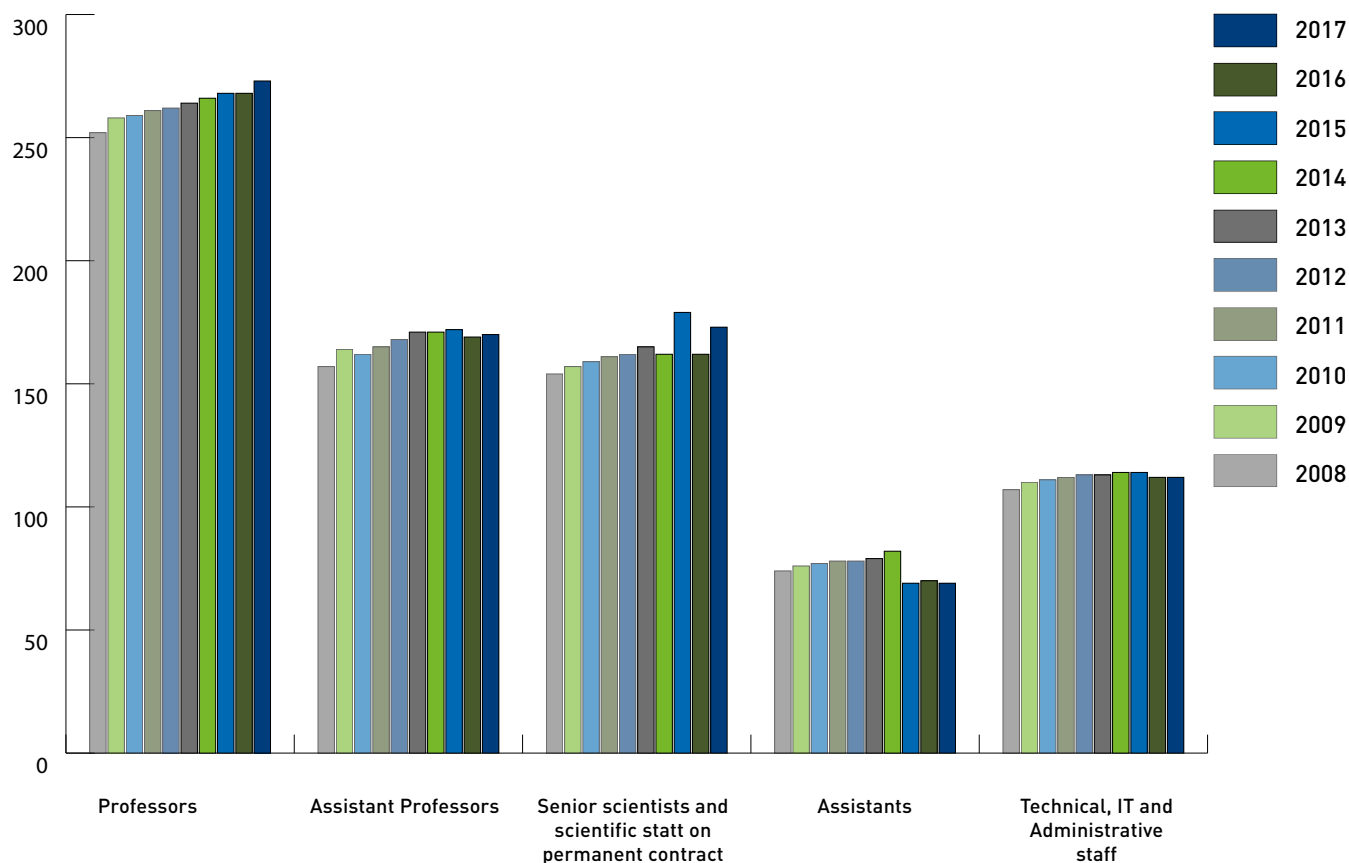
Salary basis 2017

Gross salary (100 percent), 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	2,158	62%	4,277	65%	2,126	61%	1,216	80%
Professors	0	0%	0	0%	0	0%	420	87%
Assistant Professors	0	0%	0	0%	0	0%	94	79%
Assistants	1,932	61%	3,011	73%	8	50%	0	0%
Senior assistants	2	50%	90	78%	350	80%	5	80%
Scientific staff	15	47%	98	68%	165	68%	11	82%
Senior scientists and scientific staff on permanent contracts	0	0%	1	100%	63	73%	214	86%
Technical and IT staff	167	78%	573	63%	823	86%	181	92%
Administrative staff	42	43%	504	18%	717	22%	291	60%

Development of average salary costs

In CHF thousands



	2008	2017	Change
Professors	252,061	272,879	8.3%
Assistant Professors	156,826	169,521	8.1%
Senior scientists and scientific staff on permanent contracts	154,228	173,229	12.3%
Assistants*		68,387	
Technical, IT, and Administrative staff	107,061	112,177	4.8%

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

Part-time employment 2017

The number of part-time ETH staff in 2017 was 0.2 percent higher than in the previous year.

	Total		Part-time staff		Percentage worked		
	Total	Men	Total	Men	up to 50%	51-80%	81-99%
ETH Total	11,445	65%	4,188	51%	56%	36%	7%
Professors	420	87%	26	81%	62%	31%	8%
Assistant Professors	94	79%	2	50%	100%	0%	0%
Assistants	4,951	68%	653	59%	38%	54%	8%
Senior assistants	447	79%	126	74%	29%	56%	15%
Scientific staff	289	67%	142	62%	53%	37%	9%
Senior scientists and scientific staff on permanent contracts	278	83%	61	64%	30%	54%	16%
Scientific staff on hourly wages	1,472	63%	1,472	63%	100%	0%	0%
Technical and IT staff	1,785	78%	544	59%	26%	61%	14%
Administrative staff	1,709	29%	1,162	23%	31%	58%	12%

Staff turnover 2017

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

	Entries from outside	Persons leaving			No. of employees	Turnover in%***	
		Total*	Contract expired	Notice given**			Retirement
ETH Total	4,841	4,472	3,742	614	93	11,445	6.2%
Professors	14	7	0	1	6	420	1.7%
Assistant Professors	13	2	1	1	0	94	1.1%
Assistants	1,533	1,158	881	267	0	4,951	5.4%
Senior assistants	34	111	66	42	2	447	9.8%
Scientific staff	29	109	73	33	3	289	12.5%
Senior scientists and scientific staff on permanent contracts	2	19	0	5	14	278	6.8%
Scientific staff on hourly wages	2,650	2,556	2,455	101	0	1,472	6.9%
Technical and IT staff	277	236	127	70	29	1,785	5.5%
Administrative staff	289	274	139	94	39	1,709	7.8%

	Entries from outside	Persons leaving			No. of employees	Turnover in%***	
		Total*	Contract expired	Notice given**			Retirement
Architecture	295	267	234	32	1	732	5%
Civil, Environmental and Geomatic Engineering	260	264	217	35	11	712	6%
Mechanical and Process Engineering	603	603	534	61	4	974	7%
Information Technology and Electrical Engineering	353	343	298	38	5	747	6%
Computer Science	364	325	279	45	0	479	9%
Materials Science	114	97	85	10	2	275	4%
Mathematics	535	523	502	18	3	283	7%
Physics	193	180	135	40	2	675	6%
Chemistry and Applied Biosciences	387	362	303	48	8	937	6%
Biology	160	172	130	38	4	669	6%
Biosystems Science and Engineering	82	64	49	15	0	318	5%
Health Sciences and Technology	351	294	263	27	4	627	5%
Earth Sciences	112	99	87	11	1	380	3%
Environmental Systems Science	349	322	280	31	11	836	5%
Management, Technology and Economics	176	160	114	44	2	457	10%
Humanities, Social and Political Sciences	148	114	89	23	2	428	6%
Corporate Communications	6	5	2	3	0	35	9%
Academic Services	6	9	3	4	2	77	8%
Educational Development and Technology	7	6	3	3	0	34	8.8%
Student Services	2	1	0	0	1	22	4.5%
Controlling	1	0	0	0	0	22	0%
Financial Services	2	1	0	1	0	20	5.0%
Accounting	8	7	6	1	0	42	2.4%
Operation	18	19	7	5	7	211	5.7%
ETH Library	80	83	54	20	9	334	9%
Real Estate	7	5	1	3	1	76	5%
IT Services	34	22	11	6	5	299	4%
Human Resources	17	10	4	4	2	81	7%
Services	31	31	16	14	1	121	12%
Safety, Security, Health and Environment	12	7	2	5	0	49	10.2%

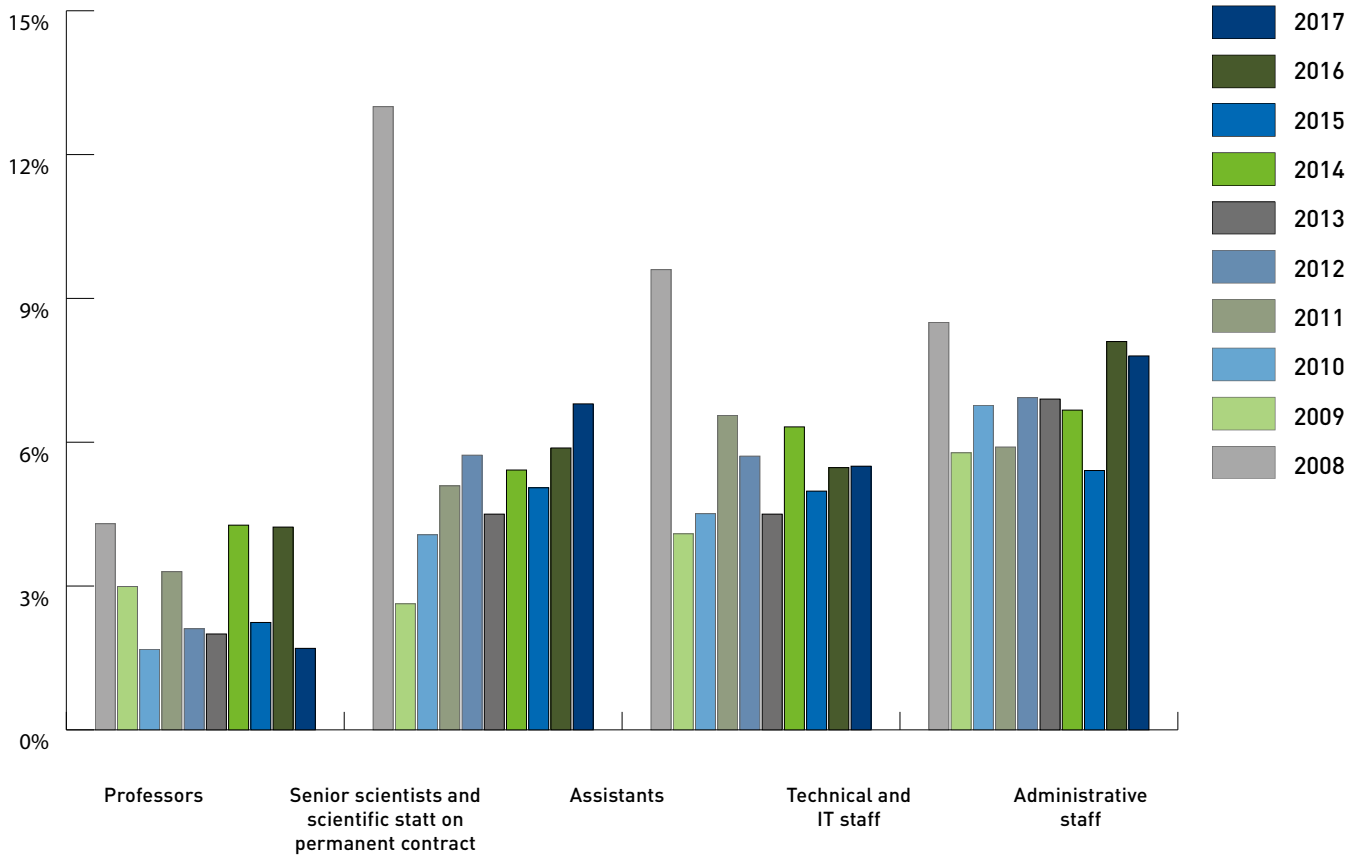
* incl. deaths, dismissals etc.

** by employee

*** excluding expired contracts

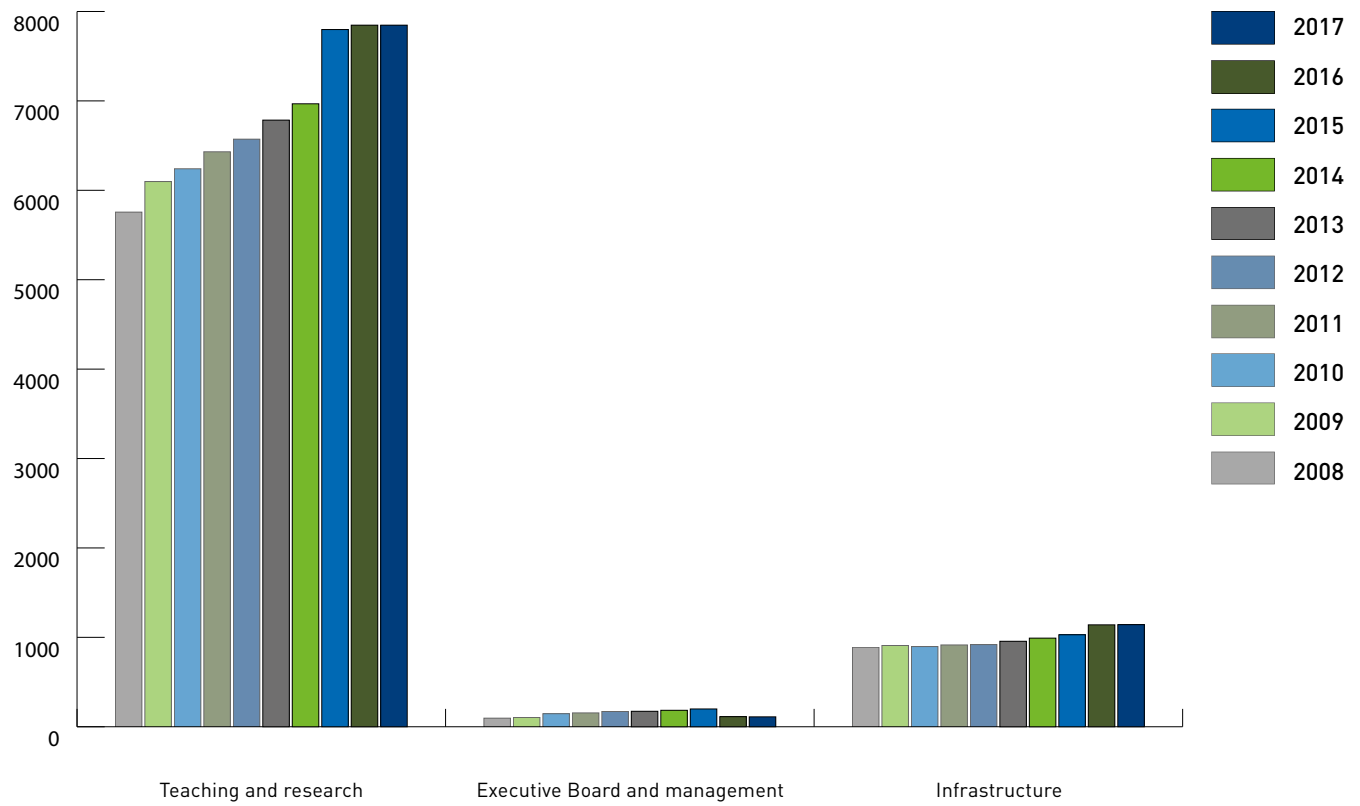
Turnover development

Not including expiry of fixed-term contracts



Structural employee development

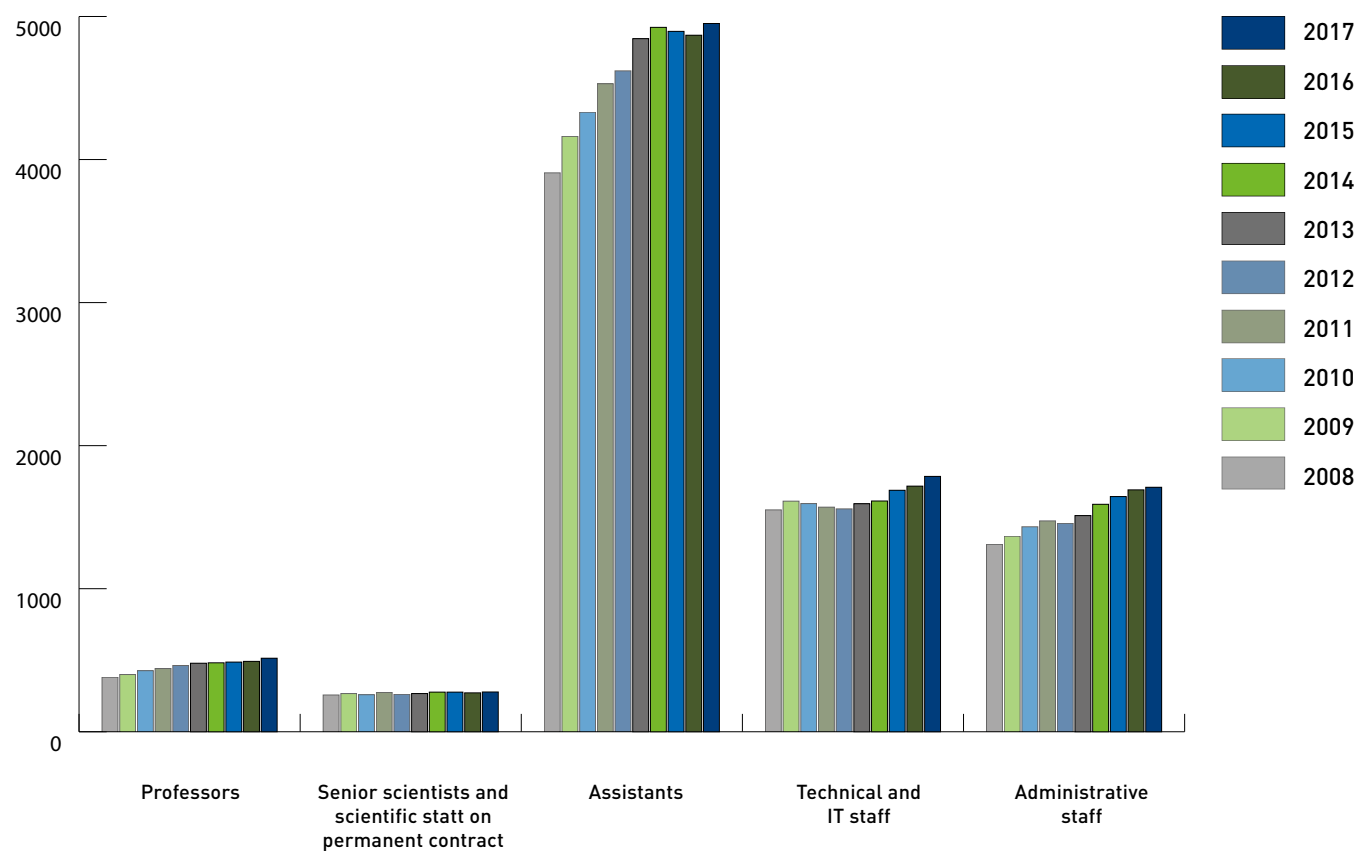
Full time equivalent



	2008	2017	Change
Teaching and research	5,756	7,847	+36.7%
Executive Board and management	96	111	+16.0%
Infrastructure	889	1,142	+28.5%

Workforce development

Head count

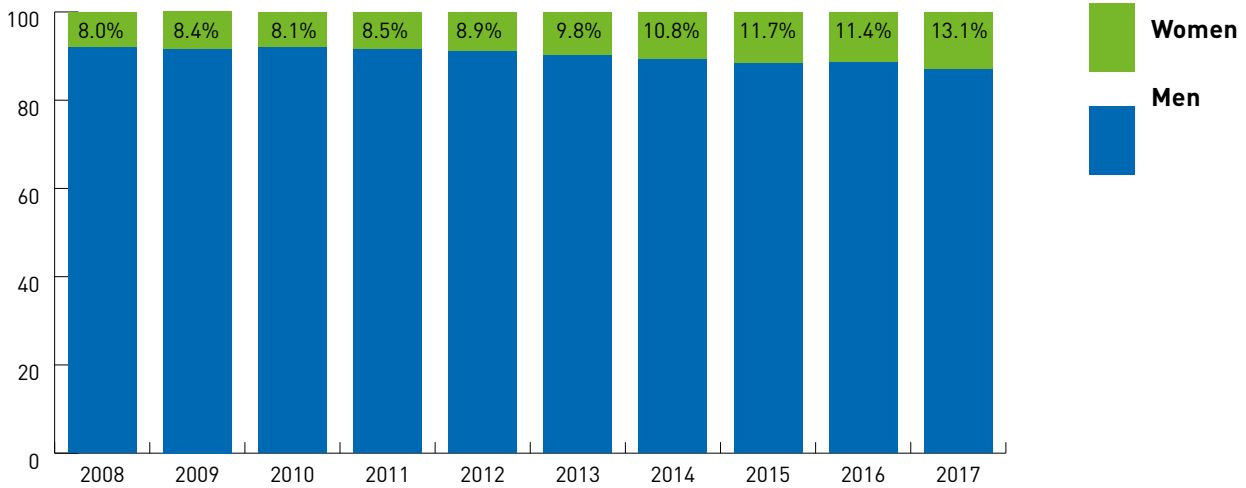


	2008	2017	Change
Professors and Assistant Professors	381	514	34.9%
Senior scientists and scientific staff on permanent contracts	257	278	8.2%
Assistants	3,907	4,951	26.7%
Technical and IT staff	1,551	1,785	15.1%
Administrative staff	1,310	1,709	30.5%

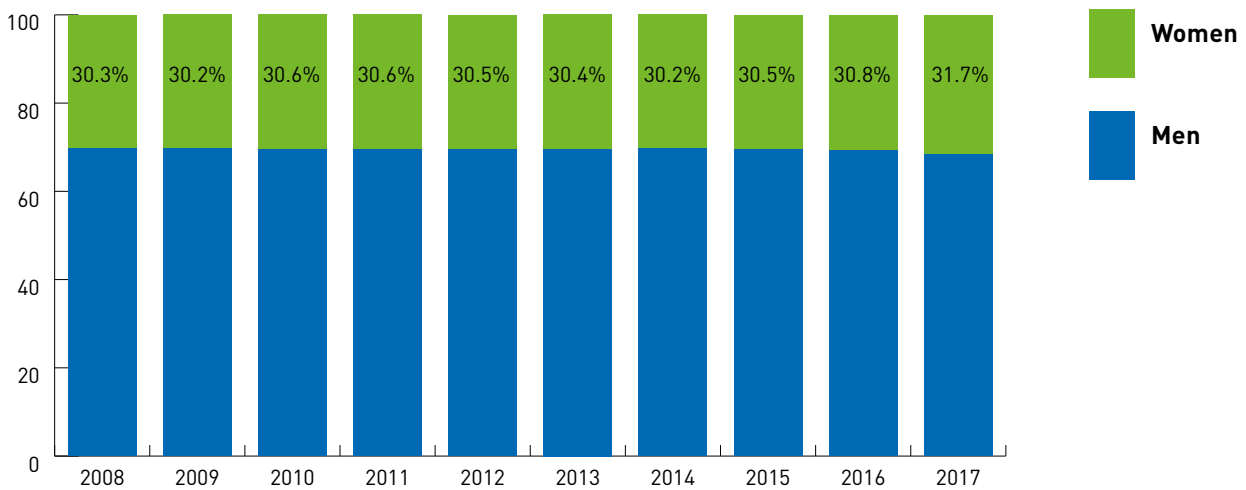
Development in proportion of female Professors and Assistants

In percent

Professors and Assistant Professors



Assistants



Vocational education and training

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total	141	147	153	154	168	168	177	170	169	170
Laboratory technician EFZ Chemistry	17	15	17	15	17	15	16	13	14	14
Laboratory technician EFZ Biology	25	26	24	24	27	27	26	24	21	20
Physics laboratory technician EFZ	19	18	19	19	18	20	20	18	17	18
Polymechanic EFZ	16	16	16	16	16	16	17	17	17	16
Elektronic technician EFZ	17	18	17	20	21	22	24	25	24	23
Informatik technician EFZ	11	13	12	13	15	16	20	19	23	25
Draughtsperson EFZ	2	2	2	2	2	1	3	3	3	3
Forester EFZ	2	3	3	1	0	0	0	0	0	0
Administrative personnel EFZ*	13	16	18	16	21	20	20	22	20	19
I&D personnel EFZ	10	10	11	13	13	14	14	12	11	10
Building manager EFZ	5	4	5	4	5	4	5	4	5	4
Mediamatics technician EFZ	1	2	2	3	4	4	4	4	4	4
Building manager EFZ	2	4	5	5	5	6	6	6	5	5
Animal care worker EFZ	1	0	1	2	2	1	1	1	2	2
Print technician reprography	-	-	1	1	2	2	2	2	1	1
Interactive Media Designer/in EFZ	-	-	-	-	-	-	-	-	1	4
Logistician EFZ	-	-	-	-	-	-	-	-	1	2

* including ETH Board and ASVZ

Vocational education and training development

