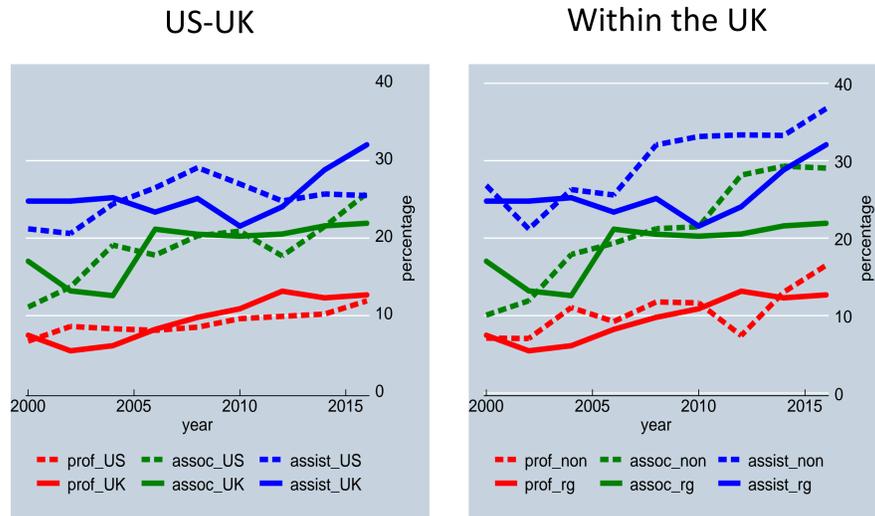


# RES Women's Committee (UK)

The RES Women's Committee promotes the status of women in economics in the UK by identifying and removing barriers to progress. The committee monitors and reports on the status of women in economics in the UK and seeks to identify and to tackle the causes of their under-representation. The committee provides support for women in their careers as economists and ensures that the interests of women are represented in all of the Society's activities.



The US data covers the Chairman's group of 43 universities and is taken from Lundberg and Stearns (2019). The UK data is split into the Russell Group of 24 universities, including the most research-intensive Universities in the UK (this is the comparison group for the US) and other universities.

The RES women's committee monitors the status of women in economics through a bi-ennial survey of academic departments.

The status of women in academic departments in the UK is very similar to that in the US. The proportion of women at different levels has grown steadily over the past twenty years but, even in the most recent data, only one in eight professors at the 24 most research-intensive Russell Group universities are women, one in five associate professors and one in three assistant professors. The proportion of women at non-Russell Group universities is slightly higher.

As shown in the table below the representation of women in economics lags behind that in other social sciences and also behind that in some science subjects, including biology and earth sciences.

	US			UK	
	Prof	Assoc	Assist	Prof	NonProf
<b>Economics</b>	<b>.099</b>	<b>.177</b>	<b>.248</b>	<b>.138</b>	<b>.244</b>
<b>Chemistry and Engineering</b>	.096	.162	.250	.084	.174
<b>Maths/Physics/CompScience</b>	.101	.181	.227	.101	.166
<b>Biology/Earth Sciences</b>	.167	.302	.332	.167	.294
<b>Politics &amp; International Studies</b>	.222	.351	.404	.193	.346
<b>Psychology</b>	.327	.438	.503	.278	.464
<b>Sociology</b>	.333	.541	.636	.415	.520
<b>Number of Universities</b>	50	50	50	21	21

The US data cover the top 50 departments and are taken from Lundberg and Stearns (2019). The UK data are for the Russell Group universities and are taken from Higher Education Statistics Authority. Note that data for three Russell Group departments are missing.

**Current committee membership**

Chair: Sarah Smith (University of Bristol)  
 Silvana Tenreyro (London School of Economics)  
 Almudena Sevilla (University College London)  
 Marina della Giusta (University of Reading)  
 Amelia Fletcher (University of East Anglia)  
 Victoria Bateman (University of Cambridge)  
 Jenny Bates (Government Economic Service)  
 Rain Newton Smith (Confederation of British Industry)  
 Katharine Neiss (Bank of England)

**Monitoring the status of women**  
**Supporting women in their careers**  
**Tackling the causes of under-representation**  
**Promoting the interests of women in the work of the RES**

**RES Women's Committee Activities**

The RES women's committee runs **mentoring workshops** similar to those organised by CSWEP and the EEA. After a few years' hiatus, a workshop took place for 24 mentees (final-year PhD students, post-docs and junior faculty) before the 2019 RES conference and a follow-up is planned for the RES conference in 2020.

The RES Annual Conference features lunchtime **plenary sessions** organised by the RES women's committee – recent topics have included the gender gap in undergraduate education (2017), survey evidence on male and female earnings among academic economists (2018) and women leaders in economics (2019).

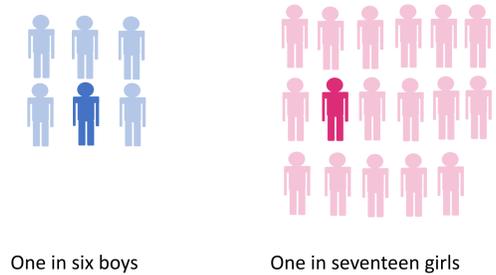
The RES women's committee has been involved in developing the RES' **code of conduct**. A baseline survey is planned to collect evidence on the climate within the profession in the UK.

In 2015, The UK Equality Challenge Unit extended its **Athena SWAN** (Scientific Women's Academic Network) Charter system to include economics. Athena SWAN is a gender equality initiative established in 2005 to encourage and recognise commitment to advancing the careers of women in STEM research and higher education. The charter recognises work undertaken to address gender equality, awarding bronze, silver and gold status. The RES women's committee is supporting economics departments working towards Athena SWAN awards. Research by women's committee member, Almudena Sevilla, showed that although university-level SWAN accreditation was not associated with more rapid promotion for female academics, it has been associated with a narrowing of the gender wage gap.

In recent years, the RES women's committee has also played an increasingly active role in promoting **outreach activity**, targeted at schools and colleges. Economics in the UK suffers from under-representation of women at all levels. Achieving gender equality depends not only on supporting female academics but also on attracting a more diverse set of students to study economics. A number of outreach events have been organised for 15-17 year olds, comprising talks by academic and professional economists and interactive games and activities.



**Tackling economics' pipeline problem**  
**UK students taking economics at school (age 18)**



Under-representation of women in UK economics starts at school. Students choose their college major before applying to university – and boys are more than twice as likely as girls to study economics at school. Economics is not taught in all schools and many students do not have a good understanding of what economics is about.

Discover Economics is a three-year outreach campaign launched by the RES in partnership with leading economics organisations with the objective of attracting students from more diverse backgrounds. The campaign aims to broaden economics' appeal to under-represented groups and to change students' perceptions of economics and economists.

[www.discovereconomics.ac.uk](http://www.discovereconomics.ac.uk) @DiscoverEcon

