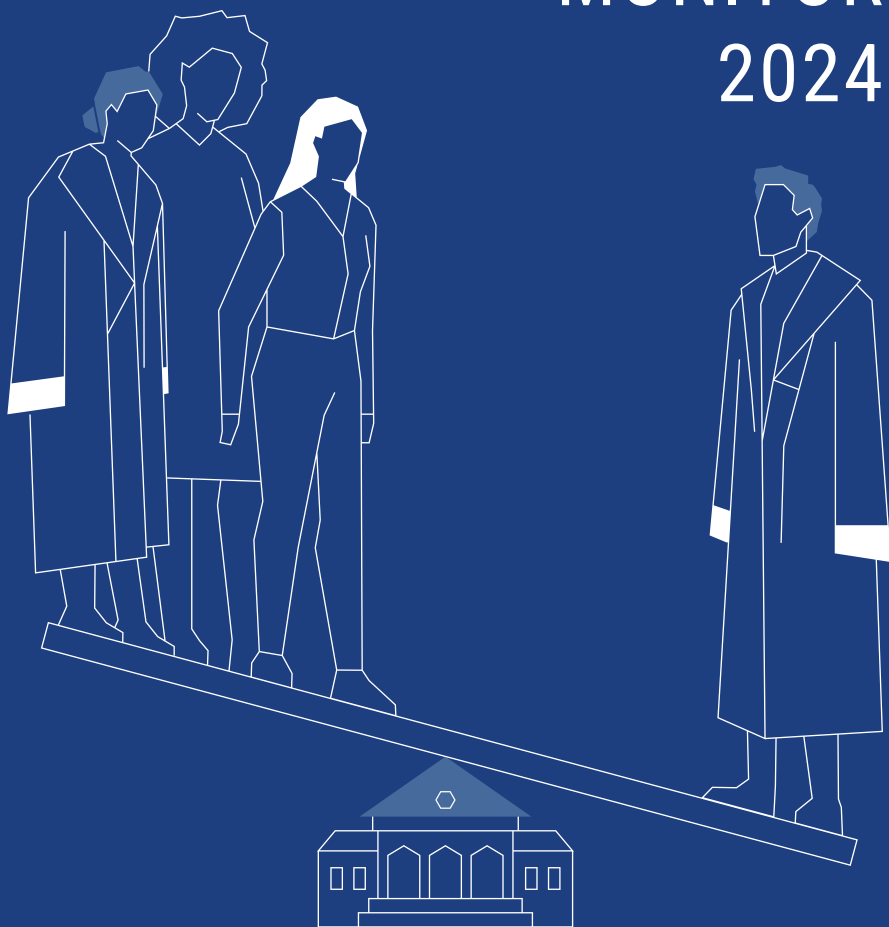


WOMEN PROFESSORS MONITOR 2024



A publication of the
Dutch Network of Women Professors

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ABOUT THE MONITOR

This is the 2024 Women Professors Monitor. In a fixed number of annually recurring chapters, this Monitor provides insight into the current male-female distribution in science in the Netherlands and the percentages of women scientists and administrators at Dutch universities, university medical centres and other scientific organisations.

Last year and the year before, we reported record lows in terms of the growth percentage of women full professors. At a meagre 1.0 percentage point at the end of 2021 and 0.9 percentage points at the end of 2022, the growth percentage was underwhelming, to put it mildly. We therefore raised the alarm.

This year has seen a somewhat more positive development; there has been a slight improvement in growth. With the growth percentage at 1.1 percentage points, the share of women full professors was 28.7% at the end of 2023. People who are familiar with this Monitor know by now that this publication contains much more information than data relating to the highest job category alone. There are promising developments in the job categories further down the scale. Once again, the share of women associate professors has grown considerably. This, coupled with the fact that the expected outflow of men full professors in the highest age category is now in full progress, gives us hope for the future. In fact, this Monitor shows that the potential of women associate professors to replace the full professors going into retirement is more than 100%. It is up to the institutions now to avail themselves of this replacement potential and implement sound promotion policy that will result in visible and structural change in terms of representation as well as culture.

This Monitor also shows that more can be done in this regard. The increases in the percentages of women full professors at the universities reported in this Monitor are still very slight. It does not seem likely that we will realise the jointly set target of 31.2% by 2025. Extra local impulses and directive, focused policies will be essential.

The political landscape and financial circumstances at the time of publication of this Monitor are essentially different from those that applied when the previous Monitor was published. Dark clouds are gathering above our sector, and it seems likely that budget cuts amounting to 1 billion euros that have been proposed for higher education and research will actually be implemented.

This means that themes such as Diversity and Inclusion and attention to gender equality will be under increased pressure. People in precarious positions – and these are often women, as this Monitor again shows us – will be even more vulnerable because of this.

The Dutch Network of Women Professors (LNVH) strongly opposes the budget cuts and questions both their necessity and legitimacy, firmly believing that they can still be stopped or mitigated. At the same time, we call upon the entire sector to remain alert to the position of women within the various institutions, to keep actively working at maintaining current policy, not to let attention to this matter slide from management agendas and decision-making fora, and to keep intact the available resources, FTEs and support for the preservation of talent. It is our hope that we can prevent the looming decline and be able, contrary to expectations, to show positive developments in future Monitors.

A new addition to the Monitor this year is the representation of the male-female ratio within the institutes affiliated with the Dutch Research Council (NWO) and the Royal Netherlands Academy of Arts and Sciences (KNAW). Together with the prior expansion of the data to include particulars about the composition of the international academic staff, this addition gives a further, more detailed picture of the sector as a whole.

We hope you enjoy reading this Monitor, and would like to take this opportunity to extend our thanks to all persons – students, scientists, directors, policymakers, support staff, Diversity Officers, ambassadors or otherwise – who are engaged in talent retention and gender equality in the sciences, or who, after reading this publication, feel compelled to do so. We would also like to express our gratitude to the Ministry of Education, Culture and Science, without whose financial contribution this Monitor could not have been realised.

Dutch Network of Women Professors

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TABLE OF CONTENTS

About the Monitor	2
Table of contents	4
1 The distribution of men and women scientists in the Netherlands.....	6
2 The share of women scientists at universities	42
3 The share of women scientists at university medical centres	70
4 The share of women scientists at institutes affiliated with NWO and KNAW	76
5 Women at the highest levels of academic management and governance in scientific organisations	84
6 Management and Support staff compared to Academic Staff.....	97
Appendix 1 – Source data.....	100
Appendix 2 – Cooperating partners	102
Publication details	104

— 1 —

THE DISTRIBUTION OF MEN AND **WOMEN** SCIENTISTS IN THE NETHERLANDS

FROM PERTURBINGLY LOW GROWTH PERCENTAGE TO SLIGHTLY HIGHER – YET STILL VERY LIMITED – GROWTH

At the end of 2023, on average, 28.7% of full professors at Dutch universities were women. This represents an increase of 1.1 percentage points compared to the end of 2022, when the average percentage was 27.6%.

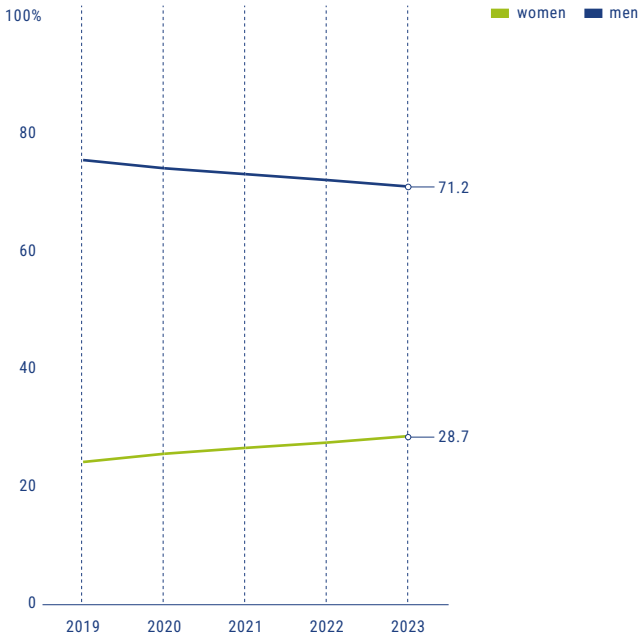
Given a growth percentage of 1.1 percentage points, growth is still very limited 🚩. However, this represents a more positive development compared to last year's reported below-average growth of 0.9 percentage points - by far the lowest in the past nine years.

Figure 1.1 shows the development in growth percentages in the past five years¹. It shows that between the end of 2019 and the end of 2023 the average growth was 1.1 percentage points per year. The growth by the end of 2023 therefore corresponds with the average growth percentage. The average growth for the past ten years is 1.2 percentage points. Average growth is therefore declining 🚩.

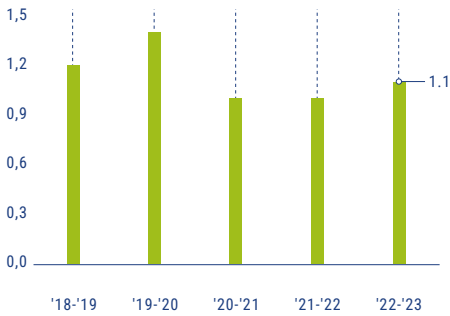
1. We base the growth percentage for women full professors on the difference between the rounded percentage of women full professors for the year in question and the rounded percentage of women full professors for the previous year. For the 2023 Monitor, these figures were 27.6% (end of 2022) and 26.7% (end of 2021), respectively, the difference being 0.9 percentage points. If we use the unrounded percentages for both years, we arrive at 1.0 percentage point (rounded up). The figures and tables in the Monitor always show the growth based on unrounded percentages.

FIGURE 1.1

Proportional distribution of full professors by gender, and percentage of growth in the share of women full professors, end of 2019 through end of 2023, in FTE.




Growth in percentage points relative to the previous year




Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

FULL PROFESSORS IN FTE


The total size of the population of full professors increased from 3,108.4 FTE at the end of 2022 to 3,194.6 FTE at the end of 2023. Of the total 3,194.6 FTE, 918.1 were filled by women, and 2,274.6 were filled by men. There was an increase of 2.0 in the category 'Other'². Within the space of one year, the total population increased by 86.3 FTE – considerably higher than the 48 FTE at the end of 2022 – of which 59.5 was for women and 26.8 for men. This means that 69% of the total growth occurred among women, compared to 88.5% last year .

FULL PROFESSORS IN NUMBER OF PEOPLE

At the end of 2023, there were 3,699 full professors working at Dutch universities. Of this group, 1,048 were women, 2,649 men and 2 persons belonged in the category 'Other'. This is the first time the number of women full professors had exceeded 1,000 . In number of people, this puts the percentage of women full professors at 28.3%. This represents an increase of 1.3 percentage points compared to the end of 2022; last year the increase was 1.1 percentage points. Between the end of 2022 and the end of 2023, on balance the total number of full professors grew by 87 persons. This growth comprises an increase of 72 women and 15 men.

Whereas in the past two years there had been a slight decline in the numbers of men full professors, this year had actually seen a slight increase. Despite this slight increase in the number of men, there does seem to be a further outflow of men in the highest age category, informally referred to as the 'grey-haired log jam'. This creates possibilities for a more rapid and vigorous throughflow of women to the newly available positions, and hence the possibility of a more rapid increase in the number of women full professors. More information about the replacement potential is given on page 32. We do emphasise here that most institutions no longer work according to a staffing principle, but rather according to a career principle. This means that it is no longer necessary to 'wait' for existing positions to become vacant, but that there are enough women associate professors that can be promoted to positions other than these and get the percentages to the appropriate level that way. The number of eligible women is significant enough to be able to act.

2. Given the sector-wide presentation and slightly greater availability of data, the UNL WOPI category 'Other' is also included here. Due to possible traceability, this has not been done elsewhere in this Monitor. See Appendix 1 for further explanation regarding this category. The LNVH calls for this category to be renamed, as 'Other' reads as 'anomalous'.

The percentage of women full professors concerns regular full professors and those occupying endowed chairs and with paid employment contracts. At the end of 2023, there were 600 individual professors occupying endowed chairs³ at the universities in the Netherlands. Of these professors, 203 were women. This amounts to 33.8%⁴. This is an increase of 1.9 percentage points compared to the previous Monitor. This is the first time that the number of endowed women full professors has exceeded one third of all endowed full professors .

PROPORTIONALITY STILL NOT A REALITY. WILL WE HAVE TO WAIT UNTIL 2044?

At the end of 2023, the share of women full professors had increased to 28.7%, an increase of 1.1 percentage points. This is slightly lower than the average annual growth percentage for the past ten years, which was 1.2 percentage points.

Figure 1.2 shows two scenarios for reaching parity among full professors. The first prognosis, which is based on the average growth rate of the past three years, indicates that the 30% threshold for women full professors will be reached in 2025. This is a year later than predicted in previous Monitors; in these, 2024 was mentioned as the year in which we hoped to reach this point. Based on the developments of the past ten years, which include the effect of the Westerdijk Talent Impulse (see the text box on page 12), the 30% threshold could possibly still be reached by the end of 2024, however. Based on this calculation, the 50% threshold will be reached in the year 2044.

The second prognosis, which assumes the average growth rate of the past ten years, shows that a 50-50 distribution of men and women full professors – in other words, full parity – will be reached by around 2041.

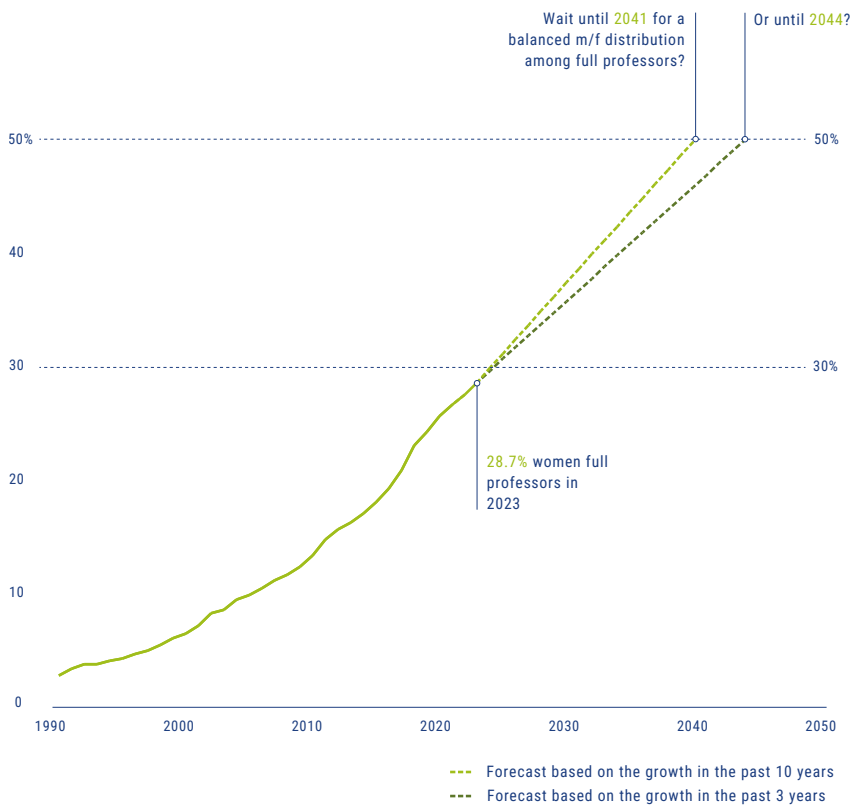
At a time in which attention to gender equality is tailing off as a result of political developments, and higher education and science are facing the threat of budget cuts, it remains of the greatest importance to invest in increasing – or at least maintaining – the share of women academics. These prognoses underline the need to continue actively promoting the percentage of women full professors, and, by extension, the percentages of women throughout the pipeline. Moreover, we emphasise that these prognoses are made at sector level, and therefore represent an average. We need to keep paying close attention to the large differences in the percentages of women full professors between the various institutions and at faculty level.

3. An endowed professor is a professor occupying an endowed chair at a university. An endowed chair augments the existing programme of education in a particular social field. The endowed professor is not remunerated from the university's teaching budget but from special funds, bequests, or by foundations or companies for more or less idealistic considerations or in order to promote the development of their particular field of study. An appointment to an endowed chair is a temporary one, and generally for five years and for one or two days a week, and is an ancillary position for the person in question.

4. This refers to data from 14 universities. Between 2017 and 2021, Utrecht University did not provide UNL with data on professors occupying endowed chairs. From 2022 onwards, however, we are again able to report on all of the universities.

FIGURE 1.2

Percentage of women full professors, in FTE (1990–2023) and prognosis for 2023–2041, and percentage of women full professors, in FTE (1990–2023) and prognosis for 2023–2044.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

Westerdijk Talent Impulse & New Impulse run aground?

On 10 February 2017, we celebrated the fact that the first woman full professor, Prof. Johanna Westerdijk, was appointed in the Netherlands 100 years ago. As an additional incentive, Jet Bussemaker, then Minister of Education, Culture and Science, decided to make a one-time sum of 5 million euros available for the appointment of 100 women professors. With this extra investment in the 'Westerdijk Year', universities were encouraged to do more to increase the number of women professors, in addition to the target figures that they had set for themselves for 2020. The idea for the 100 additional women full professors in the Westerdijk Year came from Athena's Angels. This programme was carried out by the Dutch Research Council (NWO) on behalf of the Ministry. The additional impulse had a noticeable effect and resulted in exceptionally high growth in the percentage of women full professors in 2017–2018.

The impulse seems no longer to have any effect. Due to their alarm at the worrisome decrease in the growth of the share of women full professors at the end of 2022, Athena's Angels and the LNVH jointly called for a second impulse which would result in the appointment of 200 extra women full professors in the years ahead. These extra appointments would result in proportionality being reached more quickly than is currently the case. According to the current prognoses (see Figure 1.2), proportionality will only be achieved in 2041 or even perhaps in 2044. Introduction of a new impulse would mean that proportionality is reached in 2036, exactly 400 years since the first woman student, Anna Maria van Schurman, was admitted to a Dutch university. In other words, 'Done in 400 years'.

Discussions around the new Anna Maria van Schurman Impulse were put on hold when the previous government resigned. For the time being, the new government is forging ahead with plans to cut the higher education and science budget by 1 billion euros. Athena's Angels and the LNVH are continuing discussions regarding the appointment of 200 additional women full professors and putting the subject of gender equality on the Ministry of Education, Culture and Science's agenda.

PROPORTION OF WOMEN BY SUCCESSIVE JOB CATEGORY

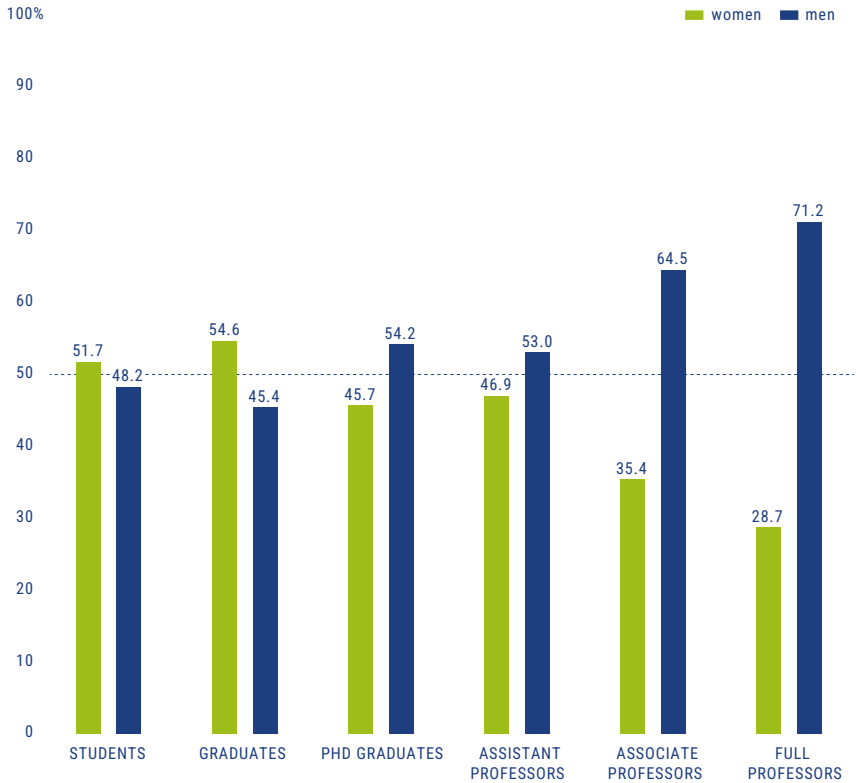
Figure 1.3 clearly shows that the share of women in, specifically, the higher academic positions is still significantly decreasing from one job category to the next. Yet at the end of 2023, a slight increase of the total share of women can be seen in all categories, from students to full professors 📈.

Women constitute just more than half of the student population (51.7%) as well as of graduates (54.6%), but their representation declines in the successive academic positions 📉. After the graduates, of whom 54.6% are women, the share of women drops to 45.7% for PhD graduates. For assistant professors, there is a slight increase to 46.9%, but this is followed by a strong decline: the share of women associate professors is 35.4% and this figure drops further to a mere 28.7% for full professors.

What is striking is that, similar to what the last Monitor showed, at 46.9%, the share of women assistant professors is slightly higher than the share of women PhD graduates, which is 45.7%.

FIGURE 1.3

Percentage of women and men from student to full professor, in number of people and in FTE, end of 2023.



Source of information on students and graduates: 1cHO2023, October 2023, in number of people. Excluding the scientific field of Healthcare.
Source of information on staff: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

INSIGHT INTO THE DEVELOPMENTS FOR EACH JOB CATEGORY

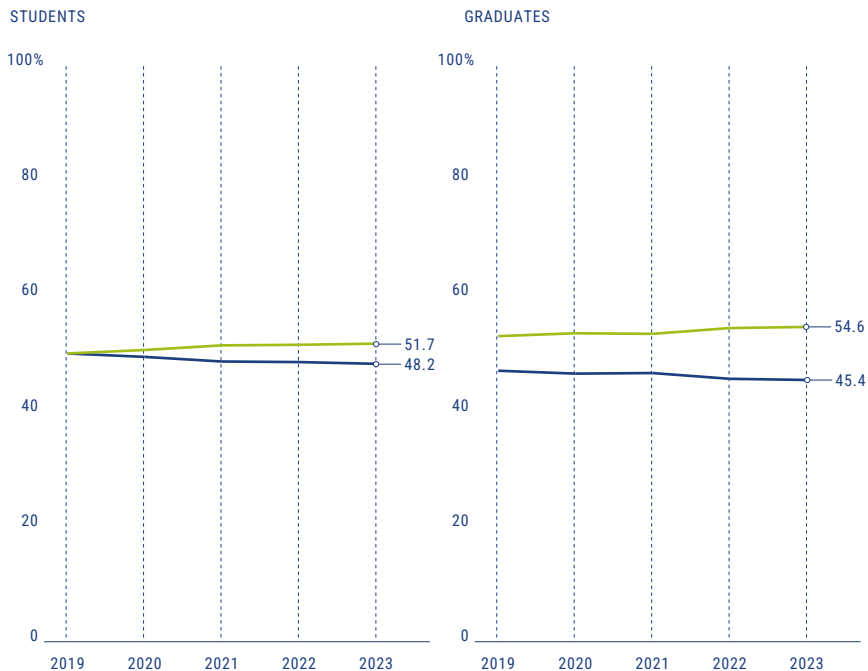
Developments in the share of women in the job categories of full professor, associate professor, assistant professor and PhD graduate for the period from the end of 2019 to the end of 2023 are shown in the following figures.

For students as well as graduates, an increase in the percentage of women can be seen once again. The share of women students increased from 51.5% to 51.7% and for graduates from 54.4% to 54.6%. If this growth continues through to the group of PhD graduates, the share of women PhD graduates could be expected to further increase in the years ahead.

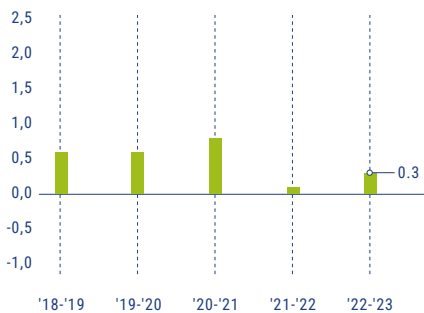
When we consider the ratio between the number of women and men students and graduates, we see an increase in the difference again this year. Among graduates, the difference between women and men increased from 4,175 in the 2021-2022 graduation year to 4,539 in 2022-2023. For enrolled students too the difference has increased further: from 8,962 in the 2022-2023 academic year to 10,840 in 2023-2024.

FIGURE 1.4.1

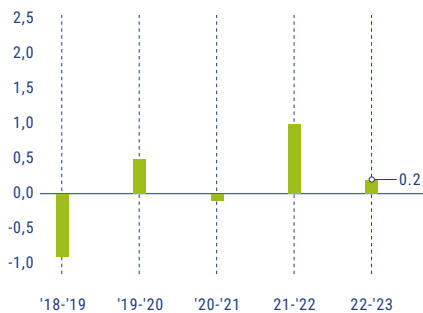
Proportional distribution of students and graduates by gender and growth in the percentage of students and graduates, 2019 through 2023, in number of people.



Growth in percentage points relative to the previous year



Growth in percentage points relative to the previous year



Source of information on students and graduates: 1cHO2018 - 1cHO2023, reference date 1 October, in number of people. Excluding the scientific field of Healthcare.

■ women ■ men

FIGURE 1.4.2

Proportional distribution of PhD graduates and assistant professors by gender and growth in the percentage of women PhD graduates and assistant professors, end of 2019 through end of 2023, in FTE.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

■ women ■ men

Looking at the developments within the job categories of graduates and assistant professors, we see that the share of women among PhD graduates has increased from 45.1% to 45.7%, an increase of 0.6 percentage points. The percentage of women assistant professors increased from 45.9% to 46.9%, an increase of 1.0 percentage point, which is a bigger increase than for the women PhD graduates. For the second successive year, the share of women assistant professors is higher than that of PhD graduates, with the difference relative to the share of women PhD graduates having increased compared to last year 📈.

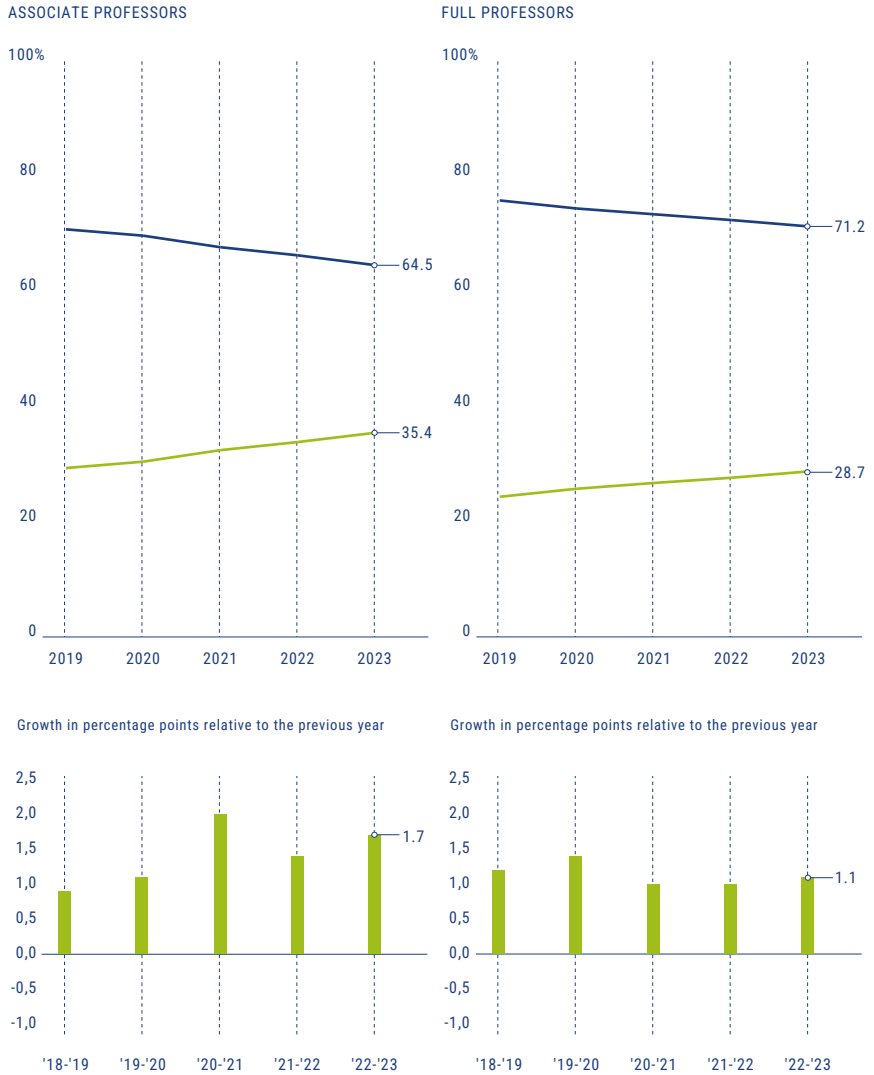
The following can be observed for the job categories of associate professor and full professor:

For the third successive year, there is a sharp increase in the share of women for the category associate professors 📈. Having grown by 1.7 percentage points, the share of women associate professors has now increased to 35.4%. In previous years there had also been a relatively high increase, namely 2.0 percentage points at the end of 2021 and 1.4 percentage points at the end of 2022. This increasing presence of women in the associate professor job category is, moreover, increasing the pool of potential replacements for outgoing full professors, contributing to higher replacement potential. There is more on this development on page 32.

Among women full professors, the previous decline in growth of their share – an increase of only 1.0 percentage point at the end of 2021 and 0.9 percentage points at the end of 2022 📉 – has now changed to slight growth, namely an increase of 1.1 percentage points. If an equal distribution of men and women is to be achieved in the near future in terms of full professorships, a further increase of the annual growth is necessary, however. Without this increase, it will be another twenty years, until 2044, before an equal distribution of men and women is reached at this level.

FIGURE 1.4.3

Proportional distribution of associate professors and full professors by gender and growth in the percentage of women associate professors and full professors, end of 2019 through end of 2023, in FTE.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

■ women ■ men

DEVELOPMENTS IN INCREASE OF FTE. WHERE IS THE GROWTH ENDING UP?

Figure 1.5 shows the developments in terms of increasing FTE by job category and the distribution of the increase between women and men. It shows which part of the increase is attributable to women and which to men⁵. What is striking is that women account for a greater share of the total growth in FTE in every job category 📍.

In '22-'23, the large increase of FTE among PhD graduates is striking. Here we do see a relatively balanced distribution among men and women, with the FTE going to women being larger at 528.3 than the 481.0 going to men.

For assistant professors and associate professors, too, there is steady growth. Of the total increase of 569.4 FTE in this job category, 334.4 FTE went to women and 235.0 to men. The increase in the category associate professor was 233.1 FTE; women accounted for 131.2 FTE of this total and men for 101.9.

The following can be observed for full professors:

The increase in FTE for full professors is limited, suggesting a slower inflow into these positions. However, in respect of where the increase of the total FTE has ended up, we observe that no fewer than 59.5 FTE of the total 86.3 FTE ended with the women full professors and 26.8 FTE with the men⁶ 📍.

5. Please note: In this context, the growth and/or decline is determined by the sum of intake, exit and transition.

6. Idem.

FIGURE 1.5

Increase in FTE by position and gender, 2018-2019 through 2022-2023.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

■ women ■ men

Table 1.1 illustrates the above once again in percentages. Considering what share of the growth women account for in each job category, we see that at the end of 2023 this proportion was 69% for full professors, 56% for associate professors, 58.3% for assistant professors and 52.5% for PhD graduates. For the past five years, it appears that with the exception of assistant professors in 2018-2019 and PhD graduates in 2020-2021, women accounted for more than 50% of the growth in every year. This means that on average women account for more than half of the growth, which is, of course, positive 🟡.

However, to achieve an equal share of 50% women within a reasonable timeframe, it is necessary not only for women to replace the outflow in all job categories but also for a significant portion of the growth - well beyond 50% - to go to women and continue to do so 🟡.

TABLE 1.1

Share of the total growth in FTE ending up with women and average share of the total growth in FTE ending up with women, by job category, end of 2018 – end of 2023.

	'18-'19	'19-'20	'20-'21	'21-'22	'22-'23	Average share of the growth ending up with women '18-'23
Full professors	57.0	75.4	81.9	88.5	69.0	74.4
Associate professors	55.3	63.1	57.2	56.1	56.0	57.6
Assistant professors	43.9	65.9	59.3	64.8	58.3	58.4
PhD graduates	65.2	53.1	47.1	57.2	52.5	55.0

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

SLIGHT CHANGE IN GLASS CEILING INDEX

Since the introduction of the Monitor, we have incorporated and discussed the Glass Ceiling Index (GCI) every year. Information about the index can be found in the text box. At sector level, at the end of 2023 almost all GCIs remained equal to those at 2022, with a single exception: the GCI for women transitioning from assistant professor to associate professor improved slightly from 1.4 to 1.3. Despite this improvement, this transition still has the highest GCI for women 🚨.

At a GCI of 1.0, the transition from PhD graduate to assistant professor is neutral for women as well as men. The GCI for the transition from assistant professor to associate professor, as well as from associate professor to full professor, remains consistently above 1.0 for women and below 1.0 for men. This indicates that women encounter more obstacles in these job transitions than their male counterparts.

This chapter describes the GCIs at sector level. For an overview of the GCIs per university, we refer you to Chapter 2.

The Glass Ceiling Index

The Glass Ceiling Index (GCI) is an indicator of the advancement, or lack thereof, of women to higher job categories. The GCI will be greater than 1.0 when there is less representation of women at the higher level, compared to the level below. If the proportion of women is the same in two consecutive job categories, the GCI is equal to 1.0. This is referred to as a neutral GCI.

GCI >1.0: impeded transition

GCI = 1.0: normal transition

GCI <1.0: easy transition

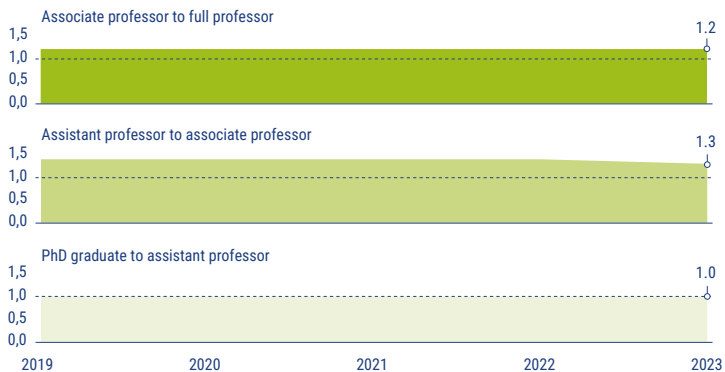
The GCI is calculated by dividing the percentage of women in Job Category x-1 by the percentage of women in Job Category x.

The GCI does not provide information about actual transitions, and it is not the same as the probability of transition. The GCI was developed by research agency SEOR BV in 2002 on behalf of the Ministry of Social Affairs and Employment, as part of the development of a benchmark for identifying the position of women in senior and management positions.

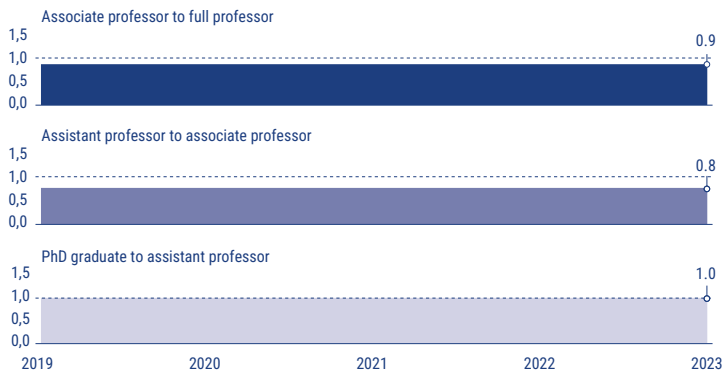
FIGURE 1.6

Glass Ceiling Index (GCI) women and men by job transition, in FTE, end of 2019 through end of 2023.

GCI for women



GCI for men



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

SLIGHT CHANGES IN SCOPE OF CONTRACT

To determine the scope of an employment contract, we compare the number of FTE within a job category with the number of people in this job category. The average scope of the employment contract of men full professors increased slightly between end of 2022 and end of 2023, from 0.85 to 0.86 FTE. For associate professors and PhD graduates, the average scope of the employment contract remained the same as at the end of 2022 for men as well as for women. For assistant professors, there was a slight increase in the average scope of the employment contract compared to the end of 2022 for men as well as for women. In general, the average scope of women's employment contracts is still slightly smaller than that of men, except for full professors, where the scope of the employment contract of women is still slightly larger: 0.88 FTE as opposed to 0.86 FTE for men.

TABLE 1.2

Average scope of employment contract by position and gender, end of 2023 and end of 2022.

	2023		2022	
	W	M	W	M
Full professors	0.88	0.86	0.88	0.85
Associate professors	0.90	0.92	0.90	0.92
Assistant professors	0.92	0.93	0.91	0.92
PhD graduates	0.97	0.98	0.97	0.98

Source: UNL, WOPI, reference date 31 December, in FTE and number of people. Excluding the scientific field of Healthcare.

INCREASE IN NUMBER OF PERMANENT CONTRACTS CONTINUES. WOMEN SCIENTISTS STILL MORE LIKELY TO HAVE TEMPORARY APPOINTMENTS

The end of 2022 showed a striking increase in the total share of permanent contracts compared to temporary contracts⁷. The end of 2023 again showed an increase in the share of permanent contracts for men as well as for women. Especially for assistant professors, the increase has been striking in the past two years, from end of 2021 to end of 2023. For women assistant professors, this means there has been an increase of 16.4 percentage points, from 67.2% at the end of 2021 to 83.6% at the end of 2023. For men assistant professors, there has been an increase of 13.5 percentage points, from 71.6% to 85.1%, in the same period. In all job categories, women academics still have a temporary contract slightly more often than their male counterparts 💡.

TABLE 1.3

Proportional distribution of permanent and temporary employment by position and gender, in FTE, end of 2023.

	W		M	
	Permanent	Temporary	Permanent	Temporary
Full professors	97.7	2.3	98.7	1.3
Associate professors	98.2	1.8	98.5	1.5
Assistant professors	83.6	16.4	85.1	14.9

Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

7. The decline in the number of temporary contracts is the result of several agreements made by the universities in recent years. Together with the unions, in the collective labour agreement for 2021, the universities included the agreement that – subject to good performance – assistant or associate professors, full professors and management and support staff are given a permanent contract after one year. For the job category of lecturer, in last year's collective labour agreement the unions and universities agreed to further reduce the number of temporary lecturers. The universities have used the significant investments by the caretaker government flowing from the 2022 Administrative Agreement to create more permanent positions, among others through the use of starter's grants or incentive grants (source: UNL 04-09-2023). However, in 2024, the government is steering an entirely different course. The starter's grants and incentive grants have been discontinued and €1 billion worth of cuts are to be implemented. It is highly doubtful, therefore, that this increase will be maintained, or that it will result in better advancement.

The Monitor mainly focuses on the categories of PhD graduates, assistant professors, associate professors and full professors. We would also like to provide more insight into the category of post-doctoral researchers as, in many respects, this is a vulnerable group of academics. Unfortunately, the UNL⁸ WOPI data collection provides very little information on this subject. This is because the category of post-doctoral researchers is not included as such in WOPI. They are included in the umbrella category of 'researchers' and cannot be selected from this category as a group. This makes it impossible for us to distil and present complete and unambiguous data about postdocs from the WOPI data. In the past two years, however, we chose to include any available data there was regarding the men-women distribution and the distribution in terms of permanent and temporary contracts within the adjacent categories of 'lecturer' and 'researcher'. We have done this as well for the current year, and the following picture has emerged:

The share of permanent contracts for lecturers has increased between the end of 2022 and the end of 2023 for men as well as for women, a trend that had already been visible between 2021 and 2022.

For researchers, however, the end of 2023 shows hardly any change in the ratio of permanent to temporary contracts compared to the end of 2022.

As far as the men-women distribution within these positions is concerned, we see a mixed picture: for lecturers, the largest proportion are women, while for researchers, the majority are men. The share of women lecturers also increased slightly, from 53.2% to 53.6%. The share of women researchers also rose slightly, by 1.6 percentage points, from 41% in 2022 to 42.6% in 2023, although women are still a minority in this group 🙋.

TABLE 1.4

Proportional distribution of lecturers and researchers by contract and gender, end of 2022 and end of 2023, in FTE.

	Lecturers		Researchers	
	W	M	W	M
2022				
Temporary	57.6	49.2	89.9	88.7
Permanent	42.4	50.8	10.1	11.3
2023				
Temporary	51.2	41.6	89.9	89.0
Permanent	48.8	58.4	10.1	11.0

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

8. UNL = Universities of the Netherlands (formerly VSNU).

POSTDOCS: A VULNERABLE JOB CATEGORY

In the past, UNL equated the category of postdoc with the group or 'researcher 3, 4 with a temporary contract'. From our enquiries with UNL, and using this approach, we have learnt that approximately 95% of the category of 'researcher with a temporary contract' are postdocs. With reference to the WOPI data available to the Monitor, the best approach to the postdoc category therefore seems to be to consider only those researchers who have a temporary contract. In that case, about the same image emerges as for the total population of researchers: here too the percentage of women is smaller than the percentage of men, i.e. 42.8% vs. 57.0%. The proportion of women increased by 4 percentage points from 38.8% to 42.8% between the end of 2019 and the end of 2023.

TABLE 1.5

Distribution of women and men among researchers with a temporary contract, end of 2019 through end of 2023, in FTE⁹.

	2019	2020	2021	2022	2023
Women	38.8	39.6	40.5	41.3	42.8
Men	61.2	60.4	59.4	58.6	57.0

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

9. The percentages do not add up to 100 here. This is because we do not show the category 'Other' here, but we do determine the percentages based on the total, including the category 'Other'. For more details see Appendix 1.

DIFFERENCE IN SALARY SCALE CLASSIFICATION OF MEN AND WOMEN HAS DECREASED SLIGHTLY. WOMEN STILL HAVE A LOWER SALARY CLASSIFICATION IN ALMOST ALL JOB CATEGORIES.

At the end of 2023, it continues to be the case that a greater proportion of men than women full professors occupy the highest scale category. The percentage of women in the highest scale did increase by 1.8 percentage points between the end of 2022 and the end of 2023 though, from 21.4% to 23.2%, while for men this percentage decreased from 36% to 34.5%.

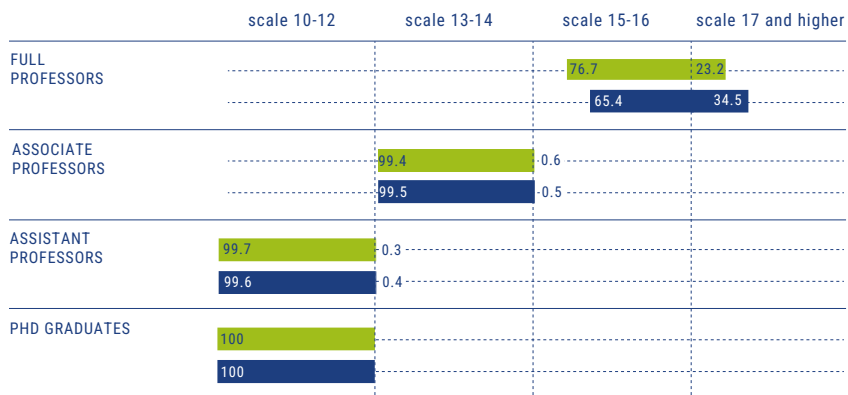
In the lowest scale category for full professors (scale 15-16), the percentage of women decreased slightly, while the percentage of men increased slightly. Additionally, there are still 1 FTE men and 0.5 FTE women full professors in scale 13-14.

In the lowest scale (15-16), the number of FTE for women full professors increased by 27.9 FTE and for men by 30.7 FTE. In the highest scale category, the increase was 14.2 FTE for women; for men there was a decrease of 25.8 FTE in this category. The difference in salary scale classification between women and men full professors remains big. For associate professors and assistant professors, however, the differences in distribution across the salary scale categories are minimal.

For PhD graduates, the salary scale classification of women and men was identical at the end of 2023: women as well as men PhD graduates are classified in scale category 10-12. This means that the slight differences in salary scale classification between women and men PhD graduates have now disappeared (see the text box for explanatory notes).

FIGURE 1.7

Percentage of women and men scientists by salary group, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

■ women ■ men

Explanatory notes to salary scale classification of PhD graduates

The salary scale classification of PhD graduates, how it is represented in the WOPI data and how it is represented in this Monitor require some, slightly technical yet necessary, explanatory notes:

In the Collective Labour Agreement for Dutch Universities, salary scale P, involving 4 steps, P0 through P3, is the scale that PhD graduates are classified in. The salary scale for PhD graduates does not correspond with the salary scales 1 through 18 of the Collective Labour Agreement. The PhD graduates' salary scale step P0 corresponds with a step in salary scale 7 (salary scale group 6-9, 1st year of the PhD phase), and steps P1, P2 and P3 occur as steps in salary scales 8 and 9 (salary scale group 6-9) as well as in 10 (salary scale group 10-12).

The WOPI data do not include steps, nor an indication referring to P (PhD graduates salary scale), but only include numerical salary scales (1-18). In the past, the way the salary scale of PhD graduates was reported to UNL and converted to numerical scales was not consistent across the universities.

Since 3 of the 4 steps (P1, P2 and P3) fall within salary scale 10, the decision was taken to uniformly convert the PhD graduates' salary scale reported for the WOPI data to salary scale 10 (salary scale group 10-12) as from 2023.

In this Monitor, too, we reiterate the importance of being able to critically view differences in salary scale classifications. Due to the fact that the LNVH does not have access to data that is more detailed than classification into salary scale group categories, at the moment we are unfortunately unable to do this. We call on individual institutions to do their own analysis of remuneration and salary classification systems, and to identify possible differences between men and women, remedy these differences and prevent them in the future.

OUTFLOW OF LARGE PROPORTION OF MEN IN HIGHEST AGE CATEGORY CONTINUES AND OFFERS OPPORTUNITIES FOR WOMEN TO TRANSITION TO THE VACATED POSITIONS WITHOUT IMPEDIMENTS. THE DIFFERENCE IN AGE BETWEEN WOMEN AND MEN FULL PROFESSORS IS INCREASING.

At the end of 2023, there was a decrease of 21 persons in the age category under 60 years of age for men full professors, while the number of women full professors in this age category had in fact increased by 57 persons. This means that the population of women full professors was even younger than the men full professors on average than in the year preceding. The table and graph below illustrate the proportional age distribution of women and men associate professors and full professors.

TABLE 1.6

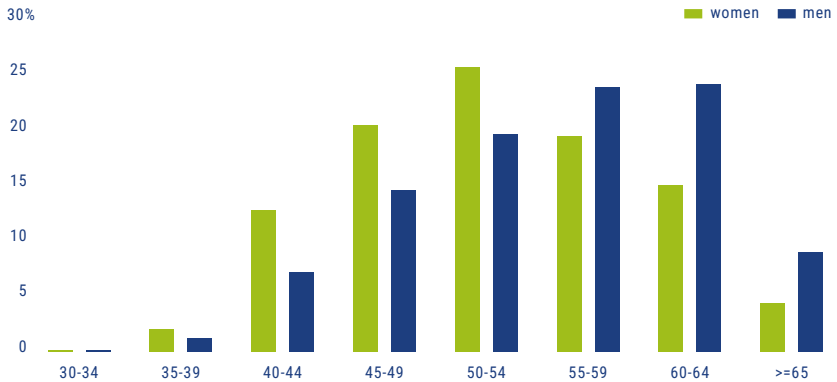
Number of full professors and associate professors by age category and gender, end of 2022 and end of 2023, in number of people.

	Full professors				Associate professors			
	2023		2022		2023		2022	
	W	M	W	M	W	M	W	M
30-34	1	3	1	1	14	23	14	27
35-39	21	33	26	36	180	255	164	269
40-44	134	191	125	214	375	553	321	494
45-49	215	386	190	370	268	428	235	378
50-54	269	521	248	522	191	283	175	278
55-59	204	634	197	646	115	294	98	279
60-64	158	642	150	623	75	274	79	282
>=65	46	239	39	222	27	106	15	102
Total	1,048	2,649	976	2,634	1,245	2,216	1,101	2,109

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare

FIGURE 1.8

Percentage of women and men full professors by age category, in FTE, end of 2023.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

In addition to the decrease in the group to 60 years of age in the case of men full professors, there is an increase from 845 to 881 persons in the group of 60 years and older. The percentage of this group has thus increased by 1.1 percentage points, from 32.1% at the end of 2022 to 33.2% at the end of 2023. For women full professors, in addition to the growth in the younger group there is also a slight increase in the group aged 60 years and older, from 189 to 204 persons, which means that the percentage of women in this age category has increased by 0.1 percentage points, from 19.4% to 19.5%.

These figures are confirmation of the fact that the population of men full professors is older on average than that of women full professors and that the outflow of men full professors has started. The growth in the number of men full professors aged 60 years and older has been stronger than for women full professors for several years now.

For women associate professors, the proportion of women under 60 years of age increased from 36.6% at the end of 2022 to 38.4% at the end of 2023, with an increase from 1,101 to 1,245 women associate professors. This is evidence of growing potential of women associate professors to compensate for the outflow of full professors, now and in the future 📍.

REPLACEMENT POTENTIAL EXCEEDS 100% FOR THE FIRST TIME

To be able to determine the expected outflow of full professors, we consider full professors aged 60 and older. To estimate the total replacement potential, we consider associate professors under 60 years of age. Based on these figures, and without distinguishing between scientific disciplines, more than 100% (105.3%) ¹ of the expected outflow of full professors can be replaced by women associate professors, which represents an increase of 7.9 percentage points in replacement potential within a period of one year.

Here, too, we'd like to repeat our prior notice that almost all of the universities have stopped applying the staffing principle and now apply a career policy. To be able to promote women associate professors to full professors we therefore do not need to wait for positions to become available. The replacement potential does clearly show that the talent pool is well stocked.

TABLE 1.7


Potential of women associate professors who could replace full professors aged 60 and over.

Full professors >=60		Total full professors >=60	Associate professors up to 60 years of age		Percentage of the total outflow that could be replaced by women associate professors
women	men		women	men	
204	881	1,085	1,143	1,836	105.3

Source: UNL, WOPI, end of 2023, in number of people. Excluding the scientific field of Healthcare.

PERCENTAGES OF WOMEN FULL PROFESSORS AND WOMEN STUDENTS IN EACH SCIENTIFIC FIELD

In addition to the picture for the sector as a whole, it is interesting to consider the distribution across various scientific fields. The following section shows the ratio between the percentage of women students and the percentage of women full professors for each scientific field. A ratio of 2 means that the percentage of women among the students is twice as large as the percentage of women among full professors. This ratio could be an indication of the probabilities of advancement within a scientific field. In Chapter 2, we provide more information about the percentage of women in each scientific field at the various institutions.

The ratio of the percentage of women students to that of women full professors improved for all scientific fields except Law . In the scientific field of Law this ratio is the same as it was last year.

Please note: a ratio of 1.0 indicates that the percentage of women full professors and the percentage of women students are balanced, which we view as positive. However, this does not mean that the distribution of men and women is equal (fifty-fifty) among students as well as among full professors. Take the scientific field of Technology, which at 1.4 has the most favourable ratio. In this field a further increase in the percentage of women full professors, which is currently not higher than 19.8%, and of women students, the lowest percentage of all the scientific fields at 28.6%, remains highly desirable.

The difference between the percentage of women students and of women full professors is most prominent in the scientific fields of Behavioural & Social Sciences and Law. For Behavioural & Social Sciences, at 30.6 percentage points, the difference is a little smaller than it was last year, when it was 32.3 percentage points. For Law, the difference had grown a little to 30.1 percentage points at the end of 2023 compared with 29.6 percentage points last year, as the percentage of women students had increased more than the percentage of women full professors here.

TABLE 1.8

Percentage of women students and women full professors by scientific field, and the ratio between the percentage of women students and the percentage of women full professors within a scientific field, end of 2023 and end of 2022.

	Women students at the end of 2023	Women full professors at the end of 2023	Ratio of percentage of women students/ percentage of women full professors at the end of 2023	Ratio of percentage of women students/ percentage of women full professors at the end of 2022
AGRICULTURE	56.0	26.7	2.1	2.2
NATURAL SCIENCES	40.6	20.9	1.9	2.0
TECHNOLOGY	28.6	19.8	1.4	1.5
ECONOMICS	35.9	18.5	1.9	2.2
LAW	64.4	34.3	1.9	1.9
BEHAVIOURAL & SOCIAL SCIENCES	72.6	42.0	1.7	1.8
LANGUAGE & CULTURE	62.9	39.5	1.6	1.6

Source: UNL, WOPI, end of 2022 and end of 2023, in FTE.

Source of information on students: 1cHO2022, October 2022 and 1cHO2023, October 2023 in number of people.

COMPOSITION OF ACADEMIC STAFF BY ORIGIN

The 2022 Monitor was the first Monitor in which we provided insight into the gender distribution in the composition of academic staff with reference to the UNL WOPI variable 'Origin'¹⁰. In this Monitor we present this information again and compare the data from the end of 2023 with those of the end of 2022, among other things. Based on this, we can draw the following picture:

10. 'Origin' refers to the variable used in UNL WOPI. This variable pertains to the nationality as per passport. Further details about this variable are given in Appendix 1.

TABLE 1.9.1

Number of FTE by position and origin at the end of 2023 and end of 2022.

	Full professors		Associate professors		Assistant professors		PhD graduates	
	2023	2022	2023	2022	2023	2022	2023	2022
Dutch	2,440.0	2,395.1	2,018.4	1,919.4	3,510.2	3,384.8	5,094.9	4,770.1
EEA excl. Dutch	609.6	535.6	840.9	694.6	2,318.4	1,960.2	2,956.2	2,543.9
European non-EEA	34.3	71.2	69.4	110.4	259.7	330.6	568.8	593.8
Non-European	110.7	106.5	225.2	195.4	1,064.7	901.6	2,980.3	2,686.4
Unknown					2.0	4.0	3.3	2.0
Total	3,194.6	3,108.4	3,153.9	2,919.8	7,155.0	6,581.2	11,603.4	10,596.2

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

TABLE 1.9.2

Proportional distribution by position and origin, in FTE, end of 2023 and end of 2022.

	Full professors		Associate professors		Assistant professors		PhD graduates	
	2023	2022	2023	2022	2023	2022	2023	2022
Dutch	76.4	77.1	64.0	65.7	49.1	51.4	43.9	45.0
EEA excl. Dutch	19.1	17.2	26.7	23.8	32.4	29.8	25.5	24.0
European non-EEA	1.1	2.3	2.2	3.8	3.6	5.0	4.9	5.6
Non-European	3.5	3.4	7.1	6.7	14.9	13.7	25.7	25.4
Unknown					0.0	0.1	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

As was the case in the 2023 Monitor, this year again we can report that the percentage of academic staff of international origin has increased slightly for all job categories. What is striking is that there is a sharp decline in the percentage of academic staff of international origin for each successive job category from PhD graduate to full professor. This goes from 56.1% of PhD graduates to 23.6% of full professors.

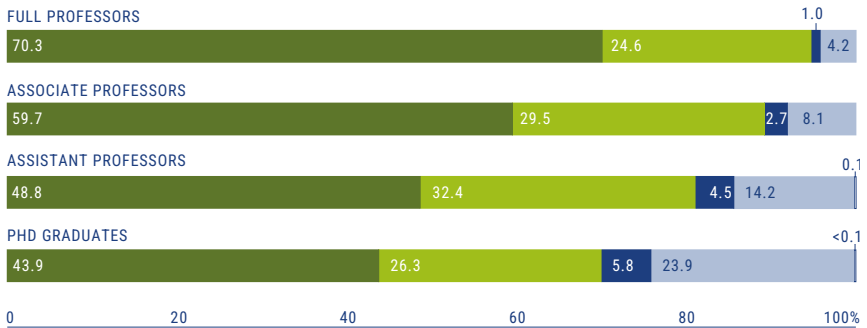
The percentage of academics of non-European origin decreased from 25.7% for PhD graduates to 14.9% for assistant professors, 7.1% for associate professors and 3.5% for full professors. The difference between this percentage for PhD graduates and full professors has thus increased from 22 percentage points at the end of 2022 to 22.4 percentage points at the end of 2023.

The following can be observed with regard to the distribution per origin for men and women by position:

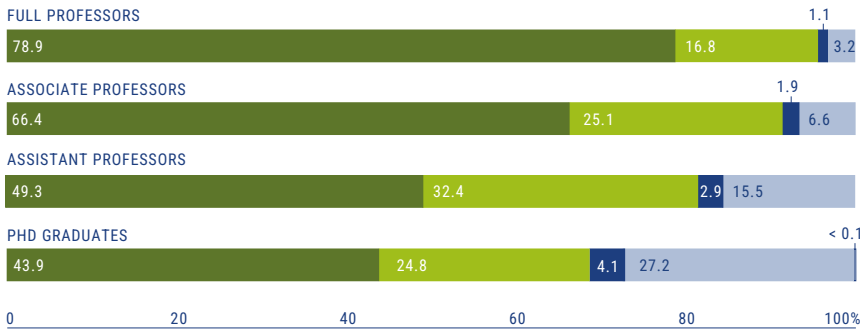
FIGURE 1.9

Gender distribution by position and origin, in FTE, at the end of 2023.

women



men



- Dutch
- EEA excl. Dutch
- European non-EEA
- Non-European
- Unknown

Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

Among full professors, associate professors and assistant professors, a larger percentage of women than men have an international background 📍. For PhD graduates, the percentage of women and men with an international background is equal (56.1%).

In each successive job category, the percentage of staff with a non-European background decreases, for women as well as for men. For women, this percentage decreases from 23.9% for PhD graduates to 4.2% for full professors. For men PhD graduates, 27.2% have a non-European background as opposed to 3.2% for men full professors. The difference in the percentage with a non-European background between PhD graduates and full professors is 19.7 percentage points for women, and 24 percentage points for men.

What is striking is that 24.6% of women full professors originate in the European Economic Area (EEA) excluding the Netherlands, as opposed to 16.8% of men full professors.

Looking more broadly at developments of the past five years, the following picture emerges:

TABLE 1.9.3

Percentage of full professors, associate professors, assistant professors and PhD graduates of international origin (= non-Dutch) by position, end of 2019 through end of 2023, in FTE.

	2019	2020	2021	2022	2023
Full professors	20.3	21.5	22.5	22.9	23.6
Associate professors	29.3	31.0	32.7	34.3	36.0
Assistant professor	40.5	43.4	46.4	48.6	50.9
PhD graduates	51.5	52.6	54.1	55.0	56.1

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

TABLE 1.9.4


Percentage of full professors, associate professors, assistant professors and PhD graduates of international origin (= non-Dutch) by position, end of 2019 through end of 2023, in number of people.

	2019	2020	2021	2022	2023
Full professors	19.9	21.0	21.9	22.3	22.9
Associate professors	28.4	30.2	31.7	33.2	35.0
Assistant professor	38.4	41.2	44.1	46.3	48.7
PhD graduates	50.8	51.9	53.5	54.5	55.6

Source: UNL, WOPI, reference date 31 December, in number of people. Excluding the scientific field of Healthcare.

In the past five years, the percentage of academics with an international background has been increasing year on year in FTE as well as in number of people. This increase is strongest for assistant professors. In FTE, there is an increase of 10.4 percentage points, and in number of persons the increase amounts to 10.3 percentage points.

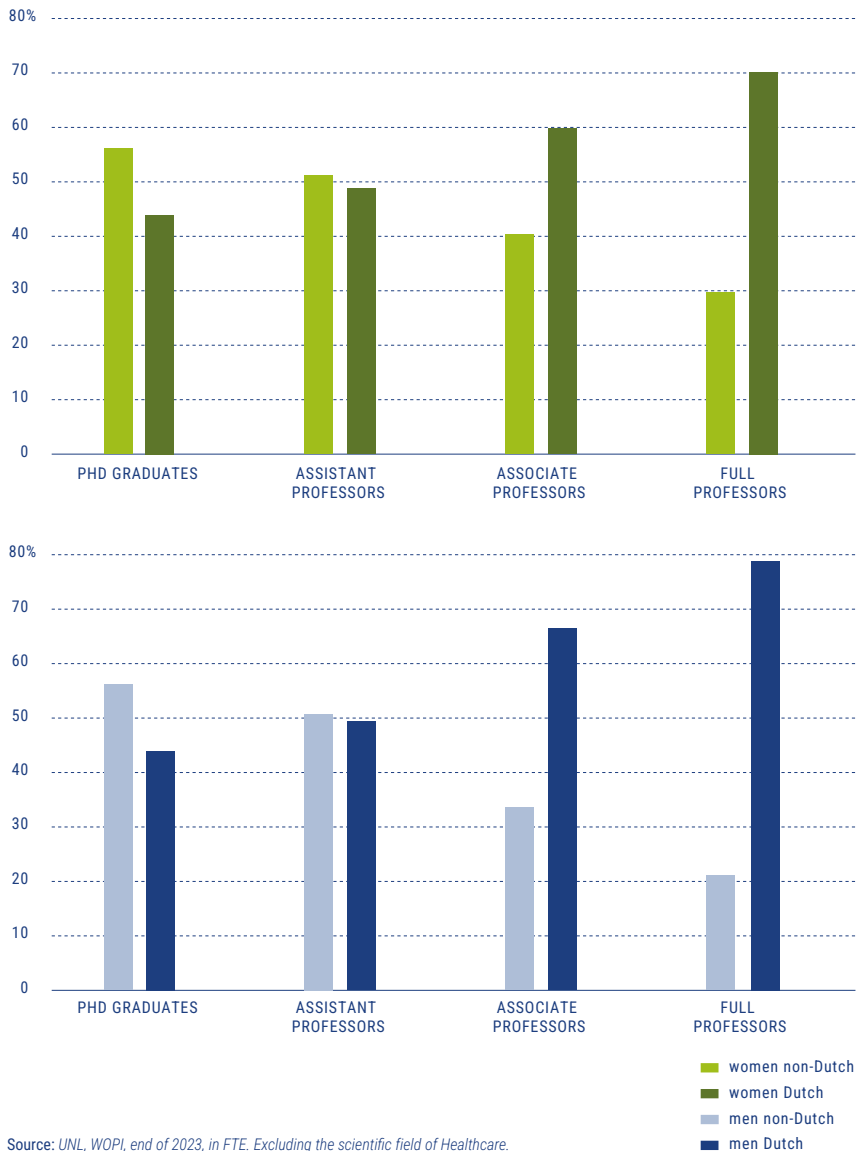
More than half of the PhD graduates has an international background, both in FTE and in number of people. In FTE, this percentage has increased from 51.5% to 56.1%, and in number of people from 50.8% to 55.6%.

The percentage of academics with an international background is slightly higher when measured in FTE than when measured in number of people. This indicates that the average scope of the employment contract of full professors, associate professors, assistant professors and PhD graduates with an international background is slightly bigger than for academics with a Dutch background in the same job categories .

The following can be observed in terms of gender distribution:

FIGURE 1.10.1

Proportional distribution of academics of non-Dutch and Dutch origin, by position and gender, at the end of 2023, in FTE.

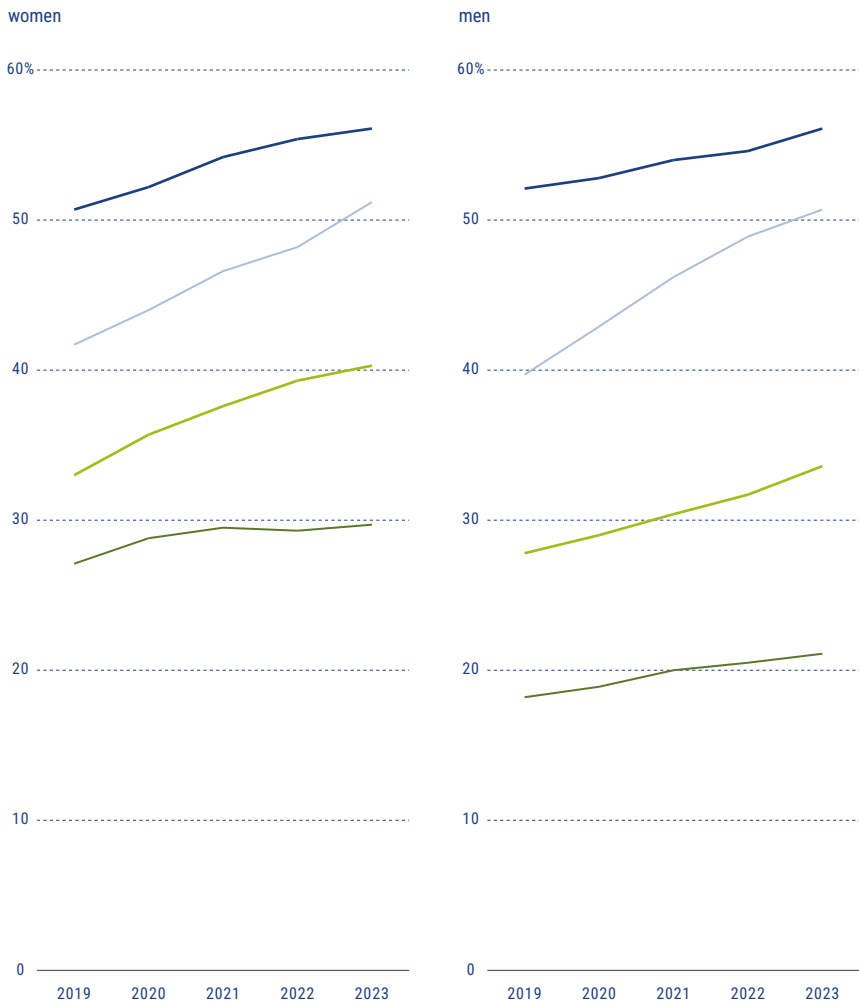


Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

In the past five years, the percentage of staff members with an international background increased in all job categories, for women as well as for men. The biggest increase can be observed for men assistant professors, where the percentage has increased by no less than 11 percentage points, from 39.7% at the end of 2019 to 50.7% at the end of 2023. For women assistant professors, too, there is a significant increase, namely of 9.5 percentage points, from 41.7% at the end of 2019 to 51.2% at the end of 2023.

FIGURE 1.10.2

Percentage of PhD graduates, assistant professors, associate professors and full professors of international origin by gender, end of 2019 through end of 2023, in FTE.



Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

- PhD graduates
- Assistant professors
- Associate professors
- Full professors

— 2 —

THE SHARE OF WOMEN SCIENTISTS AT UNIVERSITIES

MODERATE INCREASE OF PERCENTAGE OF WOMEN FULL PROFESSORS AT ALL UNIVERSITIES EXCEPT ONE

At the end of 2023, the percentage of women full professors was 28.7% on average, an increase of 1.1 percentage points compared to the end of 2022 (27.6%). This marks the third successive year of very modest growth 📉, which points to a persistent slowdown of the rate of increase in the percentage of women full professors at Dutch universities (see also Chapter 1).

At 13 of the 14 universities, the proportion of women full professors increased between the end of 2022 and the end of 2023. The single exception is Erasmus University Rotterdam, where the percentage of women full professors decreased slightly by 0.2 percentage points 📉. However, the extent of the growth varies significantly between the institutions: Maastricht University saw a marginal increase of 0.1 percentage points, while Tilburg University achieved a relatively strong increase of 2.1 percentage points. Nevertheless, the increases are moderate in general, without pronounced outliers. Leiden University, Maastricht University, VU Amsterdam, Radboud University Nijmegen, Delft University of Technology and the University of Twente showed less than average growth in the percentage of women full professors.

Noteworthy changes can be seen in the university rankings in respect of this percentage. Radboud University Nijmegen, VU Amsterdam and Erasmus University Rotterdam have dropped in the rankings. For Radboud University Nijmegen, the drop is striking: having been third at the end of 2022, the university is fifth at the end of 2023. Both Leiden University and Utrecht University have overtaken Radboud University.

At the end of 2023, seven universities have more than 30% women full professors. At the end of 2022, this was true for five universities. This year this group counts the Open University, Maastricht University, Leiden University, Utrecht University, Radboud University Nijmegen, Tilburg University and the University of Amsterdam. Tilburg University and the University of Amsterdam crossed the 30% threshold for the first time in the history of the Monitor 📈.

With the percentage of women full professors at 42.6% at the end of 2023, an increase of 1.7 percentage points compared to the previous year, the Open University remains in position number one¹. Joining the top three are Maastricht University (36.1%) and Leiden University (32%).

1. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

With an increase from 18.1% at the end of 2022 to 18.9% at the end of 2023, Delft University of Technology still brings up the rear in this respect. Moreover, it is notable that although the percentage of women full professors increased slightly in absolute terms, the increase is still lower than the sector average of 1.1 percentage points.

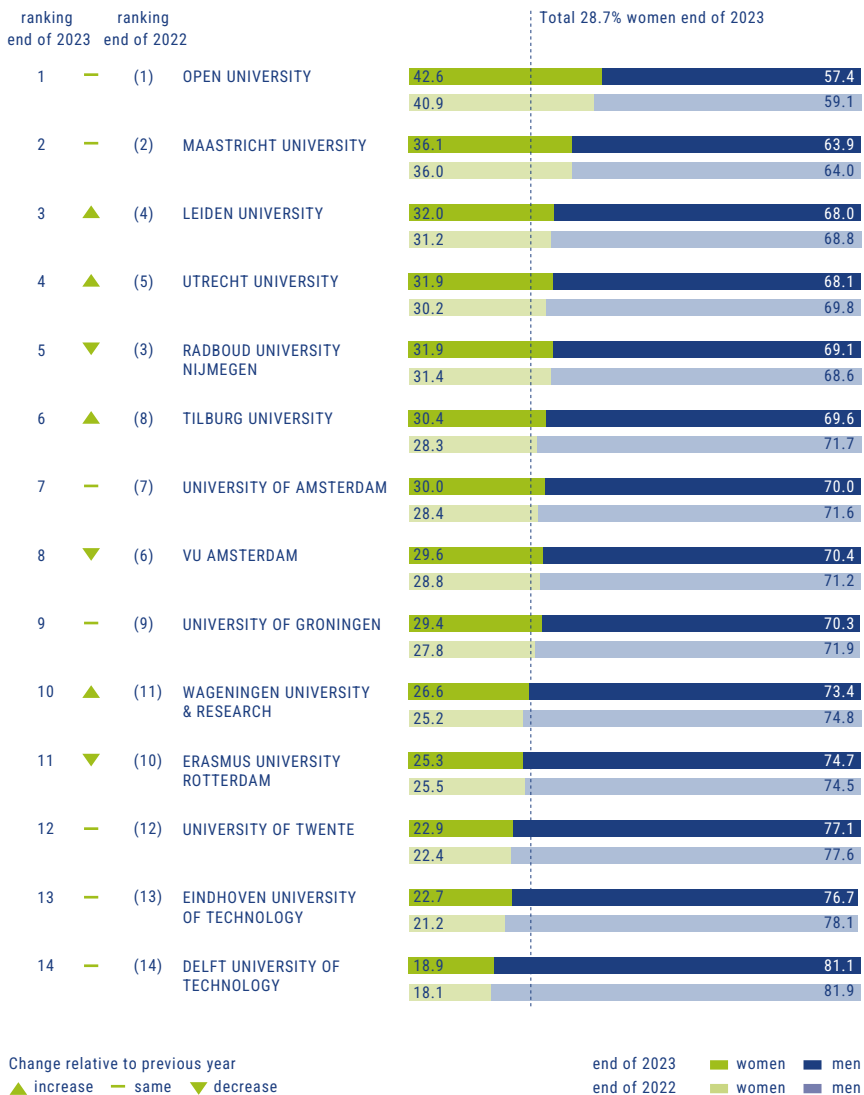
By the end of 2023, there were 11 full professors employed at the University of Humanistic Studies, of whom 4 were men and 7 were women. In terms of FTE, this is a total of 9.9 FTE, of which 4.0 FTE were men and 5.9 FTE were women. This means that the University of Humanistic Studies has 59.6% women full professors. This is a drop of 27.6 percentage points compared to the end of 2022². Due to the small total size of the number of full professor FTEs at the University of Humanistic Studies, relatively small changes in numbers will result in large changes in percentages. At the end of 2022, 9 full professors were employed at the University of Humanistic Studies: 8 women and 1 man. Nonetheless, the change to 7 women and 4 men is striking.

To summarise, although the overall percentage of women full professors is steadily increasing, the growth rates at most universities remain quite moderate. This highlights the slow progress in increasing the percentage of women at the highest academic level in the Netherlands.

2. **Source:** requested from the Executive Board of the University of Humanistic Studies, July 2024, reference date 31 December 2023. The personnel data of the University of Humanistic Studies are not included in the WOPI data of UNL. Therefore, they cannot be included in the regular data analysis underlying the representations in this Monitor.

FIGURE 2.1

Percentage of men and women full professors at universities, in FTE, end of 2022 and end of 2023. From high to low, by percentage of women full professors end of 2023.



Source: UNL, WOPI, end of 2022 and end of 2023, in FTE. Excluding the scientific field of Healthcare.

The percentages of women full professors at all universities at the end of 2022 and the end of 2023 are presented in Table 2.1, along with the growth rate in percentage points. These, too, clearly show that there are no conspicuous outliers as far as growth percentages are concerned. All of the universities show slight growth – and one even shows a decline. For 7 of the 14 universities the growth percentage is less than 1 percentage point 🟡.

TABLE 2.1

Percentages of women full professors at each university, end of 2023 and end of 2022, in FTE, and growth in the percentage of women full professors (in percentage points) between the end of 2022 and the end of 2023.

	Percentage of women at the end of 2023	Percentage of women at the end of 2022	Growth in percentage points in the percentage of women full professors end of 2022 - end of 2023
LEIDEN UNIVERSITY	32.0	31.2	0.8
UTRECHT UNIVERSITY	31.9	30.2	1.8
UNIVERSITY OF GRÖNINGEN	29.4	27.8	1.6
ERASMUS UNIVERSITY ROTTERDAM	25.3	25.5	-0.2
MAASTRICHT UNIVERSITY	36.1	36.0	0.1
UNIVERSITY OF AMSTERDAM	30.0	28.4	1.5
VU AMSTERDAM	29.6	28.8	0.8
RADBOUD UNIVERSITY NIJMEGEN	31.9	31.4	0.5
TILBURG UNIVERSITY	30.4	28.3	2.1
DELFT UNIVERSITY OF TECHNOLOGY	18.9	18.1	0.9
EINDHOVEN UNIVERSITY OF TECHNOLOGY	22.7	21.2	1.5
UNIVERSITY OF TWENTE	22.9	22.4	0.5
WAGENINGEN UNIVERSITY & RESEARCH	26.6	25.2	1.4
OPEN UNIVERSITY	42.6	40.9	1.7
Total	28.7	27.6	1.1³

Source: UNL, WOPI, end of 2022 and end of 2023, in FTE. Excluding the scientific field of Healthcare.

3. We base the growth percentage for women full professors on the difference between the rounded percentage of women full professors for the year in question and the rounded percentage of women full professors for the previous year. For the 2024 Monitor, these figures are 28.7% (end of 2023) and 27.6% (end of 2022) respectively, the difference being 1.1 percentage points. For the 2023 Monitor, these figures are 27.6% (end of 2022) and 26.7% (end of 2021), respectively, the difference being 0.9 percentage points. If we use the unrounded percentages for these years, we arrive at 1.0 percentage point (rounded up). The figures and tables in the Monitor always show the growth based on unrounded percentages.

GROWTH IN THE TOTAL NUMBERS OF FULL PROFESSOR FTE AT ALMOST ALL UNIVERSITIES

To be able to realise an equal distribution of men and women full professors, in other words to meet the goal of 50% of full professors being women, it is of crucial importance that women account for over half of the growth in FTE.

To gain better insight into the decline of or increase in the percentages of women full professors, it is worthwhile to consider developments in the total population of full professors. Between the end of 2022 and the end of 2023, the total number of FTE of full professors increased from 3,108.4 FTE to 3,194.6 FTE.

This growth is evidenced at thirteen universities, with the exception of Eindhoven University of Technology, where the number of FTE of full professors declined by 2,4 FTE. Relatively speaking, at 8.6 percentage points, Wageningen University & Research has the largest growth in the number of FTE of full professors.

If we consider the difference in growth between women and men full professors, it appears that the number of FTE of women full professors has increased at all of the universities. This growth varies from 0.3 FTE at Erasmus University Rotterdam to 8.5 FTE at Utrecht University.

For men full professors there is more variance. Although there is an increase in the number of FTE of men full professors at ten universities, there is a decrease at four universities: Utrecht University (decrease of 0.2 FTE), the University of Amsterdam (decrease of 0.6 FTE), Delft University of Technology (decrease of 1.1 FTE) and Eindhoven University of Technology (decrease of 4.2 FTE).

Moreover, it is striking that for five universities the increase in the number of FTE of men full professors is greater than the increase of women full professors 📍. These are: Leiden University, Erasmus University Rotterdam, Maastricht University, Radboud University Nijmegen and Wageningen University and Research.

TABLE 2.2

Total population of full professors and growth between the end of 2022 and the end of 2023, by institution and gender, and percentage growth in total number of full professors, in FTE.

	Total FTE of full professors at the end of 2023	Growth (W) end of '22-end of '23	Growth (M) end of '22-end of '23	Percentage growth in the total number of FTE of full professors end of '22-end of '23
UTRECHT UNIVERSITY	342.0	8.5	-0.2	2.4
UNIVERSITY OF GRONINGEN	325.3	7.7	1.7	2.9
UNIVERSITY OF AMSTERDAM	318.0	6.5	-0.6	1.8
VU AMSTERDAM	302.3	4.1	1.5	1.9
LEIDEN UNIVERSITY	302.0	6.9	7.2	4.7
DELFT UNIVERSITY OF TECHNOLOGY	289.9	2.8	-1.1	0.6
RADBOD UNIVERSITY NIJMEGEN	263.5	4.2	4.7	3.4
ERASMUS UNIVERSITY ROTTERDAM	189.9	0.3	2.3	1.4
UNIVERSITY OF TWENTE	177.6	1.7	1.6	1.9
EINDHOVEN UNIVERSITY OF TECHNOLOGY	161.4	1.8	-4.2	-1.5
TILBURG UNIVERSITY	161.1	5.7	2.8	5.3
WAGENINGEN UNIVERSITY & RESEARCH	159.2	5.6	8.1	8.6
MAASTRICHT UNIVERSITY	155.4	1.8	2.6	2.8
OPEN UNIVERSITY	47.2	1.7	0.5	4.7
Total	3,194.6	59.5	26.8	2.7

Source: UNL, WOPI, end of 2022 and end of 2023, in FTE. Excluding the scientific field of Healthcare.

TOTAL POPULATION OF FULL PROFESSORS AT UNIVERSITIES IN NUMBER OF PEOPLE

Table 2.3⁴ shows that between the end of 2022 and the end of 2023, the population of full professors in number of people increased by 87. This comprises an increase of 72 individual women full professors and an increase of 15 individual men full professors.

At six of the fourteen universities there was a decline in the total number of men full professors, namely at the University of Groningen, the University of Amsterdam, Tilburg University, Delft University of Technology, University of Twente and Eindhoven University of Technology. At one of these six universities, we see a decrease in the total population of full professors in addition to the decrease in the number of individual men full professors: Eindhoven University of Technology goes from 189 individual full professors at the end of 2022 to 181 individual full professors at the end of 2023. What is striking is that this decrease concerns men full professors in its entirety.

The number of individual women full professors increased at thirteen of the fourteen universities. At one university, Eindhoven University of Technology, the number of women remained unchanged. The largest increase in the population of full professors in number of people is at Leiden University. There, the population increased by 17 individual full professors, 9 of whom were women and 8 were men.

Considering the relative percentage growth in the number of individual full professors, the average is 2.4 percentage points. The most substantial growth can be seen at Wageningen University & Research and the Open University. At both of these universities, the population of full professors grew by 8.5 percentage points.

4. You may have noticed that the order in which the universities are listed in these tables deviates from the order normally followed in the Monitor. However, here we chose to show the universities in order of size: as the largest in size, Utrecht University is at the top, and as the smallest in size, the Open University is at the bottom. The relative percentage growth gives an indication, and showing this in order of size, gives even better insight.

TABLE 2.3

Total population of full professors and growth between the end of 2022 and the end of 2023, by institution and gender, and percentage growth in the population of full professors (in number of people).

	Total population of full professors at the end of 2023	Growth (W) end of '22-end of '23	Growth (M) end of '22-end of '23	Percentage growth in the total number of individual professors end of '22-end of '23
UTRECHT UNIVERSITY	396	10	1	2.8
VU AMSTERDAM	374	5	1	1.6
UNIVERSITY OF AMSTERDAM	363	8	-2	1.7
UNIVERSITY OF GRONINGEN	351	8	-3	1.4
LEIDEN UNIVERSITY	349	9	8	4.9
DELFT UNIVERSITY OF TECHNOLOGY	346	7	-3	1.2
RADBOD UNIVERSITY NIJMEGEN	296	6	4	3.4
ERASMUS UNIVERSITY ROTTERDAM	229	1	5	2.6
UNIVERSITY OF TWENTE	204	1	-1	0.0
TILBURG UNIVERSITY	200	7	-1	3.0
MAASTRICHT UNIVERSITY	186	2	3	2.7
EINDHOVEN UNIVERSITY OF TECHNOLOGY	181	0	-8	-4.4
WAGENINGEN UNIVERSITY & RESEARCH	165	6	8	8.5
OPEN UNIVERSITY	59	2	3	8.5
Total	3,699	72	15	2.4

Source: UNL, WOPI, end of 2022 and end of 2023, in number of people. Excluding the scientific field of Healthcare.

PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH JOB CATEGORY

To achieve equal representation at the top, we must consider the distribution between men and women for all job levels. This allows us to consider the entire career path.

We have already established (see Chapter 1) that there was significant growth in FTE as well as in number of individual associate professors, assistant professors and PhD graduates in 2023 for the sector as a whole compared to the end of 2022. The focus here is particularly on the increase of the percentage of women in these positions, however, and there are big differences between the universities as far as this is concerned.

For full professors, the percentage of women in the sector increased by 1.1 percentage points between the end of 2022 and the end of 2023. The percentage of women full professors increased at almost all universities, with the exception of Erasmus University Rotterdam, which saw a decrease of 0.2 percentage points.

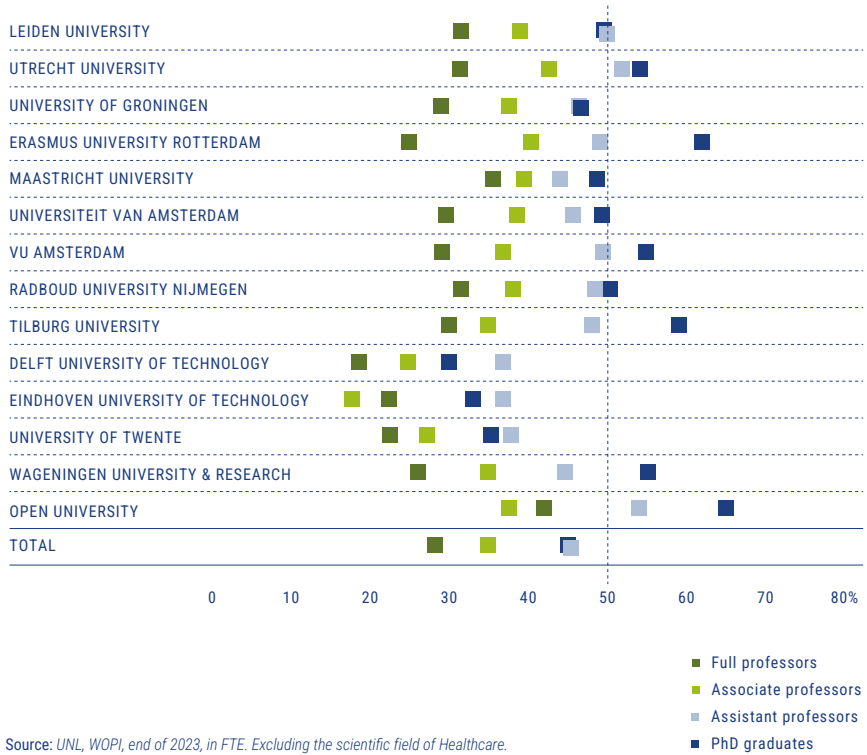
For associate professors, the percentage of women increased by 1.7 percentage points on average. In this case, the change varied from a decrease of 0.4 percentage points at Eindhoven University of Technology to an increase of 4.8 percentage points and 5.7 percentage points at the University of Amsterdam and the Open University respectively. Eindhoven University of Technology has the lowest percentage of women associate professors of all of the universities, and this percentage has decreased from 18.6% at the end of 2022 to 18.1% at the end of 2023.

For assistant professors, the proportion of women increased by 1 percentage point from 45.9% to 46.9%. Notable for above-average growth are the Open University, (3.0 percentage points), Maastricht University (2.9 percentage points) and Delft University of Technology (2.7 percentage points). In contrast to this, the proportion of women assistant professors at Erasmus University Rotterdam and the University of Amsterdam decreased by 0.3 and 1.5 percentage points, respectively.

For PhD graduates, the share of women increased slightly by 0.6 percentage points between the end of 2022 and end of 2023, from 45.1% to 45.7%. Five universities, including Maastricht University (2.7 percentage points) and the Open University (3.8 percentage points), saw a drop in this share. At 3.9 percentage points, the growth in the share of women PhD graduates at Erasmus University Rotterdam is striking.

FIGURE 2.2

Percentage of women by job category at each university, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

At six universities, the share of women is above the sector average in all job categories: Leiden University, Utrecht University, University of Groningen, VU Amsterdam, Radboud University Nijmegen and the Open University.

A striking aspect is that the percentage of women associate professors is smaller than the percentage of women full professors at both Eindhoven University of Technology and the Open University. Additionally, at the universities of technology (TU Delft, TU Eindhoven and the University of Twente), the share of women assistant professors is greater than the share of women PhD graduates.

The smallest share of women in all of the job categories can be found among associate professors at Eindhoven University of Technology: at the end of 2023, this share was 18.1%, which was even lower than the 18.6% women associate professors at this university at the end of 2022 📉.

As supplementary detail to Figure 2.2, Table 2.4 presents the relative differences between the percentages of women in the job categories of PhD graduate, assistant professor and associate professor, and the percentage of women full professors at each university.

TABLE 2.4

Differences in the percentage of women between the job categories of PhD graduate and full professor; between assistant professor and full professor; and between associate professor and full professor, by institution, in FTE, end of 2023.

	PhD graduates – full professors	Assistant professors – full professors	Associate professors – full professors
LEIDEN UNIVERSITY	18.8	18.6	7.5
UTRECHT UNIVERSITY	23.0	20.7	11.4
UNIVERSITY OF GRONINGEN	18.0	17.8	8.7
ERASMUS UNIVERSITY ROTTERDAM	37.4	24.4	15.7
MAASTRICHT UNIVERSITY	13.2	8.5	4.0
UNIVERSITY OF AMSTERDAM	19.9	16.4	9.2
VU AMSTERDAM	26.0	20.6	7.7
RADBOUD UNIVERSITY NIJMEGEN	19.2	17.1	6.7
TILBURG UNIVERSITY	29.5	18.3	5.0
DELFT UNIVERSITY OF TECHNOLOGY	11.6	18.4	6.3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	10.8	14.7	-4.6
UNIVERSITY OF TWENTE	12.9	15.5	4.7
WAGENINGEN UNIVERSITY & RESEARCH	29.4	18.7	8.9
OPEN UNIVERSITY	23.3	12.2	-4.4
Total	17.0	18.1	6.7

Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

At the end of 2023, the average difference between the share of women PhD graduates and women full professors was 17.0 percentage points, which means this difference had decreased again compared to prior years: at the end of 2021 it was 17.9 percentage points and at the end of 2022 it was 17.5 percentage points. At 10.8 percentage points, Eindhoven University of Technology has the smallest difference between the proportion of women PhD graduates and women full professors.

On the other hand, there are four universities at which the difference is more than 25 percentage points: Erasmus University Rotterdam (37.4 percentage points), VU Amsterdam (26.0 percentage points), Tilburg University (29.5 percentage points) and Wageningen University & Research (29.4%).

At sector level, the difference between the share of women assistant professors and women full professors at the end of 2023 is 18.1 percentage points, a difference that is in line with the difference between women PhD graduates and women full professors. However, there are variations between the various institutions. Notable here is the Open University: at 23.3 percentage points, the difference between women PhD graduates and women full professors is significantly higher than the sector average of 17.0 percentage points while, at 12.2 percentage points, the difference between women assistant professors and women full professors is clearly below the sector average of 18.1 percentage points.

The average difference between women associate professors and women full professors is 6.7 percentage points. At two institutions – Eindhoven University of Technology and the Open University – the percentage of women associate professors is even higher than the percentage of women full professors. At 11.4, 15.7 and 9.2 respectively, the largest difference between the proportion of associate professors and that of full professors is at Utrecht University, Erasmus University Rotterdam and the University of Amsterdam.

THE GLASS CEILING INDEX

The Glass Ceiling Index (GCI) at each institution reveals the job transition for which advancement to the next job level is impeded to the greatest degree at that institution. A higher number indicates a thicker glass ceiling (see the GCI text box in Chapter 1).

An increase or decrease of a GCI can be caused by a change in the proportion of women in the lowest and/or highest job category of the job transition in question, and differs from one university to the next. The intervention needed to bring a GCI down to the neutral GCI of 1.0 or lower therefore differs from one university to the next and must be considered and implemented by each university separately, i.e. customised.

At sector level, the Glass Ceiling Indices (GCIs) for the job transitions from PhD graduate to assistant professor and from associate professor to full professor remained unchanged at 1.0 and 1.2 respectively compared to the end of 2022. However, the GCI for the transition from assistant professor to associate professor declined from 1.4 to 1.3.

TABLE 2.5

GCI for women, by job transition and institution, in FTE, end of 2023.

	PhD graduates – assistant professors	Assistant professors – associate professors	Associate professor – full professors
LEIDEN UNIVERSITY	1.0	1.3	1.2
UTRECHT UNIVERSITY	1.0	1.2	1.4
UNIVERSITY OF GRONINGEN	1.0	1.2	1.3
ERASMUS UNIVERSITY ROTTERDAM	1.3	1.2	1.6
MAASTRICHT UNIVERSITY	1.1	1.1	1.1
UNIVERSITY OF AMSTERDAM	1.1	1.2	1.3
VU AMSTERDAM	1.1	1.3	1.3
RADBOUD UNIVERSITY NIJMEGEN	1.0	1.3	1.2
TILBURG UNIVERSITY	1.2	1.4	1.2
DELFT UNIVERSITY OF TECHNOLOGY	0.8 *	1.5	1.3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	0.9 *	2.1	0.8 *
UNIVERSITY OF TWENTE	0.9 *	1.4	1.2
WAGENINGEN UNIVERSITY & RESEARCH	1.2	1.3	1.3
OPEN UNIVERSITY	1.2	1.4	0.9 *
Total	1.0	1.3	1.2

Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

■ GCI has decreased (=better)

■ GCI has increased (=worse)

* GPI is below 1.0

At institutional level there is more movement in GCIs compared to the GCIs at the end of 2022. For further illustration, please also see Figure 2.3 below. At sector level, the GCI for the job transition of PhD graduate to assistant professor remains neutral (1.0). The GCI for this transition increased at two universities, namely Erasmus University Rotterdam and the University of Amsterdam. On the other hand, this GCI declined at five universities, which indicates an easing of the transition: Maastricht University, Delft University of Technology, Eindhoven University of Technology, University of Twente and the Open University. It is noteworthy that, at the end of 2023, the three universities of technology have a GCI of less than 1.0, for this transition, with TU Delft having the lowest GCI (0.8) 🟡. At 1.3, Erasmus University Rotterdam has the highest GCI for this transition.

The GCI for the transition from assistant professor to associate professor increased at two universities, which indicates that the transition has become more difficult: Delft University of Technology and Eindhoven University of Technology. For seven universities, however, the GCI improved: University of Groningen, Erasmus University Rotterdam, University of Amsterdam, VU Amsterdam, Radboud University Nijmegen, Tilburg University and the Open University. At 2.1, Eindhoven University of Technology has the highest GCI for this transition while, at 1.1, Maastricht University has the lowest GCI.

The GCI for the transition from associate professor to full professor has increased at five universities, namely Erasmus University Rotterdam, University of Amsterdam, Radboud University Nijmegen, Tilburg University and the Open University. On the other hand, this GCI decreased at two universities of technology, TU Delft and TU Eindhoven. Erasmus University Rotterdam has the highest GCI for this transition, while Eindhoven University of Technology has the lowest.

Eindhoven University of Technology stands out with a GCI of 0.9 for the transition from PhD graduate to assistant professor (the second lowest GCI of all the universities), 2.1 for the transition from assistant professor to associate professor (the highest GCI) and 0.8 for the transition from associate professor to full professor (the lowest GCI). These GCIs suggest that there are relatively few hurdles to transitioning from PhD graduate to assistant professor, while the transition from assistant professor to associate professor is impeded to a significantly greater degree. Once appointed to the position of associate professor, the transition to the position of full professor is relatively easy at TU Eindhoven, compared to other job transitions at that institution.

FIGURE 2.3

GICs for women, by job transition and institution, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

TARGETS FOR WOMEN FULL PROFESSORS

At the beginning of 2020, the LNVH requested the universities to set target figures for women full professors for the period 2020–2025. All 14 universities responded to this request and set new goals. If all of the target figures are achieved, no university will have a percentage of women full professors lower than 25% by 2025. Moreover, an average percentage of 31.2% will mean that, for the first time, one in three full professors will be a woman. With these new target figures, we should have passed the point of a critical mass⁵ by 2025.

5. Within this context, 'critical mass' refers to a sufficient number of actors adopting a new idea, technology or innovation within a social system, such that the acceptance rate can maintain itself and, in the case of unequal representation, it will no longer lead to the isolation of the under-represented group.

At the end of 2023, a mere two years separate us from the end of 2025, the reference point for achieving the targets drawn up by the universities. In reality, however, it will be hard to achieve those future milestones. The effort still needed to achieve the set targets differs from one university to the next. Delving deeper into the developments at each university, the following becomes apparent:

At the end of 2023, four universities had already reached their target for 2025 🟢. These are Erasmus University Rotterdam, University of Amsterdam, Tilburg University and the Open University⁶.

At the ten remaining universities, however, effort will still be required for the target figures to be reached by the end of 2025. The distance that still needs to be bridged, varies from 2.1 percentage points at the University of Twente to 6.1 percentage points at Delft University of Technology.

At sector level too, the target figure of 32.1% is far from having been achieved. A shortfall of 2.5 percentage points is yet to be made up.

Basing our prognosis for 2025 on the growth of the past year, we will not achieve the set target at sector level 🟡. Moreover, this prognosis indicates that eight of the fourteen universities will not achieve their target figure. These eight universities jointly still have 15.2 percentage points to bridge.

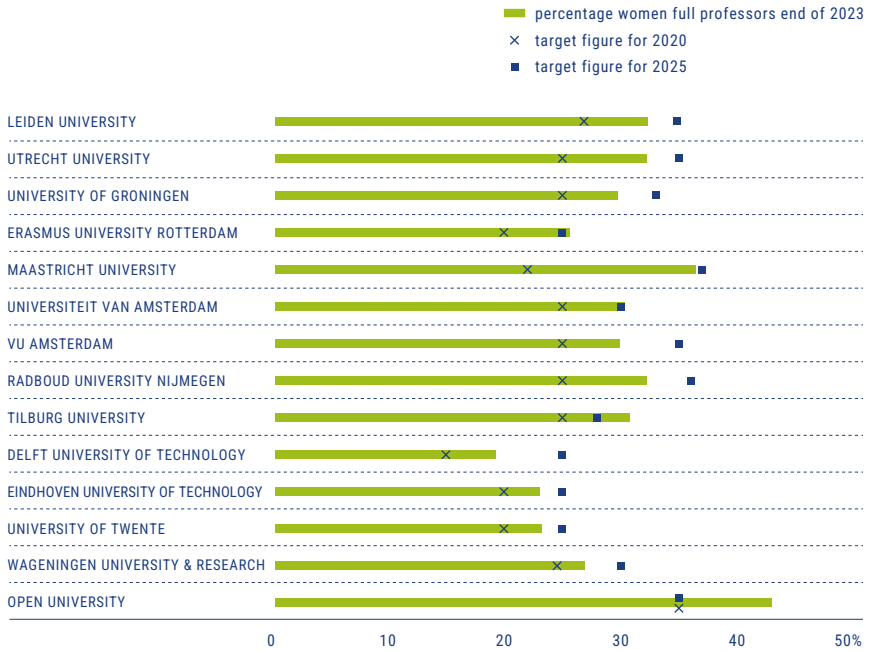
If we use the distance that was bridged in the period from the end of 2018 to the end of 2023 as the basis for a prognosis for the percentage of women full professors at the end of 2025, we see that six universities will still not achieve their target. These six universities have a shortfall of 12.3 percentage points to make up.

At sector level, we do not achieve the targets in either of the prognoses: at 31.0% we are 0.2 percentage points short 🟡.

6. A few of these universities have already set new targets for 2025. In this Monitor, we used the targets that were set in the formal agreement with LNVH and UNL and communicated to the Ministry of Education, Culture and Science. The LNVH is in discussion with UNL about new targets for all of the universities for the period 2025-2030.

FIGURE 2.4

Percentage of women full professors at the end of 2023 and target figures for 2020 and 2025, by university.



Source of target figures for 2020: UNL letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.

Source of target figures for 2025: UNL Office.

Source of information on staff: UNL, WOPI, end of 2023, in FTE. Excluding the scientific field of Healthcare.

TABLE 2.6

Percentage of women full professors at the end of 2023, target for 2025 and prognosis for 2025, based on growth in the period '22–'23 and in the period '18–'23, by university, in FTE.

	Percentage of women full professors at the end of 2023	Target for 2025	Prognosis for 2025 based on growth '22-'23	Difference between prognosis for 2025 based on growth '22-'23 and target for 2025	Prognosis for 2025 based on growth '18-'23	Difference between prognosis for 2025 based on growth '18-'23 and target for 2025
LEIDEN UNIVERSITY	32.0	35.0	33.7	-1.3	35.0	0.0
UTRECHT UNIVERSITY	31.9	35.0	35.4	0.4	36.2	1.2
UNIVERSITY OF GRONINGEN	29.4	33.0	32.5	-0.5	30.3	-2.7
ERASMUS UNIVERSITY ROTTERDAM	25.3	25.0	25.0	0.0	28.5	3.5
MAASTRICHT UNIVERSITY	36.1	37.0	36.4	-0.6	37.1	0.1
UNIVERSITY OF AMSTERDAM	30.0	30.0	33.0	3.0	33.0	3.0
VU AMSTERDAM	29.6	35.0	31.2	-3.8	33.1	-1.9
RADBOUD UNIVERSITY NIJMEGEN	31.9	36.0	33.0	-3.0	33.1	-2.9
TILBURG UNIVERSITY	30.4	28.0	34.5	6.5	32.9	4.9
DELFT UNIVERSITY OF TECHNOLOGY	18.9	25.0	20.7	-4.3	21.5	-3.5
EINDHOVEN UNIVERSITY OF TECHNOLOGY	22.7	25.0	25.5	0.5	24.4	-0.6
UNIVERSITY OF TWENTE	22.9	25.0	24.0	-1.0	25.3	0.3
WAGENINGEN UNIVERSITY & RESEARCH	26.6	30.0	29.3	-0.7	28.8	-1.2
OPEN UNIVERSITY	42.6	35.0	46.0	11.0	46.5	11.5
Total	28.7	31.2	31.0	-0.2	31.0	-0.2

Source of target figures for 2020: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.

Source of target figures for 2025: UNL Office.

Source of information on staff: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH SCIENTIFIC FIELD

In some cases, the percentages of women in each job category at the institutional level can obscure the true facts. This is because the average percentages per institution do not reveal the true situation in certain faculties, which can be downright poor sometimes. The LNVH would therefore like to provide information regarding the gender ratios at the faculty level. With the data we have at our disposal this is, however, not possible. Efforts at obtaining data through separate requests, too, yielded data that could not be used. The LNVH therefore calls on universities to be alert to the current situation at faculty level themselves.

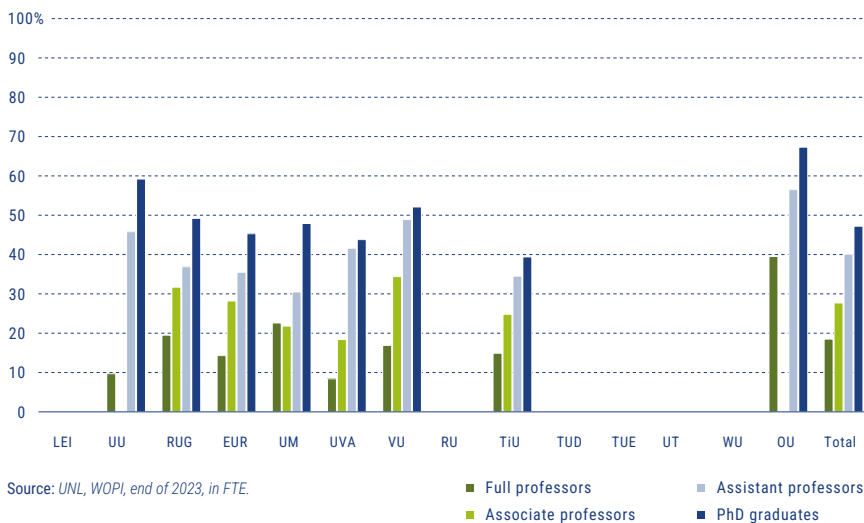
We are able to present the proportion of women for each scientific discipline at individual institutions, though. Here we look beyond the walls of the universities and the sector-wide picture, with the hope of encouraging exchange between universities with regard to promoting growth in the share of women in specific scientific disciplines⁷.

Traditionally, the low percentages of women in higher job categories in the scientific field of Natural Sciences and that of Technology enjoy ample attention. The scientific field of Economics, however, is equally deserving of attention regarding this matter.

7. For additional information on subdisciplines within scientific disciplines (in Dutch), see onderwijsinspectie.nl/onderwijssectoren/hoger-onderwijs/sectoren/indeling-sectoren

FIGURE 2.5.1

Share of women in the scientific field of Economics, by job category and institution, in FTE, end of 2023.



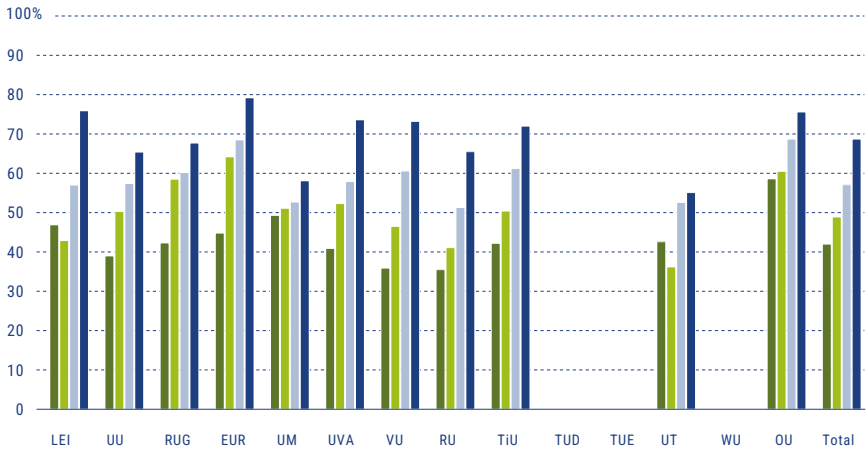
Source: UNL, WOPI, end of 2023, in FTE.

At 18.5%, the percentage of women full professors in the scientific field of Economics remains the lowest of all the scientific fields at sector level 📉. This percentage increased by 2.3 percentage points between the end of 2022 and the end of 2023, from 16.2% to 18.5%. At the University of Amsterdam (11.3%), Erasmus University Rotterdam (14.2%) and Tilburg University (14.9%) the percentage of women full professors is considerably lower than this sector average of 18.5%, though.

It is striking that this year the Open University also has no women associate professors in the scientific field of Economics, while in the other job categories the percentage of women is above average at the Open University. At Tilburg University, the percentage of women is below the sector average for all job categories within Economics.

FIGURE 2.5.2

Proportion of women in the scientific field of Behavioural & Social Sciences, by job category and institution, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE.

■ Full professors ■ Assistant professors
■ Associate professors ■ PhD graduates

Within the scientific field of Behavioural & Social Sciences, the sector average for women full professors is 41.0%. At 58.6%, the Open University has the highest percentage of women full professors within this field⁸. For associate professors, Erasmus University Rotterdam leads the way with 64.2% of women.

The percentage of women assistant professors in Behavioural & Social Sciences is 57.1% on average. At 68.7% and 68.5% respectively, the Open University and Erasmus University Rotterdam have the highest percentages of women assistant professors.

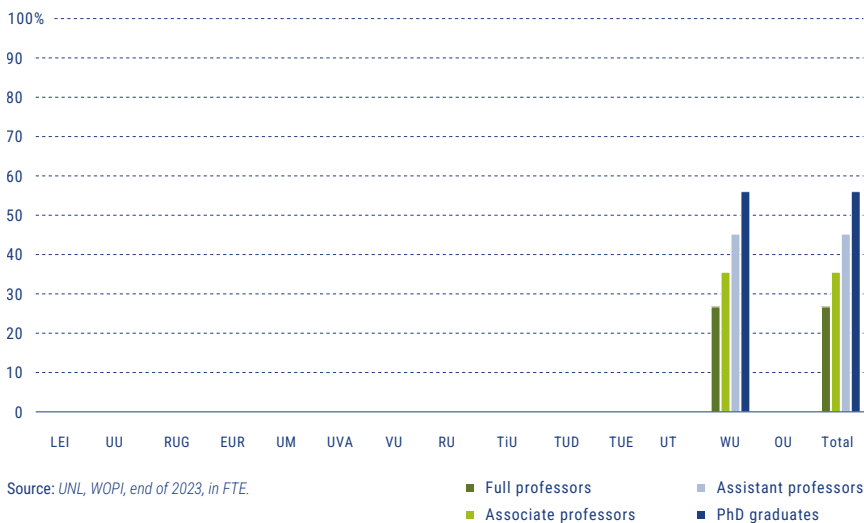
A striking aspect is that at all eleven universities the percentage of women PhD graduates is higher than 50%, varying from 55.1% at the University of Twente to 79.2% at Erasmus University Rotterdam, which therefore has the highest representation of women PhD graduates. Nevertheless, the percentage of women full professors is under 50% at ten of the eleven universities 🚩.

What is also striking, is that at Erasmus University Rotterdam, Tilburg University and the Open University the percentage of women in all job categories within Behavioural & Social Sciences is above the sector average.

8. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

FIGURE 2.5.3

Proportion of women in the scientific field of Agriculture, by job category and institution, in FTE, end of 2023.

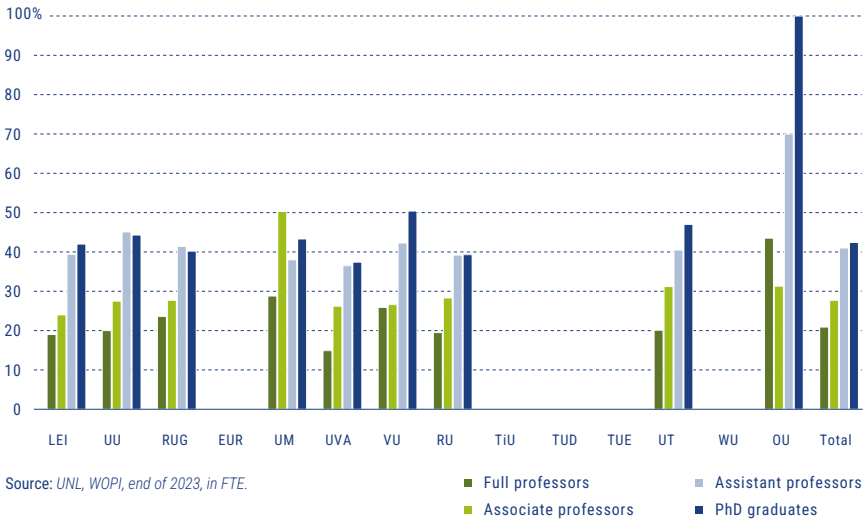


Within the scientific field of Agriculture, which is to be found at Wageningen University & Research in its entirety at the end of 2023, it can be noted that the percentage of women drops by about 10% for each successive job category: from 56.0% for PhD graduates, to 45.2% for assistant professors, to 35.5% for associate professors, to 26.7% for full professors.

By way of comparison: for the sector as a whole (= all scientific fields taken together), the percentage of women changes from 45.7% for PhD graduates to 46.9% for assistant professors to 35.4% for associate professors and 28.7% for full professors.

FIGURE 2.5.4

Proportion of women in the scientific field of Natural Sciences, by job category and institution, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE.

Within the scientific field of Natural Sciences, the average percentage of women full professors is 20.9%. This percentage varies considerably from one university to the next, from 14.9% at the University of Amsterdam to 43.5% at the Open University, which has the highest percentage of women full professors within this particular field.

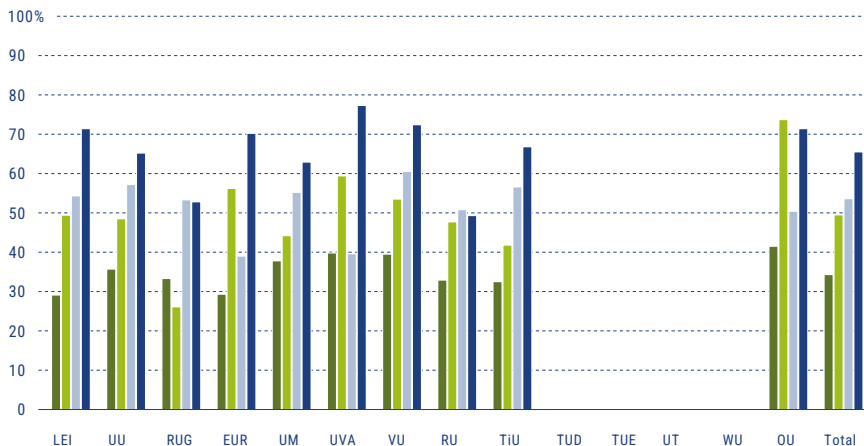
For associate professors, we see Maastricht University with 50.3% women, which is well above the average of 27.7% for this field. For assistant professors, the proportion of women at the Open University is also notably high at 70.0%.

In the job category PhD graduates within the scientific field of Natural Sciences, the Open University has exclusively women PhD graduates. This means that for the scientific field of Natural Sciences, the percentage of women is above the sector average for all job categories at the Open University⁹.

9. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

FIGURE 2.5.5

Proportion of women in the scientific field of Law, by job category and institution, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE.

■ Full professors ■ Assistant professors
 ■ Associate professors ■ PhD graduates

In the scientific field of Law, the average percentage of women full professors amounts to 34.3%, without there being clear outliers. At 41.0%, the Open University has the highest percentage of women full professors¹⁰ while, at 29.1%, Leiden University has the lowest percentage.

In respect of associate professors, at 26.1%, the University of Groningen is conspicuous for the relatively small percentage of women. However, this is a considerable increase compared to the end of 2022, when the percentage amounted to only 14.6%. At 73.7%, the Open University has the highest percentage of women associate professors within the field of Law.

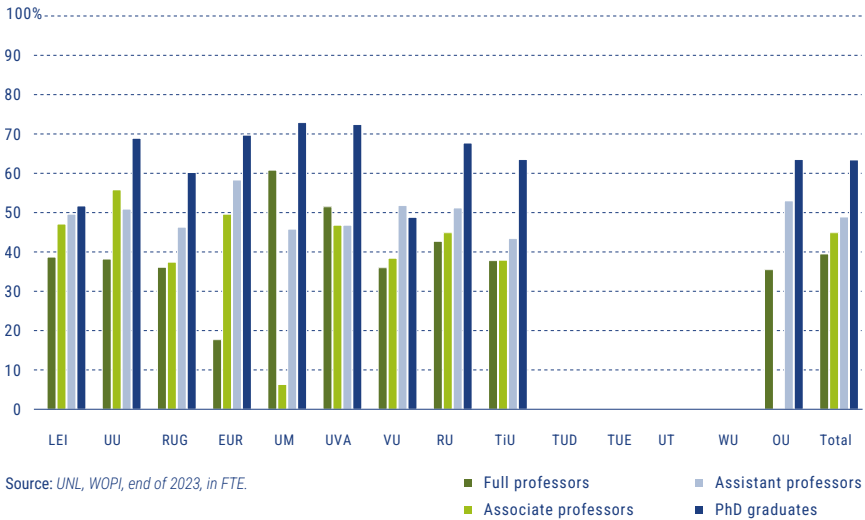
The average percentage of women assistant professors in Law is 53.6%. At eight of the ten universities, this percentage is higher than 50%. Exceptions to this are Erasmus University Rotterdam and the University of Amsterdam, where the percentage of women assistant professors is 39.0% and 39.6% respectively.

At the end of 2023, the average percentage of women PhD graduates in the scientific field of Law was 65.5%. The University of Amsterdam has the highest percentage of women PhD graduates (77.3%), followed by VU Amsterdam (72.4%), the Open University (71.4%) and Leiden University (71.4%). Radboud University Nijmegen is the only institution at which the percentage of women PhD graduates is lower than 50%, namely 49.3%.

10. Same.

FIGURE 2.5.6

Proportion of women in the scientific discipline of Language & Culture, by job category and institution, in FTE, end of 2023.



Source: UNL, WOPI, end of 2023, in FTE.

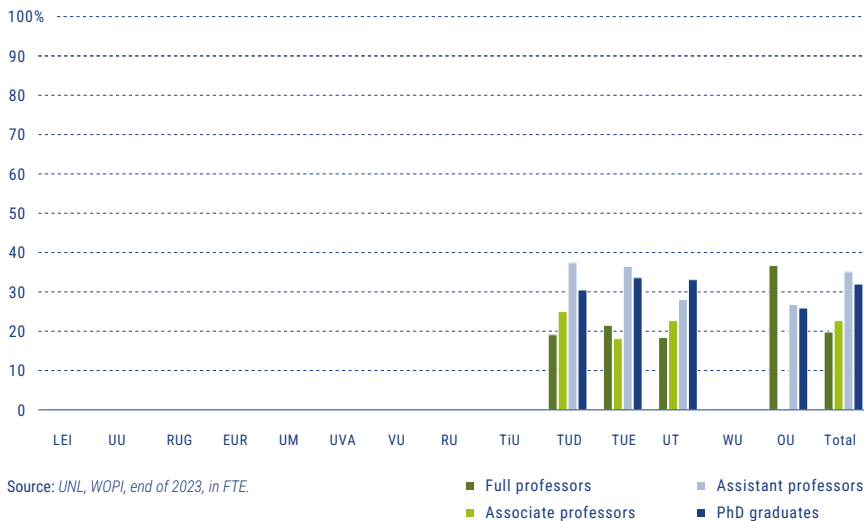
The average percentage of women full professors in the scientific field of Language & Culture is 39.5%. At 17.7%, Erasmus University has the lowest percentage of women full professors within this field of all ten universities. At the end of 2023, this percentage had even dropped compared to the preceding year (18.5% end of 2022). On the other hand, at 60.8%, Maastricht University has the highest percentage of women full professors within this scientific field.

As far as associate professors are concerned, at 6.3% of women associate professors, Maastricht University scores well below the average of 44.9% at the end of 2023. The Open University even has no women associate professors within the field of Language & Culture.

For PhD graduates, it is notable that for one of the ten universities the percentage of women PhD graduates is lower than 50%, and this is VU Amsterdam at 48.8%. Conversely, at 72.9% and 72.4% respectively, Maastricht University and the University of Amsterdam have an above-average proportion of women PhD graduates.

FIGURE 2.5.7

Proportion of women in the scientific field of Technology, by job category and institution, in FTE, end of 2023.




Source: UNL, WOPI, end of 2023, in FTE.

Between the end of 2022 and the end of 2023, the average percentage of women full professors in the scientific field of Technology increased from 18.7% to 19.8%. Despite this increase, it is still far below the sector average of 28.7%. The proportion of women assistant professors in this scientific field is a little larger than the proportion of women PhD graduates: 35.1% as opposed to 32.0%. What is striking is that, at 21.5%, the percentage of women full professors is higher at TU Eindhoven than the percentage of women associate professors, which is 18.1%.

— 3 —

THE SHARE OF WOMEN SCIENTISTS AT UNIVERSITY MEDICAL CENTRES

THE SHARE OF WOMEN FULL PROFESSORS AT UNIVERSITY MEDICAL CENTRES

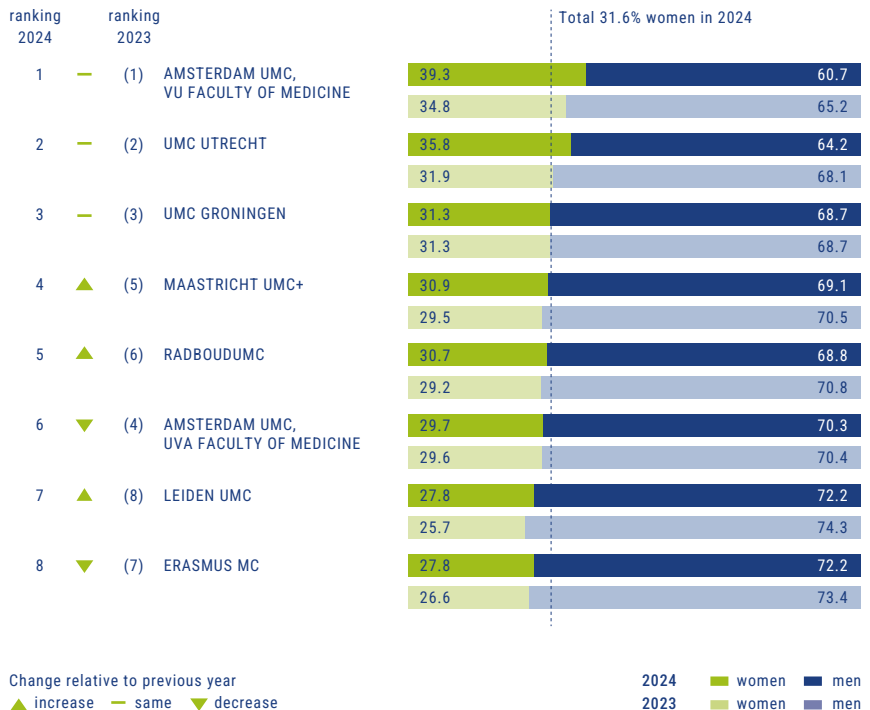
The percentage of women full professors at the university medical centres increased from 29.8% in 2023 to 31.6% in 2024, an increase of 1.8 percentage points. This means that, for the first time since the Monitor has been presenting the figures for the university medical centres, the percentage of women full professors has exceeded the 30% threshold . The percentage of women full professors increased between 2023 and 2024 at all university medical centres except UMCG. At UMCG, this percentage remained stable at 31.3%.

Five of the eight university medical centres have by now crossed the 30% threshold: Amsterdam UMC (VU Faculty of Medicine), UMCU, UMCG, MUMC+ and Radboud UMC. For MUMC+ and Radboud UMC, it is the first year they have exceeded this 30% threshold ▲.

At 27.8%, Erasmus MC has the smallest proportion of women full professors. It is followed by LUMC, with a similar rounded percentage of 27.8%, which makes it one of the university medical centres with the smallest percentage of women full professors as well.

FIGURE 3.1

Percentage of women and men full professors at university medical centres, in number of people, in 2023 and 2024. From high to low, by percentage of women full professors in 2024.



Source: Provided by separate UMCS, in number of people, reference dates between 31 December 2022 and 1 July 2023 and between 31 December 2023 and 1 July 2024.

Table 3.1 gives an overview of the percentages of women full professors at the university medical centres for 2023 and 2024, as well as the percentage growth for this period¹.

TABLE 3.1

Percentage of women full professors by university medical centre in 2023 and 2024, in number of people, and growth in percentage of women full professors in percentage points in 2023 - 2024.

	Percentage of women full professors in 2024	Percentage of women full professors in 2023	Percentage point growth in the percentage of women full professors '23-'24
LEIDEN UNIVERSITY MEDICAL CENTRE	27.8	25.7	2.1
UNIVERSITY MEDICAL CENTRE UTRECHT	35.8	31.9	3.9
UNIVERSITY MEDICAL CENTRE GRONINGEN	31.3	31.3	0.0
ERASMUS MEDICAL CENTRE	27.8	26.6	1.2
MAASTRICHT UNIVERSITY MEDICAL CENTRE+	30.9	29.5	1.4
AMSTERDAM UMC, UVA FACULTY OF MEDICINE	29.7	29.6	0.1
AMSTERDAM UMC, VU FACULTY OF MEDICINE	39.3	34.8	4.5
RADBOD UNIVERSITY MEDICAL CENTRE	30.7	29.2	1.6
Total	31.6	29.8	1.8

Source: Provided by separate UMCs, in number of people, reference dates between 31 December 2022 and 1 July 2023 and between 31 December 2023 and 1 July 2024.

1. At all universities except Maastricht University, during the period 1998 until the present, all staff of the medical faculties have been transferred to the university medical centres. Maastricht University differs from the other universities in this regard. At the end of 2023, the percentage of women full professors at Maastricht University (not including the scientific discipline of Healthcare) amounted to 36.1% (in FTE), while the percentage of women full professors in the substantial scientific discipline of Healthcare at Maastricht University amounted to 30.7%. The percentage of women full professors including the scientific discipline of Healthcare at Maastricht University is 34.4%. In terms of the number of people, at the end of 2023, there were 62 men full professors and 26 women full professors within the scientific discipline of Healthcare at Maastricht University

DEPARTMENT HEAD PROFESSORS AT THE UNIVERSITY MEDICAL CENTRES

The percentage of women department head professors increased by 4 percentage points from 20.3% to 24.3% between 2023 and 2024. The percentages vary strongly, from 14.3% at Amsterdam UMC to 42.1% at Radboud UMC. At six of the eight university medical centres, the share of women department head professors has increased, while it has remained the same at Erasmus Medical Centre and Amsterdam UMC.

TABLE 3.2

Women and men department head professors, by UMC, and share of women department head professors, in number of people, in 2024.

	Women	Men	Total	Percentage of women
LEIDEN UNIVERSITY MEDICAL CENTRE	6	31	37	16.2
UNIVERSITY MEDICAL CENTRE UTRECHT	13	23	36	36.1
UNIVERSITY MEDICAL CENTRE GRONINGEN	8	30	38	21.1
ERASMUS MEDICAL CENTRE	8	35	43	18.6
MAASTRICHT UNIVERSITY MEDICAL CENTRE+	11	35	46	23.9
AMSTERDAM UMC	6	36	42	14.3
RADBOUD UNIVERSITY MEDICAL CENTRE	16	22	38	42.1
Total	68	212	280	24.3

Source: Provided by separate UMCs, in number of people, reference dates between 31 December 2023 and 1 July 2024.

PERCENTAGE OF WOMEN BY JOB CATEGORY

Within the UMCs the proportion of women in the job categories of full professor, associate professor and assistant professor has increased compared to 2023. There is a slight decrease only for PhD graduates; the percentage of women decreased here from 64.2% to 63.6%.

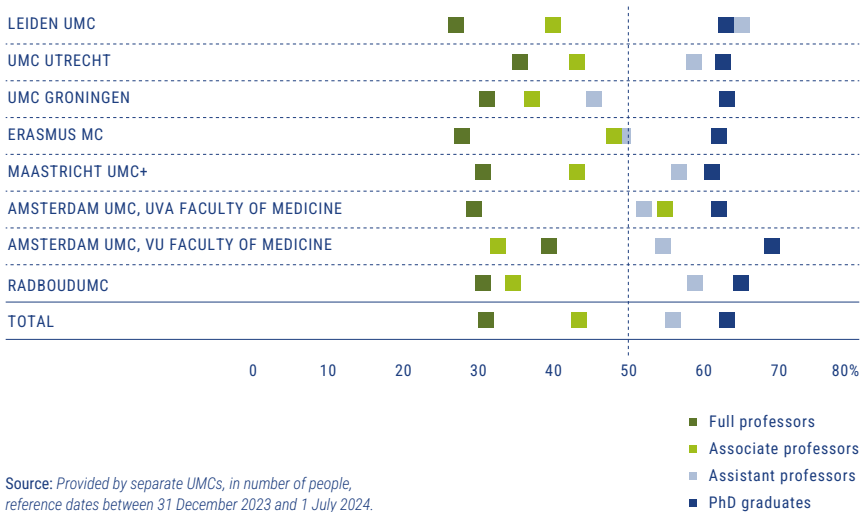
A comparison of the proportion of women in the UMCs with that of the same job categories at the universities shows that the proportion of women was higher in all job categories for the UMCs than was the case for the universities. At the universities, the proportion of women full professors was 28.7%, with 35.4% women associate professors, 46.9% women assistant professors and 45.7% women PhD graduates. At the UMCs, these percentages were 31.6%, 43.7%, 56.4% and 63.6% respectively.

The difference between the proportion of women PhD graduates and women assistant professors at the UMCs was 7.2 percentage points. At the universities, on the other hand, this difference was negative (-1.2 percentage points), since the proportion of women assistant professors was higher than that of women PhD graduates.

What is also striking is that the share of women PhD candidates at the university medical centers, at 63.6%, is no less than 17.9 percentage points higher than the percentage of women PhD candidates at the universities (45.7%).

FIGURE 3.2

Percentage of women by job category at each university medical centre, in number of people, in 2024.



Source: Provided by separate UMCs, in number of people, reference dates between 31 December 2023 and 1 July 2024.

GLASS CEILING INDEX

The GCIs at the various university medical centres indicate those job categories in which the opportunities for advancement to the following job level are impeded to the greatest degree. The higher the GCI, the thicker the 'ceiling'.

For the UMCs as a whole, the GCI for the transition from PhD graduate to assistant professor declined from 1.2 to 1.1. The GCIs for the other job transitions remained unchanged. For the transition from PhD graduate to assistant professor, once again, Leiden UMC is the only UMC to have a neutral GCI (1.0), while for the other UMCs this figure is greater.

For the transition from assistant professor to associate professor, at 0.9, Amsterdam UMC, UvA Faculty of Medicine) is the only UMC that has a GCI lower than 1.0. This year, Radboud UMC and Amsterdam UMC (VU Faculty of Medicine) have the highest GCI for this transition, both at 1.7.

At 0.8, the GCI for the transition from associate professor to full professor at Amsterdam UMC (VU Faculty of Medicine) is the transition with the lowest GCI for women, and therefore the least impeded transition. Striking in this regard is the difference between this GCI and that at Amsterdam UMC (UvA Faculty of Medicine), which is highest at 1.9, and is therefore indicative of the most impeded transition.

TABLE 3.3

GCI for women at each UMC, in number of people, in 2024².

	PhD graduates – assistant professors	Assistant professors – associate professors	Associate professor – full professors
LEIDEN UNIVERSITY MEDICAL CENTRE	1.0	1.6	1.4
UNIVERSITY MEDICAL CENTRE UTRECHT	1.1	1.4	1.2
UNIVERSITY MEDICAL CENTRE GRONINGEN	1.4	1.2	1.2
ERASMUS MEDICAL CENTRE	1.3	1.0	1.7
MAASTRICHT UNIVERSITY MEDICAL CENTRE+	1.1	1.3	1.4
AMSTERDAM UMC, UVA FACULTY OF MEDICINE	1.2	0.9	1.9
AMSTERDAM UMC, VU FACULTY OF MEDICINE	1.3	1.7	0.8
RADBOD UNIVERSITY MEDICAL CENTRE	1.1	1.7	1.1
Total	1.1	1.3	1.4

Source: Provided by separate UMCs, in number of people, reference dates between 31 December 2023 and 1 July 2024.

2. The calculation of the GCI based on FTE is more accurate than the calculation based on number of people. However, there are no data regarding FTE for the UMCs. The UMCs' GCI scores based on number of people must therefore be interpreted as indicative.

— 4 —

THE SHARE OF **WOMEN** SCIENTISTS AT INSTITUTES AFFILIATED WITH NWO AND KNAW

EXPANSION OF MONITOR TO INCLUDE GENDER DISTRIBUTION IN INSTITUTES AFFILIATED WITH NWO AND KNAW

To give an even better picture of the gender distribution throughout the sector, together with the Dutch Research Council (NWO) and the Royal Netherlands Academy of Arts and Sciences (KNAW) we decided to include information about the gender ratios within institutes affiliated with NWO and KNAW in this issue and in future issues of the Women Professors Monitor. Given the fact that this is the first time the collected information is included in the Monitor, we cannot yet identify trends or developments, but the initial information included already gives a clear picture of the gender ratios among academic staff in 2024.

Since the academic positions at the institutes affiliated with NWO¹ and KNAW² are different from the customary positions at universities, i.e. PhD graduate, assistant professor, associate professor and full professor, while the salary scales used at these institutes are the same, we chart the gender distribution with reference to the salary scale groups described on page 29 of Chapter 1. Not only does this allow us to present the gender ratios within academic positions at the institutes affiliated with NWO and paint an overall picture for the institutes affiliated with KNAW, it also enables us to make a comparison relative to the gender ratio in academic positions at universities.

The figures and tables can be read as follows: OIO/Research trainee (PhD graduate/PROM in the figures) is comparable with the position of PhD graduates, the gender distribution for the salary scales 10 through 12 compares with that for assistant professor, the gender distribution for the scales 13 and 14 compares with that for associate professor and, finally, salary scales 15 through 18 correspond with the position of full professor.

1. Read more about the NWO Institutes and their role here: nwo-i.nl/en/nwo-institutes-organisation/nwo-institutes

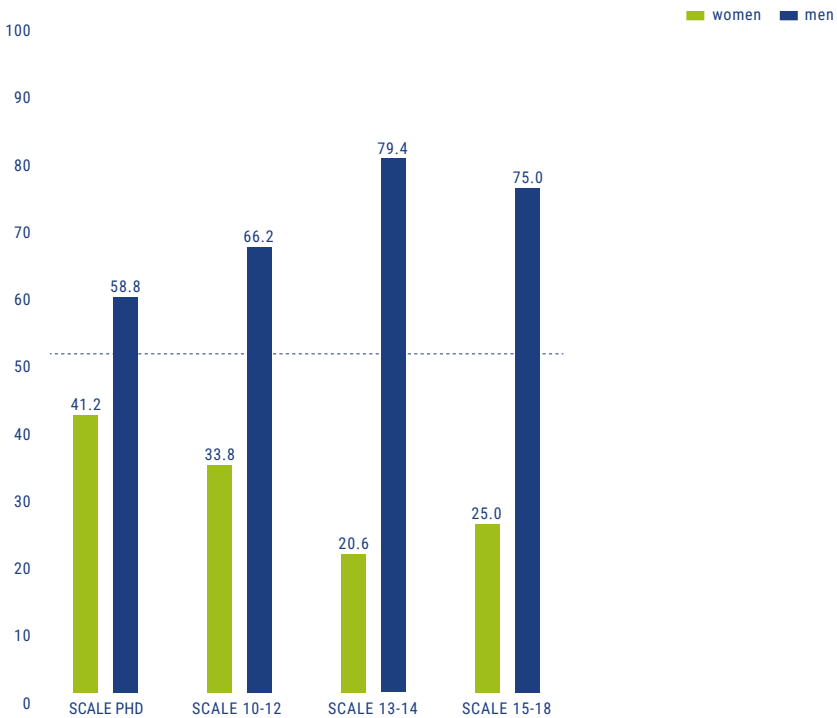
2. Read more about the KNAW Institutes and their role here: knaw.nl/en/institutes

GENDER DISTRIBUTION IN NWO INSTITUTES

Figure 4.1 gives an overview of all the NWO Institutes together. The following picture emerges for each job category, as explained above, according to salary scale group:

FIGURE 4.1

Percentage distribution of academic staff at NWO Institutes, by salary scale group and gender, in FTE, in 2024.



Source: Provided by NWO-I Office, reference date June 2024.

Zooming in on the gender distribution for each job category at each institute, on the basis of the salary scale groups described above, the following picture emerges:

In respect of the gender distribution among the PhD graduates (Research trainees):

TABLE 4.1

Percentage distribution for PhD graduates (Research trainees), by gender and by NWO institute, in FTE, in 2024.

	Percentage of women	Percentage of men
NWO-I (DIFFER)	15.8	84.2
NWO-I (AMOLF)	40.7	59.3
NWO-I (ARCNL ³)	23.3	76.7
NWO-I (ASTRON)	44.4	55.6
NWO-I (CWI)	26.8	73.2
NWO-I (NIKHEF)	32.4	67.6
NWO-I (NIOZ)	62.6	37.4
NWO-I (NSCR)	95.1	4.9
NWO-I (SRON)	10.0	90.0
Total	41.2	58.8

Source: Provided by NWO-I Office, reference date June 2024, in FTE.

With regard to the gender distribution for academic staff in salary scales 10 through 12, comparable with the position of assistant professor, the following picture emerges:

TABLE 4.2

Percentage distribution for academic staff in salary scales 10–12, by gender, by NWO Institute, in FTE, in 2024.

	Percentage of women	Percentage of men
NWO-I (DIFFER)	22.6	77.4
NWO-I (AMOLF)	36.2	63.8
NWO-I (ARCNL)	6.9	93.1
NWO-I (ASTRON)	33.7	66.3
NWO-I (CWI)	30.6	69.4
NWO-I (NIKHEF)	27.3	72.7
NWO-I (NIOZ)	49.0	51.0
NWO-I (NSCR)	79.3	20.7
NWO-I (SRON)	24.1	75.9
Total	33.8	66.2

Source: Provided by NWO-I Office, reference date June 2024, in FTE.

3. Wherever ARCNL is mentioned in this chapter, it should be taken into account that ARCNL is a public-private partnership of NWO-I, ASML and various universities. A large part of the academic staff of ARCNL has an appointment at one of the collaborating universities. This chapter shows the data of the academic staff that has an appointment at ARCNL.

With regard to the gender distribution of academic staff in salary scales 13 and 14, comparable with the position of an associate professor, the following picture emerges:

TABLE 4.3

Percentage distribution for academic staff in salary scales 13–14, by gender, by NWO Institute, in FTE, in 2024.

	Percentage of women	Percentage of men
NWO-I (DIFFER)	16.7	83.3
NWO-I (AMOLF)	22.2	77.8
NWO-I (ARCNL)		
NWO-I (ASTRON)	10.9	89.1
NWO-I (CWI)	12.2	87.8
NWO-I (NIKHEF)	14.9	85.1
NWO-I (NIOZ)	35.8	64.2
NWO-I (NSCR)	48.2	51.8
NWO-I (SRON)	15.3	84.7
Total	20.6	79.4

Source: Provided by NWO-I Office, reference date June 2024, in FTE.

With regard to the gender distribution for academic staff in salary scales 15 through 18, comparable with the position of full professor, the following picture emerges:

TABLE 4.4

Percentage distribution for academic staff in salary scales 15–18, by gender, by NWO Institute, in FTE, in 2024.

	Percentage of women	Percentage of men
NWO-I (DIFFER)		100.0
NWO-I (AMOLF)		100.0
NWO-I (ARCNL)		100.0
NWO-I (ASTRON)		
NWO-I (CWI)	19.2	80.8
NWO-I (NIKHEF)		100.0
NWO-I (NIOZ)	31.3	68.8
NWO-I (NSCR)	43.8	56.2
NWO-I (SRON)	53.3	46.7
Total	25.0	75.0

Source: Provided by NWO-I Office, reference date June 2024, in FTE.

If we consider these data together, the following notable issues can be highlighted:

In the higher salary scales (15 through 18) of the eight institutes with academic staff in these scales, four of these institutes only have males working there. There is only one institute, SRON, in which the percentage of women in these scales is higher than 50%⁴.

Considering the percentage of women at universities in the positions of PhD graduate, assistant professor, associate professor and full professor, the representation we see is 45.7%, 46.9%, 35.4% and 28.7% respectively.

If, with reference to salary scale groups, we compare the percentage of women scientists at NWO-I and the corresponding positions of PhD graduate, assistant professor, associate professor and full professor at universities, the percentages that emerge are 41.2% in the Research trainee/PhD graduate scales, 33.8% in salary scales 10 through 12, 20.6% in scales 13-14 and 25% in scales 15 through 18. In general, therefore, the percentage of women at NWO-I is lower than in comparable salary scale groups at the universities.

Striking, too, is the fact that, at 20.6%, the percentage of women in the salary scale group 13-14 is lower than in the next group, scales 15 through 18, in which 25% of the positions are filled by women.

In salary scale 18, only 15.2% of academic staff is woman 📉.

Due to the scientific focus and fields of research of the institutes, a one-to-one comparison between the NWO Institutes and the sector-wide picture we have of the universities is not possible. A comparison of the share of women among academic staff at the NWO Institutes and the share of women in the scientific fields of Natural Sciences and Technology might be more to the point. If we make this comparison, the following picture emerges: in the scientific field of Natural Sciences, the percentage of women in the positions of full professor, associate professor, assistant professor and PhD graduate across the sector is 20.9%, 22.7%, 41% and 42.4%, respectively. In the scientific field of Technology, these percentages are 19.8%, 22.7%, 35.1% and 32.0%, respectively. At the NWO Institutes, these percentages are 25.0%, 20.6%, 33.8% and 41.2%, respectively (see Figure 4.1 as well). Comparing the scientific field of Natural Sciences and Technology, on the one hand, and the NWO Institutes, on the other hand, we notice that the NWO Institutes have a higher percentage of women full professors and a lower percentage of women assistant professors.

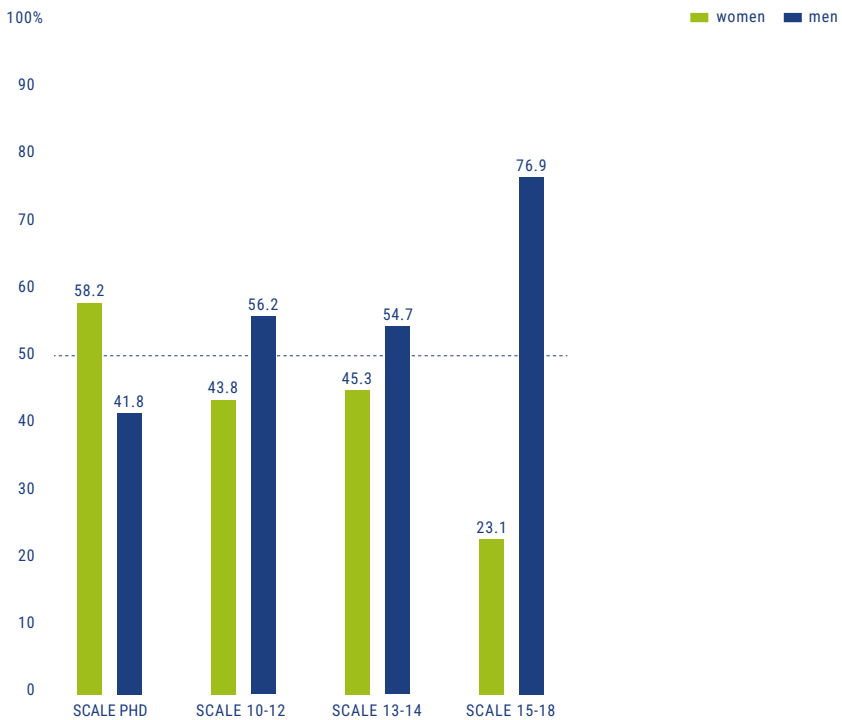
4. Please note: this concerns relatively small numbers of FTE. For this reason, even a small change in the numbers will result in a large change in the percentages.

THE GENDER DISTRIBUTION WITHIN THE KNAW INSTITUTES

Figure 4.2 gives an overview of the gender distribution among academic staff for all the KNAW Institutes together. The following picture emerges for each job category, as explained at the opening of this chapter, according to salary scale group:

FIGURE 4.2

Percentage distribution of academic staff at KNAW Institutes, by salary scale group and gender, in FTE, end of 2023.



Source: Provided by KNAW Office, reference date 31 December 2023, in FTE.

To recap for purposes of the comparison with the universities, as we did earlier in this chapter for the NWO Institutes as well: the percentage of women at universities in the positions of PhD graduate, assistant professor, associate professor and full professor is 45.7%, 46.9%, 35.4% and 28.7%, respectively.


If, with reference to salary scale groups, we compare the percentage of women among the academic staff of KNAW and the corresponding positions at universities, the percentages that emerge are 58.2% in the PhD graduate scale, 43.8% in salary scales 10 through 12, 45.3% in scales 13-14 and 23.1% in scales 15 through 18. It is striking that the percentage of women PhD graduates is much higher than at the universities and, conversely, the percentage of women full professors is quite a bit lower on average 📌.

— 5 —


WOMEN AT THE HIGHEST LEVELS OF ACADEMIC MANAGEMENT AND GOVERNANCE IN SCIENTIFIC ORGANISATIONS

ACADEMIC MANAGEMENT AT UNIVERSITIES

In addition to having insight into the composition of scientific staff, it remains important to consider the gender distribution in management roles and decision-making positions. However, data regarding academic management is not readily available or only to a limited extent. The figure below refers to data from 12 of the 14 universities¹. However, from the available data we can shed light on the percentages of women in the ranks of deans and directors of research and educational institutes.

The share of women in academic management positions such as deans, directors of educational institutes and directors of research institutes grew further between the end of 2022 and the end of 2023 .

For deans, this was 35.3% at the end of 2023, which is an increase of 1.1 percentage points compared to the year before. Among directors of educational institutes, the percentage of women has reached 57.9%, which is an increase of 5.2 percentage points.

What is striking is that whereas in 2022 for the first time a third of the deans were women, this year the same applies to directors of research institutes . The proportion of women directors of research institutes increased from 25.0% at the end of 2022 to 36.6% at the end of 2023.

It is clear that women are still better represented in education than they are in research and integrated management. Considering the reputation, authority and actual influence of these roles, women are more strongly represented in the roles that wield less influence.

1. Wageningen University & Research and Maastricht University no longer supply these data as standard in the UNL WOPI data, and they no longer register these data as such. It is therefore not possible to report on academic management for these universities.

FIGURE 5.1

Share of women and men in academic management at 12 of the 14 Dutch universities, end of 2023, in FTE.



Source: UNL, WOPI (12 universities), end of 2023, in FTE. Excluding the scientific field of Healthcare.

TABLE 5.1

Share of women and men in academic management at 12 of the 14 Dutch universities, end of 2019 to the end of 2023, in FTE.

	2019	2020	2021	2022	2023
W					
Dean	19.8	20.1	29.7	34.1	35.2
Director of educational institute	39.2	43.2	53.5	52.7	57.9
Director of research institute	11.1	20.3	25.0	25.0	36.6
M					
Dean	80.2	79.9	70.3	65.9	64.8
Director of educational institute	60.8	56.8	46.5	47.3	42.1
Director of research institute	88.9	79.7	75.0	75.0	63.4

Source: UNL, WOPI (12 universities), reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

PERCENTAGES OF WOMEN ON EXECUTIVE BOARDS AND SUPERVISORY BOARDS

UNIVERSITIES

Executive Boards

The Executive Boards of the Dutch universities comprise a total of 41 administrative positions. In 2024, 20 of these positions were held by women, and 21 were held by men. Relative to 2023, the number of women had increased from 18 to 20, while the number of men had decreased from 23 to 21. In 2024, the average percentage of women on Executive Boards was 48.8%. This represents an increase of 4.9 percentage points compared to 2023 (43.9%).

Supervisory Boards

The Supervisory Boards comprise a total of 71 administrative positions. In 2024, 33 of these positions were held by women and 38 by men. At 46.5%, the percentage of women has decreased compared to the 47.8% in 2023. This has put an equal gender distribution a little further out of reach.

FIGURE 5.2

Number of women and men on Executive Boards and Supervisory Boards of Dutch universities in 2024.



Source: Websites of Dutch universities, reference date 28 August 2024, in number of people.

TABLE 5.2

Number of women and men on Executive Boards and Supervisory Boards of Dutch universities in 2024.

	Executive Board		Supervisory Board	
	W	M	W	M
LEIDEN UNIVERSITY	2	1	2	3
UTRECHT UNIVERSITY	1	2	2	3
UNIVERSITY OF GRONINGEN	1	2	2	3
ERASMUS UNIVERSITY ROTTERDAM	2	1	2	3
MAASTRICHT UNIVERSITY	2	1	3	2
UNIVERSITY OF AMSTERDAM	1	2	2	3
VU AMSTERDAM	1	2	3	2
RADBOUD UNIVERSITY NIJMEGEN	2	1	2	3
TILBURG UNIVERSITY	2	1	3	2
DELFT UNIVERSITY OF TECHNOLOGY	1	2	2	3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	1	2	2	3
UNIVERSITY OF TWENTE	1	2	3	2
WAGENINGEN UNIVERSITY & RESEARCH	2	1	3	3
OPEN UNIVERSITY	1	1	2	3
Total	20	21	33	38
Percentage of women	48.8		46.5	

Source: Websites of Dutch universities, reference date 28 August 2024, in number of people.

The Executive Boards and Supervisory Boards of the universities have various positions that need to be filled. It is interesting to consider the gender distribution within these various positions. Who performs which role at the highest level of academic management within the Dutch universities? Table 5.3.1 and table 5.3.2 provide information.

Executive Boards

TABLE 5.3.1

Gender distribution in the Executive Boards, by position and university, in number of people, in 2024.

	Executive Board				Member of the Board
	Rector Magnificus	President	Vice rector magnificus	Vice president	
LEIDEN UNIVERSITY	W	W		M	
UTRECHT UNIVERSITY	M	M		W	
UNIVERSITY OF GRONINGEN	W	M		M	
ERASMUS UNIVERSITY ROTTERDAM	W	M		W	
MAASTRICHT UNIVERSITY	W	W		M	
UNIVERSITY OF AMSTERDAM	M	W		M	
VU AMSTERDAM	M	W			M
RADBOUD UNIVERSITY NIJMEGEN	W	M		W	
TILBURG UNIVERSITY	M	M	W	W	
DELFT UNIVERSITY OF TECHNOLOGY	M	M	M	M	W
EINDHOVEN UNIVERSITY OF TECHNOLOGY	W	M		M	
UNIVERSITY OF TWENTE	M	M		W	
WAGENINGEN UNIVERSITY & RESEARCH	W	W		W	M
OPEN UNIVERSITY	M	W			

Source: Websites of Dutch universities, reference date 30 August 2024, in number of people.

- A person is both Vice rector magnificus and Vice president
- A person is both Rector Magnificus and President
- A person is both Rector Magnificus and Vice president

Supervisory Boards

TABLE 5.3.2

Gender distribution in the Supervisory Boards, by position and university, in number of people, in 2024.

	Raad van Toezicht						
	President	Vice president	Member	Member	Member	Member	Member
LEIDEN UNIVERSITY	M		M	M	W	W	
UTRECHT UNIVERSITY	W	W	M	M	M		
UNIVERSITY OF GRÖNINGEN	M		M	M	W	W	
ERASMUS UNIVERSITY ROTTERDAM	M	W	M	M	W		
MAASTRICHT UNIVERSITY	W		M	M	W	W	
UNIVERSITY OF AMSTERDAM	W		M	M	M	W	
VU AMSTERDAM	M		M	W	W	W	
RADBOUD UNIVERSITY NIJMEGEN	M	W	M	M	W		
TILBURG UNIVERSITY	M		M	M	W	W	
DELFT UNIVERSITY OF TECHNOLOGY	M	M	M	W	W		
EINDHOVEN UNIVERSITY OF TECHNOLOGY	M		M	W	W	W	
UNIVERSITY OF TWENTE	W		M	M	M	W	
WAGENINGEN UNIVERSITY & RESEARCH	M		M	M	W	W	W
OPEN UNIVERSITY	W		M	M	M	W	

Source: Websites of Dutch universities, reference date 30 August 2024, in number of people.

UNIVERSITY MEDICAL CENTRES

Executive Boards

In 2024, the total number of Executive Board members at the Dutch university medical centres decreased by three (from 32 to 29). Of these 29 board members, 13 were women and 16 were men, i.e. 44.8% are women. This represents an increase of 10.4 percentage points compared to the end of 2023, when the proportion of women on Executive Boards was 34.4%.

Supervisory Boards

The total number of Supervisory Board members at the Dutch university medical centres was 37 in 2024, which is a decrease of one member compared to 2023. The proportion of women on Supervisory Boards is currently 45.9%, which is 1.5 percentage points lower than the figure for last year.

FIGURE 5.3

Number of women and men on Executive Boards and Supervisory Boards of the university medical centres in 2024.



Source: Websites of Dutch university medical centres, reference date 29 August 2024, in number of people.

TABLE 5.4

Number of women and men on Executive Boards and Supervisory Boards of Dutch university medical centres in 2024.

	The Board of Directors		Supervisory Board	
	W	M	W	M
LEIDEN UNIVERSITY MEDICAL CENTRE	1	2	2	3
UNIVERSITY MEDICAL CENTRE UTRECHT	2	2	2	4
UNIVERSITY MEDICAL CENTRE GRONINGEN	2	2	2	3
ERASMUS MEDICAL CENTRE	1	3	3	2
MAASTRICHT UNIVERSITY MEDICAL CENTRE+	2	3	2	3
AMSTERDAM UMC ²	3	2	4	3
RADBOD UNIVERSITY MEDICAL CENTRE	2	2	2	2
Total	13	16	17	20
Percentage of women	44.8		45.9	

Source: Websites of Dutch university medical centres, reference date 29 August 2024, in number of people.

ROYAL NETHERLANDS ACADEMY OF SCIENCES (KNAW)

Members

The KNAW has 611 members, of whom 141 are women and 470 are men. This amounts to a share of 23.1% for women, which is an increase of 0.6 percentage points compared to 2023. This percentage is noticeably lower than the sector average of 28.7%.

Management and governance

The Academy Board of the KNAW consists of the president, two vice presidents (one of whom is also the general secretary) and four board members, who are also domain directors. The Board of the KNAW comprises a total of seven positions, three of which are filled by women, and four by men. In addition to this, the KNAW has a Board of Management which in 2024 comprised three positions of which two positions were filled at the time the data was collected: one by a woman and one by a man. As of 1 October 2024, the Board of Management comprises three members, of whom one is a woman and two are men.

2. The Academic Medical Centre and the VU Medical Centre merged to form Amsterdam UMC on 7 June 2018, and they have a joint Executive Board.

FIGURE 5.4

Number of women and men in the management and governance of the Royal Netherlands Academy of Arts and Sciences (KNAW) in 2024.



Source: KNAW Office, reference date 12 July 2024, in number of people.

TABLE 5.5

Number of women and men in the management, governance and membership of the Royal Netherlands Academy of Arts and Sciences (KNAW) in 2024.

	W	M
Academy Board ³	1	1
Executive Board	3	4
President	1	
Vice president	1	1
General Secretary ⁴		1
Members	1	3
Members		
Humanities	41	86
Behavioural & Social Sciences and Law	47	92
Medical, Biomedical and Health Sciences	21	77
Natural Sciences and Technology	25	209
Cross-domain	7	6

Source: KNAW Office, reference date 12 July 2024, in number of people.

3. At the time this data was collected, there were three positions for interim directors, of which two were filled: one by a man and one by a woman.

4. The general secretary is also the vice president.

THE YOUNG ACADEMY

The executive board of The Young Academy consists of 2 women (40%) and 3 men (60%). In total, there are 50 members in The Young Academy, 29 of whom are women and 21 of whom are men. This amounts to a share of 58% for women. This is an increase of 2 percentage points compared to 2023.

There are 180 alumni of The Young Academy, 80 of whom are women (44.4%) and 100 are men (55.6%).

FIGURE 5.5

Number of women and men members of The Young Academy in 2024.



Source: KNAW Office, reference date 12 July 2024, in number of people.

TABLE 5.6

Number of women and men alumni, members and members of the Executive Board of The Young Academy in 2024.

	W	M
Executive Board	2	3
Members in 2024	29	21
Alumni	80	100

Source: KNAW Office, reference date 12 July 2024, in number of people.

DUTCH RESEARCH COUNCIL (NWO)

The administrative structure of NWO consists of an Executive Board, a Supervisory Board and four domain boards. The Executive Board consists of 6 positions, 4 of which are filled by men and 2 of which are filled by women, as they were in 2023. The President of the Executive Board is a man. The Supervisory Board has 6 members: 3 women and 3 men. As with the Executive Board, the President of the Supervisory Board is a man. The following can be observed with regard to the domain boards:

Exact and Natural Sciences Domain	7 positions, 2 woman and 5 men
Social Sciences and Humanities Domain	9 positions, 5 woman and 4 men
Applied and Engineering Sciences Domain	8 positions, 4 woman and 4 men
Netherlands Organisation for Health Research and Development (ZonMw)	8 positions, 3 woman and 5 men

Please note: The domain directors (1 woman and 3 men) serve as both domain directors and members of the Executive Board. The total is based on the summed total of positions, in which domain directors are counted twice. The NWO thus has 38 administrative positions, which are filled by 34 people. In 2024, 16 of the 38 administrative positions were filled by women.

FIGURE 5.6

Number of men and women serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2024.



Source: NWO Executive Board Bureau, reference date 1 July 2024, in number of people.

TABLE 5.7

Number of women and men serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2024.

	W	M
The Board of Directors		
President		1
Portfolio holder for Operations and Finance	1	
Domain Directors	1	3
Domain Boards		
Domain Board for Exact and Natural Sciences (ENW)	2	5
Domain Board for Social Sciences and Humanities (SGW)	5	4
Domain Board for Applied and Engineering Sciences (TTW)	4	4
Domain Board for Netherlands Organisation for Health Research and Development (ZonMw)	3	5

Source: NWO Executive Board Bureau, reference date 1 July 2024, in number of people.

— 6 —

MANAGEMENT AND SUPPORT STAFF COMPARED TO ACADEMIC STAFF

THE INCREASE IN THE SHARE OF WOMEN IN THE MANAGEMENT AND SUPPORT STAFF AND IN THE ACADEMIC STAFF IS CONTINUING

Between the end of 2022 and the end of 2023, the total share of FTE in Management and Support staff (OBP) increased by 1,371.6 FTE, of which 829.2 FTE was for women and 540.8 FTE was for men; the category 'Other' increased by 1.5 FTE. This increase in the number of FTE for Management and Support staff was the biggest in the last five years.

This increase in the share of women in Management and Support staff is continuing apace, and reached a level of 57.5% at the end of 2023, an increase of 0.2 percentage points compared to the end of 2022.

TABLE 6.1

Number of Management and Support staff members by gender and growth, end of 2019–2023, in FTE.

	Management and Support staff (W)	Management and Support staff (M)	Management and Support staff (Other)	Total	Growth (W)	Growth (M)	Growth (Other)	Growth total	Percentage of women
2019	10,962.9	8,691.9		19,654.8	570.4	268.0		838.3	55.8
2020	11,532.4	8,965.0		20,497.5	569.6	273.1		842.7	56.3
2021	12,169.7	9,304.2	2.5	21,476.4	637.2	339.2	2.5	978.9	56.7
2022	12,995.5	9,663.9	9.6	22,669.0	825.9	359.6	7.1	1,192.6	57.3
2023	13,824.8	10,204.7	11.2	24,040.6	829.2	540.8	1.5	1,371.6	57.5

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

It is not only within Management and Support staff that the number of FTE has increased, but also in Academic staff (WP). Between the end of 2022 and the end of 2023, Academic staff grew by 2,170.7 FTE, of which 1,267.4 FTE was for women and 898.7 FTE for men. The category 'Other' gained 4.6 FTE. Just as with Management and Support staff, the increase in total FTE between the end of 2022 and the end of 2023 is the biggest in five years.

Between 2022 and 2023, the proportion of women in Academic staff increased from 42.9% to 43.9%. This proportion has been increasing year on year and has increased by 4.1 percentage points in the last five years, from 39.8% at the end of 2019 to 43.9% at the end of 2023.

1. Given the sector-wide presentation and slightly greater availability of data, the category 'Other' is also included here. Due to possible traceability, this has not been done elsewhere in this Monitor. See Appendix 1 for further explanation regarding this category.

TABLE 6.2

Number of Academic staff members by gender and growth, end of 2019–2023, in FTE.

	Academic staff (W)	Academic staff (M)	Academic staff (Other)	Total	Growth (W)	Growth (M)	Growth (Other)	Growth total	Percentage of women
2019	10,781.7	16,301.1		27,082.8	511.7	579.5		1,091.3	39.8
2020	11,872.1	17,069.4		28,941.5	1,090.4	768.3		1,858.7	41.0
2021	12,818.4	17,668.7	7.5	30,494.6	946.3	599.3	7.5	1,553.2	42.0
2022	13,642.7	18,112.3	21.2	31,776.2	824.3	443.5	13.7	1,281.6	42.9
2023	14,910.1	19,011.0	25.8	33,946.9	1,267.4	898.7	4.6	2,170.7	43.9

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

It is worthwhile to consider what the ratio of Academic staff and Management and Support staff to students is, to see whether this is keeping up with the growth in student numbers.

TABLE 6.3

Number of students, Academic staff and Management and Support staff, and ratio between Academic staff and Management and Support staff and the number of students, in ratios, end of 2019 through end of 2023.

	Students	Academic staff	Management and Support staff	Academic staff/student ratio	Management and Support staff/Academic staff ratio	Management and Support staff/student ratio	(Management and Support staff+Academic staff)/student ratio
2019	268,176	27,082.8	19,654.8	0.1010	0.7257	0.0733	0.1743
2020	290,614	28,941.5	20,497.5	0.0996	0.7082	0.0705	0.1701
2021	302,923	30,494.6	21,476.4	0.1007	0.7043	0.0709	0.1716
2022	302,740	31,776.2	22,669.0	0.1049	0.7134	0.0748	0.1798
2023	303,012	33,946.9	24,040.6	0.1120	0.7082	0.0793	0.1914

Source: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.

Source of information on students: 1cHO2019 through 1cHO2023, reference date 1 October, in number of people.

We see that at the end of 2023 the Academic staff/student, Management and Support staff/student and the (Management and Support staff + Academic staff)/student ratios have improved. In other words, at the end of 2023 there was slightly more Academic staff and Management and Support staff per student than was the case in previous years. What is clear is that the growth in Management and Support staff has not kept pace with the growth in Academic staff: the Management and Support staff/Academic staff ratio is slightly smaller at the end of 2023 than it was at the end of 2022. This is due to growth of 6.8% in the number of FTE for Academic staff in the period end of 2022-end of 2023 compared to growth of 6.1% in the number of FTE for Management and Support staff.

APPENDIX 1 – SOURCE DATA

Universities

Since 1990, universities have been collecting staff data in a structured manner on a fixed reference date (31 December). This data collection has been coordinated by UNL since 1999 and is termed WOPI (*Wetenschappelijk Onderwijs Personeelsinformatie* - Scientific Education Personnel Information). The information in this Monitor is based on this. The files contain data on staff **employed** by universities, categorised since 2003 in UFO profiles (profiles from the university job classification system). The WOPI data on personnel are collected both in numbers of people and in FTE, based on the scope of the employment contract(s). FTE stands for full-time equivalent and is a unit of account that can be used to express the extent of a contract of employment. A full-time working week equals 1 FTE. Until 2003, the data on personnel in the WOPI were collected exclusively in FTE. Beginning in 2003, the WOPI data have been collected in both FTE and number of people. For this reason, it is not possible to present information on the number of people for the period before 2003.

UNL WOPI variable 'Origin' and category 'Other' of the variable 'Gender'

The variable Origin in WOPI is based on the nationality as per passport as entered in the registration systems of the universities. The following categories of origin are used in the WOPI data available to LNVH, and are exclusive: Dutch, EEA (excluding NL), European non-EEA, Non-European and Unknown. In order to prevent traceability of individuals, LNVH reports at sector level and not at institutional level.

In the WOPI data to the end of 2020, the United Kingdom was included in EEA. At the end of 2021, the United Kingdom was moved to non-EEA in the WOPI data. Due to this "Brexit shift", the comparison of the categories EEA and European non-EEA between the end of 2021 and prior years has not given a clear picture. For this reason, the analyses for the category EEA and European non-EEA for the 2022 Monitor and beyond are limited to the data since the end of 2021.

At the end of 2022, the variable 'Gender' in WOPI included the category 'Other' in addition to the categories M and W. The category 'Other' was used in the WOPI data by a number of institutions. However, the numbers of FTE and people in the category 'Other' are so small that, with the exception of a few sector-level overviews, we have not included them separately in this Monitor to avoid traceability. The percentages of men and women that are presented are based on the totals including the category 'Other'. The LNVH calls for this category to be renamed, as 'Other' still reads as 'extra normal or anomalous'.

Students and graduates

Data on students and graduates derive from the Central Register of Higher Education Enrolments (CRIHO), which includes data on inflow, enrolment and exams. For students, it concerns main enrolments on 1 October of the year in question. For graduates, it contains Master's and PhD degrees awarded in each academic year. Of the students enrolled on the reference date of 1 October 2023, 98.5% were studying full-time, 1.3% part-time and 0.2% in work-study arrangements.

University Medical Centres

With the transition of almost all staff from university medical faculties to university medical centres from 1998 to the present, the entire scientific field of Healthcare in WOPI has been lost. Data on the vast majority of that field of science in this Monitor have been provided by the individual university medical centres. The remaining personnel data in the HOOP field of Healthcare in the WOPI data have not been considered in this Monitor.

Scientific fields

The Higher Education and Research Plan (HOOP) of the Ministry of Education, Culture and Science includes a division into scientific fields. These scientific fields are also known as HOOP areas. The HOOP distinguishes nine areas of study: Agriculture, Natural Sciences, Technology, Economics, Law, Healthcare, Behavioural & Social Sciences, Language & Culture and Education. The students and graduates are classified in the source files according to the nine areas of study. In the WOPI files, university staff is divided into eight areas plus a 'Miscellaneous' category. The field of Education is not used for the classification of university staff. Where reference is made in this Monitor to scientific fields, this refers to the HOOP fields. Only those students and full professors who are affiliated with a single scientific field are included in the analyses according to scientific field. In the case of students, the field of Education has been excluded from the analyses according to scientific field, and in the case of full professors, the Miscellaneous category has been left, unless otherwise stated.

Academic management and scientific organisations

With respect to academic management and scientific organisations, this Monitor is based on data published on the websites of the organisations in question. Data on the ratio of men to women in the ranks of deans, directors of research institutes and directors of educational institutes in twelve of the fourteen universities are available from the WOPI data for the purposes of the Monitor. At the other two universities, the registration of these position classifications does not take place in a form that can be included in the data sent for the WOPI.

APPENDIX 2 – COOPERATING PARTNERS

Dutch Network of Women Professors (LNVH)

www.lnvh.nl

The LNVH is a networking and knowledge organisation that aims to promote a proportional representation of women in science, improve the position of women in science from all disciplines and backgrounds, and ensure an inclusive and safe academic community in which equal pay is the norm. The LNVH tries to achieve these goals through efforts including strengthening the bond between women scientists in the Netherlands. In addition, the LNVH is committed to promoting the advancement of women to higher academic ranks (both scientific and administrative top positions), as well as preventing the premature outflow of women. In order to achieve these objectives, the LNVH is involved in:

- Policy development, policy influence and the establishment and support of projects relating to the advancement and appointment of women academics.
- Monitoring the career advancement of women scientists by publishing relevant figures in the Women Professors Monitor.
- Publishing research reports on relevant themes related to gender diversity.
- Chairing the platform of advisors and policy officers for gender/diversity/talent policy of all Dutch universities and university medical centres, NWO and KNAW.
- Relationship management with national and international organisations both within and outside the academic community.
- The nomination of women scientists for science awards, premiums, grants and positions
- Organising mentoring, peer support, workshops, conferences and symposiums.
- Increasing the visibility of our own network and the impact of our activities.
- Initiating networks and identifying best practices.

Universities of the Netherlands (UNL)

www.unl.nl

The responsibility of universities in society is to provide high-quality academic education and to conduct high-quality scientific research in order to build a strong knowledge society. Scientific questions important to society are studied with a view to possibly solving them. Knowledge is created in order to arrive at innovation. In this way, the universities contribute to building a strong society that allows the Netherlands to attain and maintain a leading position within the international context.

Within the framework of Universities of the Netherlands (UNL), the universities demonstrate to the outside world how they shape their societal task, they formulate joint ambitions concerning scientific education and research and they lobby to bring about the preconditions necessary for achieving these ambitions.

Within that context, UNL also manages and develops information on education, research, personnel and finance for policy development, accountability, benchmarking and quality assurance. Key figures in the field of personnel are part of the WOPI file (*Wetenschappelijk Onderwijs Personeelsinformatie* - Scientific Education Personnel Information).

Netherlands Federation of University Medical Centres (NFU)

www.nfu.nl

The Netherlands Federation of University Medical Centres (NFU) represents the eight collaborating UMCs in the Netherlands, as an advocate and employer of 65,000 people. In doing so, the NFU is committed to the continuity of care and the safety of patients with often serious, rare and difficult to treat conditions. The partnership provides the UMCs with even more opportunities to treat their patients according to the latest insights of medical science, to give care providers forward-looking training and to conduct scientific research on a global scale. Leading motives include a sense of responsibility for patients and the ambition to innovate.

Ministry of Education, Culture and Science

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De Beauvoir Foundation – in remembrance

Since 2003, the Women Professors Monitor has been published every three years by the De Beauvoir Foundation, in collaboration with the Dutch Network of Women Professors (LNVH). In 2015, the LNVH incorporated the De Beauvoir Foundation. The 'De Beauvoir Monitor' thus became the 'LNVH Women Professors Monitor'. The LNVH is very grateful to the De Beauvoir Foundation for all that the Foundation and the Board of the Foundation have done for the advancement of women to the higher echelons of science.

PUBLICATION DETAILS

Composition

Lidwien Poorthuis has been employed by the Dutch Network of Women Professors as the director and as a senior policy officer since October 2013. She is author of the Women Professors Monitor and responsible for its drafting, development and publication.

Thea Verdonk worked at VSNU (currently UNL) from 2007 to 2011, during which time her responsibilities included the management and development of the WOPI file, the main source file for the Monitor.

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