



Monitoring Report 2024

– Action plan for gender equality and diversity 2022-2023

Status of initiatives and data



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This monitoring report was drafted by Shared HR in June 2024 and approved by the Steering Committee for the Action plan for gender equality and diversity on 14 August 2024.

Introduction

The University of Copenhagen wants to be the best place for the best ideas. To further this ambition, to fulfil ethical responsibilities and to create a great workplace, it is crucial for the University of Copenhagen that everyone can unfold their potential and enthusiasm for their discipline or area of responsibility.

This can only happen if the conditions allows it and if everyone - students and staff alike - thrive. The ambition of the University's equality and diversity effort is to create an inclusive study and work environment free from discrimination and offensive behaviour. That is how we can ensure the best possible framework for excellent education and research.

We're not quite there with this ambition, as evidenced by national and international research and our own study and work environment surveys. In December 2021, the University of Copenhagen (UCPH) therefore adopted an [Action plan for gender equality and diversity](#) (hence 'action plan'), in which UCPH commits to "carrying on and expanding the ambitious and dedicated efforts that have been going on over the past decades aiming to further improve the framework and opportunities for gender equality and diversity".¹

The action plan runs from 2022 through 2024. The primary focus is to form the basis for UCPH's ongoing gender equality and diversity effort by collecting better data and upgrading the knowledge and skills of the organisation. The action plan aims to both initiate change through here-and-now initiatives and lay the groundwork for initiatives with a more long-term perspective.

The term of the action plan will soon expire. Initiatives under the plan have been completed except for one, which has been prolonged into autumn 2024. Some initiatives continue as regular offers and will be part of the University's operations. To maintain the momentum gained through the current action plan, work is underway to set out the next action plan, which will run from 2025 to 2030. It will be an action plan where local anchoring of initiatives and a common direction for the University are paramount, just as efforts should increasingly cut across the University's activities in education, research, administration, innovation and buildings.

With the launch of its Strategy 2030 at the start of 2024, the University has made it even clearer that diversity, equity and inclusion are high priority areas. Diversity, equity and inclusion are laid down in the strategy as a fundamental prerequisite for the University's general activities and for working with the other ambitions in the strategy. It's a fundamental prerequisite that the University is committed to working on to anchor and advance.

¹ Equality and Diversity Action Plan 2022-2023:
https://om.ku.dk/profil/mangfoldighed/koebenhavns_universitet_handleplan_for_ligestilling_og_diversitet_2022-2023.pdf

Motivation to make an effort

At the University of Copenhagen, the motivation for promoting equality and diversity is simple: Everyone should feel welcome and safe at their workplace and place of study. It's both an ethical requirement and a prerequisite for a good working environment and excellent results. This compels us as a university to take responsibility for creating an inclusive culture and preventing discrimination and harassment.

We know that gender equality and diversity can make good research and teaching even better because it helps to uncover overlooked perspectives and possible ways forward. Moreover, gender equality and diversity are associated with value creation and innovation, as a diverse university population can bring about even stronger solutions to the challenges of today and tomorrow.²

Gender equality and diversity are recognised as well-established and important focus areas for both organisations and educational institutions, playing a key role for attraction and completion rates. Among the University's closest partners and competitors, large-scale and far-reaching efforts are being launched to improve inclusion and counter inequity among both students and staff. Internationally recognised institutions such as Harvard and Oxford see their dedication to gender equality and diversity as key promotion and attraction parameters. Prioritising this area is therefore clearly important if UCPH wants to maintain its position as a world-class university.

The European Commission has also added a clear incentive to focus on the issue. Since January 2022, access to research funding via the EU's Horizon Europe framework programme has required that the applicant institution has an active Gender Equality Plan. With the action plan, UCPH meets this requirement and thus has access to this source of funding.

The action plan also ensures compliance with Danish gender equality legislation, for example, by regularly launching initiatives to ensure that men and women are treated equally in connection with recruitment and promotion at UCPH and to prevent harassment and discrimination. The need to proactively ensure equality and make room for diversity is also supported by the basic principles of the University's personnel policy, according to which UCPH appreciates diversity and guarantees equal treatment of all employees.

How the gender equality and diversity effort is organised

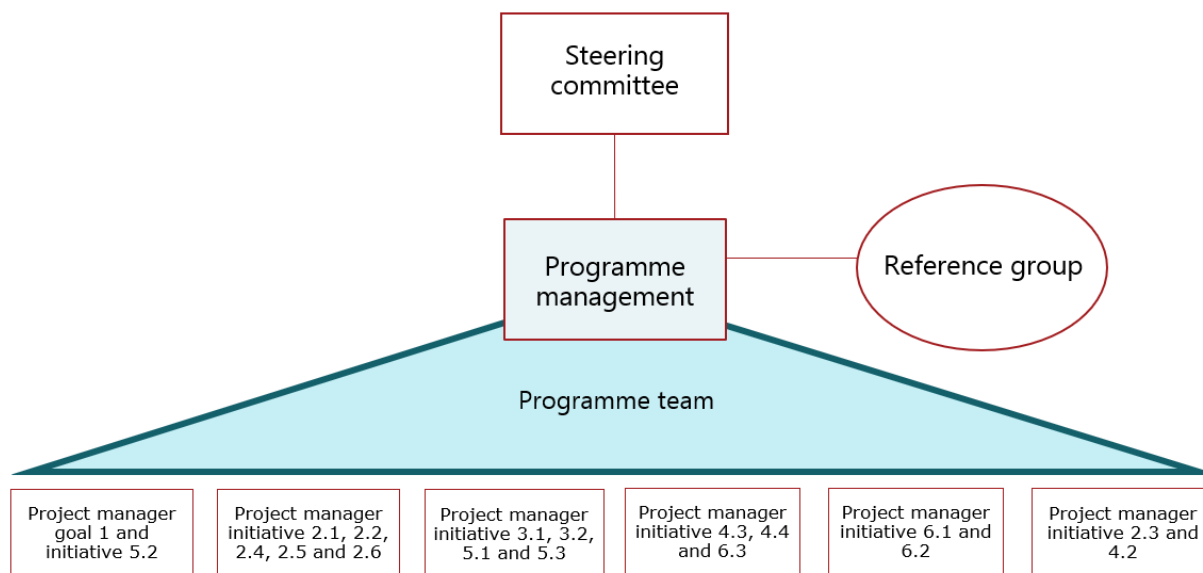
Part of the work to implement the 2022-2024 Action plan for equality and diversity has concerned creating the best possible framework for working with equality and diversity at the University. This has involved several organisational measures, including the action plan originally adopted for 2022 and 2023 being extended by one year in January 2023 running until the end of 2024. The extension was agreed to ensure enough time to work out the next

² DEA. 2021. *Diversity in research*. DEA: <https://www.datocms-assets.com/22590/1619960908-hovedrapport.pdf>

action plan, which will take effect from 2025. The 2023 action plan work was organised as a programme to ensure a decision-making governance structure.

Programme organisation

The programme organisation of the equality and diversity effort has entailed appointing a steering committee with the Rector as one of the members. The Deputy Director of Shared HR is programme owner. The organisation is described below:



Steering committee: Rector Henrik C. Wegener (chair), Dean Katrine Krogh Andersen, Dean Jacob Graff Nielsen, Deputy Director Thomas Molin, Deputy Director Rie Snekkerup, Head of Department Anders Johannes Hansen and student representative Malte Sauerland Paulsen (Student Council)

Programme owner: Deputy Director of Shared HR, Thomas Molin

Programme manager: Diversity and Inclusion Consultant Frederikke S. Fürst

Reference group: Student Malte Sauerland-Paulsen (Student Council), student Ban Moud Shiwalia (Student Council), student Nete Tvorup Christiansen (Queer Union, UCPH), academic officer Jesse Buijink, PhD student Rasmus Michael Sandsdal, postdoc Marwa Almosaileakh, Associate Professor and Head of Section Christine Pöder, Associate Professor and Head of Centre Mons Bissenbakker, Associate Professor Mathias Wullum Nielsen, Associate Professor and Head of Coordination Hilda Rømer Christensen, Associate Professor Sorcha MacLeod, Associate Professor Ravinder Kaur, Professor and Deputy Head of Department Pernille Bjørn,

Language Consultant Jo Ebert Håkonsson, Head of Section Karen Vestergaard Petersen and Head of Administration Helle Hald

Project managers: Project Manager Katrine Greve-Poulsen, Senior EU Liaison Officer Lotta Avesson, Senior Consultant Nina Bahrt Blom, Diversity and Inclusion Consultant Lea Muldtofte, Programme Manager for Equality and Diversity Frederikke S. Fürst, Diversity and Inclusion Consultant Maria Dockweiler

Implementation status

The action plan is in its last year. Implementation of action plan initiatives has been completed and the action plan completed except for initiative 5.3, which has been prolonged to autumn 2024. Some initiatives have become regular offers, such as a diversity management course, which is now part of the course offering for managers. The focal point of the equality and diversity effort has shifted to formulating the next action plan, which will take effect in 2025. The work started with open idea-storming among individual employees and students as well as local councils and boards, diversity committees, collaboration committees and the like in autumn 2023. In 2024, the work also involved doing an inclusion survey that was sent to all employees and students in September. These efforts are elaborated in the sections below along with a description of the initiatives launched to make the gender equality and diversity effort visible at the University of Copenhagen together with examples of local initiatives. First, however, a brief overview of all action plan initiatives.

Overview: Status on implementation of initiatives

The initiatives in the action plan have all been implemented except for initiative 5.3, which has been prolonged to autumn 2024. The table in this section shows all the initiatives listed according to the half-year planned for implementation. As it appears from the table, 17 out of the 20 initiatives in the action plan have been completed, two have been partially completed, while only one initiative out of the 20 will not start while the current action plan is in force.

In January 2023, the action plan was extended by one year to ensure sufficient time to draft the next action plan, which will take effect in 2025. The ambition was to develop and test all initiatives in the current action plan by the end of 2023, which has been fulfilled except for one initiative (5.3), expected to be completed in September 2024. Activities are still ongoing under several initiatives (6.1, 3.2, 4.3, 4.4, 6.2, 6.3, 5.2) as they have either become regular offers or the units that developed them have decided to prolong them. These initiatives are considered completed under the action plan.

During the implementation of the action plan, it was decided that the University of Copenhagen will undergo an administrative reform in 2024. Some of the resources allocated to implementing the action plan were switched to the reform work. As a result, three

initiatives (2.4, 3.1 and 5.1) have not been implemented, one of which (2.4) is considered covered by the inclusion survey and the other (3.1) is partly covered through the webinar series in 2023 and 2024, while the last one (5.1) has not started.

This means that only one out of 20 initiatives has not been fully or partly implemented³.

The focal point for the rest of 2024 is drafting the next action plan (goal 1), which despite resource challenges in the diversity team in January-March is progressing as planned.

- Green** Completed initiative
- Yellow** Partly completed initiative
- Grey** Inactive, initiative not implemented

No.	Initiative/phase	Status
Spring 2022		
4.1	Through added questions in the WPA, UCPH has improved the knowledge base for cases of offensive behaviour and discrimination against staff.	Completed.
4.5	UCPH has introduced a whistleblower scheme for reporting sexual harassment anonymously.	Completed.
5.4	UCPH has updated the concept for manager development reviews (LUS) to include gender equality and diversity as a key development parameter.	Completed.
6.1	UCPH has developed and offered a train-the-trainer course on gender in research aimed at local research and innovation staff.	Completed
Autumn 2022		
3.1	UCPH has developed and offered a generic course on gender equality, diversity and unconscious bias aimed at all employees.	Not implemented. However, a webinar series on diversity, equality and inclusion topics, including parallel language use, sexism, etc., partly fulfils this goal. An e-learning initiative for all employees will be carried over to the next action plan.
3.2	UCPH has developed and offered a generic course on gender equality, diversity and unconscious bias for all managers.	Completed and now a regular offering. A diversity management course has been developed and offered. Included as a module in the regular course offering for managers - LUKU Flex.

³ Goal 1 is not included in the number of initiatives.

4.3	UCPH has equipped staff and students to intervene as third persons in the event of offensive behaviour.	Completed. Allyship courses have been held at several faculties, for Studenterhuset and for student associations across the University. In connection with the 2024 summer study start all tutor courses have included bystander training/allyship courses.
4.4	UCPH has equipped employees and managers to prevent and deal with cases of offensive behaviour in accordance with the guidelines.	Completed - but requires continued focus.
6.2	UCPH has developed and offered thematic workshops on gender in research with a view to supporting researchers in meeting the award criterion.	Completed - carried over into the next action plan.
6.3	UCPH has offered a course for teaching staff with a focus on basic theories and concepts within gender equality and diversity.	Completed - with limited participation. Will be part of the regular offering.
Spring 2023		
1	Development of next action plan: Idea phase	Completed.
2.2	The possibilities for improving the knowledge base on the importance of other selected markers of discrimination in education and employment at UCPH have been identified in a survey with focus on diversity and inclusion.	Completed.
2.3	The knowledge base regarding gender-based intake at bachelor level has been improved, with a special focus on dropouts, expected career opportunities and key factors for applications.	Completed. The analysis was conducted by two different student groups, with theses and presentations received.
2.4	The knowledge base on how PhD students and postdocs experience barriers and opportunities in terms of future research careers has been identified.	Not implemented - covered by the inclusion survey.
2.5	The data basis for analyses of gender distribution in recruitment processes of technical administrative staff has been improved.	Completed.
2.6	The data basis for analysing possible equal pay issues has been improved.	Completed - but more can be done.
4.2	From the 2021 educational environment assessment (UVM), UCPH has a strong baseline for handling offensive behaviour between students – and between students and staff – and has set new objectives for the effort.	Completed.

5.1	UCPH has boosted equal opportunities in recruitment and promotion by incorporating gender equality in the implementation of the University's criteria for recognising merit and by devising guidelines and templates for a gender-equalised recruitment process.	Not completed - carried over into the next action plan.
5.2	UCPH has formalised an ERFA network for employees who participated in previous action plans and/or local projects relating to gender equality and diversity.	Completed. The network meet 2-3 times a year and people can join by sending an email to diversitet@adm.ku.dk
Autumn 2023		
2.1	As far as possible, the indicators in the action plan for gender equality and diversity can be delivered at departmental level.	Completed - but more can be done. This work will continue in the next action plan period.
5.3	UCPH has promoted equal opportunities in the recruitment of managers by testing different tools designed to reduce unconscious bias and to assure the quality of the recruitment process.	Implemented, but will not be fully completed. A pilot project has been running at two faculties to test a bias screening tool for recruitment processes. The project has been extended until September 2024, at which point any further use of the tool will be decided.
Spring 2024		
1	Developing the next action plan: Execution phase	In progress.
Autumn 2024		
1	Developing the next action plan: Anchoring and completion phase	Not started - to be started in autumn 2024.

Initiatives that have been carried over or become regular offers

As described, several initiatives in the action plan have either been extended or included in the regular offering and the equality and diversity effort. A few of them are highlighted below in short descriptions.

Diversity management

Initiative 3.2 in the action plan to develop a management course on gender equality, diversity and unconscious bias has been completed and is now part of the regular course offering. The diversity management course was developed and offered for the first time in March 2024 as part of the course offering for managers - LUKU Flex. 15 staff took the course, and it was evaluated at 4.5 out of 5. The course will be offered on a regular basis and is expected to attract more participants as managers find out about the course. The next course is in November 2024 in English.

DEI network

Initiative 5.2 of the action plan to establish a formalised ERFA network for employees has been implemented. The diversity, equity and inclusion/DEI network⁴ was launched in June 2023 consisting of UCPH employees who either work with gender equality and diversity, conduct research on related topics or are otherwise involved in the gender equality and diversity effort at the University. The network has approximately 80 members with new members added regularly making suggestions for content and knowledge sharing. Two meetings were held in 2023, one in 2024 and another meeting is planned for autumn 2024. With the network and the knowledge sharing, UCPH has moved ahead in the effort to disperse good diversity and inclusion initiatives across the University and learn from each other.

Inclusive classroom management course

Action plan initiative 6.3 for a course for teaching staff has been completed and the initiative prolonged. The course on inclusive and diverse learning environments was developed by the Faculty of Humanities' pedagogical centre, TEACH, and ran as a pilot in November 2023. The course was offered again in May 2024, after which it will be decided if this is the correct format or if further development is needed. The Faculty of Health and Medical Sciences is also developing a similar course for employees at SUND.

Equity and diversity webinars

As part of the work on action plan initiatives 3.1. and 4.4, a series of webinars were held over the winters of 2023 and 2024 on topics within DEI, including parallel language use, sexism, use of pronouns, etc. The webinars are set to continue in winter 2025.

The next action plan

With the implementation of the initiatives in the current action plan completed, the past year has been dedicated to drafting the next action plan.

Work started in autumn 2023 with open idea generation in the organisation as the first step. Students and employees as well as councils and committees could provide input on the content of the next action plan while the diversity team had talks with all the deans. The input from the open idea generation, from surveys such as the Workplace assessment and the Study Environment Survey, from talks with the deans and insights from research and best practice was combined and resulted in five themes that the steering committee for equality and diversity has decided to include in the next action plan. The process ended with a hearing of the five themes in the relevant management and collaboration forums. Initiatives in the next action plan period must be aligned with the five themes to ensure that the University is working in the same direction.

The five themes are: 1) Recruitment and attraction, 2) Onboarding and belonging, 3) Gender and diversity in research, innovation and education, 4) Accessibility: physical environment, language and systems, and 5) Everyday inclusion.

⁴ DEI stands for Diversity, Equity and Inclusion

The steering committee for equality and diversity has also decided that the next action plan will include both centralised initiatives, mainly concerning changing cross-organisational systems and processes, and local initiatives, which are determined and implemented at the local level. Before the new action plan takes effect, a decision must be made on a governance model for the work on the next action plan about which benchmarks to include and which concrete key initiatives to launch in the next period. The steering committee discusses and decides on these elements of the next action plan on an ongoing basis, with input from relevant stakeholders and forums at the University, just as there is an ongoing dialogue across areas and units - construction, education, research - to qualify the content of the next action plan.

Inclusion survey

In August 2023, the Steering Committee for Equality and Diversity decided to do an inclusion survey among all employees and students at the University. The diversity team has been working to prepare the survey in collaboration with the external partner that will conduct the survey on behalf of the University. The survey will run in September-October 2024.

The purpose is to explore how the University's many different employees and students experience being included or excluded. The survey focuses on uncovering situations where exclusion and discrimination occur and whether some groups or minorities are more exposed in these situations than others. This sets the inclusion survey apart from other well-being surveys such as the Workplace Assessment and the Study Environment Survey, as it can focus specifically on minority groups' experiences of inclusion and in which situations inclusion can be challenged.

With the inclusion survey we want to ensure that, as a university, we can design the right initiatives to address the challenges that may be. The results will be available at the time when the new action plan takes effect and will provide insights as the basis for the next initiatives at both central and local level. At the same time, the survey can serve as a 'baseline' for the coming action plan period.

Awareness and visibility initiatives

Over the past year, the diversity team has continued its work to make the equality and diversity efforts on at the University more visible. This has mainly involved presentations for departments and administrative units across UCPH and meetings with employees and managers who have launched local initiatives. The open idea generation in autumn 2023 that kicked off the work on the next action plan also created visibility for the agenda and the coming plan. Awareness of the equality and diversity effort has been raised via KUnet news, newsletters, information screens, LinkedIn and the University Post.

The visibility effort has also had more festive expressions, for example, at the KU Festival in May 2024 with a 'Rainbow Corner' organised in collaboration with the LGBTQIA+ employee network and the student organisation Queer Union KU, as was the case at the 2023

festival. There were also several events in connection with Copenhagen Pride in 2023, which were carried on in 2024, such as 'Research Under the Rainbow' where graduate students and researchers present their research on LGBTQIA+-related topics. This type of initiative is an effective way to visualise and celebrate diversity at UCPH.

Local initiatives

In addition to the centrally organised initiatives launched under the action plan, there are - as in previous years - a number of initiatives underway at faculties, centres and departments. For example, in the autumn of 2023, the Faculty of Health and Medical Sciences set up its own [Diversity Sounding Board](#) with 35 members across VIP, TAP and students. The Department of Arts and Cultural Studies at HUM has established a [Diversity Group](#) with approximately 18 staff members. Five departments from SCIENCE and SUND have chosen to apply for and participate in a foundation-funded collaborative project, 'Living Labs', that focuses on increasing diversity in STEM courses, including the [Department of Chemistry](#), the GLOBE Institute and others.

Key figures for gender equality and diversity

The following pages present key figures for gender equality and diversity at the University of Copenhagen (UCPH). These include figures for gender distribution among academic staff (VIP), in recruitment processes, among technical and administrative staff (TAP), the University's management and students. The report also contains the main results about offensive behaviour from the WPA and the study environment survey. The data was retrieved in May/June 2024.

Thus, this section updates the figures in the baseline analysis which has formed the basis of the action plan since 2022. The update to already specified key figures means that the following pages primarily present data on managers, staff and students by the legal binary gender, as these figures were set as baseline in the action plan. The Steering Committee for Equality and Diversity and Shared HR are aware that the data does not provide a full overview of all parameters relevant to diversity as they cover far more than (legal) gender.

This is one of the reasons that an inclusion survey was conducted among students and staff in 2024. The survey has provided insight into experiences related to inclusion and well-being among, for example, minority groups, giving UCPH a knowledge base that goes beyond binary gender.

General trends in the key figures

As mentioned, part of the motivation behind the University's efforts to promote gender equality and diversity is that men and women should not experience differences in recruitment and promotion. This report's key figures show differences in the gender distribution in various staff categories and the job structure.

Among VIP staff, the proportion of women decreases as the career level rises, both at UCPH in general and at most faculties.

In addition, the proportion of female PhDs, postdocs and associate professors has slightly decreased or stagnated from 2022 to 2023. At professor and assistant professor level, the proportion of women slightly increased from 2022 to 2023. The action plan includes a goal to 'Lift gender balance at associate professor and professor level by two percentage points in the period 2022-2024 at UCPH level' (goal 5; page 7). With the 2022-2023 development in mind, the proportion of female associate professors should increase significantly while the progress at professor level should continue up to 2024 in order to reach the goal.

When it comes to VIP recruitment, the proportion of female applicants is lower compared to male, but a higher proportion of female applicants are shortlisted and deemed qualified. This suggests that there is a higher concentration of qualified female applicants. The lowest proportion of women in recruitment processes is at the Faculty of Science, while the Faculty of Humanities has the highest.

Women account for more than half of TAP staff across all job categories. The most equal gender distribution is among senior consultants, of whom 52 to 56 percent are women. In the other TAP categories, the proportion of women ranges between 58 and 88 percent except for workmen, who are all men.

In the University's top 80 leadership (L80), there is a small majority of men (58 percent against 42 percent women). Senior Management (the Rectorate, the University Director and the deans) consists of 60 percent men and 40 percent women. All members of the Rectorate are men, while 67 percent of the deans are women. In Administrative Management, consisting of faculty directors, deputy directors in the Central Administration and the University Director, 71 percent are men and 29 percent are women. All faculty directors are men, while the gender distribution among deputy directors is 50/50 (May 2024).

The gender imbalance is not limited to the University's staff. During the period from 2016 to 2023, more female than male students were admitted to both bachelor's (57-61 percent) and master's degree programmes (61-64 percent). The highest proportion of women is admitted to the Faculty of Health and Medical Sciences, and the highest proportion of men to the Faculty of Science. UCPH also has degree programmes with a large gender imbalance. At bachelor level, female students are over-represented (over 70 percent) on 36 programmes, with male students over-represented on four programmes.

The University's action plan also aims to counter offensive behaviour and other issues affecting the well-being of staff and students. Across UCPH, the proportion of employees who, in the most recent WPA, indicated that they had experienced unwanted sexual attention is two percent; however, seven percent at the Faculty of Law. Of the two percent at UCPH level, a quarter responded that they did not think it would make a difference if they reported the unwanted sexual attention.

The 2023 study environment survey showed that approx. 14 percent of students have experienced discrimination – an increase of around four percentage points since the survey in 2021. At the Faculty of Health and Medical Sciences, the proportion of students who have experienced discrimination is significantly higher than at the other faculties – around 19 percent – and they primarily stated teaching staff as the discriminative party. Around 11 percent of students at UCPH have experienced unpleasant or offensive comments about their appearance or gender.

1. Gender distribution among academic staff

The gender distribution among academic staff is an important indicator for the work on gender equality and diversity at UCPH. The figures can help shed light on the gender representation among researchers and teaching staff, thus showing the academic role models that students will meet, and on whether career development and belonging initiatives have a concrete effect on the gender imbalance.

In this section, the figures show the gender distribution among academic staff at the overall UCPH level and at the faculties as well as the development since 2016. The figures have been

calculated in full-time equivalents/FTEs in percent.⁵ This can provide an insight into how the employee composition across levels is distributed by gender and whether some job categories are characterised by an equal or unequal gender distribution at university or faculty level.

The figure in section 1.1 shows two general trends:

Firstly, the proportion of women declines as career levels rise. The proportion of female PhD students is above 50 percent for all years but does not lead to a significant increase in the proportion of female postdocs or women at higher career levels in the following years. The trend continues up through the job hierarchy, and the proportion of female professors is just above a quarter (28.3 percent). This applies to most faculties; however, the proportion of women fluctuates significantly at the Faculty of Law and the Faculty of Theology during the period.

Secondly, the figure shows a slight incremental increase in the proportion of women in the different job categories in the period from 2016 to 2023. However, from 2022 to 2023, a continued slight increase was only seen in the proportion of women at professor and assistant professor level. Among PhDs, postdocs and associate professors, the proportion of women has slightly decreased or stagnated from 2022 to 2023. The action plan includes a goal to ‘Lift gender balance at associate professor and professor level by two percentage points in the period 2022-2024 at UCPH level’ (goal 5; page 7). With the 2022-2023 development in mind, the proportion of female associate professors should increase significantly while the progress at professor level should continue up to 2024 in order to reach the goal.

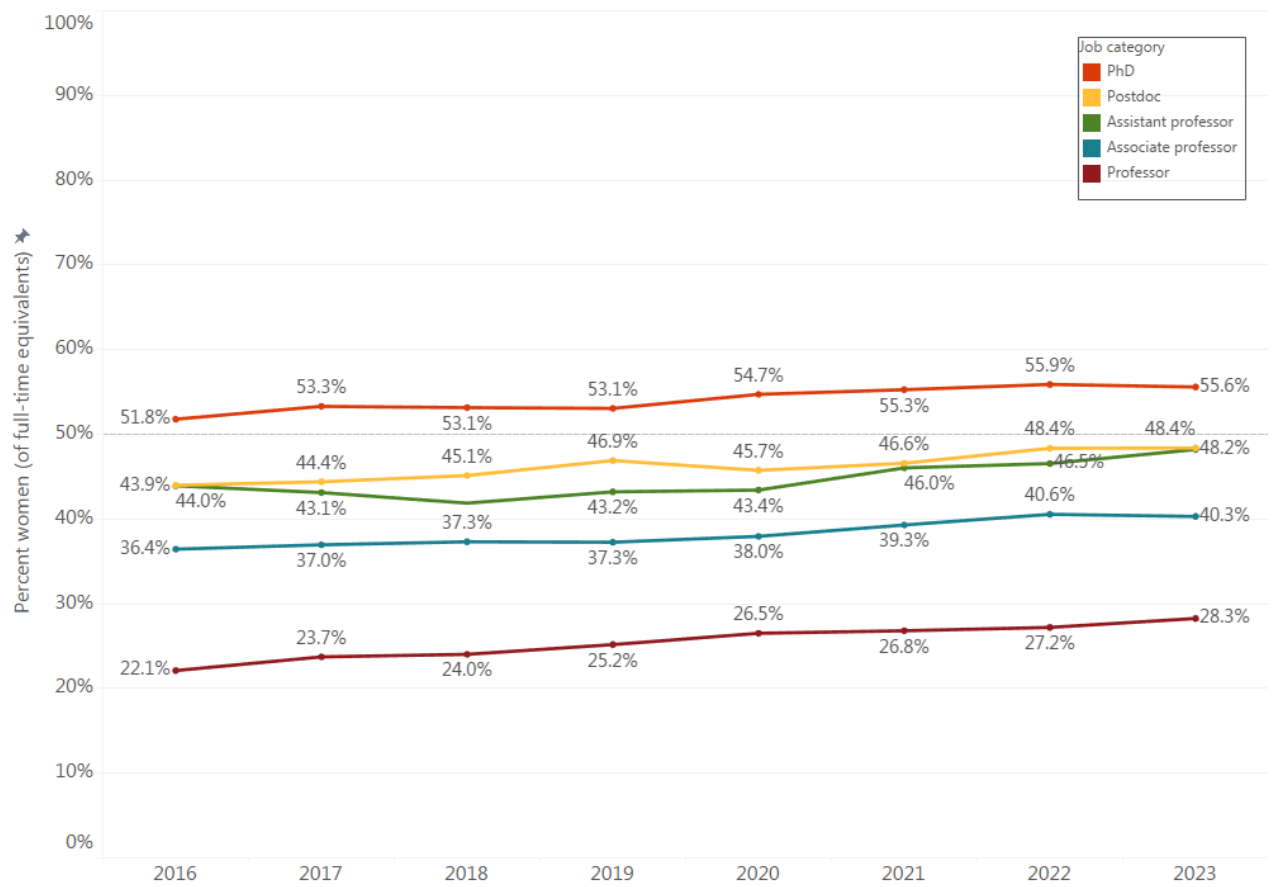
Figures at faculty level

At the Faculty of Science, which in general has a low proportion of female researchers, the proportion of women has slightly decreased at all job levels from 2022 to 2023, except at professor level where there was a small increase. At the Faculty of Social Sciences, the proportion of women at PhD, postdoc and assistant professor level grew from 2022 to 2023, while it declined at professor and associate professor level. At the Faculty of Law, the proportion of women was fairly even at all job levels (around 54 percent) in 2023, except at professor level where approx. 33 percent were women.

⁵ The figures for gender distribution among academic staff are based on data from UCPH BI, which uses LDV data. The percentages have been calculated as the percentage of FTEs. The HR standard filter has been used (read more about [the HR standard filter – in Danish only](#))

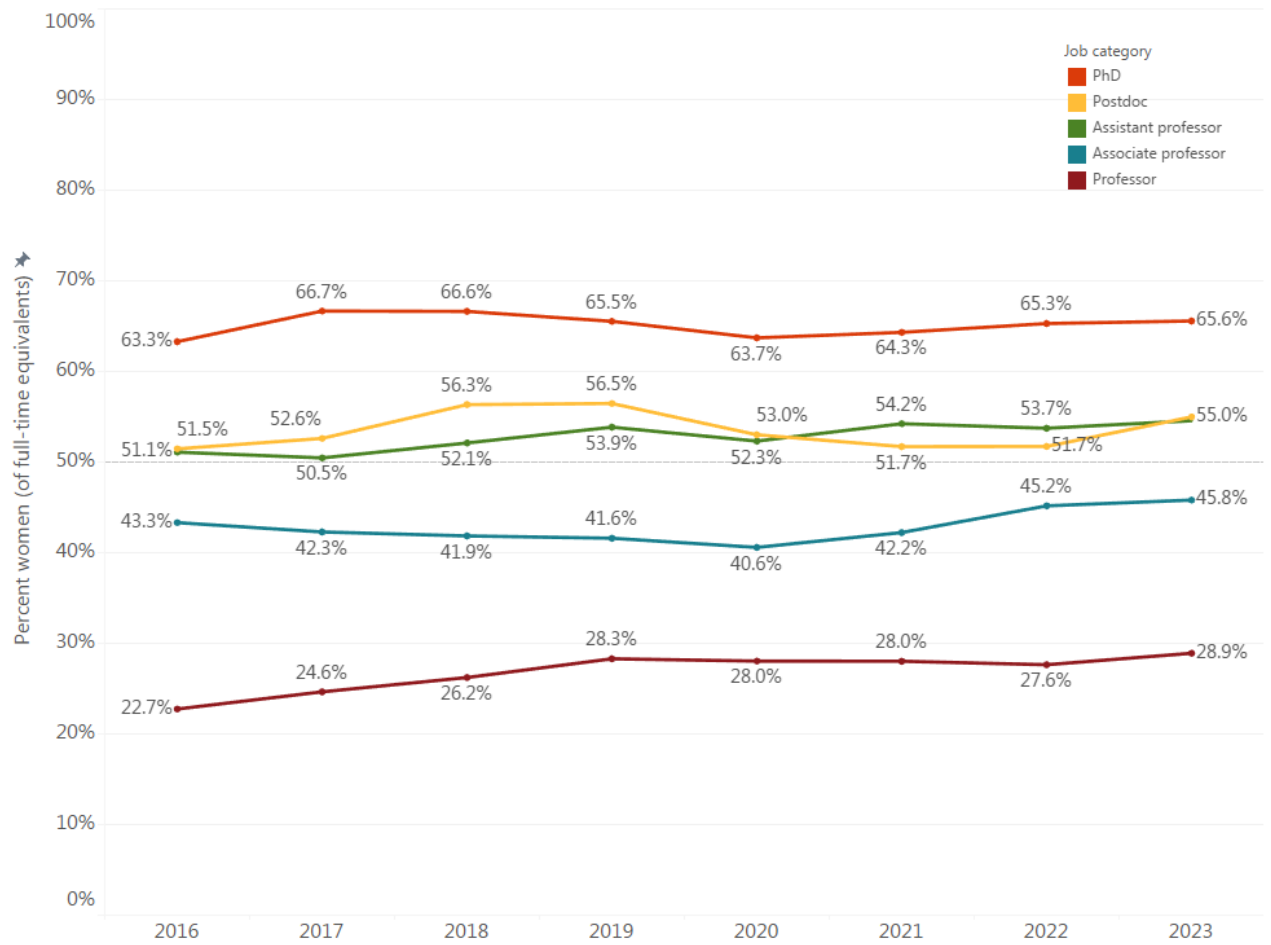
1.1 UCPH level

Proportion of women among academic staff - UCPH level



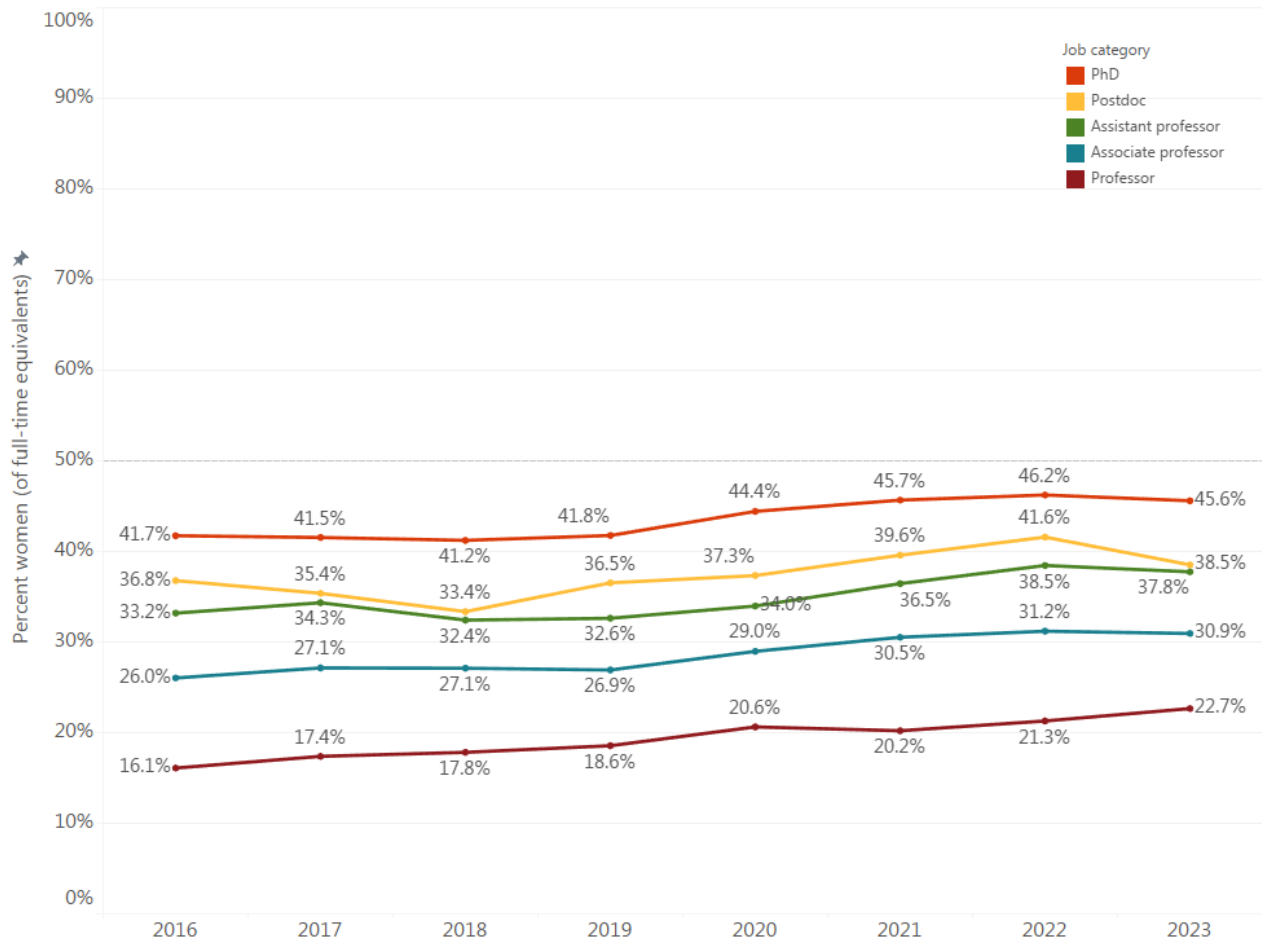
1.2 Faculty of Health and Medical Sciences

Development in proportion of women among academic staff - SUND



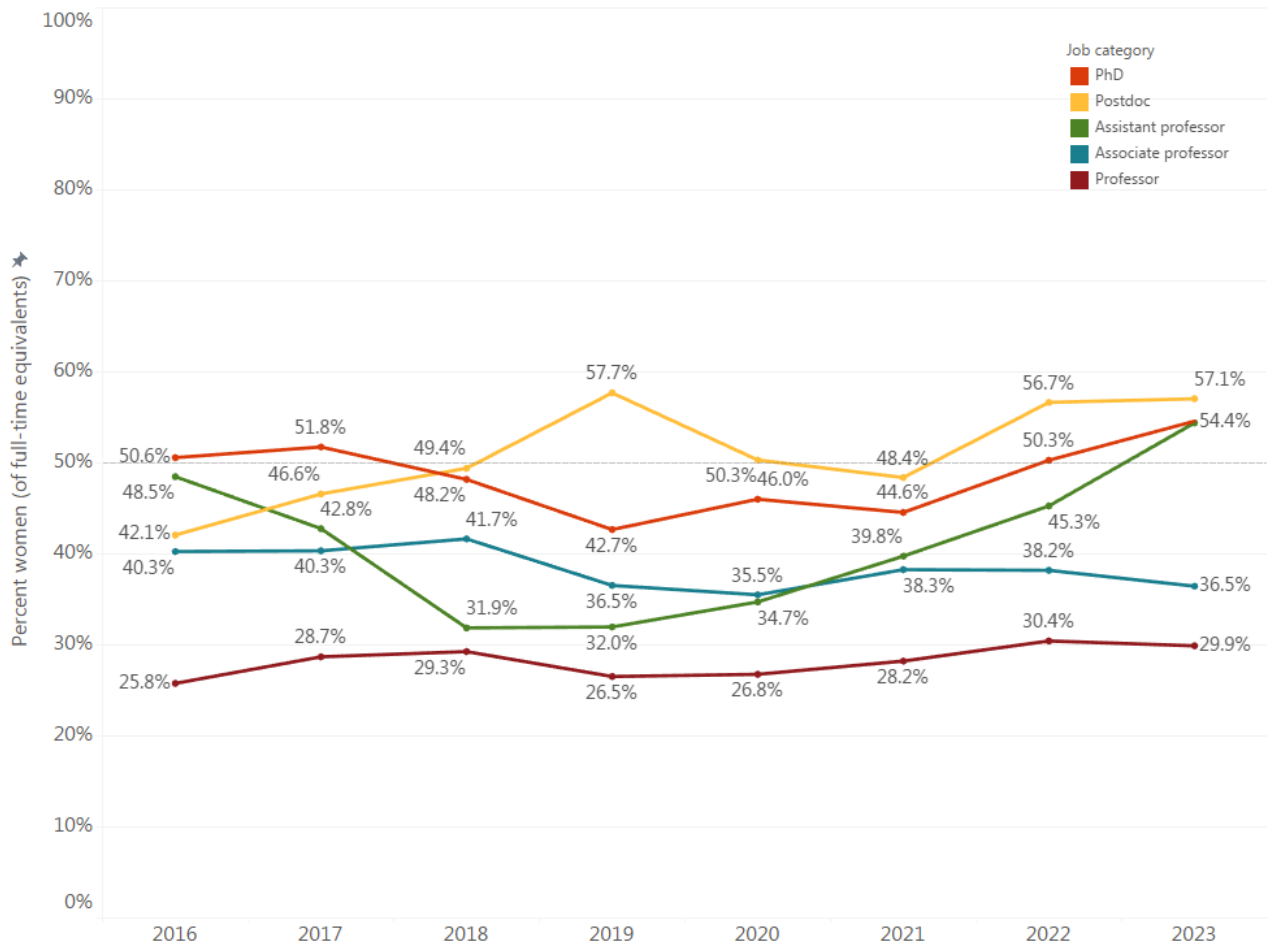
1.3 Faculty of Science

Development in proportion of women among academic staff - SCIENCE



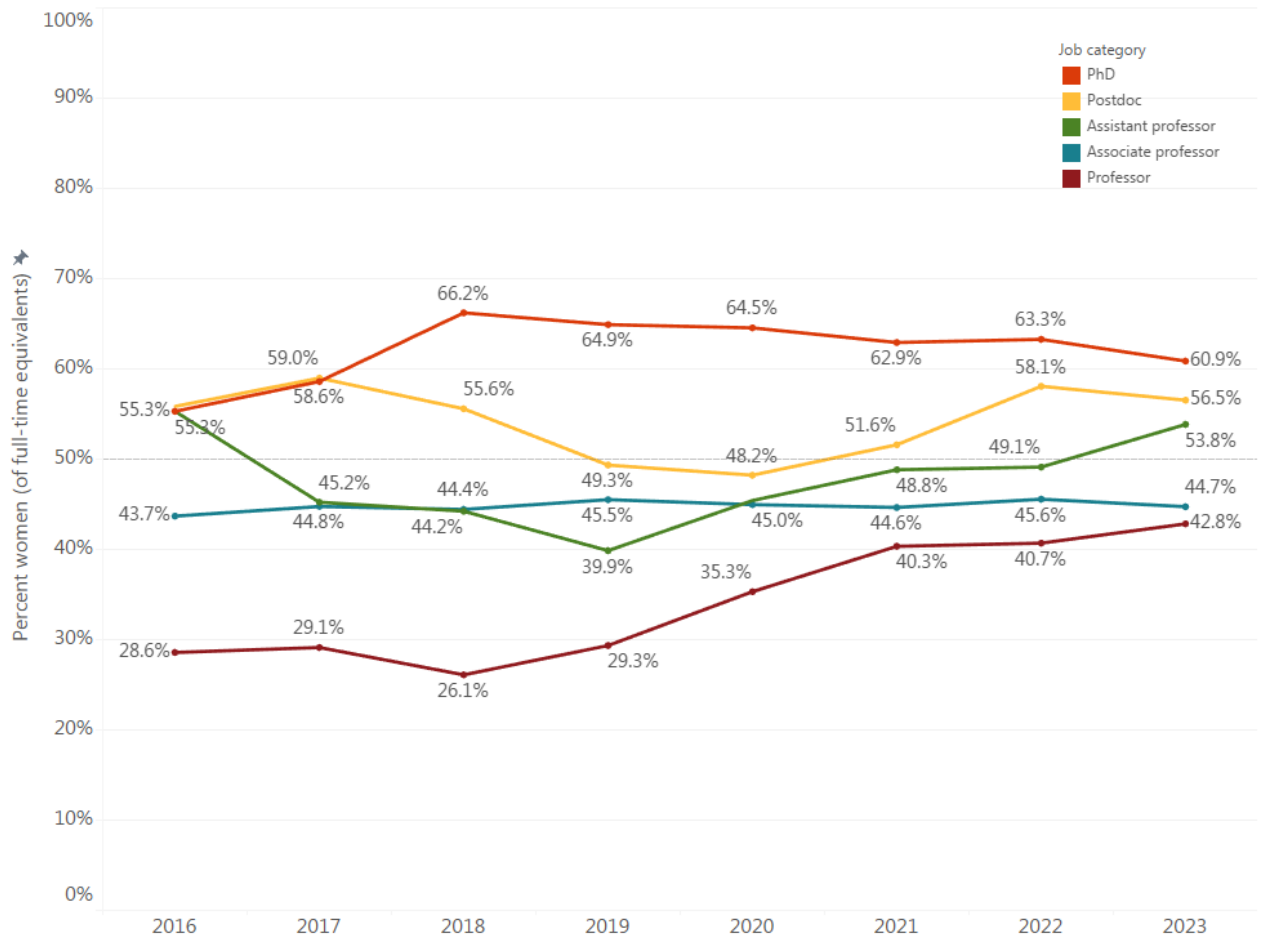
1.4 Faculty of Social Sciences

Development in proportion of women among academic staff - SAMF



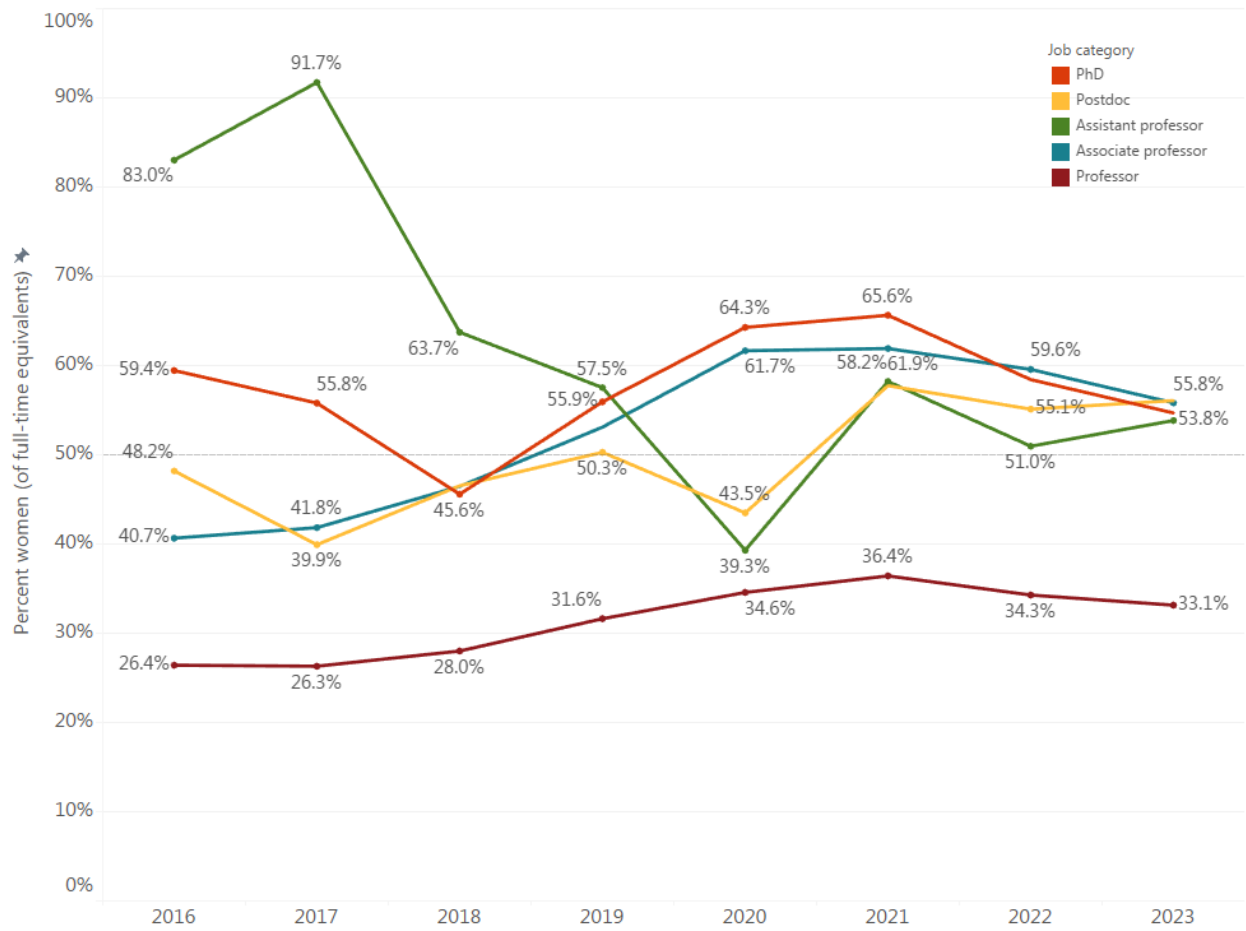
1.5 Faculty of Humanities

Development in proportion of women among academic staff - HUM



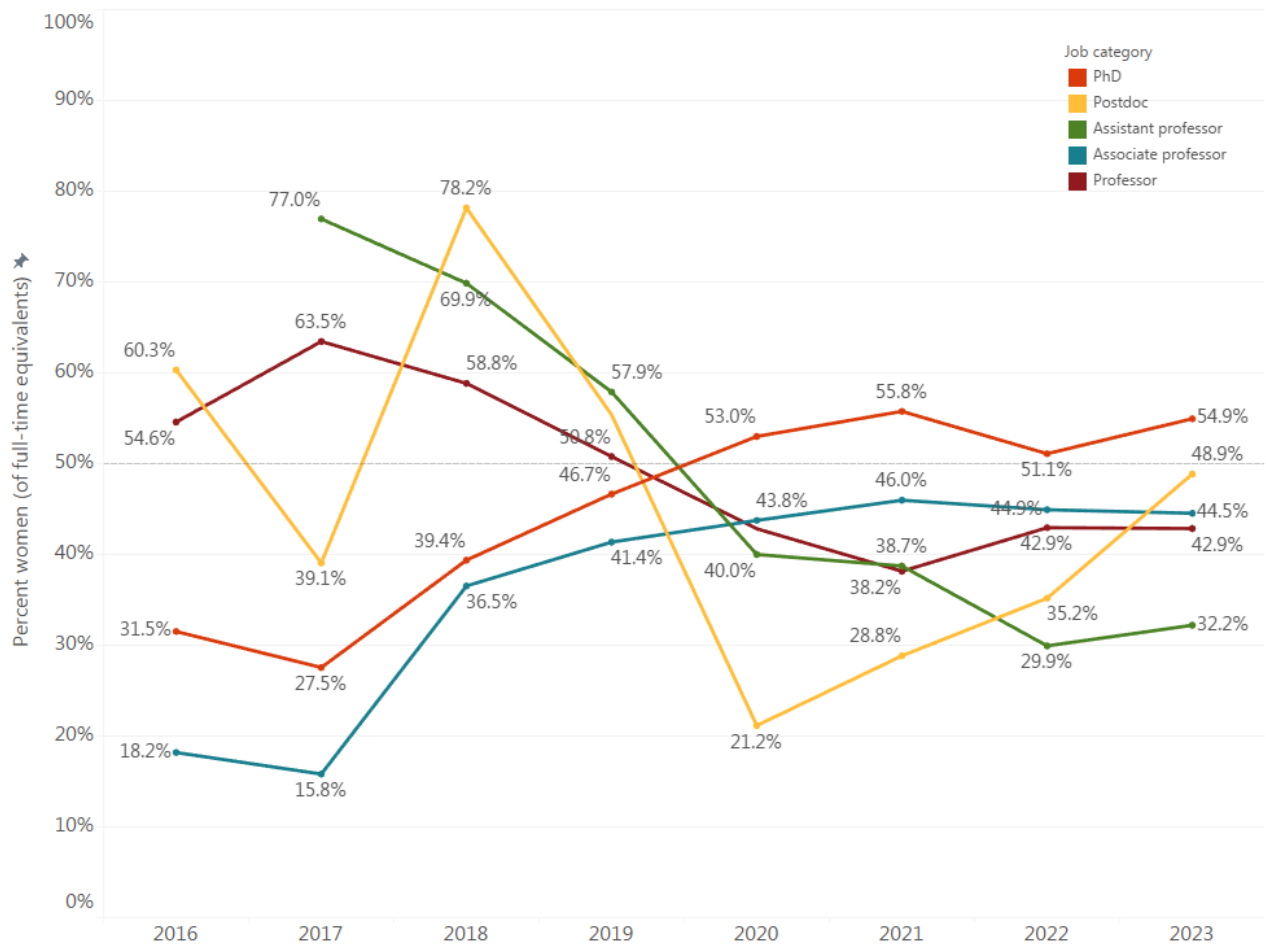
1.6 Faculty of Law

Development in proportion of women among academic staff - LAW



1.7 Faculty of Theology

Development in proportion of women among academic staff - THEO



2. Recruitment of academic staff

The figures in this section show the average proportion of female applicants, shortlisted female applicants and qualified female applicants for open job postings in the period from 2019 to 2023.⁶ They are distributed on four job categories: postdoc, assistant professor, associate professor and professor. The figures also show the proportion of female applicants who were hired. These may indicate whether there are different ‘success rates’ for male and female applicants for jobs at UCPH – and whether there are more qualified male or female applicants etc. The first three figures show the distribution at UCPH level, while the remaining figures show the distribution at faculty level.

Across UCPH (figure 2.1.1), the proportion of female applicants is generally lower than male, and the proportion of shortlisted and qualified female applicants is higher than the proportion of women in the applicant pool. At postdoc, assistant professor and associate professor level, the proportion of women is also higher among those appointed than among the applicants. However, at professor level, there is a lower proportion of women among those appointed than those who apply.

The Faculty of Science has the lowest proportion of women at all stages of the recruitment process and for all job types (figure 2.3), while the Faculty of Humanities, in general, has the highest proportion of women in the recruitment process (figure 2.5). At the Faculties of Humanities and Law (figure 2.6), the proportion of women among those appointed at associate professor and professor level is over 50 percent in the period. At the Faculty of Health and Medical Sciences (figure 2.2), the proportion of female applicants is around 40 percent at all job levels. At the Faculty of Social Sciences (figure 2.4), about 50 percent of new postdoc appointments are women, while they only represent 30 percent of new professor appointments in the period. From 2019 to 2023, the Faculty of Theology hired six postdocs (figure 2.7), of whom three were women. Women were among the applicants for the other jobs in the period (six in total), however, only men were hired.

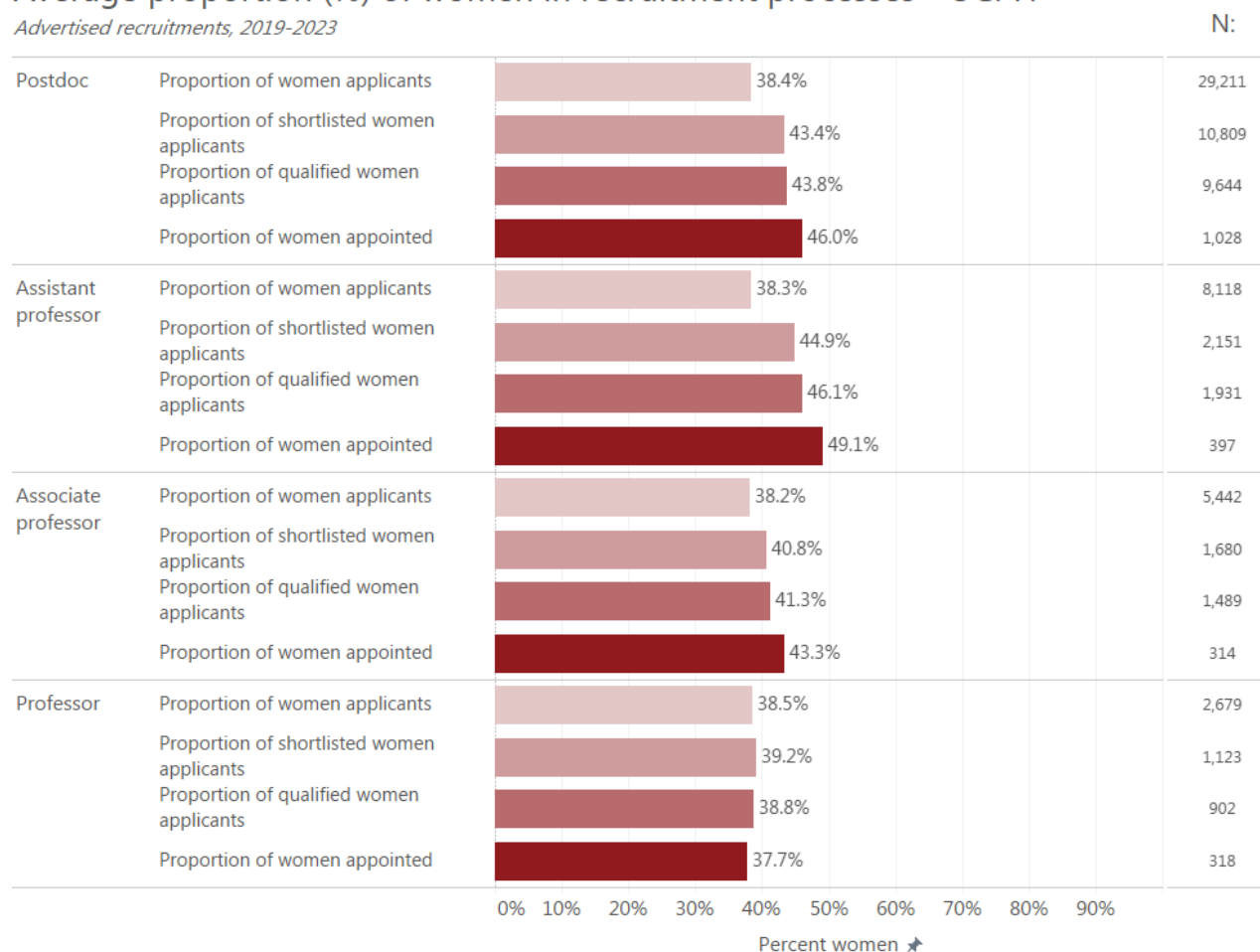
⁶ ‘Shortlisted’ is defined as the ‘number of applicants’ minus the number of ‘not assessed’. ‘Qualified applicants’ are applicants who are shortlisted and subsequently assessed as qualified.

2.1 UCPH

2.1.1. Gender distribution in recruitment processes – open job postings

Average proportion (%) of women in recruitment processes - UCPH

Advertised recruitments, 2019-2023

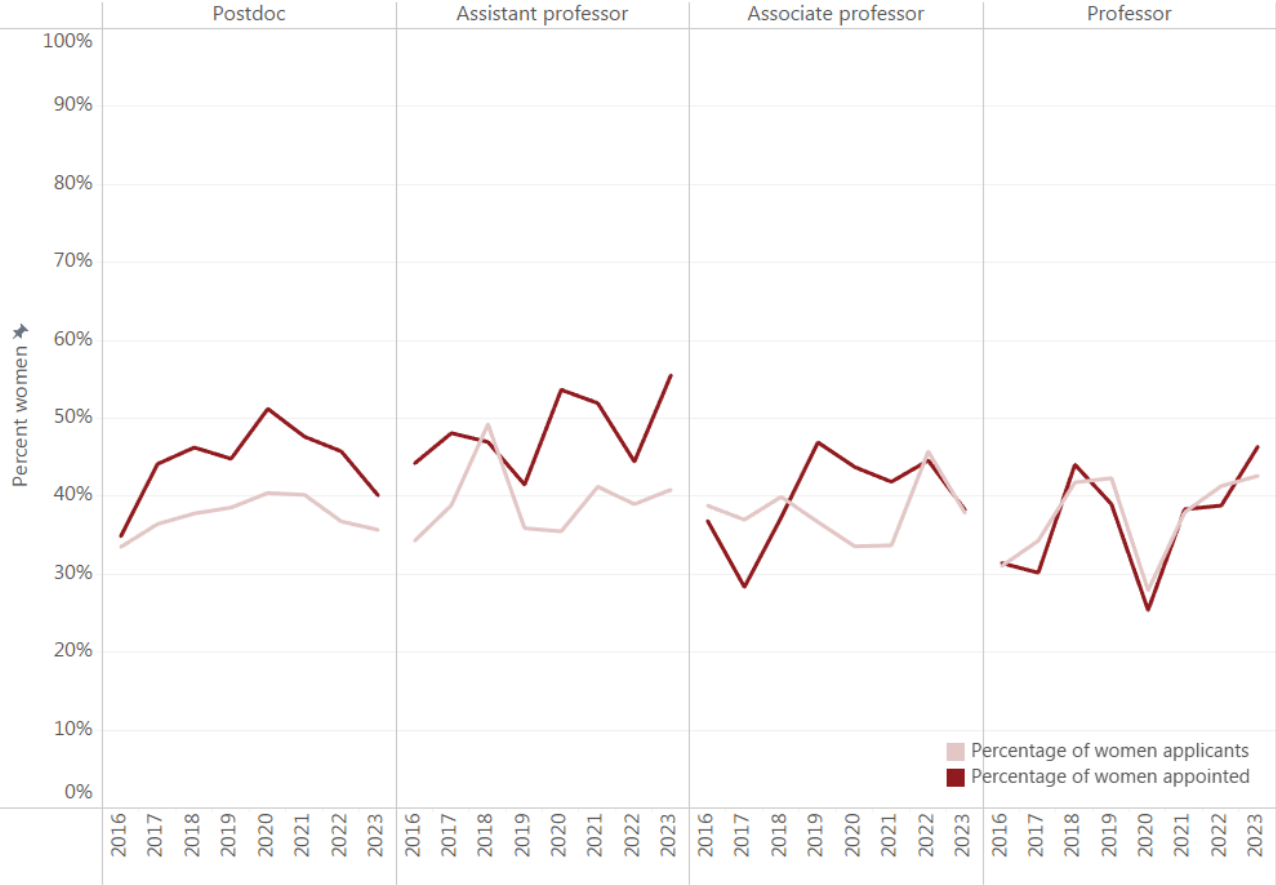


2.1.2 Women applicants vs. women appointed – open job postings

The figure shows the average share of women applicants in relation to the share of women appointed as postdoc, assistant professor, associate professor and professor as well as the development over time. The figure indicates whether there in some job categories is a correlation between the number of women who apply and how many are hired.

Average percentage of women among applicants vs. percentage of women among appointments

Advertised recruitments over time - shown per job category

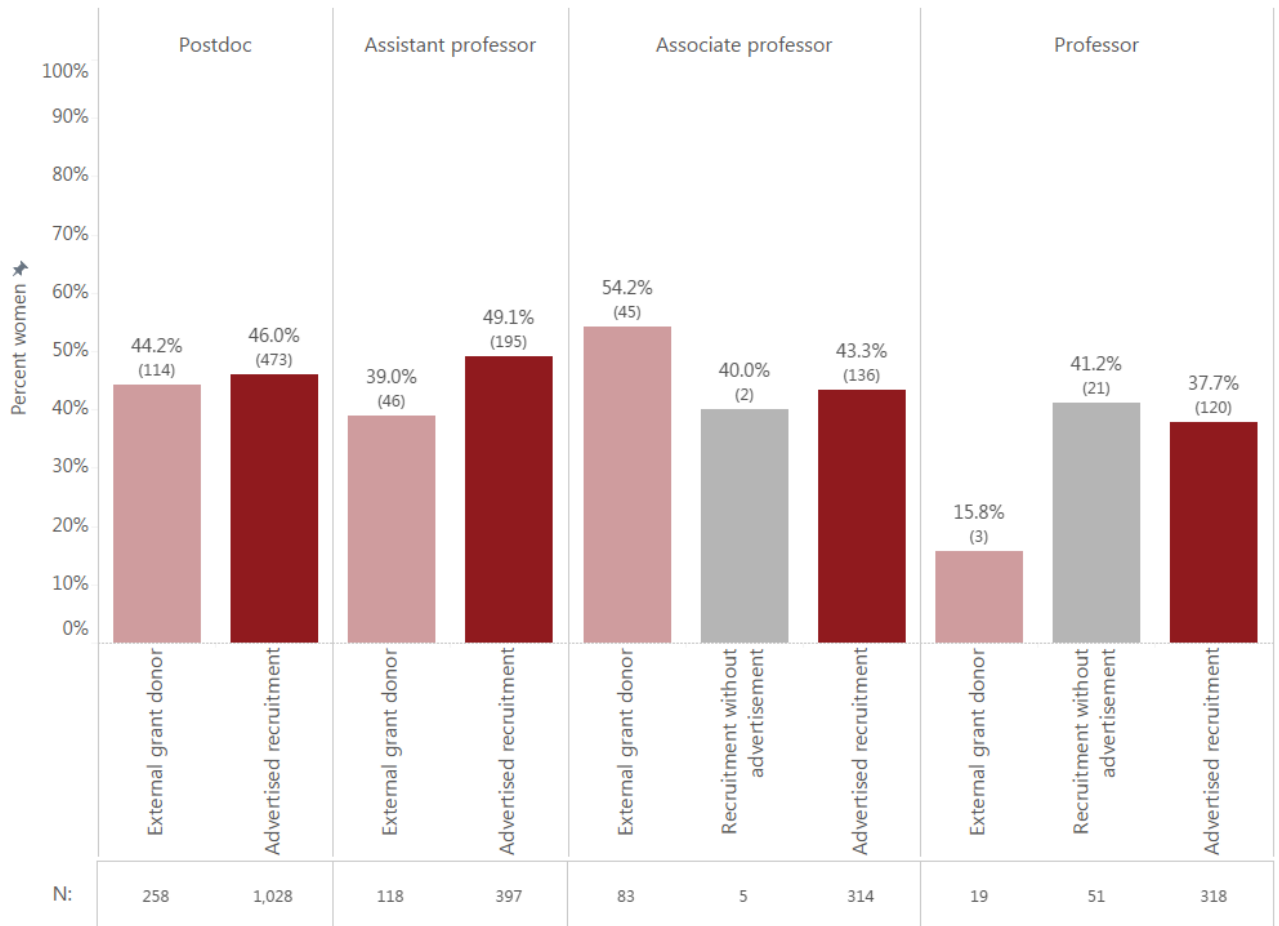


2.1.3 Gender distribution in appointments by type of job posting

Based on different types of job postings, the figure shows the proportion of women who have been hired as postdocs, assistant professors, associate professors and professors. The figure indicates whether women applicants are more frequently hired on the basis of a certain type of job posting and what the distribution is at the different job levels.

Proportion of women among appointments by type of recruitment

2019-2023, UCPH level

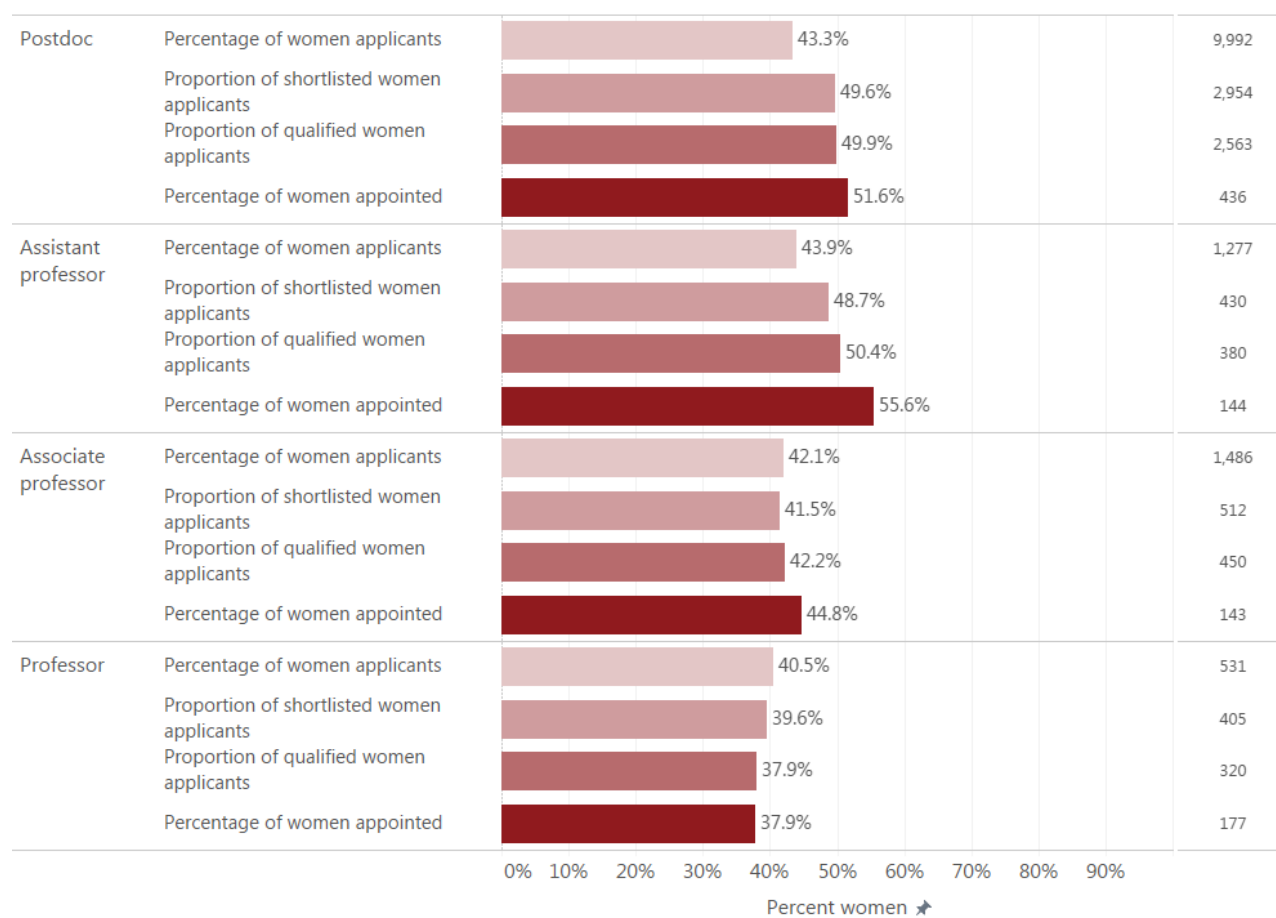


2.2 Faculty of Health and Medical Sciences

Average proportion (%) of women in recruitment processes - SUND

Advertised recruitments, 2019-2023

N:

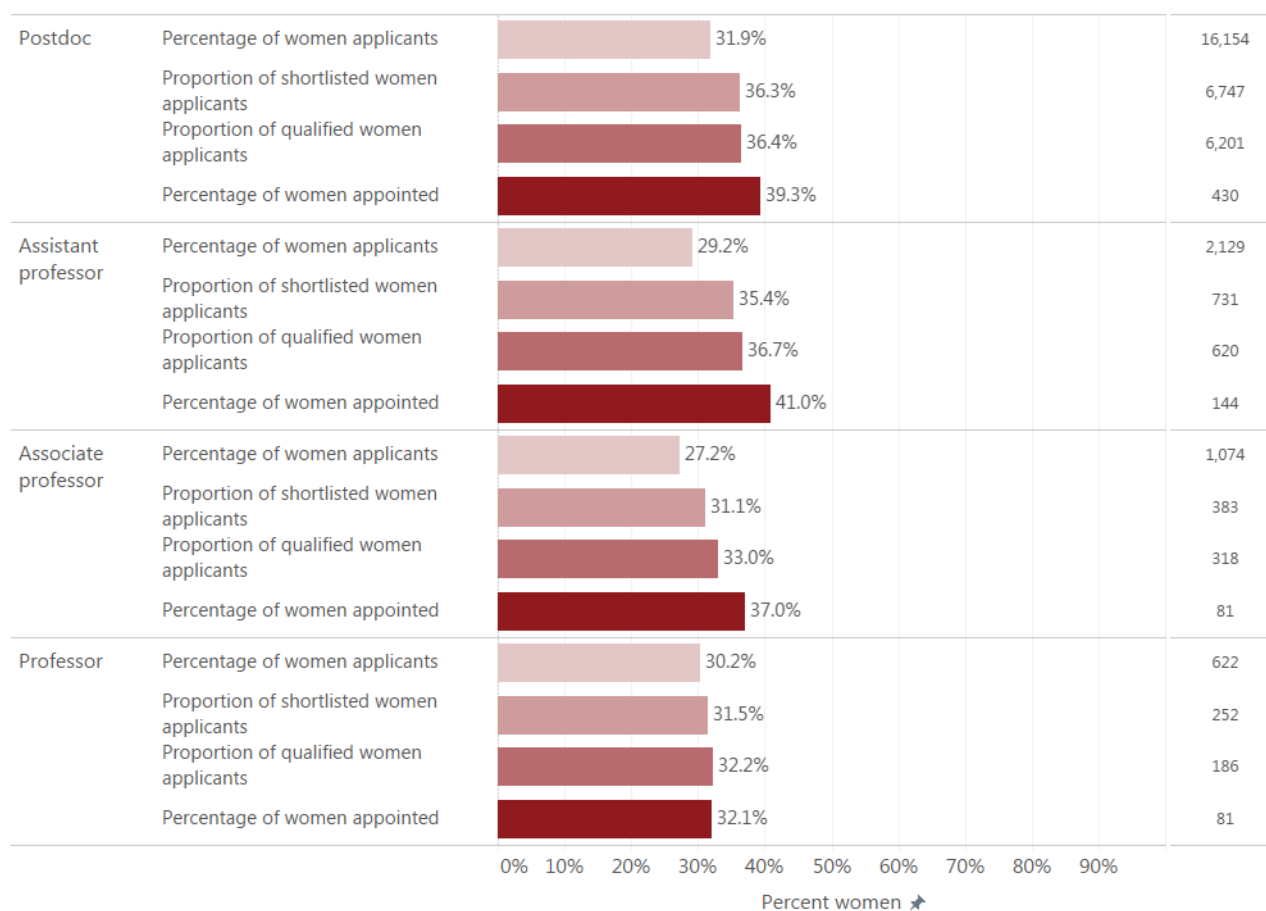


2.3 Faculty of Science

Average proportion (%) of women in recruitment processes - SCIENCE

Advertised recruitments, 2019-2023

N:

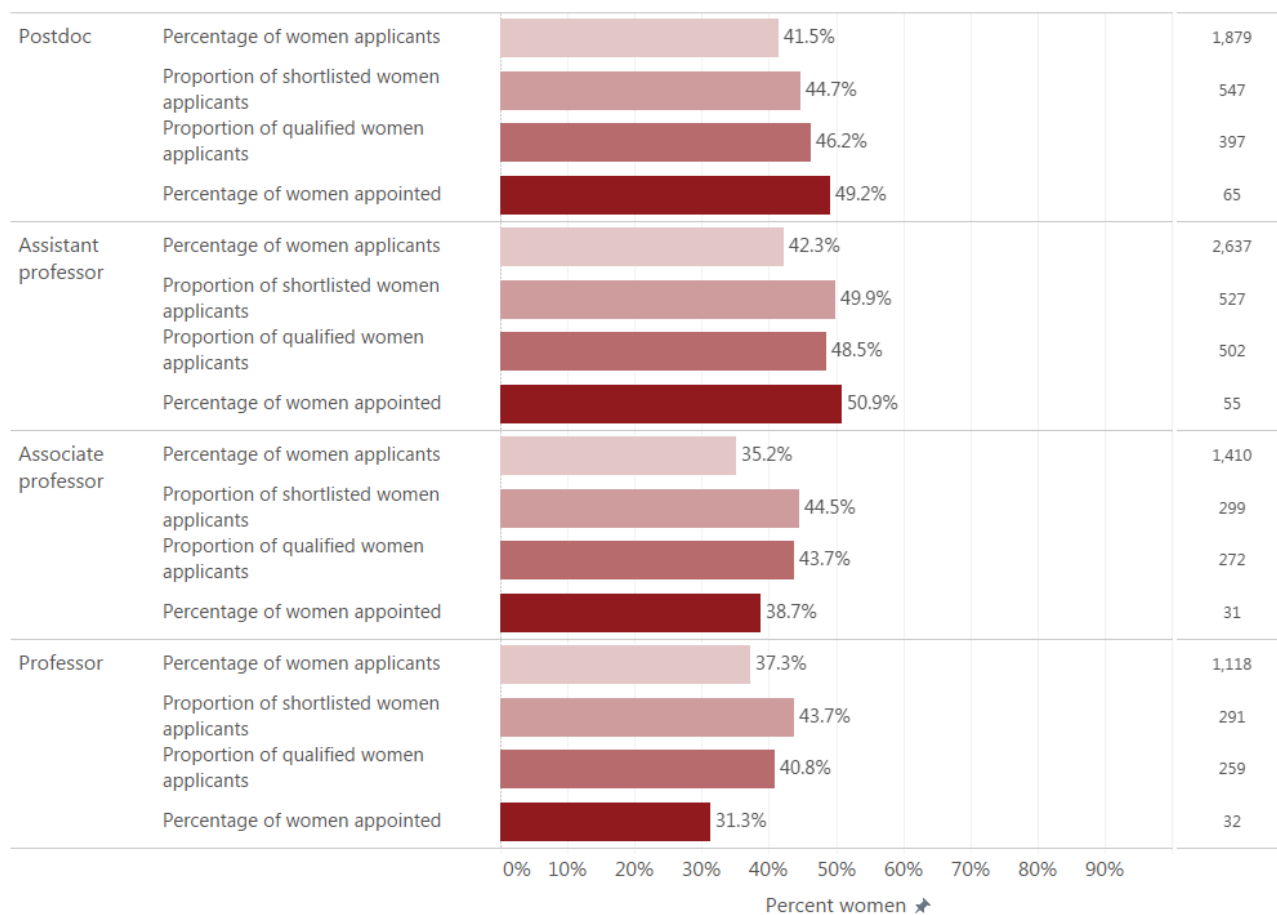


2.4 Faculty of Social Sciences

Average proportion (%) of women in recruitment processes - SAMF

Advertised recruitments, 2019-2023

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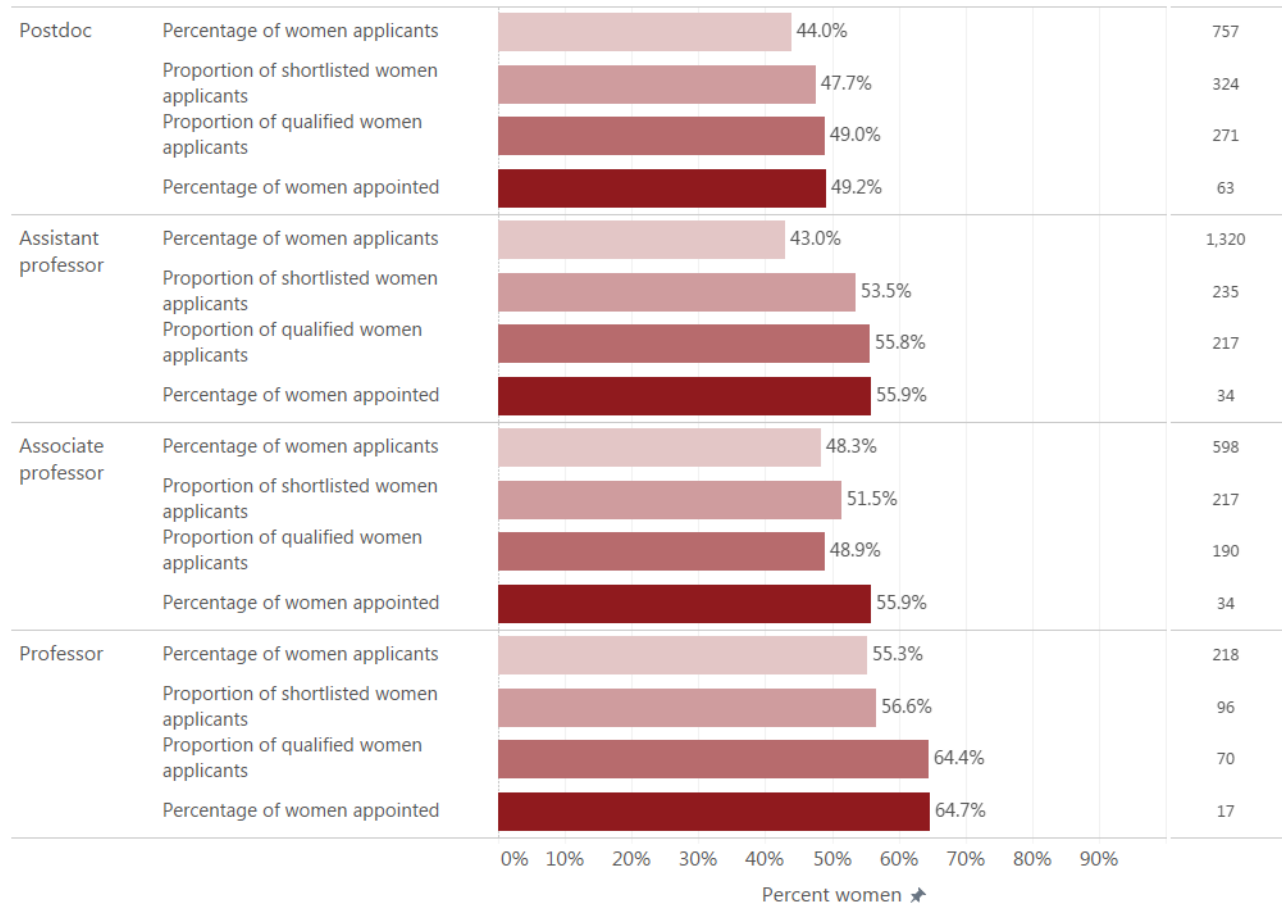


2.5 Faculty of Humanities

Average proportion (%) of women in recruitment processes - HUM

Advertised recruitments, 2019-2023

N:

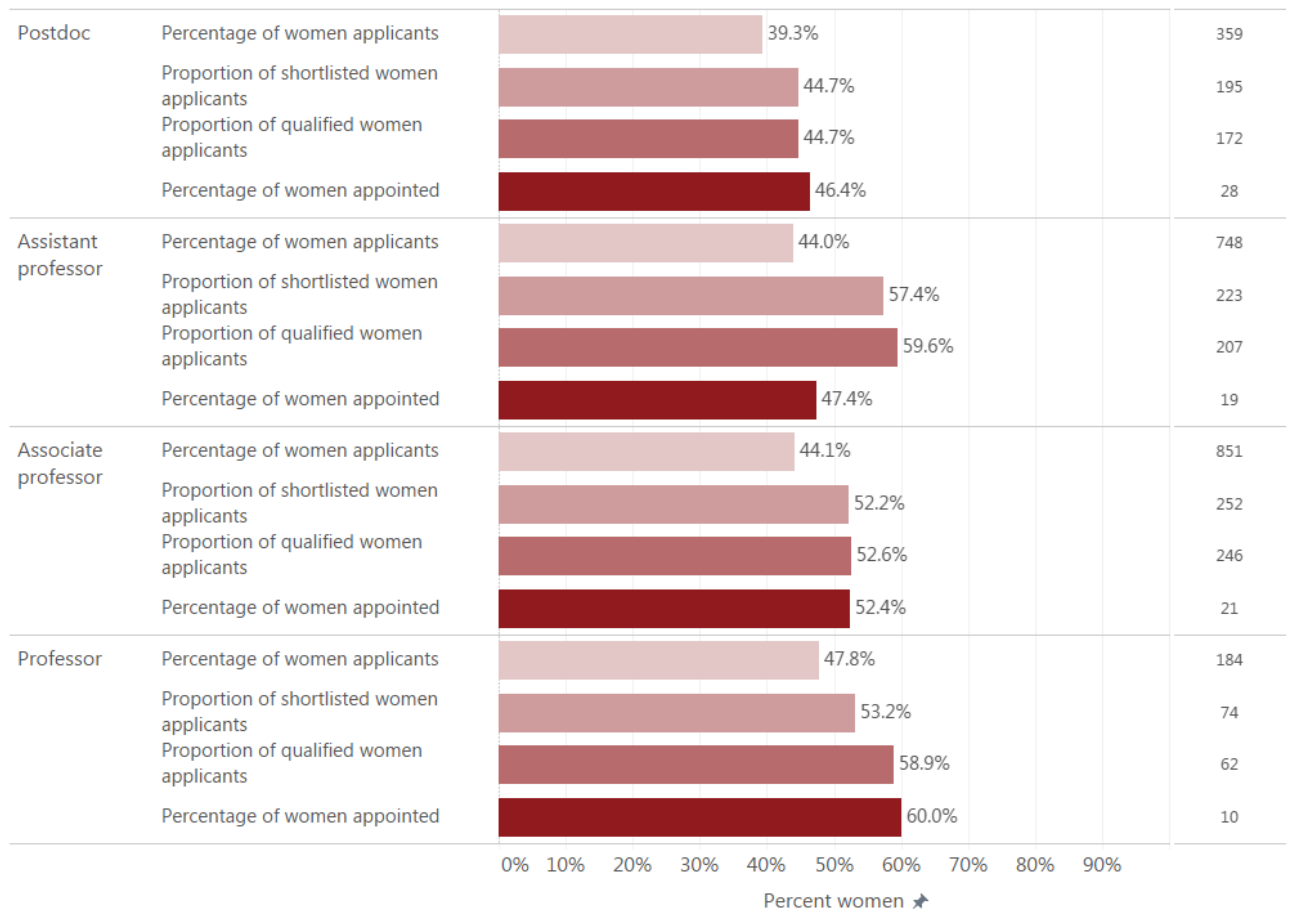


2.6 Faculty of Law

Average proportion (%) of women in recruitment processes - LAW

Advertised recruitments, 2019-2023

N:

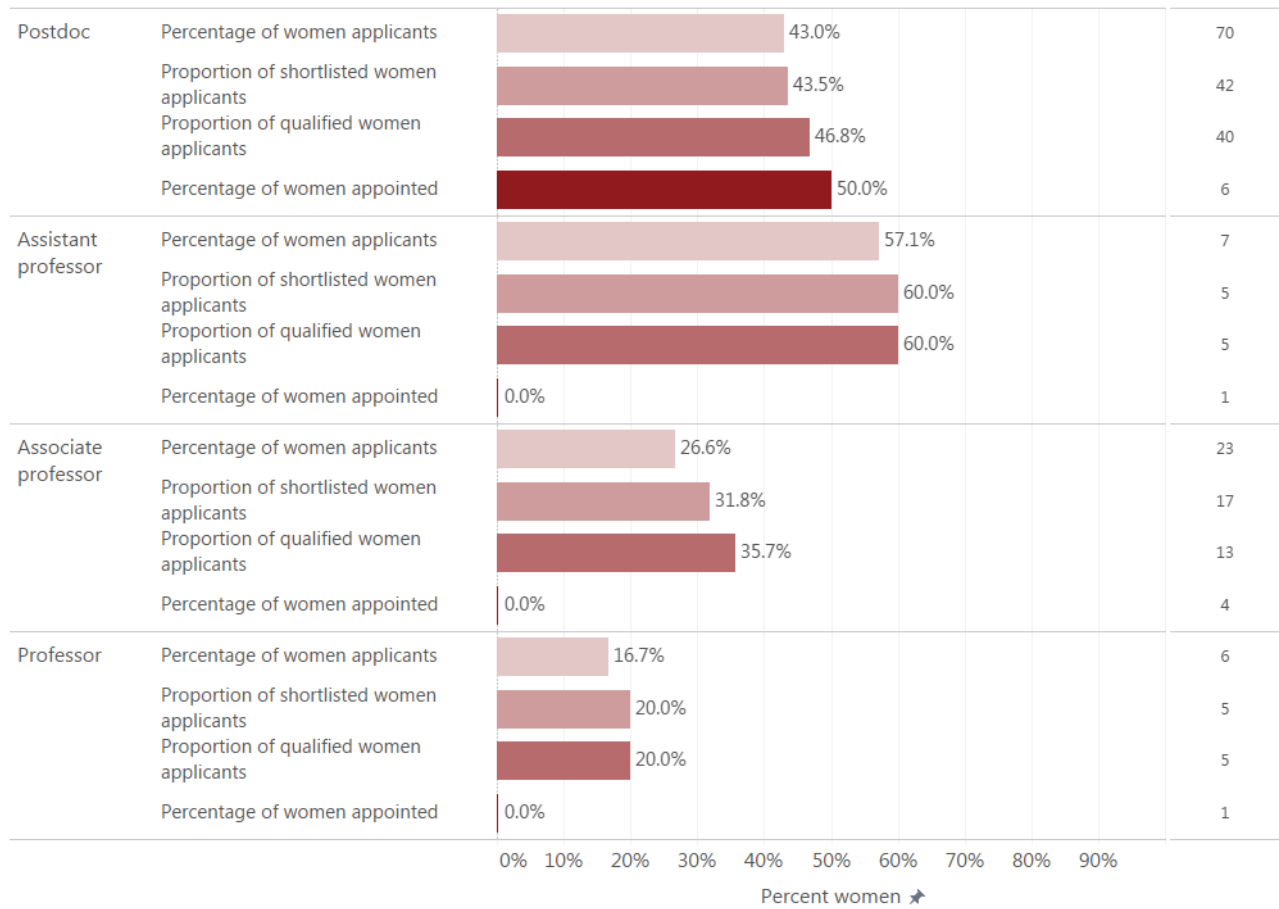


2.7 Faculty of Theology

Average proportion (%) of women in recruitment processes - THEO

Advertised recruitments, 2019-2023

N:



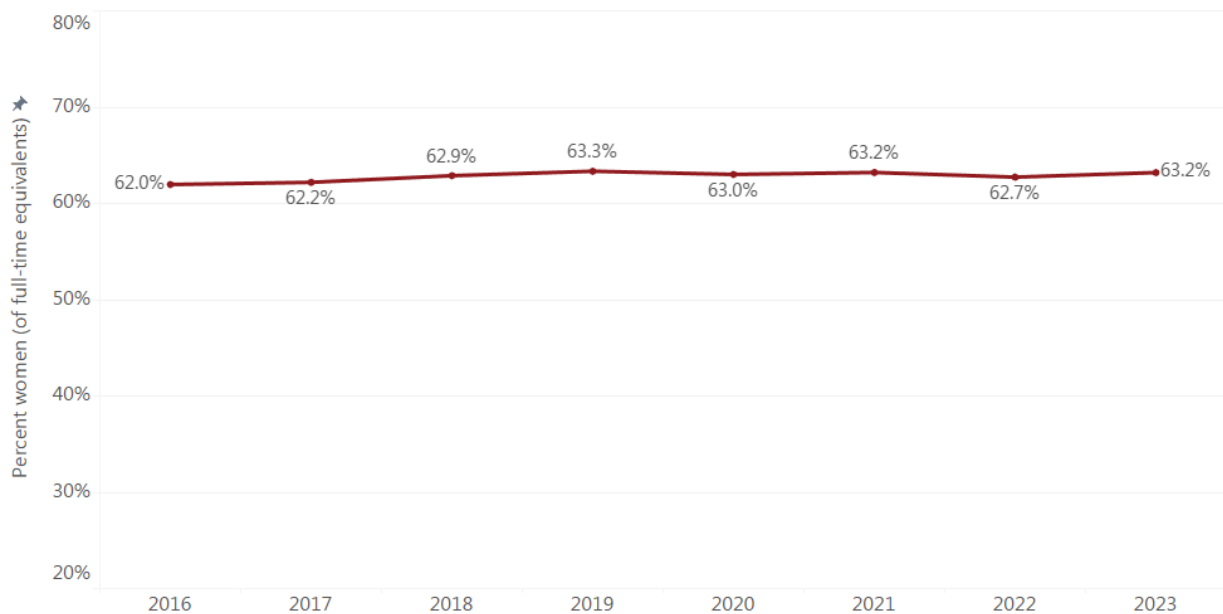
3. Gender distribution among technical/administrative staff

UCPH monitors figures relevant to gender equality and diversity for technical/administrative staff (TAP). However, the amount of data available for this staff group is not as extensive as for academic staff. Within the next few years, UCPH expects to have data available on recruitment processes for TAP staff. This section presents the gender distribution among TAP staff from 2016 to 2023.

Women constitute more than half of TAP staff in the entire period and across all job categories. The job category ‘senior consultant’ is closest to a 50/50 distribution of men and women: Between 52 and 56 percent are women during the period. In other job categories, the proportion of women ranges between 58 and 88 percent – except for the category of workmen where 100 percent are men.

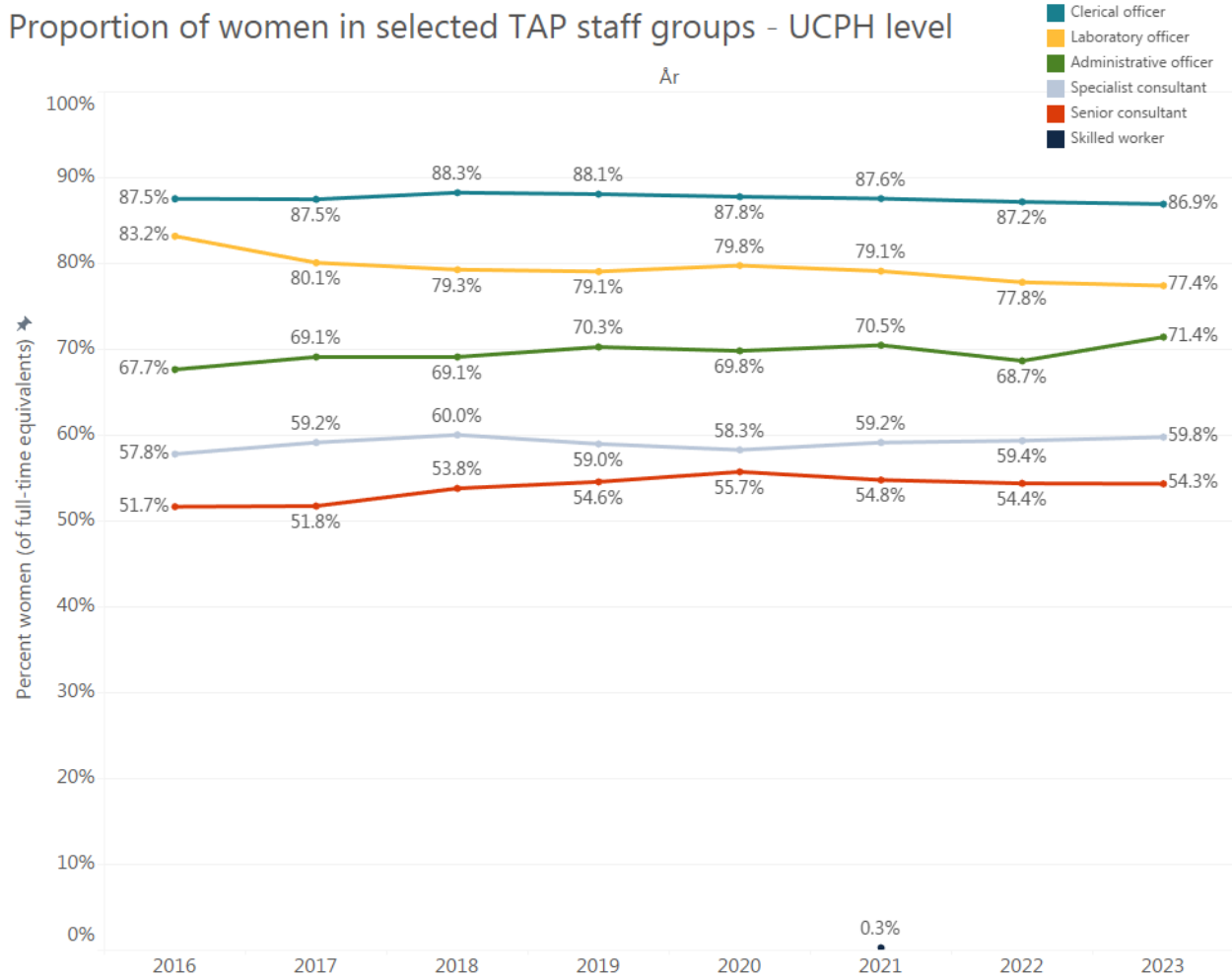
3.1 Proportion of women TAP staff at UCPH level over time

Proportion of women among administrative and technical staff (TAP) over time - UCPH level



3.2 Proportion of women TAP staff in selected staff groups⁷

When dividing TAP staff into groups as shown in the figure below, it is possible to see the gender composition for different types of TAP jobs and whether women are over- or underrepresented in certain staff groups.



⁷ The TAP staff groups are based on the UCPH pay grades.

4. Gender distribution in the University's management

The figure shows the gender distribution in the University's management defined here as the L80 management group. It comprises the 80 top positions and includes the Rectorate, the University Director, deans, associate deans, faculty directors, deputy directors and department heads.⁸ The figure shows the gender distribution as of May 2024.⁹

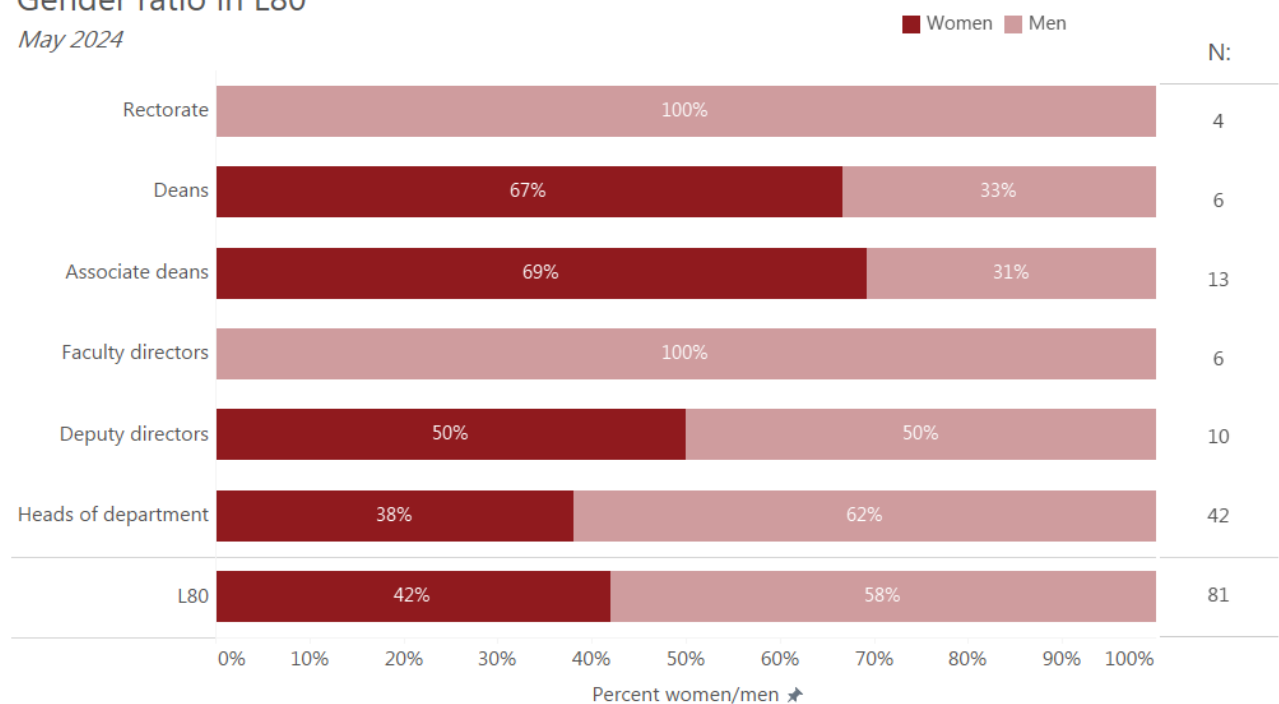
Overall, there is a small majority of men in the University's management – 58 percent are men and 42 percent are women. This is a slight decrease since 2023, when 43.4 percent were women.

In Senior Management (the Rectorate, the University Director and the deans), 60 percent are men and 40 percent are women. In Administrative Management, consisting of faculty directors, deputy directors in the Central Administration and the University Director, 71 percent are men and 29 percent are women.

As the figure below shows, all members of the Rectorate are men as well as all faculty directors. However, the majority of associate deans and deans are women (69 and 67 percent, respectively)

Gender ratio in L80

May 2024



⁸ The group of department heads includes heads of department, centre directors and heads of schools. Heads of secretariat at the faculties are not included. The deputy director of the university library is included in the group of deputy directors.

5. Gender distribution among students

The University's ambition on diversity also applies to students, as their gender distribution is also important to monitor. In addition, monitoring the gender distribution among students is relevant as a basis for comparing with the gender distribution among academic staff. For example, a faculty with both few female academic staff members and female students would indicate that efforts to improve gender diversity should also be aimed at student recruitment and not be limited to the transition from student to academic staff.

This section shows the gender distribution for the intake on both bachelor's and master's degree programmes as well as among graduates.¹⁰ The figures show the distribution at both UCPH and faculty level.

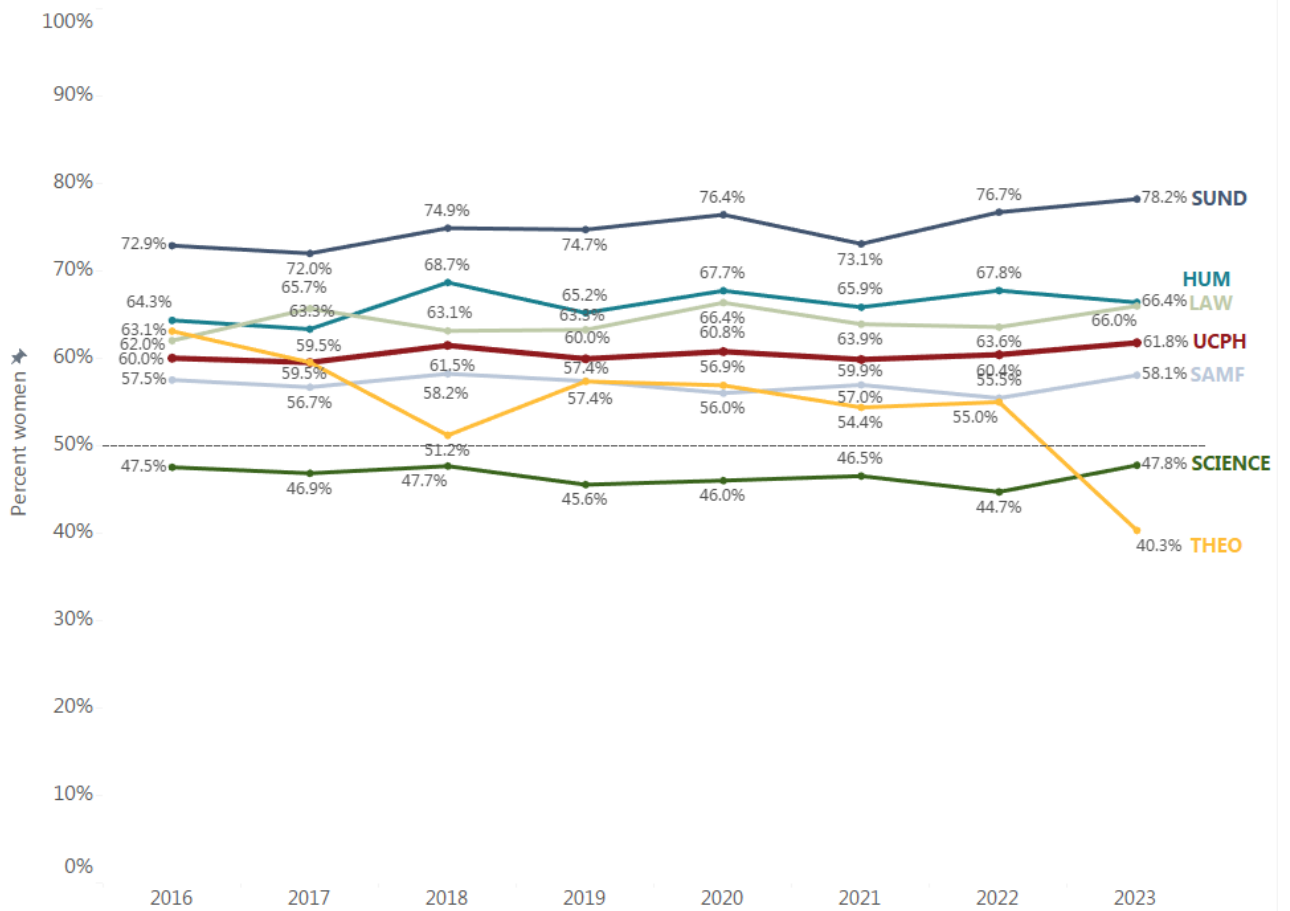
Across UCPH, the proportion of women admitted to bachelor programmes is between 57 and 61 percent for the period 2016-2023. At master's degree level, the proportion of women admitted to UCPH is between 61 and 64 percent. Throughout the period, the Faculty of Health and Medical Sciences admitted most women at bachelor level, and the Faculty of Science admitted most men – except from 2023 when the largest proportion of men was admitted to the Faculty of Theology.

¹⁰ Data for intake on bachelor's and master's degree programmes were retrieved on 1 October 2023 with STADS as data source. The data source for graduates is data reported to Statistics Denmark.

5.1 Intake on bachelor's degree programmes

Percentage of women in student intake, bachelor's degree programmes

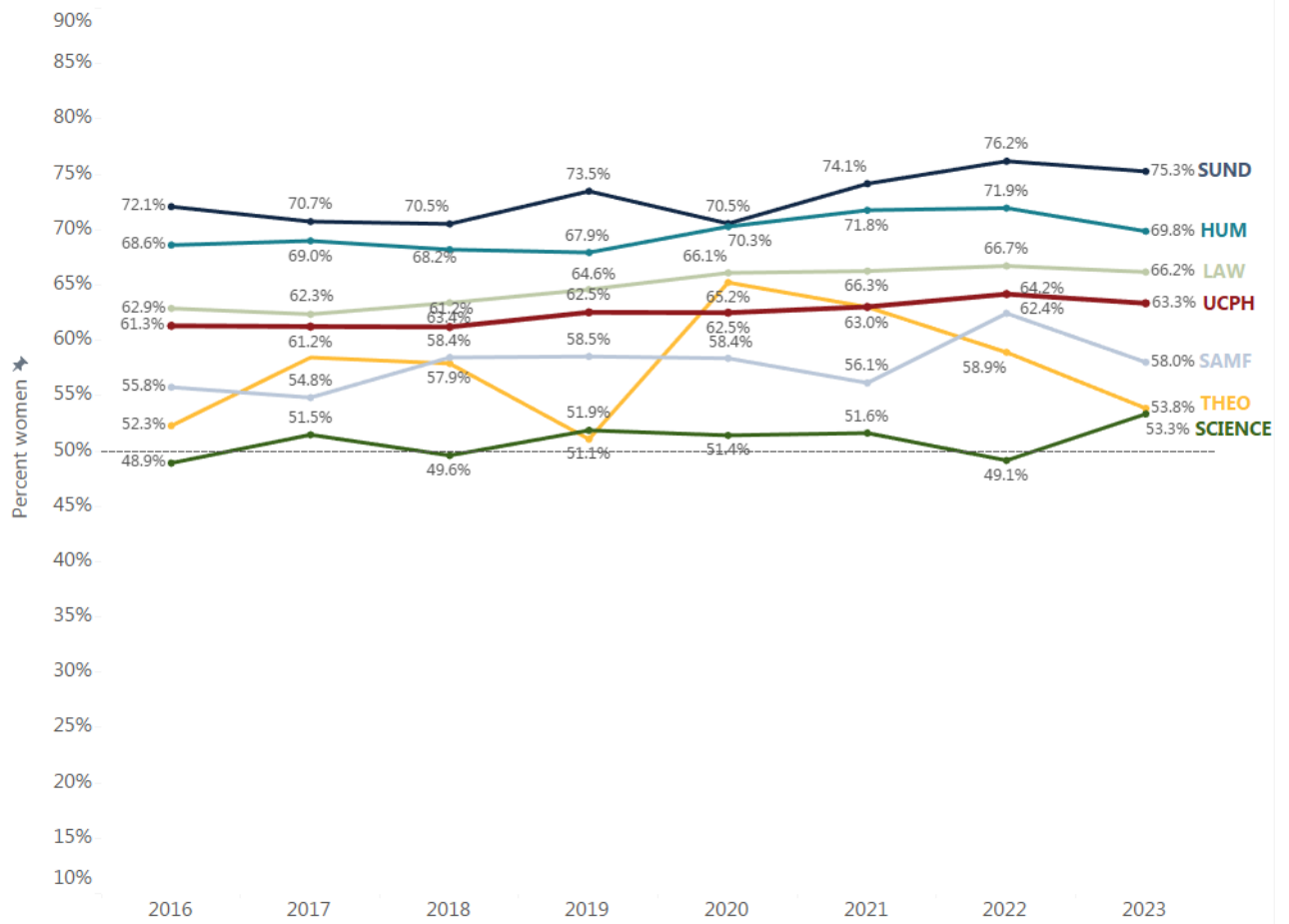
Numbers for UCPH and faculties



5.2 Intake on master's degree programmes

Percentage of women in student intake, master's degree programmes

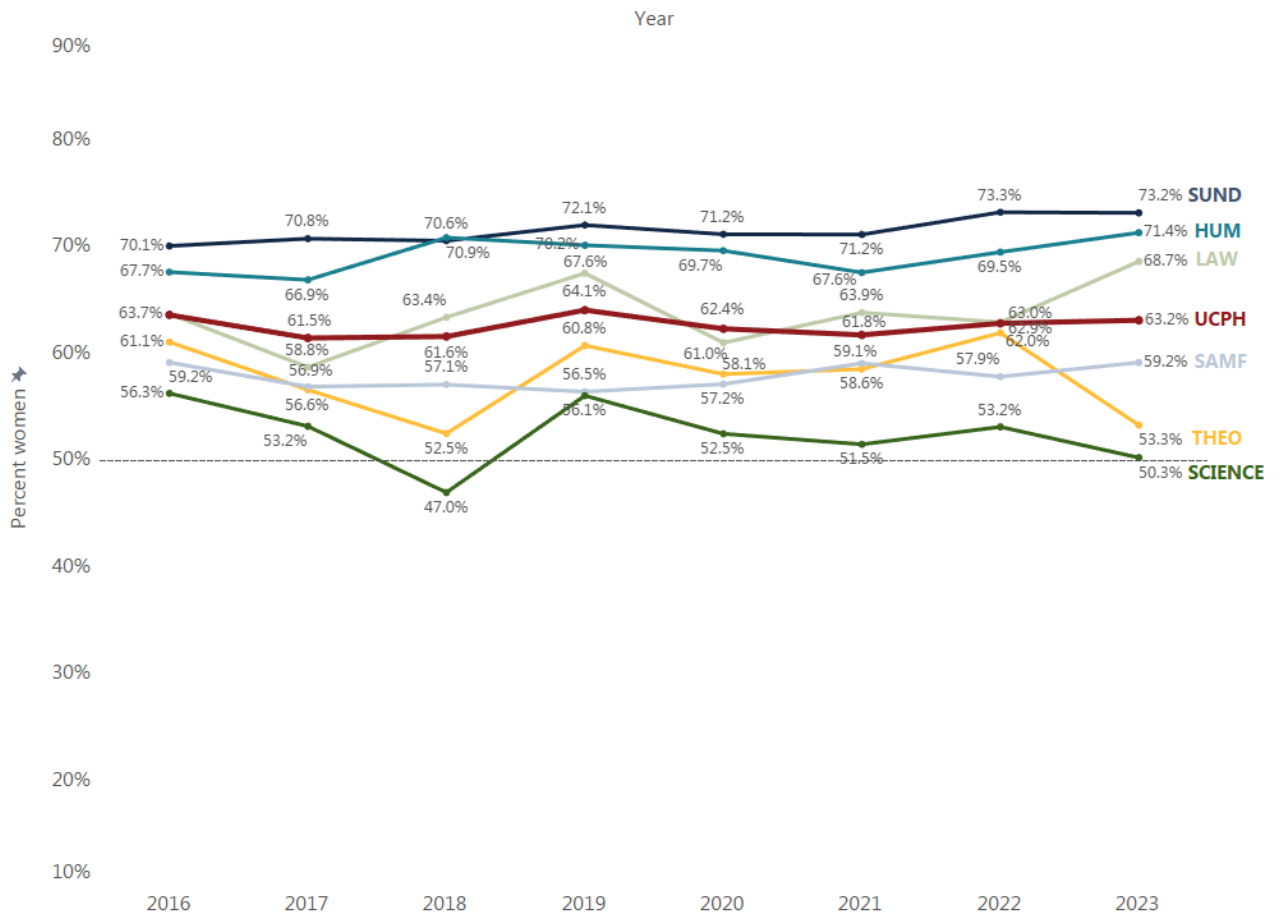
Numbers for UCPH and faculties



5.3 Master's degree graduates

Percentage of women of master's degree graduates

Numbers for UCPH and faculties



6. Programmes with the strongest gender bias

Apart from the fact that UCPH generally has a higher proportion of women than men in the student population, several degree programmes also have a significant gender bias.

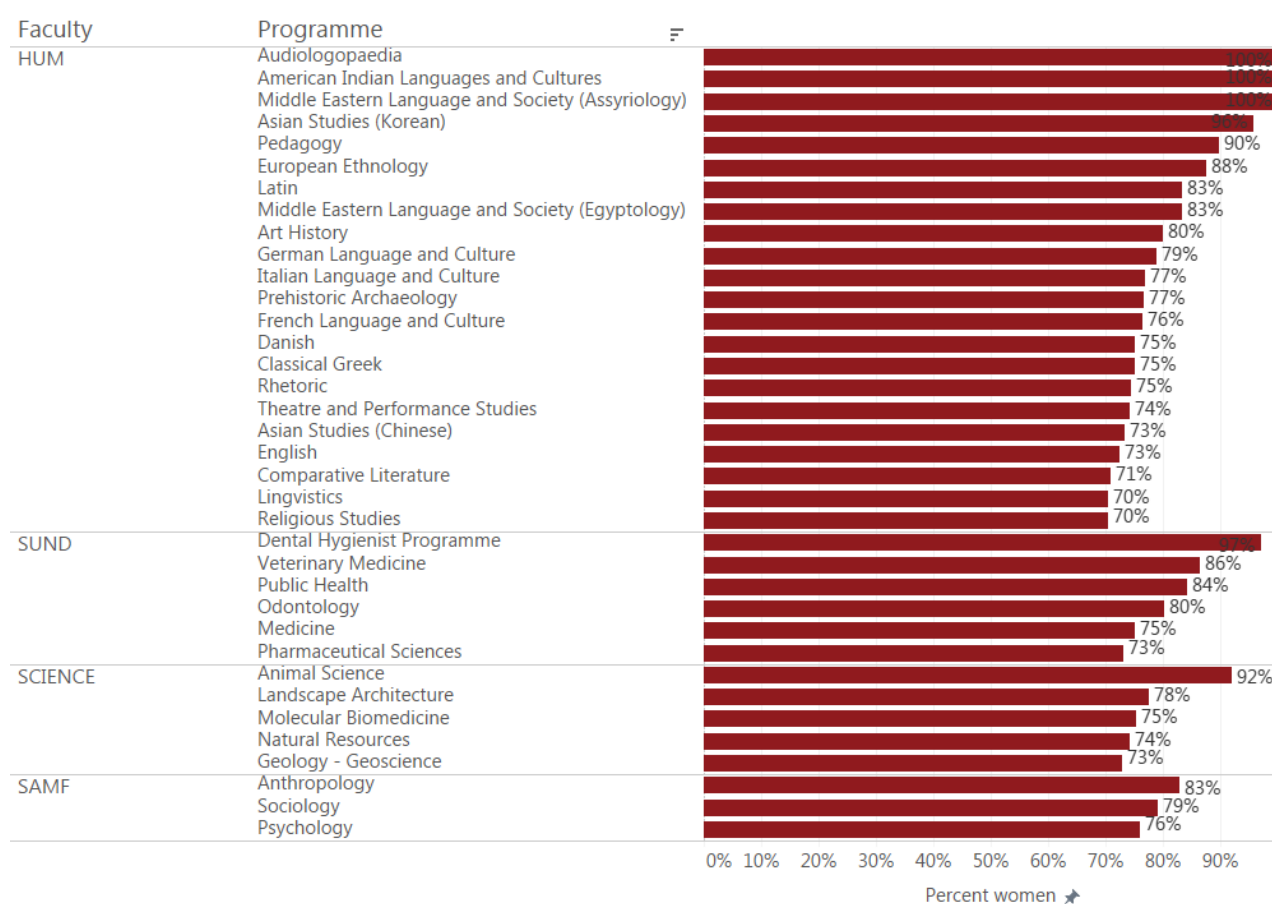
The figures in this section show the programmes where the bachelor intake in 2023 exceeded 70 percent of either female or male students. The figures thus show both the number of degree programmes with a significant gender bias and the specific gender distribution within each of them.

For the bachelor intake, there are 36 programmes with a gender overrepresentation (over 70 percent of female students (compared to 30 programmes in 2022), while there are four programmes with an overrepresentation of male students at bachelor level (compared to nine programmes in 2022). The overrepresentation of female students is most pronounced at the Faculty of Humanities, while the male overrepresentation is most pronounced at the Faculty of Science. As some of the programmes are very small, some of the visualisations only represent one or very few observations.

6.1 Bachelor programmes with more than 70 percent women

Programmes with more than 70% women in student intake, BA

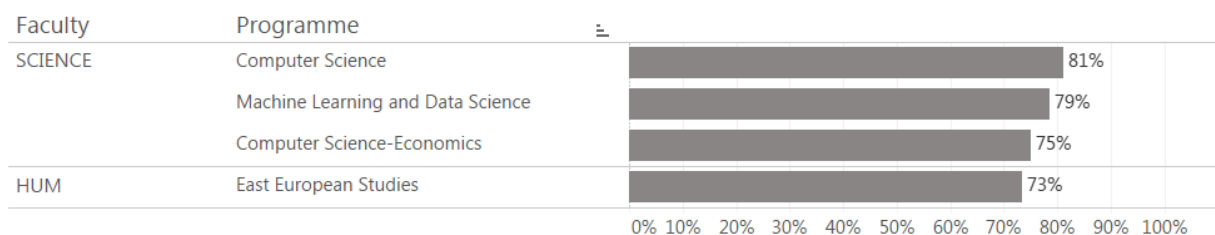
2023



6.2 Bachelor programmes with more than 70 percent men

Programmes with more than 70% men in student intake, BA

2023



7. Offensive behaviour

It is particularly important to monitor offensive behaviour, discrimination and similar behaviour as part of the efforts to support and promote well-being and a sense of security among staff and students. This is essential for UCPH to be a diverse workplace and educational institution where many different types of employees and students thrive.

The following two sections present selected results from the WPA conducted among staff in 2022¹¹ and the study environment survey conducted among students in 2023¹². The results of the WPA survey derive from the same surveys that appeared in the 2022 and 2023 monitoring reports, as no more recent WPA results were available at the time this report was produced.

7.1 Employees

The WPA survey conducted in spring 2022 expanded on the questions in the previous WPA survey in 2019. The purpose was to improve the knowledge base for cases of offensive behaviour and discrimination against employees and more fully reveal any unreported incidents.

7.1.1 Unwanted sexual attention

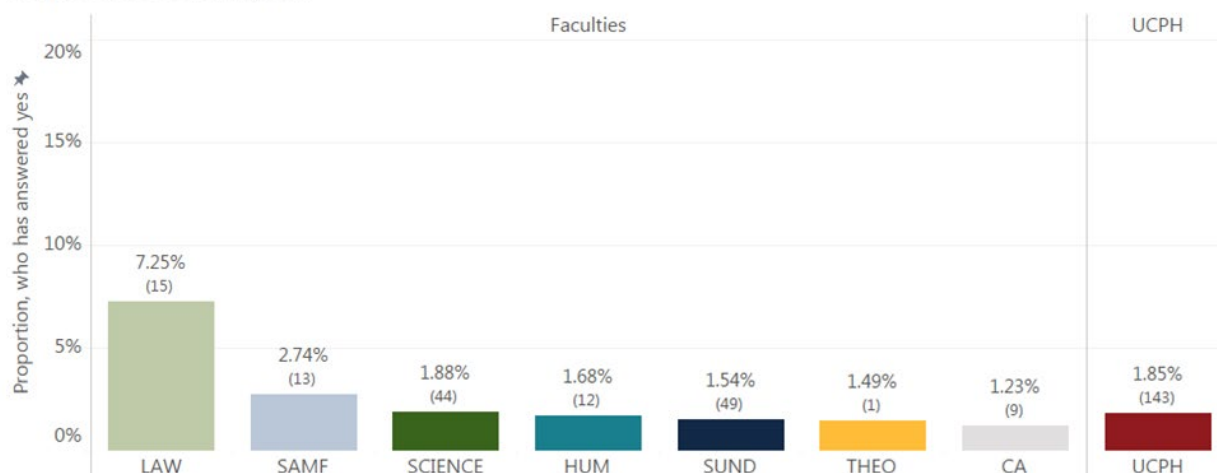
The figure below shows the proportion of employees who have been subjected to unwanted sexual attention in connection with their work at UCPH within the past 12 months. The figure also shows a breakdown by faculty – including the Central Administration.

¹¹ The Workplace Assessment/WPA was conducted in spring 2022. The survey was completed by 7,818 respondents, corresponding to a response rate of 79 percent across the University. The percentages shown are out of the total number of employees who completed the WPA survey.

¹² The study environment survey was conducted in autumn 2023 with a response rate of 28 percent. The percentages shown are out of the total number of students who completed the study environment survey.

Proportion who has experienced unwanted sexual attention in connection with their work at UCPH within the last 12 months

Workplace assessment (APV), 2022



For UCPH as a whole, those who reported having experienced unwanted sexual attention in the WPA indicate that this came primarily from colleagues (55 percent) or colleagues with a higher position in academia (35 percent), and predominantly occurred in the workplace in professional or social contexts (58 and 49 percent, respectively¹³).

Among those who experienced unwanted sexual attention and did not take any action in the situation or afterwards, 25 percent stated that they did not think it would make a difference if they did something, while 14 percent were worried about their employment or career situation, and seven percent were worried about the reactions from one or more managers.

Among those who did something in the situation or afterwards, 27 percent told one or more of their colleagues, while only 10 percent reported the incident to their manager.

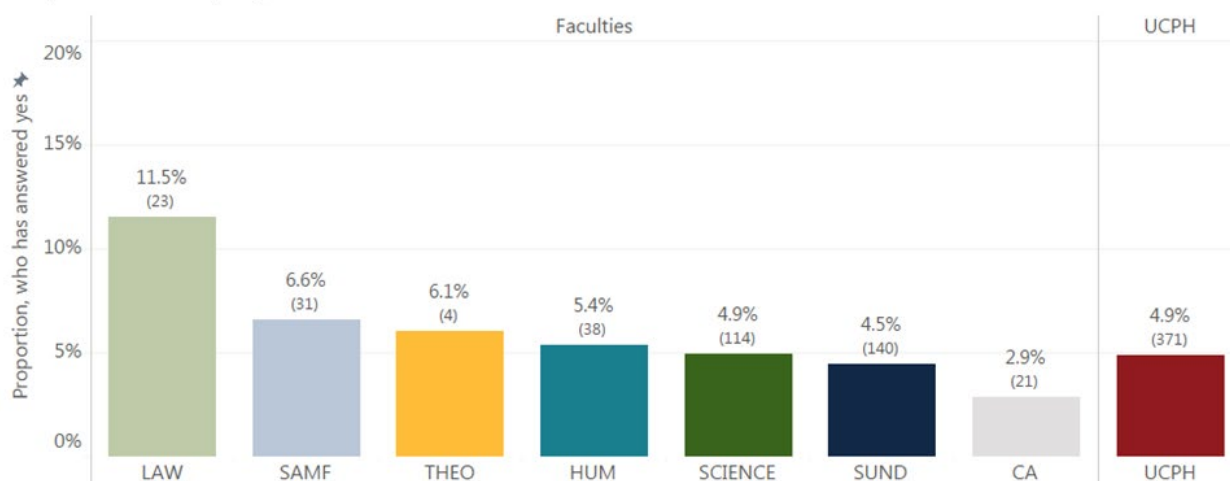
¹³ Multiple categories can be selected, which is why the percentages do not add up to 100.

7.1.2 Discrimination

With regard to discrimination, five percent of UCPH employees indicate in the WPA that they have experienced this in the past 12 months. Broken down by gender, six percent of women and four percent of men have experienced discrimination.

Proportion who has been subjected to discrimination or differential treatment in connection with their work at UCPH within the last 12 months

Workplace assessment (APV), 2022



Around two percent of the employees indicated that they had been discriminated against based on gender (167 persons), while language, age, cultural background and ethnicity were also among the most frequently cited causes of discrimination (98, 80, 55 and 53 persons, respectively).

Among the employees who indicated that they have been subjected to discrimination (for any reason), 39 percent said that it came from a manager. 38 percent said that it was a colleague, and 36 percent said that it was a colleague with a higher position in academia.¹⁴ In 84 percent of cases, the discrimination occurred in the workplace in a professional context.

Of those who were discriminated against and did not do anything in the situation or afterwards, 37 percent said they did not think it would make a difference if they did, while 19 percent were concerned about their job or career situation. 12 percent were concerned about reactions from one or more managers.

Among those who did something in the situation or afterwards, 21 percent told one or more of their colleagues, while only 11 percent reported the incident to their manager.

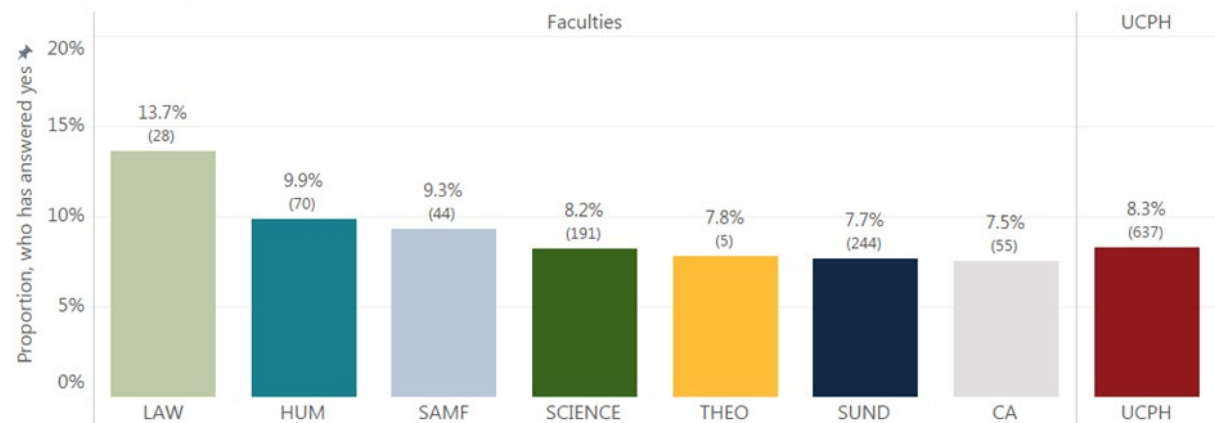
¹⁴ Note that it was possible to tick several responses in the questionnaire.

7.1.3 Bullying

The figure shows that 8.3 percent of employees – corresponding to 637 persons – have indicated being exposed to bullying or other abusive, condescending or offensive behaviour within the past 12 months. For UCPH as a whole, nine percent of women and seven percent of men indicate that they have experienced bullying or other abusive, condescending or offensive behaviour.

Proportion who has been subjected to bullying or other condescending or offensive behaviour in connection with their work at UCPH within the last 12 months

Workplace assessment (APV), 2022



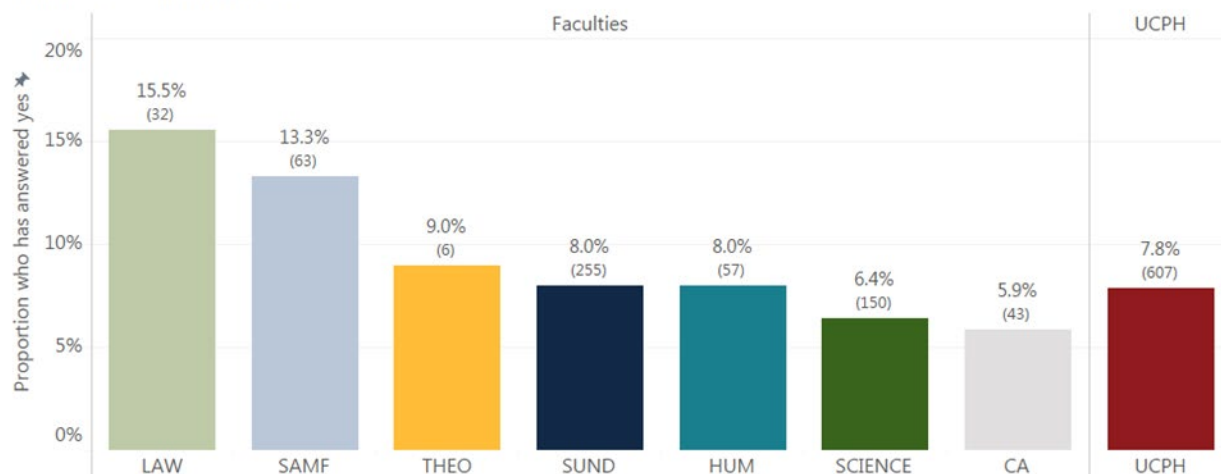
Among the employees who indicated that they had been subjected to bullying or other abusive, condescending or offensive behaviour, 40 percent said that it was by a manager. 38 percent said that it was a colleague, and 26 percent said that it was a colleague with a higher position in academia. In 90 percent of cases, it occurred in the workplace in a professional context.

7.1.4 Witnessing offensive behaviour

The WPA also showed that 7.8 percent of employees have witnessed offensive behaviour against a colleague or other UCPH employee in the past 12 months.

Proportion who has witnessed offensive behaviour towards a colleague or other UCPH-employee in connection with their work at UCPH within the last 12 months

Workplace assessment (APV), 2022



In general, a higher proportion of respondents report having witnessed offensive behaviour than having experienced unwanted sexual attention, discrimination etc. It seems logical that there would be more witnesses than people who have experienced offensive behaviour directly. But the figures also highlight the importance of including questions such as these, as people who have experienced offensive behaviour directly may not want to report or describe this in a questionnaire, while witnesses may feel less vulnerable doing so. This is supported, for example, by the fact that among those who witnessed offensive behaviour and did something in the situation or afterwards, a larger proportion reported it to their manager (21 percent) compared to those who experienced unwanted sexual attention or discrimination directly.

7.2 Students

The figures in this part of the report are from the [Well-Being Report](#) in the 2023 Study Environment Survey, which is available to staff and students at UCPH.

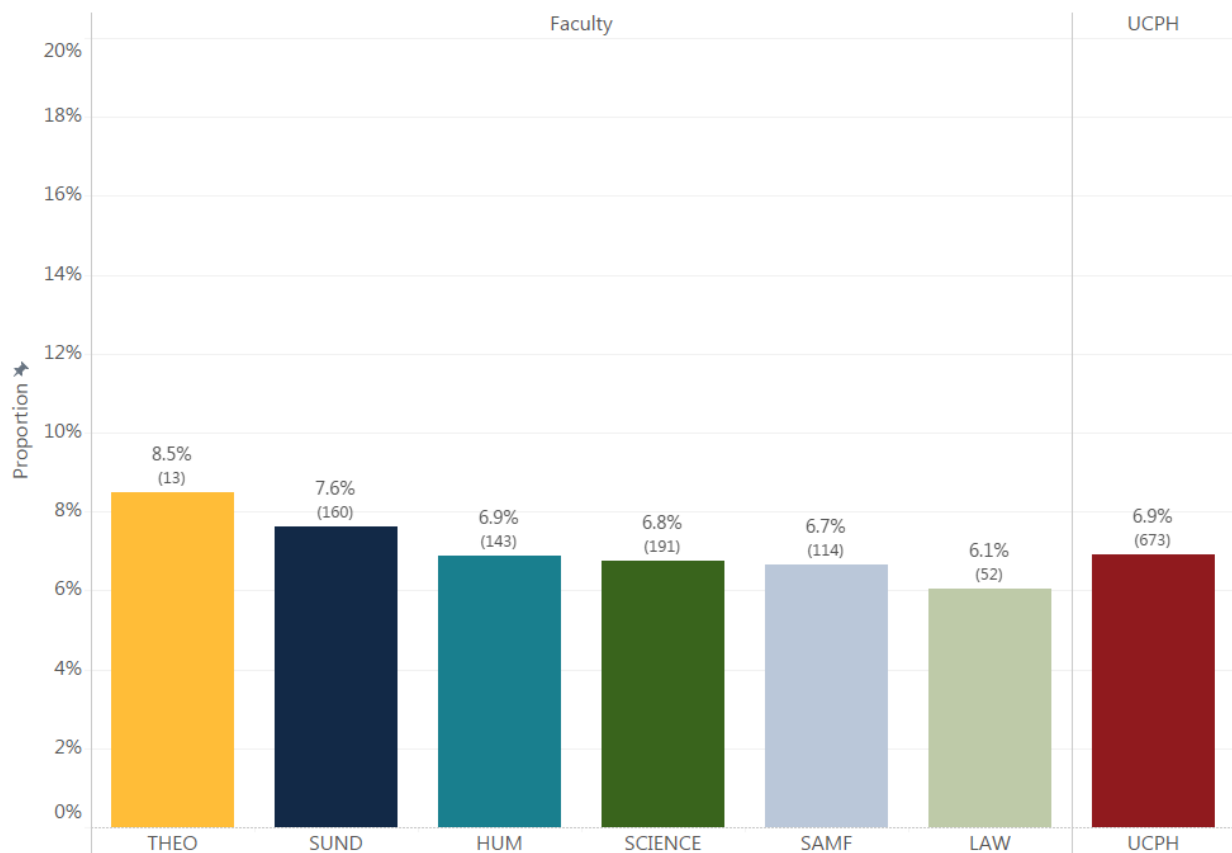
7.2.1 Unwanted sexual attention

The figure shows that the proportion of students who have experienced unwanted sexual attention during their studies at UCPH within the past 12 months is 6.9 percent for UCPH as a whole. The unwanted sexual attention primarily came from fellow students (70 percent).

The figure also shows the proportion of students who responded that they had experienced unwanted sexual attention within the past 12 months at the various faculties at UCPH.

Proportion who has been subjected to unwanted sexual attention within the last 12 months during their education

Proportion that answered "Daily", "Weekly", "Monthly" or "Rarer" to the question, study environment survey 2023



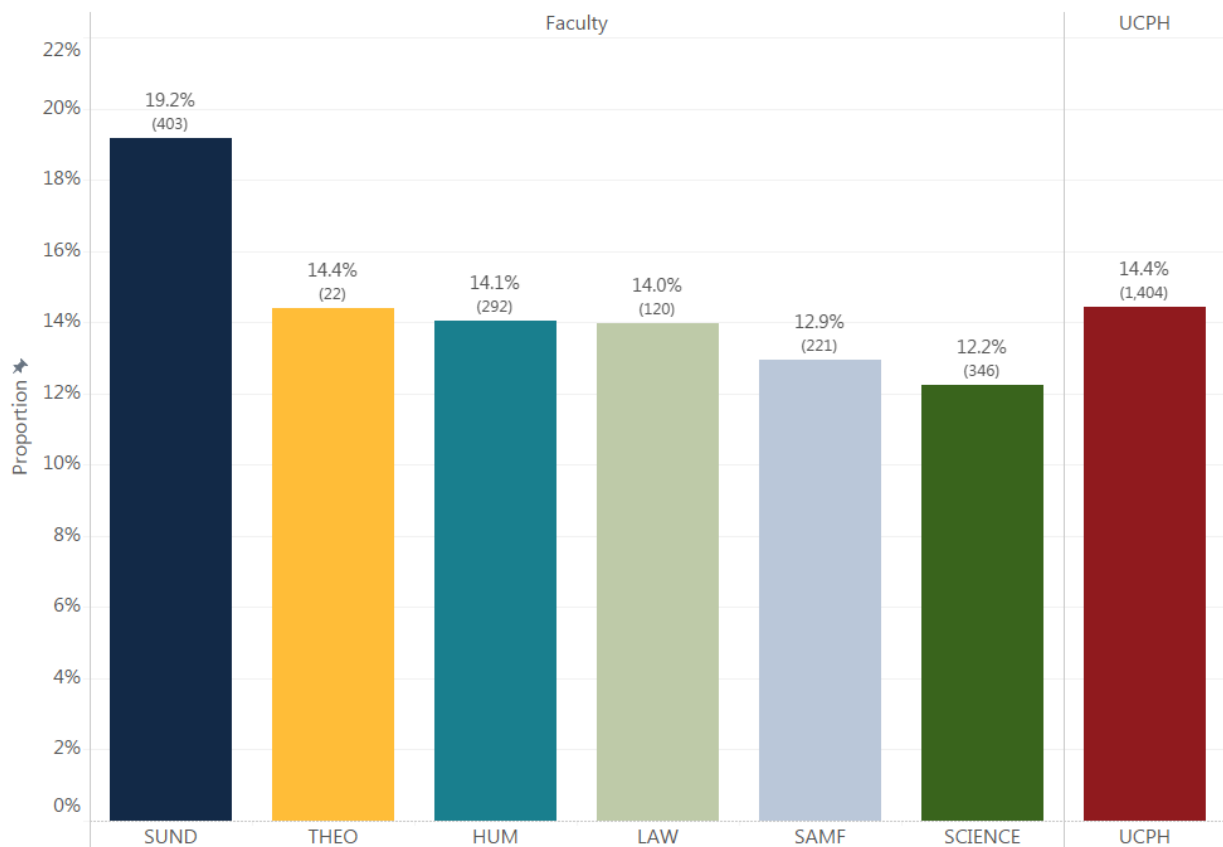
7.2.2 Discrimination

As far as discrimination is concerned, 14.4 percent of students indicate that they have experienced discrimination in the past 12 months. This represents an increase of approx. four percentage points since the 2021 Study Environment Survey. Discrimination primarily comes from fellow students and teaching staff, with more female than male students experiencing discrimination.

The figure also shows the proportions at the different faculties - here, too, all faculties have seen an increase since the last Study Environment Survey. The Faculty of Health and Medical Sciences has a larger proportion of students who have experienced discrimination than the UCPH average. The group reported to be primarily responsible for the discrimination at the Faculty of Health and Medical Sciences is teaching staff.

Proportion who has been subjected to discrimination within the last 12 months during their education

Proportion that answered "Daily", "Weekly", "Monthly" or "Rarer" to the question, study environment survey 2023

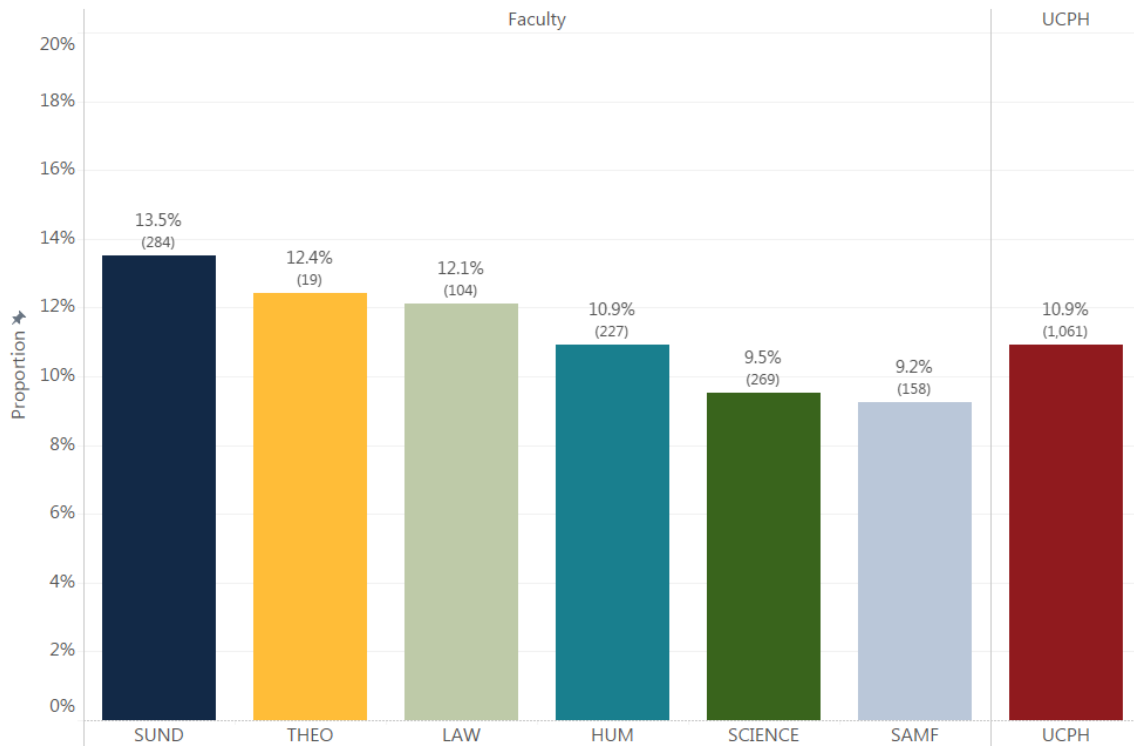


7.2.3 Comments on appearance or gender

10.9 percent of students indicate having had their appearance or gender commented on in the past 12 months in a way they found unpleasant or offensive. The comments primarily came from fellow students. Here again, more female than male students experienced this kind of comment.

Proportion who has had their appearance or gender commented on in a way they thought uncomfortable or offensive within the last 12 months during their education

Proportion that answered "Daily", "Weekly", "Monthly" or "Rarer" to the question, study environment survey 2023



7.2.4 Touched, embraced or kissed

4.5 percent of students have experienced being touched, embraced or kissed in an unwanted manner in the past 12 months during their studies. This is roughly the same number and proportion as in the 2021 Study Environment Survey. The students indicate that it is primarily their fellow students who expose them to this experience. There is no difference between the proportions of female and male students who have experienced such behaviour.

Proportion who has been touched, embraced or kissed in a way they did not want within the last 12 months during their education

Proportion that answered "Daily", "Weekly", "Monthly" or "Rarer" to the question, study environment survey 2023

