

Monitoring of Roskilde University's key figures regarding gender equality (employees)

Gender distribution: 60:40, >60: women, >60: men

Management at RUC

RUC in percent	Gender	2016	2017	2018	2019	2020	2021	2022	2023	2024
University Management (UL) (Rectorate and Deans) <small>*female rector.</small>	Population	7	7	7	7	7	7	7	6	
	♂	71%	67%	57%	57%	57%	57%	57%	50%	
	♀	29%	33%	43%	43%	43%	43%	43%	50%	
Deputy Director	Population	4	4	4	5	5	5	5	5	
	♂	25%	25%	25%	20%	20%	20%	20%	20%	
	♀	75%	75%	75%	80%	80%	80%	80%	80%	
Heads of secretariat/Deans/Deputy head	Population	4	4	5	9	9	9	9	8	
	♂	75%	50%	40%	33%	33%	33%	33%	37%	
	♀	25%	50%	60%	67%	67%	67%	67%	63%	
Team leaders	Population	12	13	16	15	15	19	21	21	
	♂	33%	46%	44%	43%	53%	53%	47%	38%	
	♀	67%	54%	56%	57%	47%	47%	53%	62%	
Board of Directors (external members) <small>*male chairman</small>	Population	5	5	5	5	5	5	5	5	
	♂	20%	60%	60%	60%	60%	80%	80%	80%	
	♀	80%	40%	40%	40%	40%	20%	20%	20%	

*Team leaders before 2021 are with some uncertainty as they have not been registered so they can be subtracted.

Source: data as of 31 December, for managers with staff responsibility, excluding the Board of Directors

Scientific staff (VIP)

RUC in percent	Gender	2016	2017	2018	2019	2020	2021	2022	2023	2024
Professors	Population	44	43	42	47	53	50	56	68	
	♂	89%	84%	84%	77%	74%	72%	64%	65%	
	♀	11%	16%	16%	23%	26%	28%	36%	35%	

Professors MSO *phased out from 2020	Population	23	26	31	30	31	27	22	20
	♂	48%	42%	48%	57%	58%	67%	77%	80%
	♀	52%	58%	52%	43%	42%	33%	23%	20%
Associate Professor/Senior researchers	Population	226	212	204	210	205	206	211	237
	♂	59%	58%	60%	58%	57%	57%	56%	55%
	♀	41%	42%	40%	42%	43%	43%	44%	45%
Assistant Professor	Population	20	26	40	44	36	30	25	28
	♂	60%	54%	46%	48%	39%	50%	60%	54%
	♀	40%	46%	54%	52%	61%	50%	40%	46%
Postdoc	Population	21	27	40	34	26	37	41	51
	♂	33%	33%	39%	44%	46%	51%	49%	39%
	♀	67%	67%	61%	56%	54%	49%	51%	61%
PhD Fellow	Population	91	76	89	102	126	118	116	93
	♂	26%	28%	35%	36%	37%	37%	40%	41%
	♀	74%	72%	65%	64%	63%	63%	60%	59%
Total		425	410	446	467	477	468	471	497

Source: data as of 31 December on staff working more than 12 hours a week.

Special monitoring on recruitment of professors

RUC in percent	Gender	2012-2016	2013-2017	2014-2018	2015-2019	2016-2020	2017-2021	2018-2022	2019-2023	2020-2024
Professors recruited (per rolling 5-year)	Population	19	20	18	22	23	23	35	41	
	♂	84%	75%	78%	55%	43%	40%	43%	44%	
	♀	16%	25%	22%	45%	57%	60%	57%	56%	

Source: Researcher recruitment over 5-year periods.

Administrative staff (TAP)

RUC in percent	Gender	2016	2017	2018	2019	2020	2021	2022	2023	2024
Chief Consultants	Population	4	4	5	5	8	13	19	20	
	♂	50%	50%	40%	33%	37%	38%	42%	45%	
	♀	50%	50%	60%	67%	63%	62%	58%	55%	
Specialist Consultants	Population	23	47	55	59	65	63	62	65	
	♂	54%	51%	53%	41%	32%	39%	37%	38%	
	♀	46%	49%	47%	59%	68%	61%	63%	62%	
Administrative officer/AC-employees	Population	100	103	109	113	125	118	99	97	
	♂	39%	39%	39%	35%	30%	34%	33%	34%	
	♀	61%	61%	61%	65%	70%	66%	67%	66%	
Other TAP (Prosa, HK, laboratory technicians, craftsmen etc.)	Population	189	170	171	166	160	141	147	132	
	♂	27%	26%	26%	27%	29%	28%	28%	30%	
	♀	73%	74%	74%	73%	71%	72%	72%	70%	
Total		316	324	340	343	358	335	327	314	

Source: SLS as of 31 December

Monitoring of Roskilde University's key figures regarding gender equality (Students)

Bachelor students

RUC in percent	Gender	2016	2017	2018	2019	2020	2021	2022	2023	2024
HUM-BACH	Population	1799	1719	1713	1661	1652	1485	1441	1597	
	♂	29%	27%	25%	24%	24%	24%	24%	24%	
	♀	71%	73%	75%	76%	76%	76%	76%	76%	
HUM-TEK	Population	623	691	643	650	671	607	456	373	
	♂	59%	60%	60%	61%	58%	63%	60%	62%	
	♀	41%	40%	40%	40%	42%	37%	40%	38%	
NAT-BACH	Population	473	495	449	416	415	430	391	359	
	♂	42%	42%	41%	43%	42%	39%	38%	39%	
	♀	58%	58%	59%	57%	58%	61%	62%	61%	
SAM-BACH	Population	1873	1862	1762	1719	1635	1619	1359	1289	
	♂	50%	47%	45%	43%	43%	43%	44%	43%	
	♀	50%	53%	55%	57%	57%	57%	56%	57%	

Source: Number of students enrolled as of 10 October. The stock includes students with leave of absence status but excludes exchange and exchange and guest students. The figures are extracted from STADS and are based on Danish Universities' definitions (stated in key figures F.2.2 and F.2.3)

Candidate students

RUC i procent	2022			2023		
	♀	♂	Population	♀	♂	Population
Master of Arts (MA) in Communication Studies	73%	27%	44	82%	18%	118
Master of Arts (MA) in Communication Studies in Journalism	67%	33%	123	66%	34%	197
Master of Arts (MA) in Communication Studies	72%	28%	123	74%	26%	226
Master of Science in information Technology in Digital Transformation	41%	59%	59	31%	69%	87
Master of Arts in Danish	25%	75%	8	45%	55%	22
Master of Arts (MA) in Philosophy and Science Studies	44%	56%	18	40%	60%	25
Master of Arts in History	15%	85%	13	27%	73%	22
Master of Arts (MA) in Cultural Encounters	86%	14%	28	93%	7%	45
Master of Arts (MA) in Social Psychology and Learning	83%	17%	90	84%	16%	198

Master of Science (MSc) in Economics and Business Administration	50%	50%	54	43%	57%	223
Master of Science (MSc) in Economics and Business Administration	33%	67%	27	48%	52%	63
Master of Science (MSc) in Health in Critical Health Studies	88%	12%	68	89%	11%	119
Master of Science (MSc) in Chemical Biology	50%	50%	6	67%	33%	15
Master of Science (MSc) in Computer Science	15%	85%	41	15%	85%	65
Master of Science (MSc) in Environmental Science	62%	38%	13	63%	37%	30
and.scien MATBIO - Mathematical Bioscience				50%	50%	*
Master of Science (MSc) in Molecular Health Science	77%	23%	13	79%	21%	43
Master of Science (MSc) in Physics and Scientific Modelling	33%	67%	3	38%	63%	8
Master of Science (MSc) in Public Administration	100%	0%	*	42%	57%	7
Master of Science (MSc) in Public Administration	46%	54%	35	46%	54%	85
Master of Science (MSc) in Sociology	91%	9%	32	90%	10%	51
MSc Social Science in Nordic Urban Planning Studies	58%	43%	40	54%	46%	69
Master of Science (MSc) in Social sciences in Working Life Studies	83%	18%	40	82%	18%	73
Master of Science (MSc) in Social Sciences in Urban Planning	76%	24%	29	66%	34%	58
Master of Science in Social Sciences (MSc) in Global and Development Studies	53%	47%	15	60%	40%	20
Master of Science (MSc) in Social Sciences in Global and Development Studies	83%	17%	53	69%	31%	146
Master of Science (MSc) in Social Sciences in International Politics and Governance	48%	52%	33	55%	45%	77
Master of Science in Social Sciences in Laws				57%	43%	14
Master of Science (MSc) in Social Sciences in Social Entrepreneurship and Management	64%	36%	42	70%	30%	104

Master of Science in Social Sciences in Social Intervention	71%	29%	21	84%	16%	45
Master of Science (MSc) in Technological and Socio-Economic Planning	56%	44%	36	61%	39%	54
cand.cur. ERHV APN/NS - Advanced Practice Nursing				87%	13%	55
cand.cur. SYPL APN/NS - Nursing Science				96%	4%	127
Total	65%	35%	1108	67%	33%	2493

Source: Number of students enrolled as of 10 October. The stock includes students with leave of absence status but excludes exchange and exchange and guest students. The figures are extracted from STADS and are based on Danish Universities' definitions (stated in key figures F.2.2 and F.2.3)

Master students

RUC in percent	Gender	2022	2023	2024
Master of Health Promotion	Population	53	44	
	♂	11%	14%	
	♀	89%	86%	
Master of the Psychology of Organisation	Population	114	124	
	♂	25%	23%	
	♀	75%	77%	
Master of Professional Communication	Population	62	54	
	♂	21%	20%	
	♀	79%	80%	
Master of Project Management and Organisational Change	Population	45	29	
	♂	40%	41%	
	♀	60%	59%	
Master of Social Entrepreneurship	Population	36	36	
	♂	22%	22%	
	♀	78%	78%	
Master of Education and Learning	Population	48	67	
	♂	10%	16%	
	♀	90%	84%	

Source: Number of students enrolled as of 10 October. The stock includes students with leave of absence status but excludes exchange and exchange and guest students. The figures are extracted from STADS and are based on Danish Universities' definitions (stated in key figures F.2.2 and F.2.3)