

# 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
<b>University Management (UL)</b> (Rectorate and Deans) <small>*female rector.</small>	<b>Population</b>	7	7	7	7	7	7	7	6	
	♂	71%	67%	57%	57%	57%	57%	57%	50%	
	♀	29%	33%	43%	43%	43%	43%	43%	50%	
<b>Deputy Director</b>	<b>Population</b>	4	4	4	5	5	5	5	5	
	♂	25%	25%	25%	20%	20%	20%	20%	20%	
	♀	75%	75%	75%	80%	80%	80%	80%	80%	
<b>Heads of secretariat/Deans/Deputy head</b>	<b>Population</b>	4	4	5	9	9	9	9	8	
	♂	75%	50%	40%	33%	33%	33%	33%	37%	
	♀	25%	50%	60%	67%	67%	67%	67%	63%	
<b>Team leaders</b>	<b>Population</b>	12	13	16	15	15	19	21	21	
	♂	33%	46%	44%	43%	53%	53%	47%	38%	
	♀	67%	54%	56%	57%	47%	47%	53%	62%	
<b>Board of Directors</b> (external members) <small>*male chairman</small>	<b>Population</b>	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
<b>Professors</b>	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	91	76	89	102	126	118	116	93
	♂	26%	28%	35%	36%	37%	37%	40%	41%
	♀	74%	72%	65%	64%	63%	63%	60%	59%
<b>Total</b>		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)	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	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	<b>Population</b>	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.)	<b>Population</b>	189	170	171	166	160	141	147	132	
	♂	27%	26%	26%	27%	29%	28%	28%	30%	
	♀	73%	74%	74%	73%	71%	72%	72%	70%	
<b>Total</b>		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
<b>HUM-BACH</b>	<b>Population</b>	<b>1799</b>	<b>1719</b>	<b>1713</b>	<b>1661</b>	<b>1652</b>	<b>1485</b>	<b>1441</b>	<b>1597</b>	
	♂	29%	27%	25%	24%	24%	24%	24%	24%	
	♀	71%	73%	75%	76%	76%	76%	76%	76%	
<b>HUM-TEK</b>	<b>Population</b>	<b>623</b>	<b>691</b>	<b>643</b>	<b>650</b>	<b>671</b>	<b>607</b>	<b>456</b>	<b>373</b>	
	♂	59%	60%	60%	61%	58%	63%	60%	62%	
	♀	41%	40%	40%	40%	42%	37%	40%	38%	
<b>NAT-BACH</b>	<b>Population</b>	<b>473</b>	<b>495</b>	<b>449</b>	<b>416</b>	<b>415</b>	<b>430</b>	<b>391</b>	<b>359</b>	
	♂	42%	42%	41%	43%	42%	39%	38%	39%	
	♀	58%	58%	59%	57%	58%	61%	62%	61%	
<b>SAM-BACH</b>	<b>Population</b>	<b>1873</b>	<b>1862</b>	<b>1762</b>	<b>1719</b>	<b>1635</b>	<b>1619</b>	<b>1359</b>	<b>1289</b>	
	♂	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
<b>Master of Arts (MA) in Communication Studies</b>	73%	27%	<b>44</b>	82%	18%	<b>118</b>
<b>Master of Arts (MA) in Communication Studies in Journalism</b>	67%	33%	<b>123</b>	66%	34%	<b>197</b>
<b>Master of Arts (MA) in Communication Studies</b>	72%	28%	<b>123</b>	74%	26%	<b>226</b>
<b>Master of Science in information Technology in Digital Transformation</b>	41%	59%	<b>59</b>	31%	69%	<b>87</b>
<b>Master of Arts in Danish</b>	25%	75%	<b>8</b>	45%	55%	<b>22</b>
<b>Master of Arts (MA) in Philosophy and Science Studies</b>	44%	56%	<b>18</b>	40%	60%	<b>25</b>
<b>Master of Arts in History</b>	15%	85%	<b>13</b>	27%	73%	<b>22</b>
<b>Master of Arts (MA) in Cultural Encounters</b>	86%	14%	<b>28</b>	93%	7%	<b>45</b>
<b>Master of Arts (MA) in Social Psychology and Learning</b>	83%	17%	<b>90</b>	84%	16%	<b>198</b>

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
<b>Total</b>	<b>65%</b>	<b>35%</b>	<b>1108</b>	<b>67%</b>	<b>33%</b>	<b>2493</b>

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## 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%	

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