

LNVH 20 years

# 20 YEARS OF PROMOTING GENDER EQUALITY IN DUTCH ACADEMIA



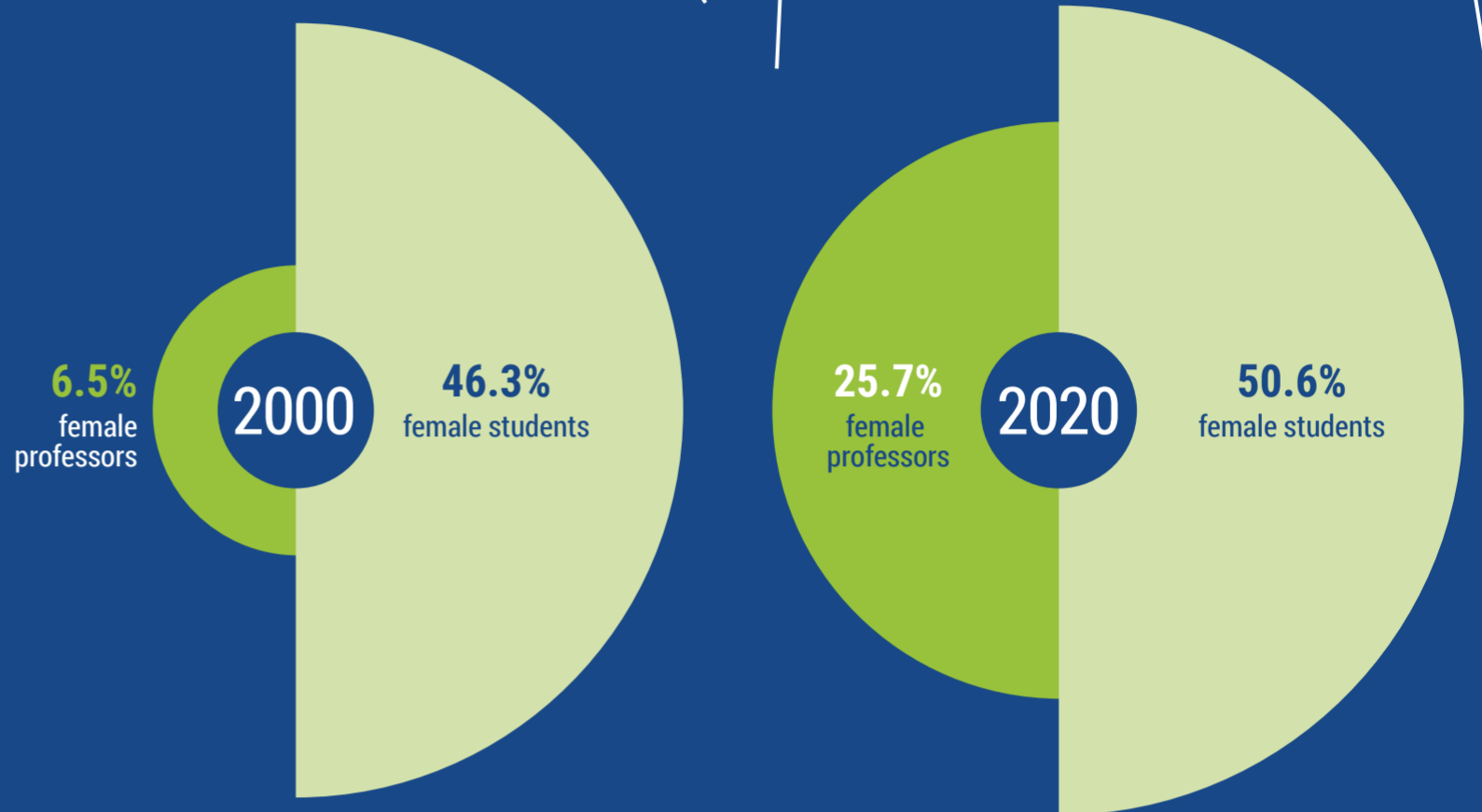
## IN 20 YEARS THE SHARE OF FEMALE ACADEMICS INCREASED...

The total number of FTEs filled by female professors has increased by 470% over the past 20 years from 136 to 773 FTE. Men fill in 2.235 FTE in 2020.

In 2005, there were only 250 female professors and 2.366 male professors. In 2020, 2.666 professors are male and 889 female. In 2020 universities set targets for the percentages of female professors, at the request of LNVH. Aim: in 2025 1 in 3 professors should be female.

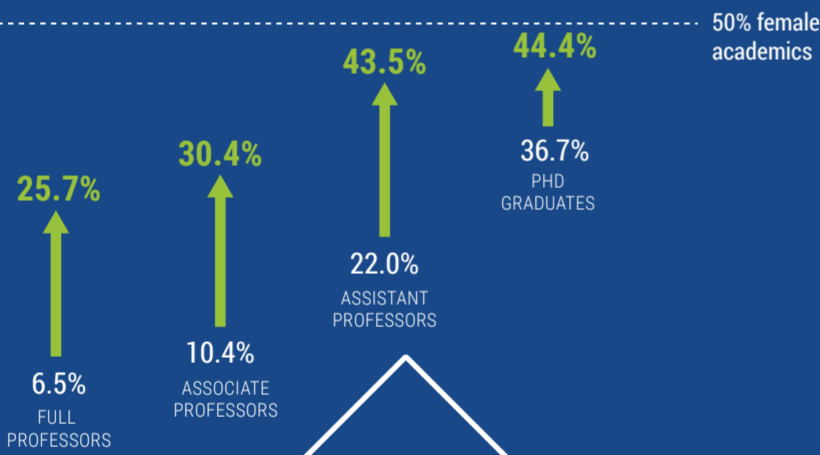


The Westerdijk Impulse gave an extra boost of 100 female professors in 2018, celebrating the 100th anniversary Johanna Westerdijk's appointment as the first Dutch female professor.



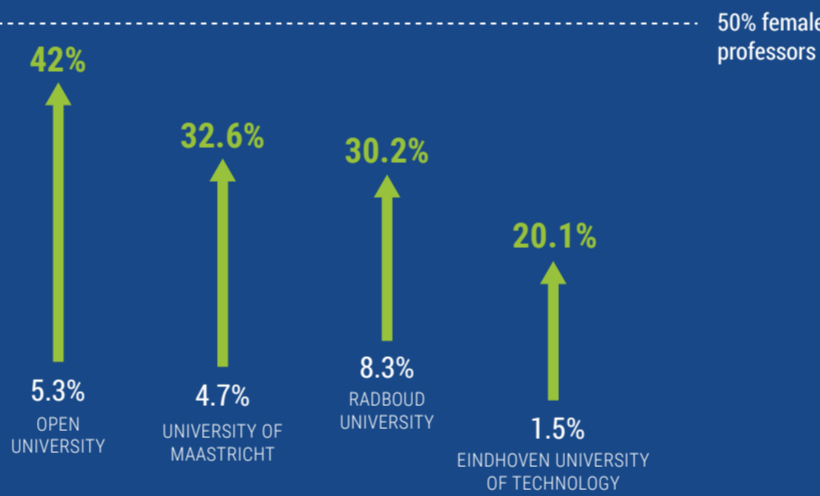
### ...IN ALL JOB CATEGORIES

Across all job categories the percentage of female academics increased.



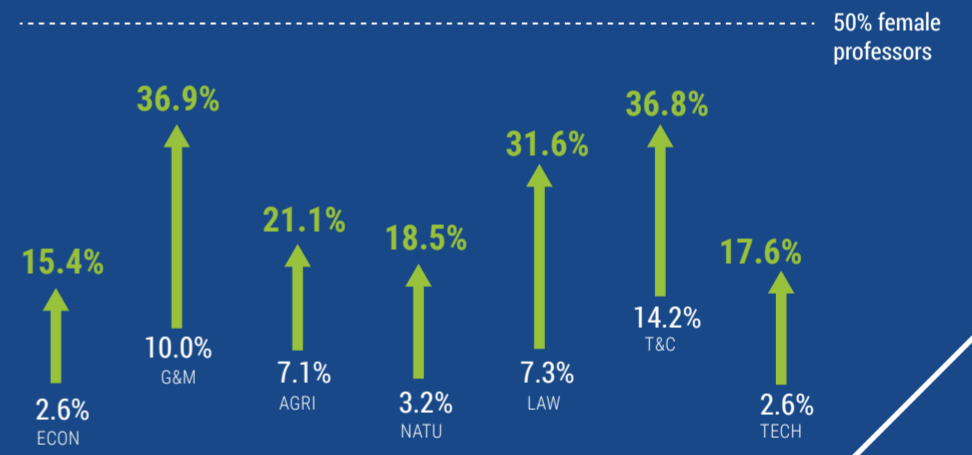
### ...AT EVERY UNIVERSITY

In 20 years some universities saw an enormous increase in the percentage of female professors.



### ...IN EVERY ACADEMIC FIELD

The share of female professors increased in every scientific field.



## ...BUT FEMALE ACADEMICS ARE STILL PAID LESS AND ARE LESS LIKELY TO GET PROMOTED

Although in the same job category, women are still ranked in lower salary scales than men. And although the glass ceiling is getting thinner, women are still less likely to get promoted than men according to the Glass Ceiling Index.



#### WOMEN

	2005	2020
ASSOC/PROF	1,6	1,2
ASSIS/ASSOC	2,1	1,4
PHD/ASSIS	1,7	1,0

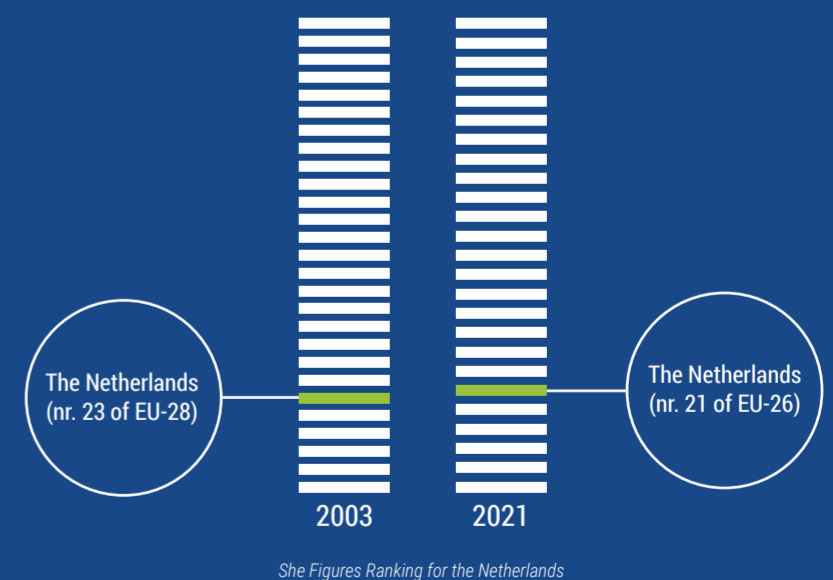
#### MEN

	2005	2020
ASSOC/PROF	1,0	0,9
ASSIS/ASSOC	0,9	0,8
PHD/ASSIS	0,8	1,0



### THE NETHERLANDS CONTINUES TO LAG BEHIND

The Netherlands is ranked low compared to other EU countries when it comes to the share of female professors.



## ARE WE GOING TO WAIT UNTIL 2040?

At the current growth rate, it will take until 2040 to achieve equal representation among professors. And although we've taken up speed, this will take way too long.

### NO, WE WON'T WAIT

The Dutch Network of Women Professors (LNVH), founded in 2001, is a network of over 1.500 affiliated female associate and full professors. LNVH aims to promote equal representation of women in academia, works towards the betterment of the position of women academics of all backgrounds and pushes for an inclusive and safe academic community.

### CHECK THE 2021 WOMEN PROFESSORS MONITOR



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The figures presented in this poster are based on the VSNU WOP data, reference date 31/12. The LNVH underlines the fact that equal representation goes hand in hand with increasing the levels of inclusion and the diversity of perspectives. Insight in statistics is important, but the stories and people behind it even more.