The Netherlands
(nr. 21 of EU-26)
The Netherlands
(nr. 23 of EU-28)
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.

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.

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.