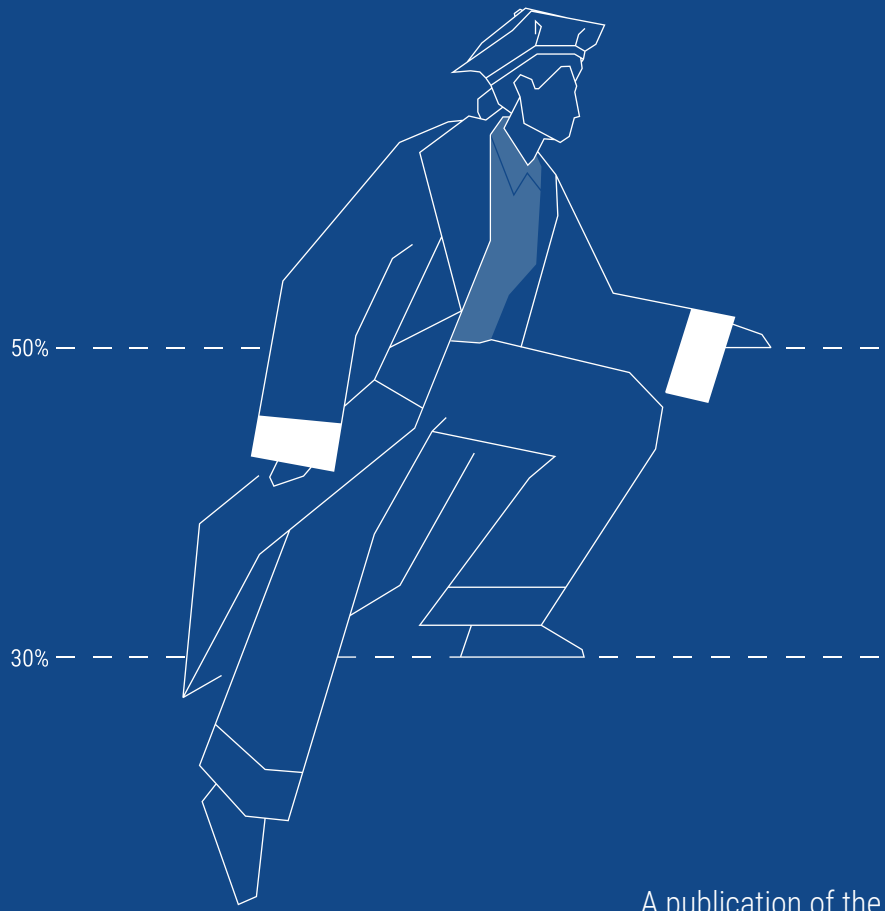
WOMEN PROFESSORS MONITOR 2025



A publication of the
Dutch Network of Women Professors

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landelijk netwerk VH
VROUWELIJKE HOOGLERAREN

ABOUT THE MONITOR

This is the 2025 Women Professors Monitor. In a fixed number of annually recurring chapters, this Monitor provides insight into the current gender distribution in science in the Netherlands and the percentages of women scientists and administrators at Dutch universities, university medical centers and other scientific organisations. We also compare the situation in the Netherlands with the situation in the EU. The Monitor therefore serves as an important source of understanding and reflection for everyone committed to a future-proof, innovative and inclusive academic world.

The 2025 Monitor marks a special milestone: at the end of 2024, 29.9% of full professors were women. The symbolic 30% threshold – often seen as the critical mass for structural change – had almost been reached. This is an important step forward and the result of decades of work. At the same time, the figures warn against complacency. Growth is still modest and unevenly distributed across institutions and disciplines. Without targeted policy, it will most likely take another 20 years before parity is on the horizon. Career progression bottlenecks for women also remain persistent: the transitions from assistant professor to associate professor and from associate professor to full professor are particularly challenging.

The Monitor considers much more than just the gender distribution (male - female and, where possible, X) per job category. It also tracks the distribution of academic staff across salary scales, contract types, age groups and origins. As a result, a mixed picture is revealed: positive developments such as more permanent contracts and increasing internationalisation, with notable differences between men and women, alongside worrying trends such as the underrepresentation of women in higher salary scales and the vulnerable position of postdocs. This information shows the continued complexity of equal academic career development and the urgency of structural change.

Reaching the 30% threshold also provides an opportunity to look ahead. At the request of the LNVH, universities have set new joint targets for 2030. It is particularly important to set ambitious yet realistic targets at a time when the academic world is under pressure – with rising anti-academic and anti-gender sentiment both far away and close to home, as well as substantial budget cuts hanging over the sector like a dark cloud. These targets pave the way for a balanced distribution and can even accelerate progress. The targets provide hope for the coming years and show that collaboration and shared ambition are essential for sustainable change.

We hope you enjoy reading this Monitor, and would like to take this opportunity to extend our thanks to all people – students, scientists, administrators, policymakers, support staff, Diversity Officers, ambassadors or otherwise – who are engaged in talent retention and gender equality in academia, or who, after reading this publication, feel compelled to do so. We would also like to express our gratitude to the Ministry of Education, Culture and Science, without whose financial contribution this Monitor could not have been realised.

The Dutch Network of Women Professors

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— 1 —

THE DISTRIBUTION OF WOMEN AND MEN SCIENTISTS IN THE NETHERLANDS

GROWTH STILL BELOW TARGET, BUT A MILESTONE HAS BEEN REACHED

At the end of 2024, on average, 29.9% of full professors at Dutch universities were women. We have chosen to recognise this as reaching the 30% threshold. This is a key milestone 🚩! The proportion of women professors increased from 28.7% at the end of 2023 to 29.9% at the end of 2024, which is an increase of 1.2 percentage points. As was the case last year, this growth is slightly higher than the particularly low growth percentage of 0.9 percentage points between 2021 and 2022. However, this growth rate still remains below that required to achieve a balanced gender distribution in the short term.

To gain a better understanding of the path to reaching the 30% threshold, the developments of the past ten years are explained below. This period is especially interesting because it was in 2015 that universities first formulated joint targets for the proportion of women full professors. As the figure on the next page shows, steady progress has been made since then. The proportion of women full professors increased by almost 13 percentage points during this period, meaning that by the end of 2024, we (almost) reached the symbolic 30% threshold.

Reaching the 30% threshold is significant, as it shows that women no longer constitute a small minority among full professors. We traditionally highlight this in the Monitor, because a share of 30% is often considered to be the 'critical mass'[1] needed to accelerate structural change. At the same time, it is important to emphasise that 30% is not the final goal; research shows an incorrect assumption that once this threshold is reached, the path to full equality will automatically be achieved. Without targeted policy, growth may actually slow down or even come to a standstill. Hence the continued necessity to actively focus on increasing the proportion of women full professors and removing structural barriers.

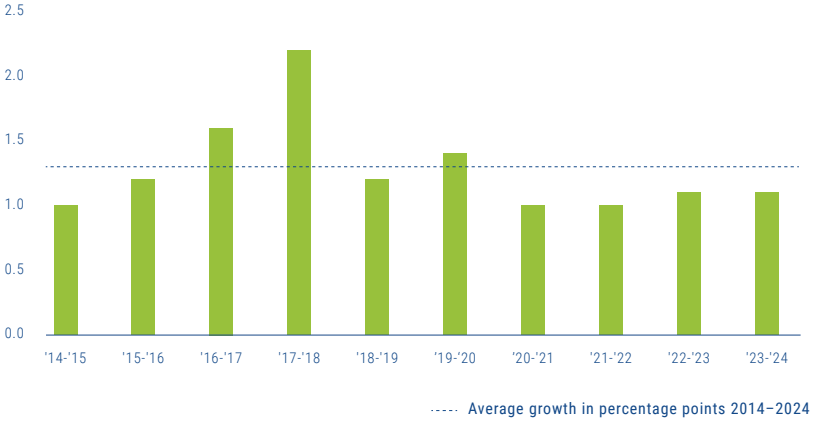
Figure 1.1 shows the development in growth percentages over the past ten years[2]. In Chapter 3, we delve even deeper into the trends of the past ten years and look at the developments that have taken place at each individual university (see page 66).

1. Within this context, 'critical mass' refers to a sufficient number of actors adopting a new idea, technology or innovation within a social system, such that the acceptance rate can maintain itself and, in the event of unequal representation, it will in principle no longer lead to the systematic isolation of the under-represented group.

2. We base the growth percentage for women full professors on the difference between the rounded percentage of women full professors for the year in question and the rounded percentage of women full professors for the previous year. For the 2025 Monitor, these figures are 29.9% (end of 2024) and 28.7% (end of 2023) respectively, the difference being 1.2 percentage points. The figures and tables in the Monitor always show the growth based on unrounded percentages.

FIGURE 1.1

Annual growth in the share of women full professors, end of 2014 to end of 2024, in FTE.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

FULL PROFESSORS IN FTE

The total size of the population of full professors increased from 3,194.6 FTE at the end of 2023 to 3,217.0 FTE at the end of 2024. Of this total, 960.6 FTE are women, 2,253.4 FTE are men, and 3.0 FTE are people in the 'Other' category[3].

The growth of 22.4 FTE over the past year can be attributed to an increase of 42.5 FTE among women and 1.0 FTE in the 'Other' category, while the number of FTE occupied by men actually decreased by 21.2. This means that not only did the entire net growth in the population of professors benefit women (except for 1.0 FTE in the 'Other' category); women also compensated for the entire decrease among men[4].

Whereas in the previous year, 69% of the total FTE increase happened among women, this proportion increased to more than 100% in 2024  . These figures reflect – even more clearly than in previous years – the start of the large outflow of people (particularly men) in the 60+ age group, as predicted. See also page 32 further on in this chapter.

When we talk about the full professor population, we are of course only looking at a small section of all academic staff (WP). Figure 1.2 shows how the proportion of full professors actually relates to the total WP[5].

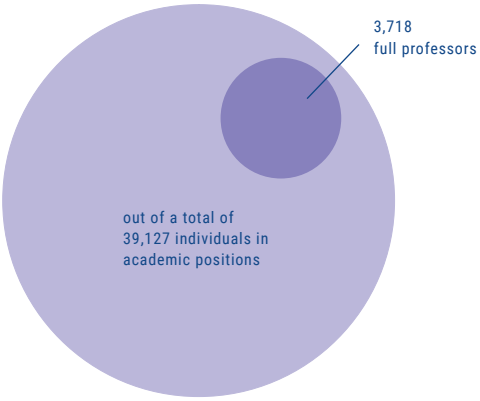
3. Given the sector-wide presentation and slightly greater availability of data, the UNL WOPI category 'Other' is also included here. Due to possible traceability, this has not been done elsewhere in the Monitor. See Appendix 1 for further explanation regarding this category. The LNVH calls for this category to be renamed, as 'Other' reads as 'extra normal'.

4. In this context, the growth and/or decline is determined by the sum of intake, exit and transition, which means that the total effect of all intake (new entrants), exit (leavers) and internal transfers within the sector together determine the net change in size.

5. The calculation of the academic staff (WP) total in Figures 1.2 and 1.3 includes the total numbers of PhD students, assistant professors, associate professors, full professors, researchers, lecturers and a small residual category labelled 'Other WP'.

FIGURE 1.2

Total number of WP and number of full professors, in number of people, end of 2024.

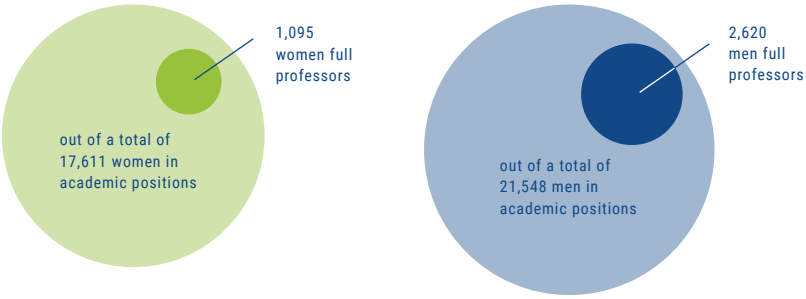


Source: *UNL, WOPI, end of 2024, in number of people. Excluding the scientific field of Healthcare.*

It is also interesting to look at the ratio of women full professors to the total number of female academic staff, and the same for men full professors and the total number of male academic staff. Figure 1.3 gives more information.

FIGURE 1.3

Number of female WP and number of women full professors, in number of people, and number of male WP and men full professors, in number of people, end of 2024.



Source: *UNL, WOPI, end of 2024, in number of people. Excluding the scientific field of Healthcare.*

FULL PROFESSORS IN NUMBER OF PEOPLE

At the end of 2024, there were 3,718 full professors in the Dutch university population. Of this group, 1,095 were women, 2,620 men and 3 people belonged in the 'Other' category. The share of women full professors therefore increased to 29.5%, which is a growth rate of 1.2 percentage points relative to the end of 2023. It is noteworthy that the net increase of 19 full professors is entirely due to the growth among women (+47) and the 'Other' category (+1), while the number of men decreased by 29. This means that women not only account for the entire net growth; they also compensate for the decrease in men, which once again illustrates a clear shift in the composition of the full professor population.

Professors occupying endowed chairs

The share of women professors reported in the Women Professors Monitor includes both regular full professors and personal chair holders with a salaried employment contract.

When considering professors occupying endowed chairs at Dutch universities, it is apparent that at of the end of 2024 a total of 584 individuals held such positions, of whom 210 were women. This corresponds to 36% women professors occupying endowed chairs, representing an increase of 2.2 percentage points compared with the previous Monitor.

GENDER BALANCE STILL ELUSIVE. WILL WE BE WAITING UNTIL 2043?

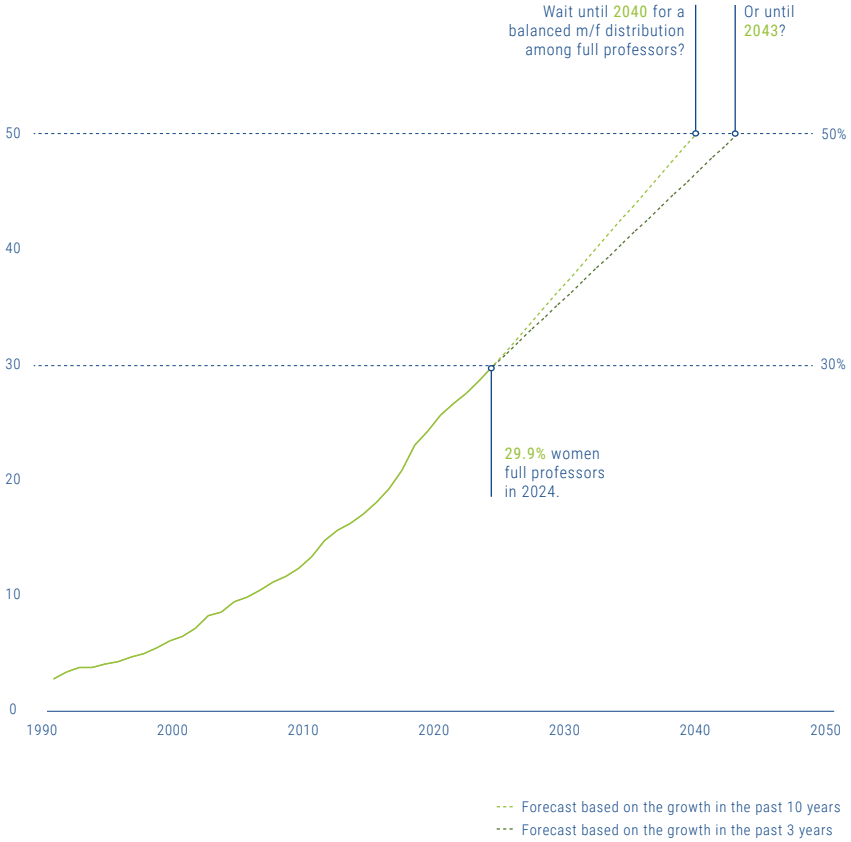
At the end of 2024, women constituted almost 30% of the full professor population. Although this seems like an important milestone, the annual increase is still small and, at 1.2 percentage points from the end of 2023 to the end of 2024, is slightly lower than the ten-year average of 1.3 percentage points.

The expectation for achieving gender parity among full professors varies considerably, depending on the reference period chosen. Based on a ten-year trend, parity would be achievable around 2040, while a trend based on the past three years shows that this will not be the case until 2043. This underlines how a structural focus and efforts continue to be necessary to accelerate equal representation.

Due to declining political support for gender equality and the threat of budget cuts in higher education and science, which hit people in vulnerable positions particularly hard, it remains essential that we ensure strong representation of women academics across the board. According to the figures, the proportion of women full professors is increasing too slowly, and progress cannot be taken for granted. It is therefore important both to look at the top positions and support the entire 'academic pipeline' so that women have the opportunity to advance. We also wish to draw attention to the fact that the forecasts are based on sector averages and therefore conceal large differences between institutions and faculties. Targeted policy is still required in order to actively address this inequality deeper within the organisations.

FIGURE 1.4

Percentage of women full professors, in FTE (1990-2024) and prognosis for 2024-2040, and percentage of women full professors, in FTE (1990-2024) and prognosis for 2024-2043.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

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PROPORTION OF WOMEN BY SUCCESSIVE JOB CATEGORY

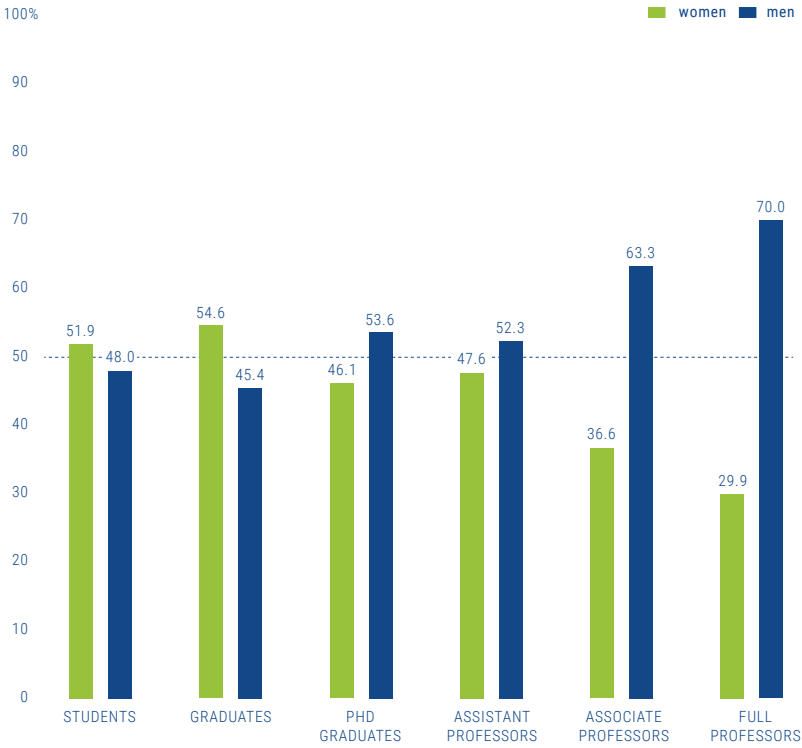
Figure 1.5 clearly shows that the share of women in, specifically, the higher academic positions is still significantly decreasing from one job category to the next. Yet at the end of 2024, with the exception of graduates (where the proportion remained the same), a slight increase of the total share of women can be seen in all categories.

Women constitute more than half of the student population (51.9%) and the graduate population (54.6%), but their representation then declines in the successive academic positions. After the graduates, the share of women drops to 46.1% for PhD candidates, followed by a slight increase to 47.6% among assistant professors. After that, the decline continues sharply: the share of women associate professors is 36.6% and the proportion of women full professors is only 29.9%.

It is notable that, as in the last two years, the share of women assistant professors (47.6%) is slightly higher than the share of women PhD candidates (46.1%).

FIGURE 1.5

Percentage of women and men from student to full professor, in FTE and in number of people, end of 2024.



Source of information on students and graduates: *1cHO2024, 1 October 2024, in number of people. Excluding the scientific field of Healthcare.*
Source of information on staff: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

INSIGHT INTO THE DEVELOPMENTS FOR EACH JOB CATEGORY

The figures below show how the proportion of women among students, graduates and within the academic job categories of PhD candidate, assistant professor, associate professor and full professor developed between 2020 and 2024.

Looking at students, we see that the proportion of women slightly increased over the past year, from 51.8% to 51.9%. Among graduates, the share of women remained the same, at 54.6%.

As in previous years, there are more female than male students and graduates, and the difference in numbers has increased yet again. Among students, the difference between women and men increased from 10,919 in the 2023-2024 academic year to 11,911 in the 2024-2025 academic year. The difference also increased among graduates, from 4,540 in the 2022-2023 graduation year to 4,668 in the 2023-2024 graduation year.

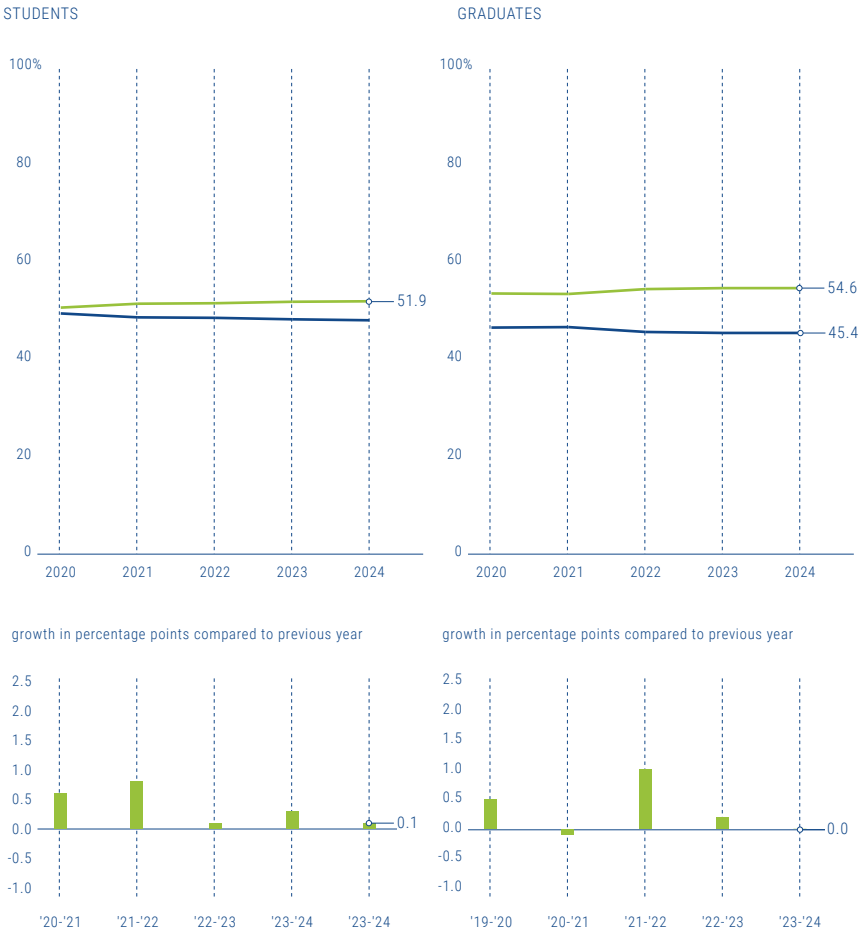
These figures explained

Of the number of registered students in the 2024-2025 academic year, 144,459 were men and 156,370 were women. On balance, there were 11,911 (=156,370 – 144,459) more women than men among the registered students.

Of the number of graduates in the 2023-2024 graduation year, 22,910 were men and 27,578 were women. On balance, there were 4,668 (=27,578 – 22,910) more women than men among the graduates.

FIGURE 1.6.1

Proportional distribution of students and graduates by gender and growth in the percentage of women students and women graduates, end of 2020 to end of 2024, in number of people.



Source of information on students and graduates: *1cHO2019 - 1cHO2024, reference date 1 October, in number of people. Excluding the scientific field of Healthcare.*

Among PhD candidates, the proportion of women increased from 45.7% to 46.1% over the past year. This is a slight increase of 0.4 percentage points.

The proportion of women assistant professors increased slightly more during the same period: from 46.9% to 47.6%, which is an increase of 0.7 percentage points. This means that the gender distribution within this group is moving closer to a 50/50 ratio.

It is striking that the proportion of women assistant professors is not only larger than the proportion of women PhD candidates; this difference has also increased further. This development continues the trend of the past two years.

FIGURE 1.6.2

Proportional distribution of PhD candidates and assistant professors by gender and growth in the percentage of women PhD candidates and women assistant professors, end of 2020 through to end of 2024, in FTE.

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

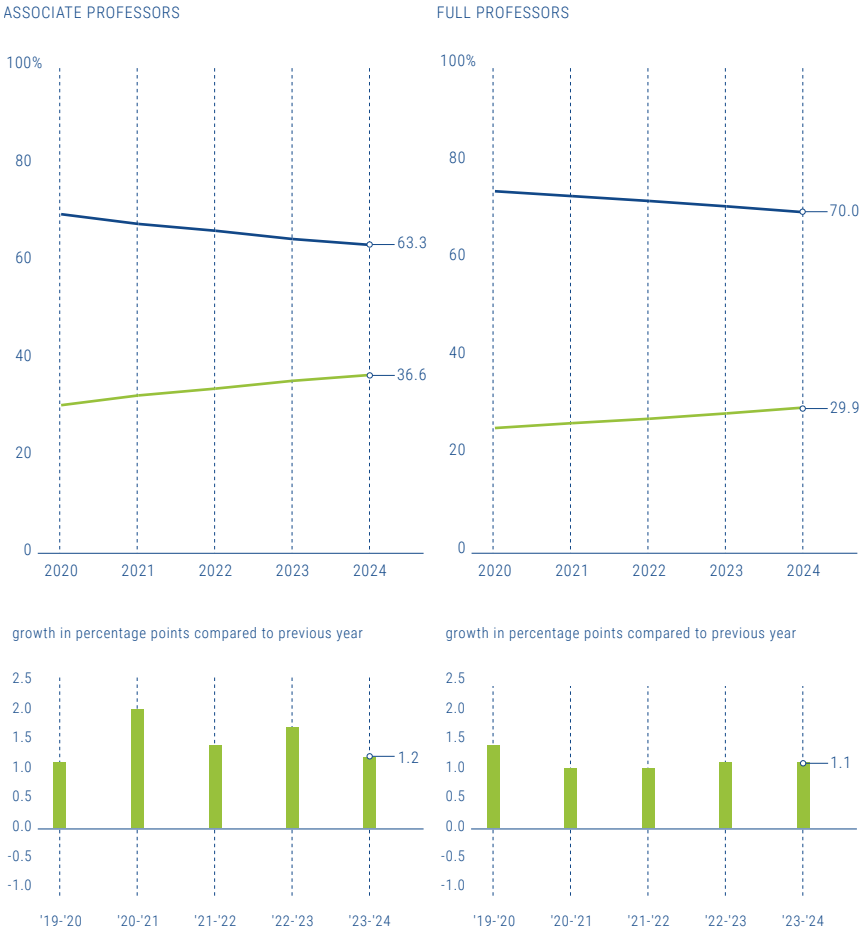
The following can be observed for the job categories of associate professor and full professor:

Between the end of 2023 and the end of 2024, the proportion of women associate professors increased from 35.4% to 36.6%, which is an increase of 1.2 percentage points. This growth is slightly lower than in previous years. The size and growth of this group is of great importance for the transition to full professorship, partly in view of their role as the most important replacement potential for outgoing full professors in the 60+ age category (see also page 38).

The proportion of women full professors also showed an increase of 1.2 percentage points, reaching 29.9%. Nevertheless, a balanced gender distribution is still a long way off. Based on the trend of the past ten years, a 50/50 distribution is not expected until around 2040; based on the last three years, this expectation is actually shifting to 2043. Accelerated growth is therefore necessary in order to achieve a balanced gender distribution sooner.

FIGURE 1.6.3

Proportional distribution of associate professors and full professors by gender and growth in the percentage of women associate professors and women full professors, end of 2020 through to the end of 2024, in FTE.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

INCREASE IN FTES IN PERSPECTIVE: ANALYSIS BY JOB CATEGORY AND GENDER

Figure 1.7 shows the development of the number of FTEs per job category and the distribution of this growth (or decline) between men and women. It is striking that women account for the greatest share of the total growth in FTE in each job category. Even more striking is the decline in number of FTEs among men full professors, combined with an increase among women full professors that exceeds the decline among men. The total population of full professors in FTE has grown as a result. However, the absolute growth in the population of full professors remains limited when compared to the growth in the job categories of associate professor, assistant professor and PhD candidate.

From the end of 2023 to the end of 2024, the size of the population of full professors increased by 22.4 FTE. This net increase consists of a decrease by 21.2 FTE among men, an increase by 42.5 FTE among women and 1.0 FTE in the 'Other' category[6].

The past four years have seen a steady growth in the number of associate professors, which is substantially greater than the growth in the number of full professors during the same period. At the end of 2024, this development led to the number of FTEs for associate professors exceeding the number of FTEs for full professors for the first time since the current WOPI data were first recorded in 2005: 3,403.9 FTEs for associate professors compared to 3,217 FTEs for full professors. By comparison, at the end of 2020, the population of associate professors amounted to 2,543.5 FTE, while the population of full professors in the same year amounted to 3,007.9 FTE. The growth in the population of associate professors in the period ending 2023-2024 amounted to 250.0 FTE, divided between 121.4 FTE for men and 128.6 FTE for women.

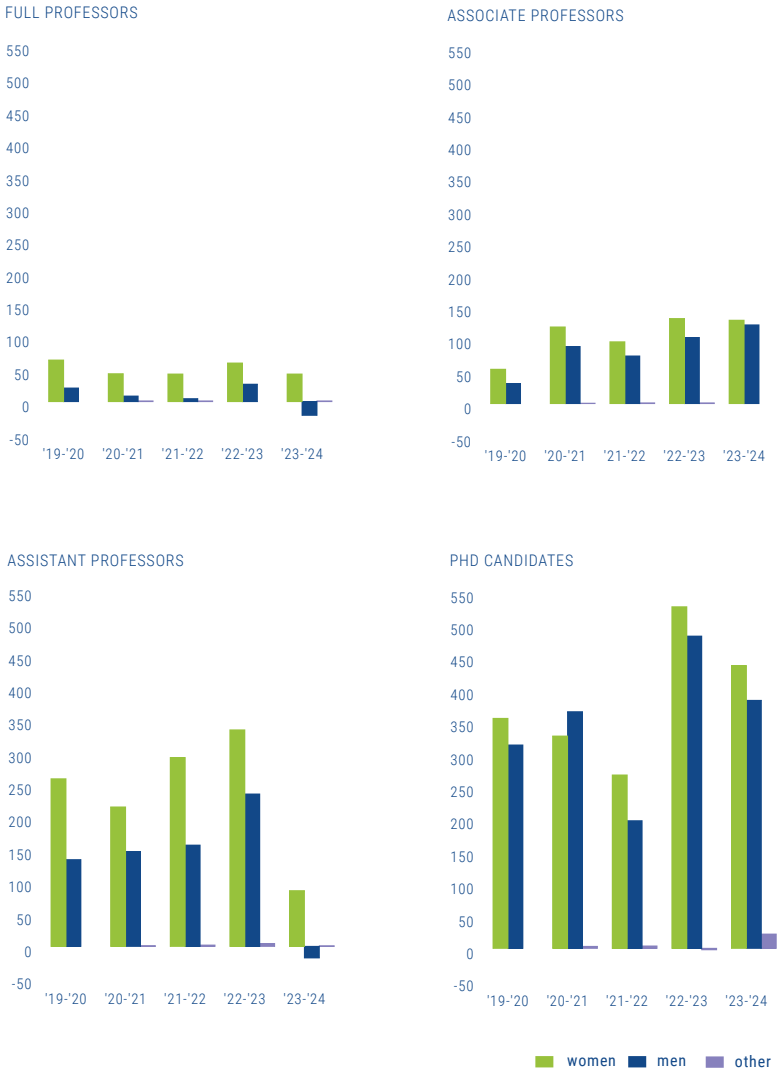
In contrast, growth among assistant professors remained limited in the period ending 2023-2024. The total population of assistant professors increased by 69.1 FTE, comprising a decrease by 17.8 FTE among men, an increase by 86.0 FTE among women and 0.8 FTE in the 'Other' category.

There has been significant growth in the number of PhD candidates, which is fairly evenly distributed between men and women. Of the increase by 841.3 FTE, 382.8 FTE can be attributed to men, 436.5 FTE to women and 22 FTE to the 'Other' category.

6. In this context, the growth and/or decline is determined by the sum of intake, exit and transition, which means that the total effect of all intake (new entrants), exit (leavers) and internal transfers within the sector together determine the net change in size.

FIGURE 1.7

Increase in FTE by position and gender, 2019-2020 – 2023-2024.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

When we examine, partly based on Table 1.1, the share of FTE growth attributed to women per job category, it appears that by the end of 2024, this will exceed 100% for full professors (190%), 51.4% for associate professors, more than 100% (124.6%) for assistant professors and 51.9% for PhD candidates. Over the past five years, it appears that with the exception of PhD candidates in 2020-2021, women accounted for more than 50% of the growth each year. On average, therefore, women account for more than half of the growth, which is a positive development.

However, in order to reach the 50% threshold across all job categories in the longer term, it is essential not only that outgoing staff are replaced by women, but also that a structurally substantial share of organizational growth is allocated to women, as was the case for women professors as of the end of 2024.

Achieving a 50% ratio does not, incidentally, solely depend on an increase in the total size of the population. This threshold can be achieved even without growth, provided that the outflow within the population is consistently replaced by women. In other words, the proportion of women may increase solely through targeted replacement, even with a stable population size.

TABLE 1.1

Share of the total growth in FTE ending up with women and average share of the total growth in FTE ending up with women, by job category, end of 2019 to end of 2024.

	'19-'20	'20-'21	'21-'22	'22-'23	'23-'24	Average share of the growth ending up with women '19-'24
Full professor	75.4	81.9	88.5	69.0	190.0	101.0
Associate professor	63.1	57.2	56.1	56.0	51.4	56.8
Assistant professor	65.9	59.3	64.8	58.2	124.6	74.6
PhD candidate	53.1	47.1	57.2	52.4	51.9	52.3

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

GLASS CEILING INDEX UNCHANGED

Since the introduction of the Monitor, we have discussed the Glass Ceiling Index (GCI) every year. Information about the index can be found in the text box. At sector level, all GCIs at the end of 2024 remained unchanged compared to the end of 2023.

For women, the transition from assistant professor to associate professor continues to be the transition with the highest GCI, at 1.3. The GCI for the transition from associate professor to full professor is also consistently above 1.0 for women. For men, both the transition from assistant professor to associate professor and that from associate professor to full professor remain under 1.0. This indicates that these steps present relatively more obstacles for women than for men 🔔.

The GCI for the transition from PhD candidate to assistant professor is neutral for both women and men (1.0).

This chapter describes the GCIs at sector level. For an overview of the GCIs per university, we refer you to Chapter 3.

The Glass Ceiling Index

The Glass Ceiling Index (GCI) is an indicator of the advancement, or lack thereof, of women to higher job categories. The GCI will be greater than 1.0 when there is less representation of women at the higher level, compared to the level below. If the proportion of women is the same in two consecutive job categories, the GCI is equal to 1.0. This is referred to as a neutral GCI.

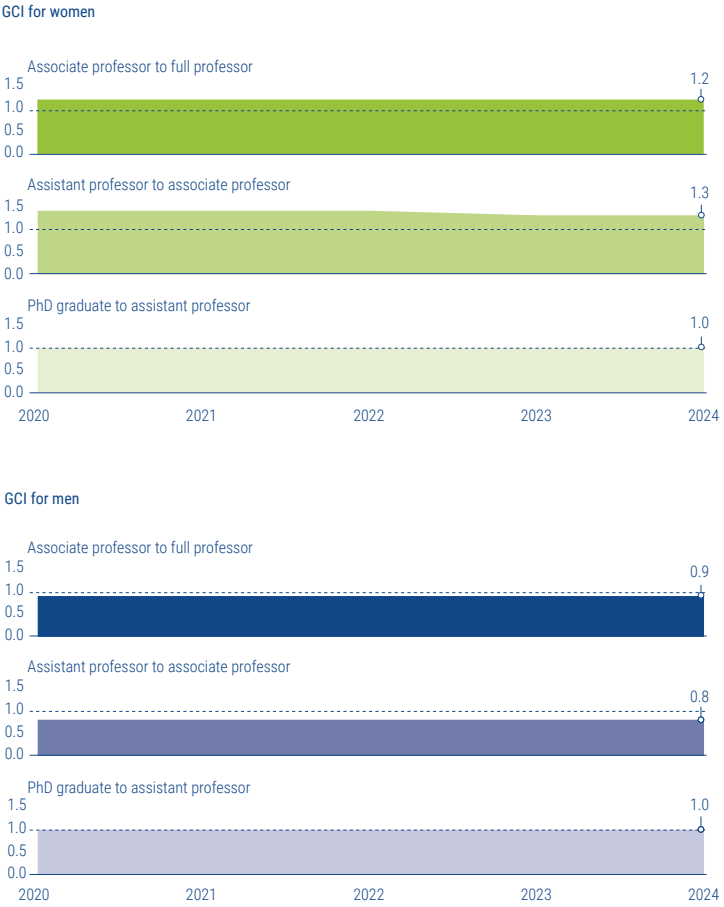
GCI > 1.0: impeded transition
GCI = 1.0: normal transition
GCI < 1.0: easy transition

The GCI is calculated by dividing the percentage of women in job category x-1 by the percentage of women in job category x.

The GCI does not provide information about actual transitions, and it is not the same as the probability of transition. The GCI was developed by research agency SEOR in 2002 on behalf of the Ministry of Social Affairs and Employment, as part of the development of a benchmark for identifying the position of women in senior and management positions.

FIGURE 1.8

Glass Ceiling Index (GCI) women and men by job transition, in FTE, end of 2020 to end of 2024.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

DIFFERENCE IN EMPLOYMENT CONTRACT SCOPE BETWEEN WOMEN AND MEN UNCHANGED

To determine the scope of an employment contract, we compare the number of FTE within a job category with the number of people in this job category. For full professors, associate professors, assistant professors and PhD candidates, the average employment contract scope remained the same as at the end of 2023 for women and men.

The employment contract scope for women remains slightly smaller than for men, except among full professors. Among women full professors, the employment contract scope is still slightly larger than among men: 0.88 FTE compared to 0.86 FTE.

TABLE 1.2

Average employment contract scope by position and gender, end of 2024 and end of 2023.

	2024		2023	
	W	*M*	*W*	*M*
Full professor	0.88	0.86	0.88	0.86
Associate professor	0.90	0.92	0.90	0.92
Assistant professor	0.92	0.93	0.92	0.93
PhD candidate	0.97	0.98	0.97	0.98

Source*: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

INCREASE IN NUMBER OF PERMANENT CONTRACTS CONTINUES

The end of 2022 and the end of 2023 showed a striking increase in the total share of permanent contracts compared to temporary contracts[7]. The end of 2024 again showed an increase in the share of permanent contracts for men as well as for women.

Especially for assistant professors, the increase in the past three years – from end of 2021 to end of 2024 – is striking. For women assistant professors, the share of permanent contracts increased by 22.3 percentage points, from 67.2% to 89.5%. For men assistant professors, the increase was slightly less: 17.6 percentage points, from 71.6% to 89.2%.

Among associate professors and assistant professors, men are slightly more likely to have temporary contracts than women, while among full professors, women are relatively more likely to have temporary contracts.

TABLE 1.3

Proportional distribution of permanent and temporary employment by position and gender, in FTE, end of 2024.

	W		M	
	Permanent	*Temporary*	*Permanent*	*Temporary*
Full professor	98.1	1.9	98.9	1.1
Associate professor	99.0	1.0	98.9	1.1
Assistant professor	89.5	10.5	89.2	10.8

Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

7. The decline in the number of temporary contracts is the result of several agreements made by the universities in recent years. Together with the unions, in the collective labour agreement for 2021, the universities included the agreement that – subject to good performance – assistant or associate professors, full professors and management and support staff are given a permanent contract after one year. For the job category of lecturer, in the collective labour agreement, the unions and universities agreed to further reduce the number of temporary lecturers. The universities have used the significant investments by the caretaker government flowing from the 2022 Administrative Agreement to create more permanent positions, among others through the use of starter's grants or incentive grants (source: UNL 04-09-2023). However, in 2024-2025, the current demissionary government in the Netherlands steered an entirely different course. The starter's grants and incentive grants have been discontinued, and €1 billion worth of cuts are to be implemented. It is highly doubtful, therefore, that this increase will be maintained, or that it will result in better career progression.

The Monitor mainly focuses on the categories of PhD candidates, assistant professors, associate professors and full professors. We would also like to provide more insight into the category of post-doctoral researchers since, in many respects, this is a vulnerable group of researchers. Unfortunately, the UNL[8] WOPI data collection provides very little information on this subject. This is because the category of post-doctoral researchers is not included as such in WOPI. They are included in the umbrella category of 'researchers' and cannot be selected from this category as a group. This makes it impossible for us to distil and present complete and unambiguous data about postdocs from the WOPI data. In the past few years, however, we chose to include any available data there was regarding the gender distribution and the distribution in terms of permanent and temporary contracts within the adjacent categories of 'lecturer' and 'researcher'. We have done this as well for the current year, and the following picture has emerged:

There has been an increase in the proportion of permanent contracts among lecturers. Between the end of 2023 and the end of 2024, this proportion increased by approximately six percentage points for both men and women. At the end of 2024, men lecturers had a higher proportion of permanent contracts than women lecturers: 64.4% and 54.7% respectively 🔔.

The picture is different for researchers: the proportion of permanent contracts decreased slightly for both men and women, by 0.3 percentage points. If we delve deeper into the data, we observe that the number of FTE researchers increased at most universities, and logically, with temporary contracts. The decrease in the proportion of permanent contracts is therefore due to an increase in the number of FTEs with temporary contracts, and not due to a decrease in FTEs with permanent contracts.

Looking at the distribution of women and men, it can be observed that the majority of lecturers are women, while the majority of researchers are men. The share of women among lecturers remained the same between the end of 2023 and the end of 2024. Among researchers, the proportion of women fell slightly, from 42.6% at the end of 2023 to 42.4% at the end of 2024, which is a decrease by 0.2 percentage points. Women therefore continue to be in the minority among researchers.

8. UNL = Universities of the Netherlands (formerly VSNU)

TABLE 1.4

Proportional distribution of lecturers and researchers by contract and gender, end of 2023 and end of 2024, in FTE.

	Lecturers		Researchers	
	W	*M*	*W*	*M*
2023				
Temporary	51.2	41.6	89.9	89.0
Permanent	48.8	58.4	10.1	11.0
2024				
Temporary	45.3	35.6	90.2	89.3
Permanent	54.7	64.4	9.8	10.7

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

POSTDOCS: A VULNERABLE JOB CATEGORY

In the past, UNL equated the category of postdoc with the group 'researcher 3, 4 with a temporary contract'. From our enquiries with UNL, and using this approach, we have learnt that approximately 95% of the category of 'researcher with a temporary contract' are postdocs. With reference to the WOPI data available to the Monitor, the best approach to the postdoc category therefore seems to be to consider only those researchers who have a temporary contract. In doing so, we see at the end of 2024 that roughly the same image emerges as for the total population of researchers. The proportion of women is smaller than the proportion of men, i.e. 42.7% vs 57.1%, and the proportion of women decreased by 0.1% compared to the end of 2023  . Looking at the end of 2020 - end of 2024 period, we can observe that the proportion of women increased by 3.1%, from 39.6% to 42.7%.

TABLE 1.5

Distribution of women and men among researchers with a temporary contract, end of 2020 through to end of 2024, in FTE[9].

	2020	2021	2022	2023	2024
Women	39.6	40.5	41.3	42.8	42.7
Men	60.4	59.4	58.6	57.0	57.1

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

9. The percentages do not add up to 100 here. This is because we do not show the category 'Other' here, but we do determine the percentages based on the total, including the category 'Other'. For more details see Appendix 1.

SALARY SCALES: ONGOING DISPARITY BETWEEN WOMEN AND MEN FULL PROFESSORS, EQUAL SALARY CLASSIFICATION FOR WOMEN AND MEN AMONG ASSISTANT PROFESSORS AND PHD CANDIDATES

At the end of 2024, a greater proportion of men than women full professors are in the highest salary scale category. Among women full professors, the percentage in this highest category decreased from 22.0% to 20.6% between the end of 2023 and the end of 2024, which is a decrease of 1.4 percentage points. For men full professors, this share decreased slightly from 35.0% to 34.1%.

In the lowest scale category for full professors (scale 15-16), the percentages of both women and men increased slightly. In addition, there were 1 FTE men and 0.5 FTE women in the 13-14 scale category.

There is a clear difference in salary classification for women full professors compared to their male counterparts. Among associate professors, the difference in distribution across salary scale categories between men and women is minimal. For assistant professors and PhD candidates, we observe for the first time, based on rounded percentages, that the salary classification for women and men was equal at the end of 2024. This is a key milestone.

In this Monitor, again, we reiterate the importance of being able to critically view differences in salary scale classifications. Due to the fact that the LNVH does not have access to data that are more detailed than classification into salary scale categories, at the moment we are unfortunately unable to do this. We therefore call on individual institutions – certainly in view of European legislation on pay transparency that will come into force in the Netherlands in 2026 – to conduct their own analysis of remuneration and salary classification systems and identify potential discrepancies between men and women, remedy those differences and prevent them in the future.

Recalculation of salary scales at the end of 2023

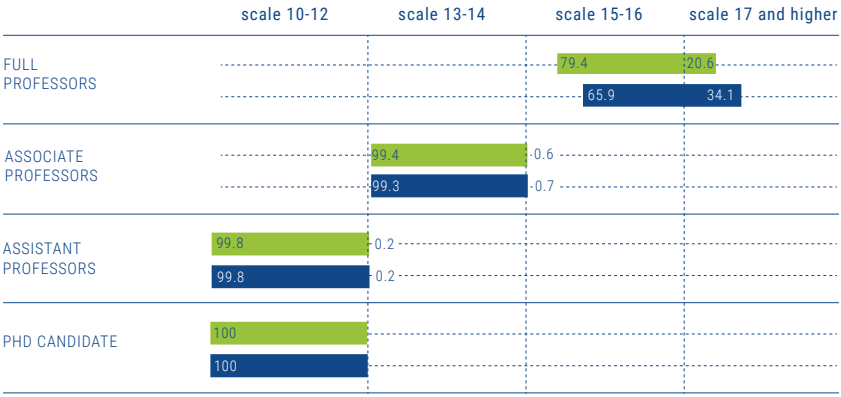
Due to an error in the data provided regarding salary scales at the end of 2023, the proportion of women and men full professors across salary scale groups at the end of 2023 has been recalculated for this Monitor. The distribution as shown in the 2024 Monitor has been amended.

In concrete terms, this means that the share of women full professors in salary scale group 15-16 has been adjusted from 76.7% to 78.0% and in salary scale group 17&> from 23.2% to 22.0%.

The share of men full professors in salary scale group 15-16 was adjusted from 65.4% to 64.9% and in salary scale group 17&> from 34.5% to 35.0%.

FIGURE 1.9

Percentage of men and women scientists by salary group, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

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SIGNIFICANT OUTFLOW OF MEN IN HIGHEST AGE CATEGORY. MEN FULL PROFESSORS ARE OLDER, ON AVERAGE, THAN WOMEN FULL PROFESSORS

At the end of 2024, there was a total decrease of 89 people in the age category up until 60 among men full professors. Conversely, for women full professors, the number of people in the same age category increased by 20. By comparison, there was a decrease of 21 men and an increase of 57 women in this category last year.

IIn the age group of 60 and over, there was an increase among both men and women: 60 men and 27 women. The figures show that the outflow of what is also referred to in the literature as the 'grey log jam' has started, and that the population of men full professors is, on average, older than the population of women full professors.

Among women associate professors, the proportion of women under 60 years of age increased from 38.4% at the end of 2023 to 39.5% at the end of 2024, which is an increase by 1.1 percentage points. The total population of women associate professors grew in this period, from 1,245 to 1,379. Within the age category up to 60, there was an increase of 124 people, from 1,143 to 1,267. These figures show that there is a sufficient pool of young women who could potentially replace the outgoing group of full professors now and in the future.

At the end of 2024, 78.9% of women full professors were below the age of 60, compared to 64.1% of men full professors. By comparison, at the end of 2023, 80.5% of women full professors and 66.7% of men full professors were below the age of 60. Within one year, the proportion of younger women full professors decreased by 1.6 percentage points, while the decrease among men was larger, at 3.6 percentage points. Consequently, between the end of 2023 and the end of 2024, the average age gap between men and women professors widened.

TABLE 1.6

Number of full professors and associate professors by age category and gender, end of 2023 and end of 2024, in number of people.

	Full professor				Associate professor			
	2024		*2023*		*2024*		*2023*	
	W	*M*	*W*	*M*	*W*	*M*	*W*	*M*
25-29						1		
30-34	1		1	3	10	26	14	23
35-39	18	30	21	33	185	263	180	255
40-44	123	173	134	191	404	553	375	553
45-49	236	389	215	386	334	509	268	428
50-54	261	502	269	521	208	302	191	283
55-59	225	585	204	634	126	284	115	294
60-64	177	667	158	642	89	296	75	274
>=65	54	274	46	239	23	107	27	106
Total	**1,095**	**2,620**	**1,048**	**2,649**	**1,379**	**2,341**	**1,245**	**2,216**

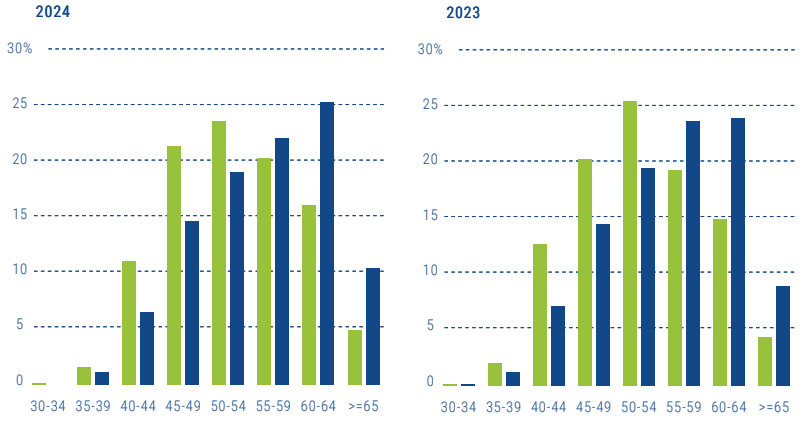
Source: *UNL, WOPI, reference date 31 December, in number of people. Excluding the scientific field of Healthcare.*

To illustrate this, Figure 1.10 shows the percentage distribution of men and women full professors and associate professors by age category.

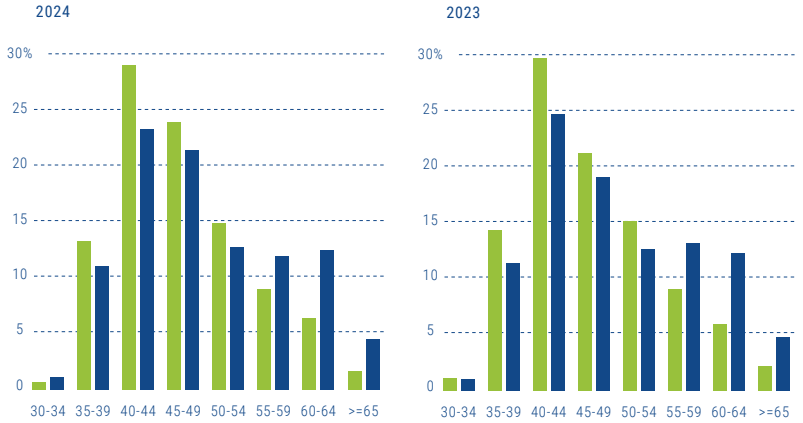
FIGURE 1.10

Percentage distribution of men and women full professors and associate professors by age category, in number of people, end of 2024 and end of 2023.

FULL PROFESSORS



ASSOCIATE PROFESSORS



Source: *UNL, WOPI, end of 2024, in number of people. Excluding the scientific field of Healthcare.*

women men

Among men full professors, we observe – alongside a decline in the age category up to 60 years of age – an increase in the 60+ category, from 881 to 941. The proportion of men full professors in the age category 60 and older therefore increased by 2.8 percentage points, from 33.2% at the end of 2023 to 36.0% at the end of 2024.

Among women full professors, there was – alongside an increase in the age category up to 60 years of age – also an increase in the age category 60 and older, from 204 to 231. The proportion of women full professors in this age category increased in this period by 1.6 percentage points, from 19.5% to 21.1%.

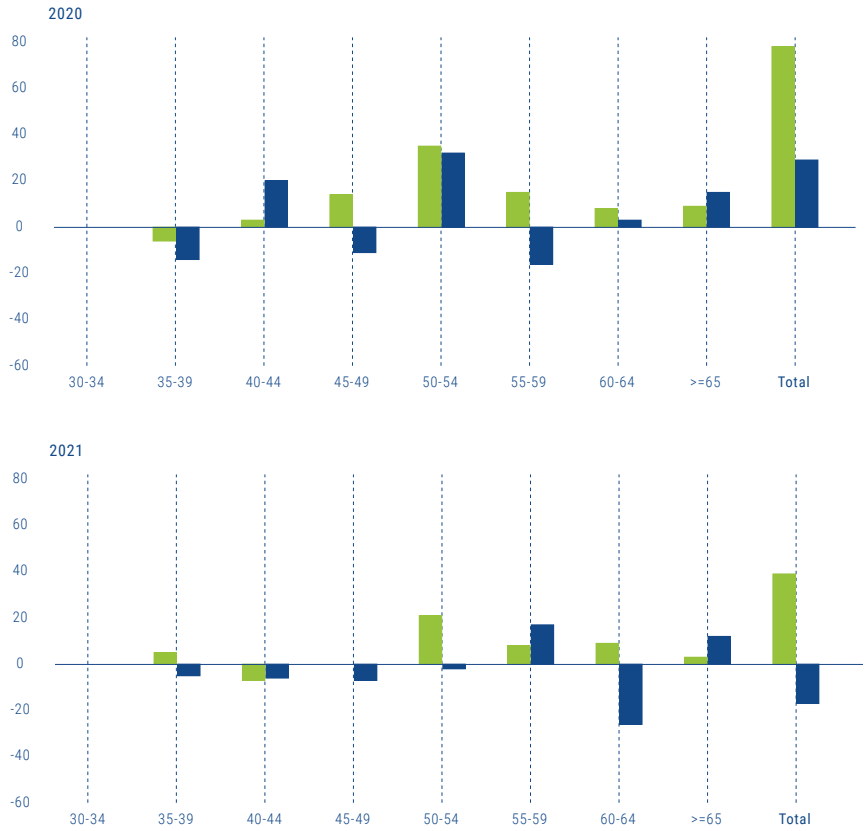
The figures show that, as in previous years, the population of men full professors is, on average, older than the population of women full professors and that the outflow of men full professors has now begun. For several years now, the increase in the group aged 60 and over has been larger among men than among women, both in absolute numbers and in terms of proportion. At the same time, there has been a clear decline among men in the under-60 age category during this period.

To provide even greater insight into this trend, Figure 1.11 shows the change in the number of men and women full professors by age category over the past five years[10]. In the periods 2020-2021, 2021-2022 and 2023-2024, a decrease in the number of men full professors can be observed across the board. At the same time, the number of women full professors increased at a rate that exceeds the decline in the number of men full professors. In other words, the increase in women full professors not only compensates for the decline in their male counterparts – it has also resulted in a net increase in the total number of full professors.

10. In this context, the growth and/or decline is determined by the sum of intake, exit and transition, which means that the total effect of all intake (new entrants), exit (leavers) and internal transfers within the sector together determine the net change in size.

FIGURE 1.11

Change in number of women and men full professors compared to the previous year, by age category, in number of people, end of 2020 to end of 2024.



Source: *UNL, WOPI, reference date 31 December, in number of people. Excluding the scientific field of Healthcare.*


2022
80
50
40
20
0
20
40
60
30-34
35-39
40-44
45-49
50-54
55-59
60-64
>=65
Total
2023
80
60
40
20
0
-20
-40
-60
30-34
35-39
40-44
45-49
50-54
55-59
60-64
>=65
Total
2024
80
60
40
20
0
-20
-40
-60
30-34
35-39
40-44
45-49
50-54
55-59
60-64
>=65
Total
women
men

REPLACEMENT POTENTIAL WELL ABOVE 100%

To estimate the expected outflow of full professors, we turn our attention to full professors aged 60 and over. To determine the total replacement potential – that is, the capacity to compensate for the outflow of full professors – we looked at associate professors younger than 60 years of age.

Without distinguishing betweenscientific fields, it appears that for the second year in a row, women associate professors could replace more than 100% of the expected outflow of full professors: 108.1%. This means that the replacement potential has increased by 2.8 percentage points within just one year.

Here, too, we would like to repeat our prior observation that almost all of the universities have now stopped applying the staffing principle and are actively implementing a career policy. To be able to promote women associate professors to full professors, we therefore do not need to wait for positions to become available. The replacement potential shows that the talent pool is more than adequately populated.

At the same time, it is important to realise that university staffing levels have been under pressure in recent years due to budget cuts. Reduced staffing levels may increase the risk that universities will be less strict in following fair promotion and appointment policies aimed at rectifying the underrepresentation of women. If no attention is paid to this issue, efforts to appoint more women full professors may be delayed despite the availability of sufficient talent.

TABLE 1.7

Potential of women associate professors who could replace full professors aged 60 and over.

Full professors >=60		Total full professors >=60	Associate professors up to 60 years old		Percentage of the total outflow that can be replaced by women associate professors
women	*men*		*women*	*men*	
231	941	1,172	1,267	1,938	108.1

Source: *UNL, WOPI, end of 2024, in number of people. Excluding the scientific field of Healthcare.*

PERCENTAGES OF WOMEN FULL PROFESSORS AND WOMEN STUDENTS IN EACH SCIENTIFIC DISCIPLINE

In addition to the picture for the sector as a whole, it is interesting to consider the distribution across various scientific disciplines. The following section shows the ratio between the percentage of women students and the percentage of women full professors for each scientific discipline. A ratio of 2 means that the percentage of women among students is twice as large as the percentage of women among full professors. This ratio could be an indication of the probabilities of advancement within a scientific discipline. In Chapter 3, we provide more information about the percentage of women in each scientific discipline at the various institutions..

In the scientific disciplines of Economics, Law, and Behavioural & Social Sciences, the ratio between the proportion of women students and the proportion of women full professors remains the same as the previous year. In Agriculture, Technology and Language & Culture, the ratio has become slightly more favourable. Only in the scientific field of Natural Sciences was the ratio slightly less favourable at the end of 2024 compared to the end of 2023.

Please note: a ratio of 1.0 – which means the percentage of women students is the same as the percentage of women full professors – is considered a favourable ratio. However, this does not mean that there is an equal distribution, or full parity, between men and women.

In the scientific field of Technology, the ratio is most favourable at 1.4, but here too it remains essential to increase both the proportion of female students and the proportion of women full professors. To illustrate this, we compared Technology with Language & Culture: the ratio in Technology is 1.4, which is almost the same as in Language & Culture (1.5), but there are major differences in the absolute numbers. In Technology, 28.6% of students are female and 19.8% of full professors are women, while in Language & Culture, 63.0% of students are female and 42.3% of full professors are women.

This comparison shows that a similar ratio between students and full professors does not automatically mean that there is a balanced representation of women in absolute numbers.

The difference between the proportion of women students and the proportion of women full professors is largest in the scientific disciplines of Law, Behavioural & Social Sciences and Agriculture. In Law, the gap amounts to 30.4 percentage points, in Behavioural & Social Sciences 29.1 percentage points and in Agriculture 27.5 percentage points.

The difference is smallest in Technology, at 8.3 percentage points, followed by Economics at 16.7 percentage points.

TABLE 1.8

Percentage of women students and women full professors by scientific field, and the relationship between the percentage of women students and the percentage of women full professors within a scientific field, end of 2024 and end of 2023.

	Women students 2024	Women full professors at the end of 2024	Ratio of women students/women full professors at the end of 2024	Ratio of women students/women full professors at the end of 2023
AGRICULTURE	56.2	28.7	2.0	2.1
NATURAL SCIENCES	41.3	20.5	2.0	1.9
TECHNOLOGY	29.0	20.7	1.4	1.5
ECONOMICS	35.8	19.0	1.9	1.9
LAW	64.7	34.3	1.9	1.9
BEHAVIOURAL & SOCIAL SCIENCES	73.1	43.9	1.7	1.7
LANGUAGE & CULTURE	63.0	42.3	1.5	1.6

Source*: UNL, WOPI, end of 2023 and end of 2024, in FTE.*
Source students*: 1cHO2023, October 2023 and 1cHO2024, October 2024, in number of people.*

COMPOSITION OF ACADEMIC STAFF BY ORIGIN

The 2022 Monitor was the first issue in which we provided insight into the gender distribution in the composition of academic staff with reference to the UNL WOPI variable 'Origin'[11]. This Monitor presents updated data, including a comparison between year-end 2024 and year-end 2023 figures.

TABLE 1.9.1

Number of FTE by position and origin at the end of 2024 and end of 2023.

	Full professor		Associate professor		Assistant professor		PhD candidate	
	2024	*2023*	*2024*	*2023*	*2024*	*2023*	*2024*	*2023*
NL	2,441.3	2,440.0	2,114.2	2,018.4	3,494.0	3,510.2	5,215.7	5,092.9
EEA excl. Dutch	587.0	568.9	899.1	787.4	2,255.1	2,207.8	3,111.2	2,843.1
European non-EEA	73.2	75.0	130.0	123.0	375.8	370.3	735.8	681.9
Non-European	115.5	110.7	260.6	225.2	1,096.1	1,064.7	3,375.3	2,982.3
Unknown					3.0	2.0	6.8	3.3
Total	**3,217.0**	**3,194.6**	**3,403.9**	**3,153.9**	**7,224.1**	**7,155.0**	**12,444.7**	**11,603.4**

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

TABLE 1.9.2

Proportional distribution by position and origin, in FTE, end of 2024 and end of 2023.

	Full professor		Associate professor		Assistant professor		PhD candidate	
	2024	*2023*	*2024*	*2023*	*2024*	*2023*	*2024*	*2023*
NL	75.9	76.4	62.1	64.0	48.4	49.1	41.9	43.9
EEA excl. Dutch	18.2	17.8	26.4	25.0	31.2	30.9	25.0	24.5
European non-EEA	2.3	2.3	3.8	3.9	5.2	5.2	5.9	5.9
Non-European	3.6	3.5	7.7	7.1	15.2	14.9	27.1	25.7
Unknown							0.1	
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

11. Reference to 'Origin' is a reference to the UNL WOPI variable. This variable pertains to the nationality as per passport. Further details about this variable are given in Appendix 1.

'Origin' classification: United Kingdom

The 2024 Monitor uses data on 'Origin' from the end of 2023, in which the nationality United Kingdom (UK) was incorrectly classified in the data supplied; it was wrongly attributed to the EEA instead of to non-EEA European countries. This error has been corrected retrospectively in the data for the 2025 Monitor. As a result, the proportion of people from the EEA at the end of 2023 decreased in all positions, while the proportion of people from non-EEA European countries increased.

The proportion of academic staff of international origin slightly increased in all job categories; a trend that has also occurred in recent years. The proportion decreases as the job category becomes higher, from 58.1% for PhD candidates to 24.1% for full professors.

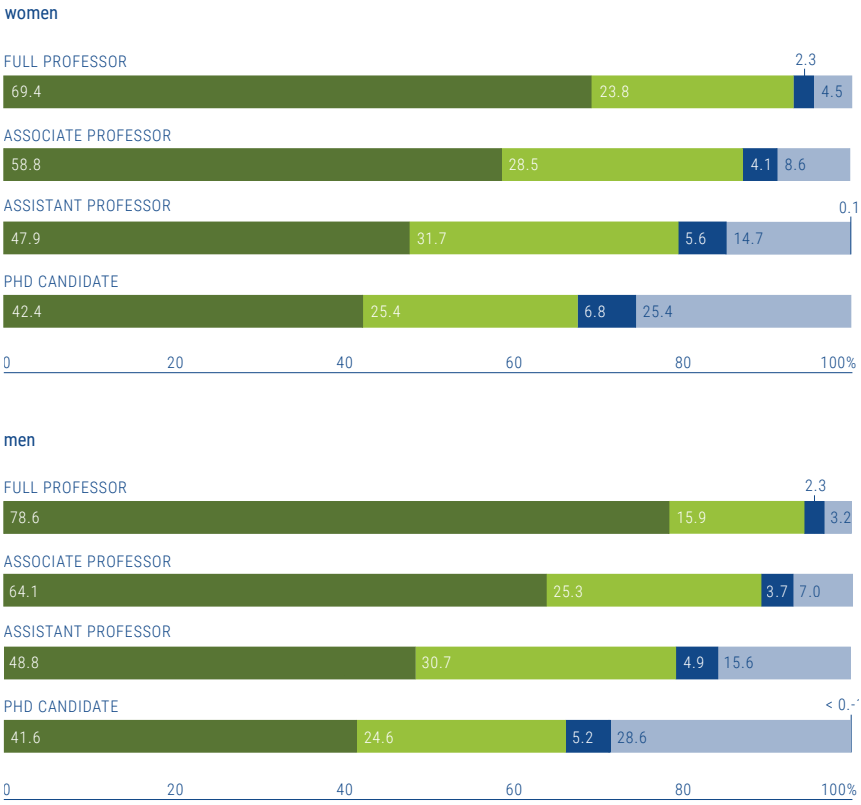
Looking specifically at academic staff of non-European origin, there was a slight increase in all job categories.

It is striking that the proportion falls from 27.1% among PhD candidates, 15.2% among assistant professors and 7.7% among associate professors, to 3.6% among full professors. The difference between the proportion among PhD candidates and full professors has further increased over the past year, from 22.2 percentage points at the end of 2023 to 23.5 percentage points at the end of 2024.

The following can be observed with regard to the distribution per origin for men and women by position:

FIGURE 1.12

Gender distribution by position and origin, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

In almost all job categories, the proportion of academic staff with an international origin is higher among women than among men, with the exception of PhD candidates. Among full professors, the difference is 9.2 percentage points, among associate professors 5.3 percentage points and among assistant professors 0.9 percentage points. Among PhD candidates, the proportion is slightly higher among men (58.4%) than among women (57.6%).

For both women and men, the proportion of non-European origin decreases as the job category increases. Among women PhD candidates, this proportion is 25.4%, falling to 4.5% among full professors. For men, the proportion decreases from 28.6% for PhD candidates to 3.2% for full professors. The difference between PhD candidates and full professors is therefore 20.9 percentage points for women and 25.4 percentage points for men.

It is striking that among full professors, the proportion of women from the European Economic Area (excluding the Netherlands) is 23.8%, which is considerably higher than the proportion among men, which is 15.9%.

Looking more broadly at developments of the past five years, the following picture emerges:

TABLE 1.9.3

Percentage of full professors, associate professors, assistant professors and PhD candidates of international origin (= not Dutch) by position, end of 2020 through to end of 2024, in FTE.

	2020	2021	2022	2023	2024
Full professor	21.5	22.5	22.9	23.6	24.1
Associate professor	31.0	32.7	34.3	36.0	37.9
Assistant professor	43.4	46.4	48.6	50.9	51.6
PhD candidate	52.6	54.1	55.0	56.1	58.1

Source*: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

TABLE 1.9.4

Percentage of full professors, associate professors, assistant professors and PhD candidates of international origin (= not Dutch) by position, end of 2020 through to end of 2024, in number of people.

	2020	2021	2022	2023	2024
Full professor	21.0	21.9	22.3	22.9	23.4
Associate professor	30.2	31.7	33.2	35.0	36.7
Assistant professor	41.2	44.1	46.3	48.7	49.3
PhD candidate	51.9	53.5	54.5	55.6	57.6

Source*: UNL, WOPI, reference date 31 December, in number of people. Excluding the scientific field of Healthcare.*

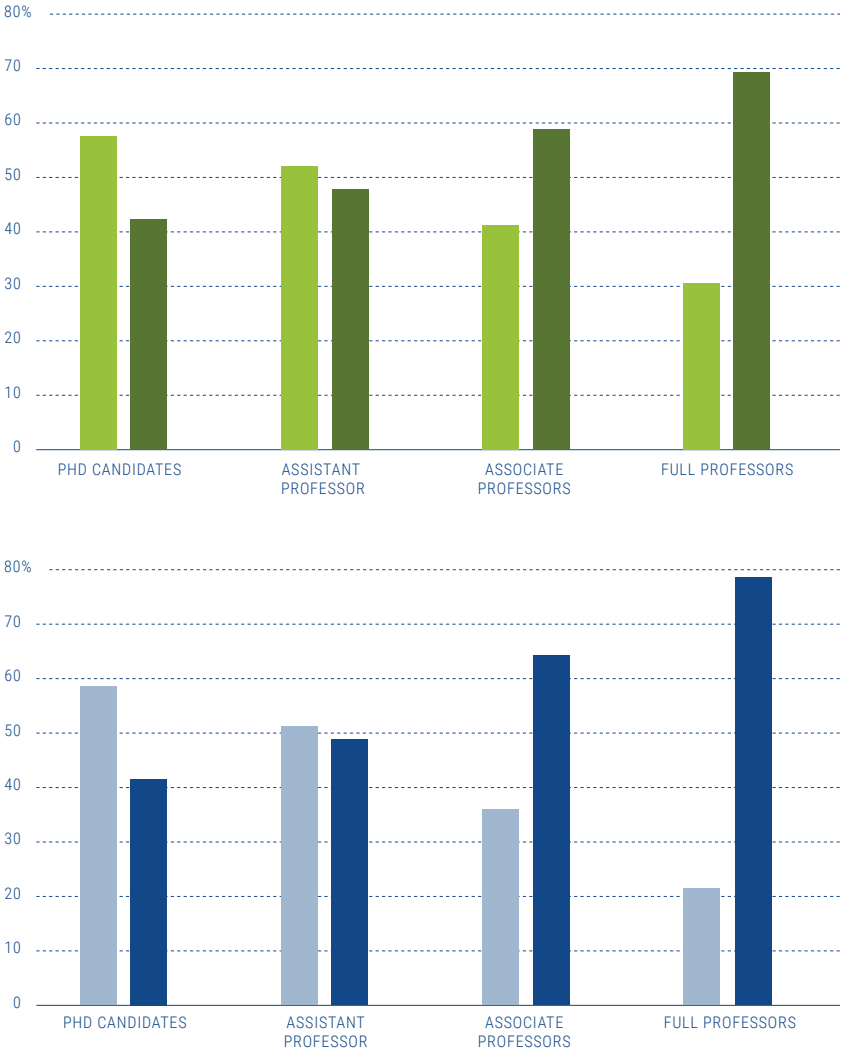
Over the past five years, there has been a clear year-on-year increase in both FTE and number of employees of international origin in all job categories. This growth is strongest among assistant professors, where the share in FTE increased by 8.2 percentage points between the end of 2020 and the end of 2024; measured in number of people, the increase is 8.1 percentage points.

More than half of PhD candidates are now of international origin. In FTE, this percentage increased from 52.6% to 58.1%, and in number of people from 51.9% to 57.6%.

Over the past five years, the proportion of academic staff of international origin is slightly higher when measured in FTE than when measured in number of people. This indicates that the average employment contract scope of full professors, associate professors, assistant professors and PhD candidates of international origin is slightly larger than for colleagues of Dutch origin within the same job categories.

FIGURE 1.13.1

Proportional distribution of academics of non-Dutch and Dutch origin, by position and gender, at the end of 2024, in FTE.



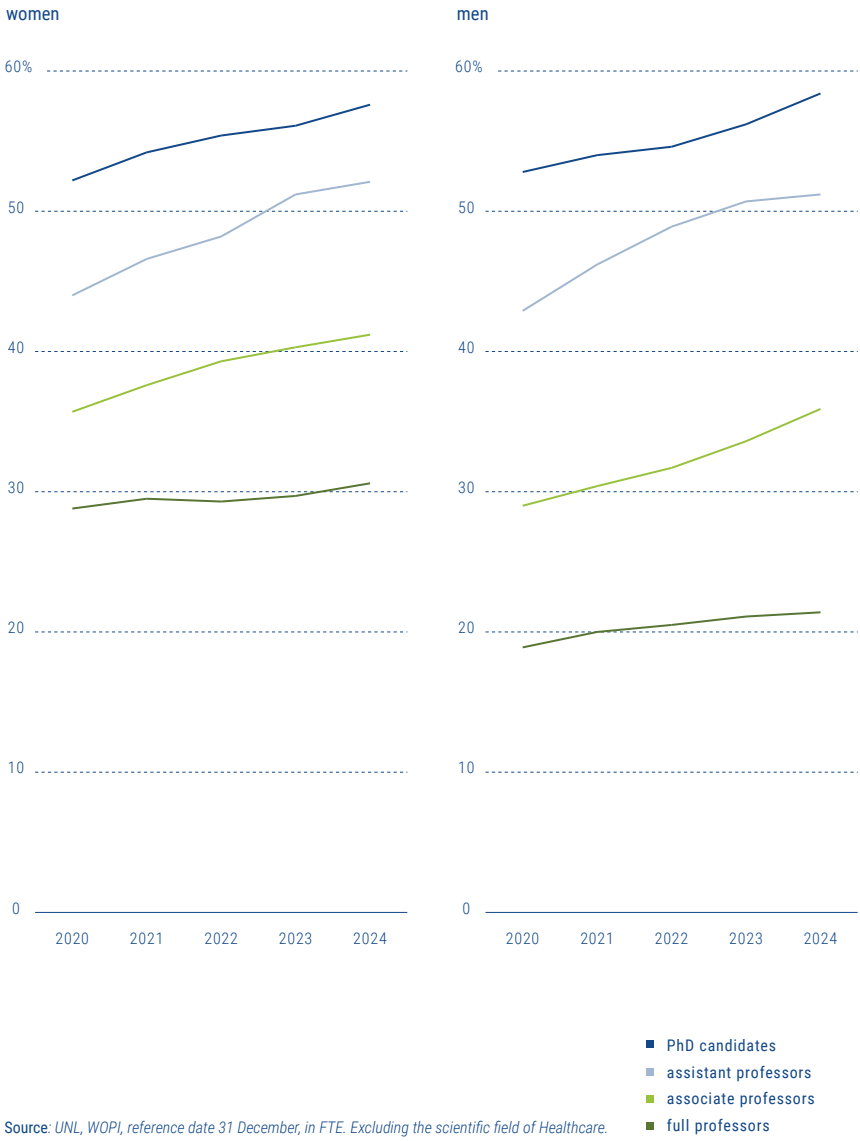
Source: *UNL, WOPI, end of 2024, in FTE.*
Excluding the scientific field of Healthcare.

The following can be observed in terms of the gender distribution among non-Dutch and Dutch origin: the proportion of academics of non-Dutch origin increased steadily between 2020 and 2024 in all positions and for both genders. This increase is most noticeable in the lower job categories (PhD candidates and assistant professors) and to a slightly lesser extent among associate professors. Among full professors, the growth remains more limited but is still present.

It is striking that the proportion of women of non-Dutch origin in all job categories, with the exception of PhD candidates, is higher than that of men. This difference is smallest among assistant professors (52.1% women compared to 51.2% men) and largest among full professors (30.6% women compared to 21.4% men). This suggests that internationalisation within the academic population has a stronger impact on women researchers' careers.

FIGURE 1.13.2

Percentage of PhD candidates, assistant professors, associate professors and full professors of international origin by gender, end of 2020 through to end of 2024, in FTE.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

— 2 —

THE NETHERLANDS IN A EUROPEAN PERSPECTIVE

In 2025, the European Commission published the She Figures 2024[1]. This edition compares aspects such as the proportion of women full professors in the 27 EU countries between 2019 and 2022. In that period, the average proportion of women full professors in the 27 EU countries increased from 27.3% in 2019 to 29.7% in 2022.

The Netherlands also saw an increase, from 23.7% in 2019 to 27.3% in 2022. This reduced the difference with the EU average from 3.6 percentage points in 2019 to 2.4 percentage points in 2022.

Despite this improvement, the Netherlands still finds itself among the lowest regions of the 27 EU countries. In 2019, the Netherlands ranked 15th out of 21 countries for which data was available, with a score of 23.7%. In 2022, the Netherlands ranked 16th out of 23 countries, with a score of 27.3%. In that year, 15 countries scored higher than the Netherlands.

When comparing 2019 and 2022, it should be noted that the number of countries with available data was greater in 2022 than in 2019, meaning that the rankings are not entirely directly comparable.

1. The She Figures 2024 are available here

TABLE 2.1

Percentage of women full professors in the 27 EU countries, in number of people, at the end of 2022 and the end of 2019.

	Country	2022	2019
1	Romania	51.4	57.8
2	Latvia	46.6	--
3	Croatia	45.5	43.0
4	Bulgaria	44.7	39.8
5	Lithuania	43.5	42.2
6	Malta	38.6	38.5
7	Slovakia	37.7	39.9
8	Slovenia	35.4	33.0
9	Finland	31.9	31.7
10	Ireland	31.3	25.6
11	Sweden	31.0	29.1
12	France	30.2	28.9
13	Austria	28.9	26.1
14	Poland	28.2	25.8
15	Portugal	27.8	26.9
16	The Netherlands	27.3	23.7
17	Italy	27.0	23.0
18	Denmark	24.7	22.9
19	Greece	24.3	23.0
20	Germany	23.8	21.2
21	Belgium	23.2	19.7
22	Hungary	21.8	21.2
23	Cyprus	13.5	-
	EU-27	29.7	27.3

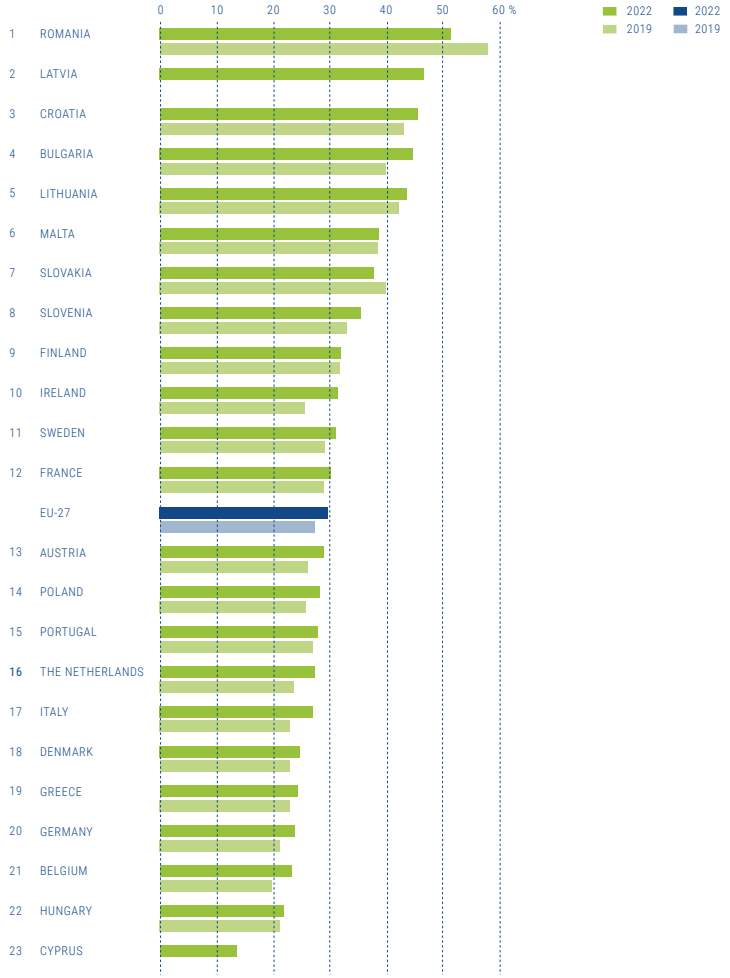
The Netherlands has one of the lowest percentages of women full professors in Europe

Source: *Women in Science database, DG Research and Innovation, She Figures 2024, in number of people. The period of data collection/ reference date may vary from country to country. No 2022 data are available for Estonia, Czech Republic, Spain and Luxembourg. For further background information and comments on the data collection, see the publication, She Figures 2024*[2].

2. The She Figures 2024 are available here

FIGURE 2.1

Ranking of European member states by percentage of women full professors in 2022 and 2019, in number of people, order from 2022.



Source: *Women in Science database, DG Research and Innovation, She Figures 2024, in number of people. The period of data collection/ reference date may vary from country to country. No 2022 data are available for Estonia, Czech Republic, Spain and Luxembourg. For further background information and comments on the data collection, see the publication, She Figures 2024*[3].

3. The She Figures 2024 are available here

— 3 —

THE SHARE OF WOMEN SCIENTISTS AT UNIVERSITIES

30% THRESHOLD ACHIEVED, BUT GROWTH REMAINS MODERATE

The average proportion of women full professors at Dutch universities was 29.9% at the end of 2024. This translates into a growth rate of 1.2 percentage points relative to the end of 2023, when the percentage was 28.7%. Since developments have been tracked in the Monitor, it can be observed that, with the exception of the impact of the Westerdijk Talent Impulse in 2017-2018, annual growth has been modest or even too modest. However, in 2024, the 30% threshold (the 'critical mass') would be reached for the first time. On this, see also Figure 1.1 in Chapter 1.

At 13 of the 14 universities, the proportion of women full professors increased between the end of 2023 and the end of 2024. Delft University of Technology is the exception, with the share of women full professors there falling from 18.9% to 18.6%, which is a worrying development.

There is very limited growth in the proportion of women full professors at most universities. At one university, there has even been a decline. The increase varied from 0.1 percentage points at Maastricht University to 2.8 percentage points at Eindhoven University of Technology. As a result, Eindhoven University of Technology has risen from 13th to 12th place in the ranking, leaving the University of Twente and Delft University of Technology trailing behind.

Among the universities with below-average growth (i.e. less than 1.2 percentage points) were the University of Amsterdam, Maastricht University, VU Amsterdam, Radboud University Nijmegen, the University of Twente and the Open University.

At the end of 2023, seven universities had exceeded the 30% threshold; by 2024, this number had risen to eight: the Open University, Maastricht University, Leiden University, Utrecht University, Radboud University Nijmegen, Tilburg University, the University of Groningen and the University of Amsterdam. Of these eight universities, the University of Groningen reached the 30% threshold for the first time at the end of 2024 🚩.

The Open University also tops the ranking in 2024, with a share of women professors of 42.8%, which is an increase of 0.2 percentage points compared to 2023[1]. Joining the top three are Maastricht University (36.2%) and Leiden University (34.2%).

The share of women full professors at Delft University of Technology decreased from 18.9% to 18.6% by the end of 2024. The difference with the sector average of 29.9% is therefore 11.3 percentage points, compared to 9.8 percentage points in 2023. At the end of 2024, Delft University of Technology was once again at the bottom of the ranking and has a considerable amount of catching up to do in order to reach the sector average.

By the end of 2024, 12 full professors were employed at the University of Humanistic Studies (UvH), of whom five were men and seven were women. In terms of FTE, this amounts to 10.3 FTE, divided between 4.5 FTE men full professors and 5.8 FTE women full professors. The proportion of women full professors at the University of Humanistic Studies was thus 56.3%, which is a decrease of 3.3 percentage points compared to 2023[2].

Although there was slight progress in the proportion of women full professors across the sector in 2024, this development remained limited and moderate. Universities formulated new targets for the 2025-2030 period, which are considered key priorities for the years to come. At the same time, uncertainties surrounding budget cuts and pressure on the sector are hampering structural progress. It is therefore uncertain as to whether the positive trend can be continued in future editions of the Monitor 🔔.

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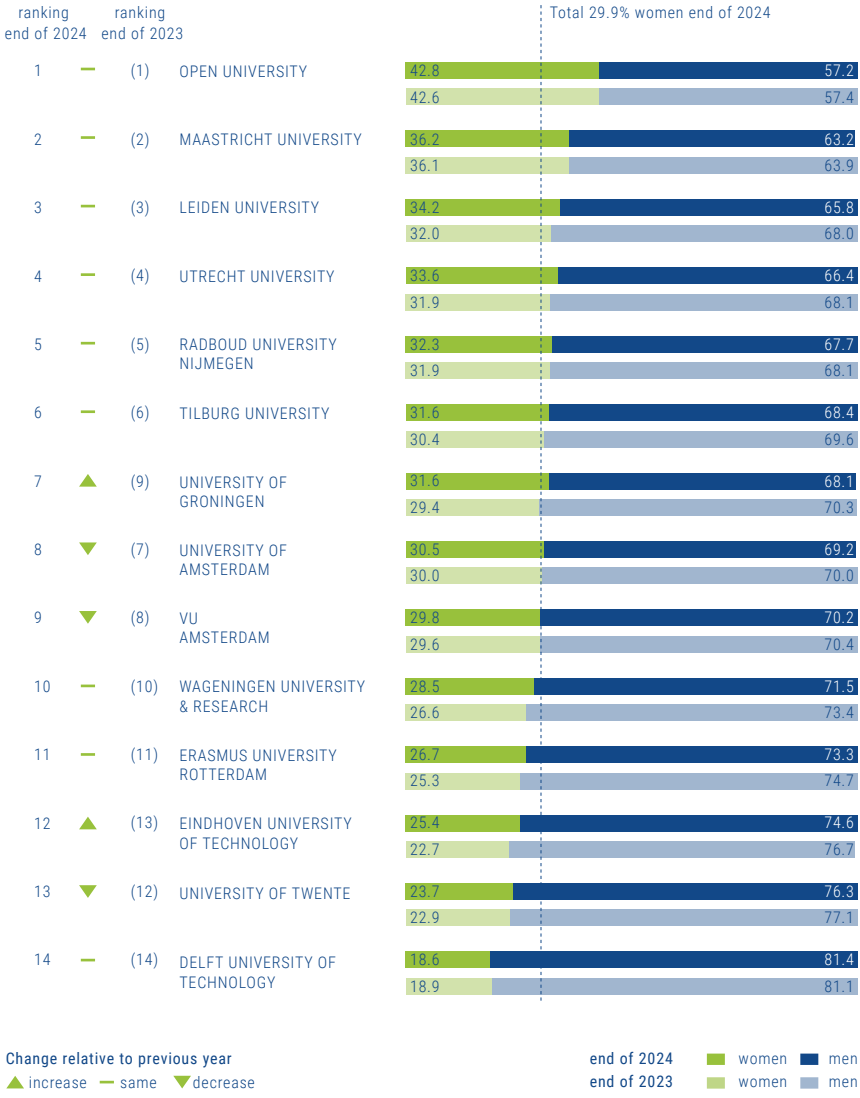
1. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

2. **Source**: requested from the Executive Board of the University of Humanistic Studies, July 2025, reference date 31 December 2024. The personnel data of the University of Humanistic Studies are not included in the WOPI data of UNL. Therefore, they cannot be included in the regular data analysis underlying the representations in this Monitor. Here, too, we note that the small numbers involved mean that a small change in the numbers results in a large change in the percentages.

FIGURE 3.1

Percentage of women and men full professors at universities, in FTE, end of 2024 and end of 2023. From high to low, by percentage of women full professors, end of 2024.



Source: *UNL, WOPI, end of 2023 and end of 2024, in FTE. Excluding the scientific field of Healthcare.*

The percentages of women full professors at all universities at the end of 2023 and the end of 2024 are presented in Table 3.1, along with the growth rate in percentage points. Here, too, it is clear that only Eindhoven University of Technology stands out with an above-average growth rate. Almost all universities show slight growth – and one even shows a decline. For seven of the 14 universities the growth percentage is less than 1 percentage point.

TABLE 3.1

Percentages of women full professors at each university, end of 2024 and end of 2023, in FTE, and growth in the percentage of women full professors (in percentage points) between the end of 2023 and the end of 2024.

	Percentage of women full professors at the end of 2024	Percentage of women full professors at the end of 2023	Growth share of women full professors end of 2023 to end of 2024 in percentage points
LEIDEN UNIVERSITY	34.2	32.0	2.1
UTRECHT UNIVERSITY	33.6	31.9	1.7
UNIVERSITY OF GRONINGEN	31.6	29.4	2.2
ERASMUS UNIVERSITY ROTTERDAM	26.7	25.3	1.4
MAASTRICHT UNIVERSITY	36.2	36.1	0.1
UNIVERSITY OF AMSTERDAM	30.5	30.0	0.5
VU AMSTERDAM	29.8	29.6	0.2
RADBOUD UNIVERSITY NIJMEGEN	32.3	31.9	0.4
TILBURG UNIVERSITY	31.6	30.4	1.2
DELFT UNIVERSITY OF TECHNOLOGY	18.6	18.9	-0.4
EINDHOVEN UNIVERSITY OF TECHNOLOGY	25.4	22.7	2.8
UNIVERSITY OF TWENTE	23.7	22.9	0.8
WAGENINGEN UNIVERSITY & RESEARCH	28.5	26.6	2.0
OPEN UNIVERSITY	42.8	42.6	0.2
Total	**29.9**	**28.7**	**1.1**

Source: *UNL, WOPI, end of 2023 and end of 2024, in FTE. Excluding the scientific field of Healthcare.*

TOTAL NUMBERS OF FULL PROFESSORS IN FTE

In order to gain an understanding of the development of the proportion of women full professors, it is important to look at the underlying changes in the total number of full professors. It should be emphasised here that to be able to realise an equal distribution of men and women full professors – in other words, to meet the goal of 50% of full professors being women – women need to account for more than half of the growth in FTEs.

Between the end of 2023 and the end of 2024, the total population of full professors grew from 3,194.6 FTE to 3,217.0 FTE. However, this growth is not evenly distributed across universities: eight universities saw an increase in the number of FTE full professors, while six universities saw a decline. The decrease ranged from 0.3% at the University of Twente and Delft University of Technology to 1.6% at Radboud University Nijmegen and Erasmus University Rotterdam. Eindhoven University of Technology experienced the strongest relative growth in the same period, with an increase of 4.5%.

When a distinction is made between women and men full professors, a more nuanced picture emerges. The number of FTE women full professors increased at 12 universities, with growth ranging from 0.1 FTE at VU Amsterdam to 8.0 FTE at the University of Groningen. Only Radboud University Nijmegen (-0.3 FTEs) and Delft University of Technology (-1.2 FTEs) saw a slight decline in the number of women full professors.

Among men full professors, the picture is mixed: the number of FTEs increased at seven universities, ranging from 0.3 FTE at Delft University of Technology to 3.1 FTE at VU Amsterdam. At the same time, the number of men full professors decreased at seven universities, with the largest decreases at Leiden University (-8.0 FTEs), the University of Groningen (-5.5 FTEs) and Utrecht University (-5.4 FTEs).

It is striking that at almost all universities where growth can be observed, the increase in the number of women full professors is greater than that of men full professors. Only at Maastricht University was the growth among men (2.3 FTE) slightly greater than that among women (2.1 FTE). This pattern is an encouraging step towards reaching a 50% ratio of women full professors. At the same time, it remains essential for a larger proportion of the growth in FTEs to benefit women, as the proportion of women full professors at all universities is still well below 50%.

TABLE 3.2

Total population of full professors and growth between the end of 2023 and the end of 2024, by institution and gender, and percentage growth in the population of full professors (in FTE). In order of population size of full professors in FTE[3].

	Total full professors in FTE	Growth (W) end of 2023 - end of 2024	Growth (M) end of 2023 - end of 2024	Percentage growth in the total number of FTE of full professors end of 2023 - end of 2024
UTRECHT UNIVERSITY	342.8	6.1	-5.4	0.2
UNIVERSITY OF GRONINGEN	327.9	8.0	-5.5	0.8
UNIVERSITY OF AMSTERDAM	326.3	4.2	3.1	2.6
VU AMSTERDAM	300.5	0.1	-1.9	-0.6
LEIDEN UNIVERSITY	299.5	5.5	-8.0	-0.8
DELFT UNIVERSITY OF TECHNOLOGY	289.0	-1.2	0.3	-0.3
RADBOUD UNIVERSITY NIJMEGEN	259.3	-0.3	-3.9	-1.6
ERASMUS UNIVERSITY ROTTERDAM	186.9	1.9	-4.8	-1.6
UNIVERSITY OF TWENTE	177.1	1.2	-1.8	-0.3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	168.6	6.3	1.9	4.5
WAGENINGEN UNIVERSITY & RESEARCH	165.2	4.8	1.1	3.8
TILBURG UNIVERSITY	164.9	3.2	0.7	2.4
MAASTRICHT UNIVERSITY	160.7	2.1	2.3	3.5
OPEN UNIVERSITY	48.4	0.6	0.6	2.5
Total	**3,217.0**	**42.5**	**-21.2**	**0.7**

Source: *UNL, WOPI, end of 2023 and end of 2024, in FTE. Excluding the scientific field of Healthcare.*

3. You may have noticed that the order in which the universities are listed in the tables 3.2 and 3.3 deviates from the order normally followed in the Monitor. However, here, we chose to show the universities based on the total number of full professors, both in FTE and number of people. Utrecht University, the largest in size, is at the top, and as the smallest in size, the Open University is at the bottom.

TOTAL POPULATION OF FULL PROFESSORS AT UNIVERSITIES IN NUMBER OF PEOPLE

When looking at the development in the number of full professors in numbers of people, we see a total increase of 19 between the end of 2023 and the end of 2024. This growth consists of an increase of 47 women full professors, an increase of one person in the 'Other' category and a decrease of 29 men full professors.

The largest absolute growth occurred at Eindhoven University of Technology, where the population of full professors increased by ten individuals: seven women and three men. The picture for women full professors is predominantly positive: their numbers increased at 13 of the 14 universities, with the sole exception of Delft University of Technology, where the number of women full professors decreased by two.

For men full professors, we see a different pattern. Their numbers declined at nine universities, including Leiden University, Utrecht University, the University of Groningen, Erasmus University Rotterdam and Radboud University Nijmegen. The largest decline occurred at Leiden University, with a decrease of ten men full professors.

Looking at the relative development, the total population of full professors grew by an average of 0.5% between the end of 2023 and the end of 2024. The strongest relative increase was at the Open University (+6.8%), followed by Eindhoven University of Technology (+5.0%) and Wageningen University & Research (+4.8%).

TABLE 3.3

Total population of full professors and growth between the end of 2023 and the end of 2024, by institution and gender, and by percentage growth in the population of full professors (in number of people). In order of population size of full professors, in number of people.

	Total in number of people full professors at the end of 2024	Growth (W) end of 2023 - end of 2024	Growth (M) end of 2023 - end of 2024	Percentage growth in the total number of individual full professors end of 2023 - end of 2024
UTRECHT UNIVERSITY	401	8	-3	1.3
UNIVERSITY OF AMSTERDAM	372	3	5	2.5
VU AMSTERDAM	372	1	-3	-0.5
UNIVERSITY OF GRONINGEN	355	10	-6	1.1
LEIDEN UNIVERSITY	343	4	-10	-1.7
DELFT UNIVERSITY OF TECHNOLOGY	339	-2	-5	-2.0
RADBOUD UNIVERSITY NIJMEGEN	293	0	-3	-1.0
ERASMUS UNIVERSITY ROTTERDAM	223	1	-7	-2.6
TILBURG UNIVERSITY	202	4	-2	1.0
UNIVERSITY OF TWENTE	201	1	-4	-1.5
MAASTRICHT UNIVERSITY	191	3	1	2.7
EINDHOVEN UNIVERSITY OF TECHNOLOGY	190	7	3	5.0
WAGENINGEN UNIVERSITY & RESEARCH	173	5	3	4.8
OPEN UNIVERSITY	63	2	2	6.8
Total	**3,718**	**47**	**-29**	**0.5**

Source*: UNL, WOPI, end of 2023 and end of 2024, in number of people. Excluding the scientific field of Healthcare.*

As indicated in Chapter 1, this Monitor focuses on a new target figure period. When setting new goals for the future, it is also important to reflect on past results. Table 3.4 and Figures 3.2 and 3.3 show the developments in the proportion of women full professors over the past ten years – from the moment joint targets were first agreed with the universities to the moment new targets were set for the proportion of women full professors for 2030.

TABLE 3.4

Development of the share of women full professors per university and total, end of 2014 to end of 2024, in FTE.

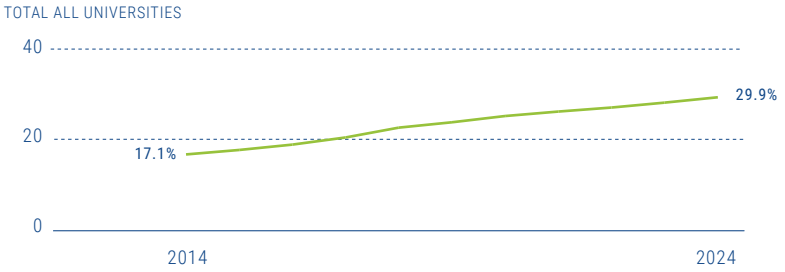
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
LEI	23.3	24.3	24.6	27.2	29.7	29.3	30.2	31.2	31.2	32.0	34.2
UU	20.8	21.1	22.0	24.6	27.6	28.0	28.3	29.6	30.2	31.9	33.6
RUG	18.9	19.4	18.6	19.6	21.7	23.1	26.4	27.6	27.8	29.4	31.6
EUR	9.5	9.6	10.9	13.5	14.5	20.8	24.3	24.3	25.5	25.3	26.7
UM	17.2	19.1	20.9	24.4	29.7	30.1	32.6	35.1	36.0	36.1	36.2
UVA	19.2	21.4	23.2	22.7	24.0	23.8	24.1	26.7	28.4	30.0	30.5
VU	19.2	19.6	20.0	22.0	24.1	25.3	27.5	28.9	28.8	29.6	29.8
RU	23.1	24.0	26.5	27.4	29.3	30.1	30.2	29.2	31.4	31.9	32.3
TIU	13.6	15.3	17.2	19.3	21.7	22.9	23.9	25.9	28.3	30.4	31.6
TUD	11.3	11.5	12.6	14.6	16.1	16.9	17.9	17.7	18.1	18.9	18.6
TUE	8.6	10.1	11.5	12.6	15.4	18.3	20.1	20.3	21.2	22.7	25.4
UT	12.7	12.9	12.6	13.6	16.4	19.4	20.2	21.2	22.4	22.9	23.7
WU	7.6	12.3	15.7	16.9	16.9	18.5	20.9	21.9	25.2	26.6	28.5
OU	26.1	24.5	29.1	30.1	34.7	40.2	42.0	40.4	40.9	42.6	42.8
Totaal	**17.1**	**18.1**	**19.3**	**20.9**	**23.1**	**24.3**	**25.7**	**26.7**	**27.6**	**28.7**	**29.9**

Source*: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

Over the past ten years, the proportion of women full professors at Dutch universities has risen significantly. Nationally, this proportion increased from 17.1% at the end of 2014 to 29.9% at the end of 2024, which is an increase of 12.8 percentage points.

FIGURE 3.2.1

Development of total share of women full professors across 14 universities, end of 2014 to end of 2024, in FTE.



Source*: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

There are still huge differences between individual universities. At technical universities, the proportion of women remains relatively low and below the sector average. We also see clear differences between technical universities. For example, the proportion of women full professors at Delft University of Technology increased from 11.3% at the end of 2014 to 18.6% at the end of 2024, which is an increase of 7.3 percentage points, and at Eindhoven University of Technology from 8.6% to 25.4%, which is an increase of 16.8 percentage points. In addition to Delft University of Technology and Eindhoven University of Technology, the University of Twente and Tilburg University are also below the national average.

In contrast, universities that traditionally have a larger proportion of female academic staff are clearly more advanced. The proportion of women full professors at the Open University increased from 26.1% at the end of 2014 to 42.8% in 2024, and at Maastricht University from 17.2% to 36.2%. Other universities, including Utrecht University and the Universiteit van Amsterdam, are now above 30%.

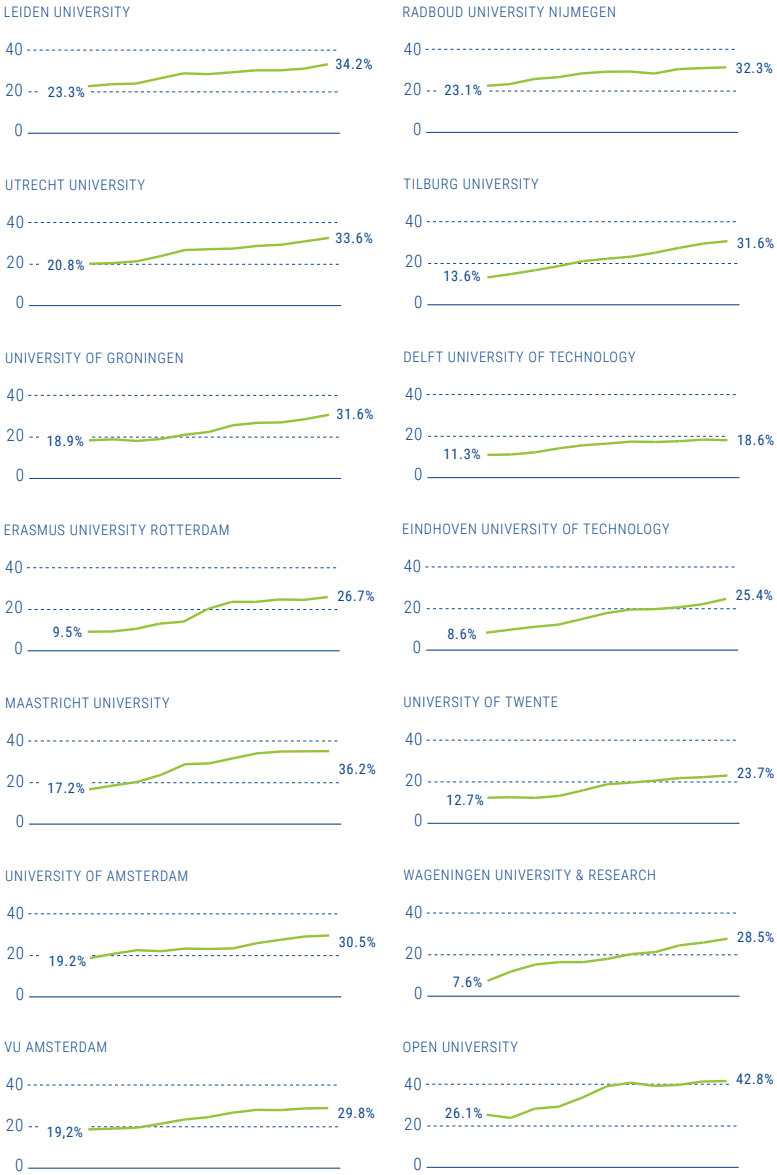
In some years, there has also been a striking acceleration. Erasmus University, for example, shows a sharp increase between 2018 and 2020, from 14.5% to 24.3%, while the Open University made a leap from 30.1% to 40.2% between 2017 and 2019.

Although the national increase is encouraging, some universities seem to be reaching a plateau. Delft University of Technology even shows a slight decline (from 18.9% to 18.6%) between the end of 2023 and the end of 2024.

Although there has been a clear positive trend in the proportion of women full professors over the past ten years, progress varies greatly between universities, and no university has yet reached the 50% mark. This underlines the fact that targeted efforts are still needed to further improve the gender balance at the highest level of the academic world.

FIGURE 3.2.2

Development of the share of women full professors per university and total, end of 2014 to end of 2024, in FTE.



Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH JOB CATEGORY

In order to achieve better representation in the highest positions, it is necessary to systematically monitor the gender distribution across all job levels and throughout the entire career path.

Between the end of 2023 and the end of 2024, the proportion of women full professors increased by 1.2 percentage points across the sector. This increase occurred at all universities, with the exception of Delft University of Technology, where the proportion actually fell by 0.4 percentage points 🔔.

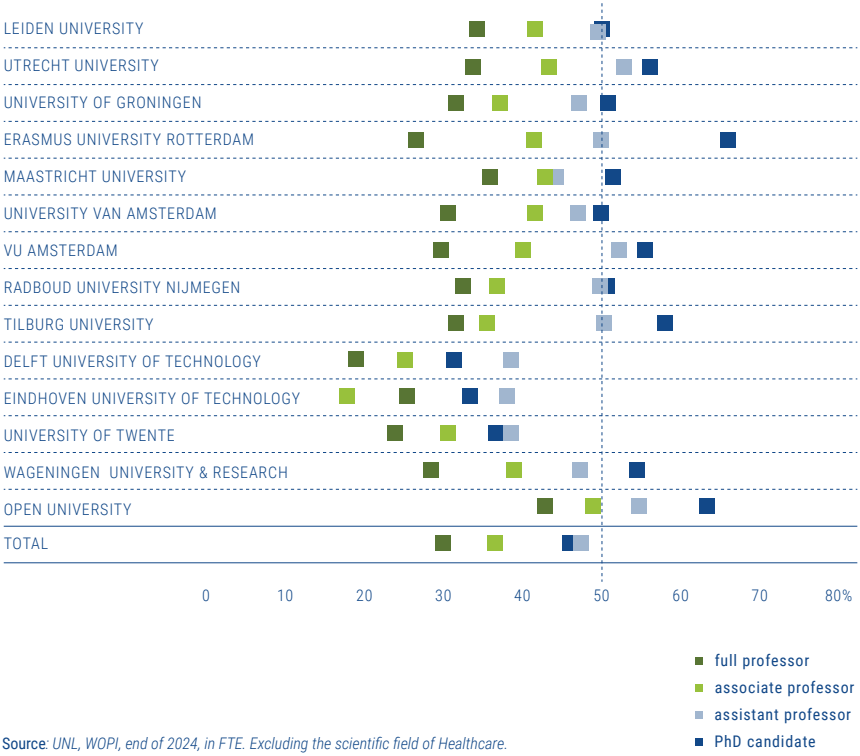
Growth is also visible among associate professors: on average, the proportion of women in this group increased by 1.2 percentage points. However, not all universities saw an increase. The proportion of women associate professors fell at Radboud University (-2.0 percentage points), the University of Groningen (-1.0 percentage points), Eindhoven University of Technology (-0.7 percentage points) and Delft University of Technology (-0.2 percentage points). At Eindhoven University of Technology in particular, as in previous years, the proportion lags far behind: at 17.4%, it is considerably lower than the sector average of 36.6% 🔔. The other ten universities saw growth ranging from 0.2 percentage points at Utrecht University to 10.9 percentage points at the Open University. The sharp increase at the Open University is connected to a decrease in the number of men associate professors in FTE, combined with an almost equally large increase in the number of women associate professors in FTE.

Among associate professors, the proportion of women increased from 46.9% to 47.6%, which is a growth of 0.7 percentage points. Only at Leiden University (-0.9 percentage points) and Maastricht University (-0.4 percentage points) did the proportion of women associate professors decline, while it remained the same at the University of Twente. At the other 11 universities, the proportion increased, with the largest growth seen at VU Amsterdam (+2.4 percentage points).

The growth also continued among PhD candidates, albeit modestly. The proportion of women increased from 45.7% to 46.1%, which is an increase of 0.4 percentage points. Whereas in 2023 there were still five universities showing a decline, in 2024, there were seven 🔔. The decline ranged from -0.2 percentage points at the University of Amsterdam and VU Amsterdam to -1.6 percentage points at Tilburg University. On the other hand, there were a few universities that saw notable increases: Erasmus University Rotterdam (+3.8 percentage points), the University of Groningen (+3.5 percentage points) and Maastricht University (+2.5 percentage points) 💡.

FIGURE 3.3

Percentage of women by job category at each university, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

When the percentages of women per job category – PhD candidate, assistant professor, associate professor and full professor – are compared (Figure 3.3), a detailed picture emerges of the differences in representation between the various career stages.

Looking more closely at the 'block diagram', a number of points stand out. Leiden University, Utrecht University, the University of Groningen, Radboud University Nijmegen and the Open University have an above-average proportion of women in all job categories.

At the same time, a few universities stand out for negative reasons. Delft University of Technology has the lowest proportion of women among both full professors and PhD candidates. Eindhoven University of Technology has the lowest proportion of women associate professors and assistant professors. It is also noteworthy that at this university, the proportion of women associate professors is even smaller than the proportion of women full professors.

The lowest percentage of women in all job categories can be found among associate professors at Eindhoven University of Technology: 17.4%. This proportion has fallen further in recent years, from 18.6% in 2022 to 18.1% in 2023 and 17.4% in 2024. In the period from the end of 2023 to the end of 2024, the number of FTE associate professors at Eindhoven University of Technology grew by 8.8 FTE, of which only 0.3 FTE was filled by women and 8.5 FTE by men.

Furthermore, we see that at TU Delft, Eindhoven University of Technology and the University of Twente, the proportion of women assistant professors is higher than the proportion of women PhD candidates.

As supplementary detail to Figure 3.3, Table 3.5 presents the relative differences between the percentages of women in the job categories of PhD candidate, assistant professor and associate professor, and the percentage of women full professors at each university.

At the end of 2024, the difference between the proportion of women PhD candidates and women full professors was, on average, 16.3 percentage points. This difference has gradually decreased in recent years: in 2021, it was 17.9 percentage points, in 2022 it was 17.5 percentage points and in 2023 it was 17.0 percentage points. The smallest difference can be observed at Eindhoven University of Technology, with 7.7 percentage points. On the other hand, there are four universities where the difference amounts to more than 25 percentage points: Erasmus University Rotterdam (39.9 percentage points), VU Amsterdam (26.2 percentage points), Tilburg University (26.6 percentage points) and Wageningen University & Research (26.2%).

TABLE 3.5

Differences in the percentage of women between the job categories of PhD candidate and full professor; between assistant professor and full professor; and between associate professor and full professor, by institution, in FTE, end of 2024.

	PhD candidate-Full professor	Assistant professor-Full professor	Associate professor-Full professor
LEIDEN UNIVERSITY	16.1	15.6	7.5
UTRECHT UNIVERSITY	22.6	19.5	9.9
UNIVERSITY OF GRONINGEN	19.3	15.9	5.4
ERASMUS UNIVERSITY ROTTERDAM	39.9	23.5	14.8
MAASTRICHT UNIVERSITY	15.6	8.0	7.0
UNIVERSITY OF AMSTERDAM	19.2	16.6	11.1
VU AMSTERDAM	26.2	22.8	10.5
RADBOUD UNIVERSITY NIJMEGEN	18.6	17.9	4.3
TILBURG UNIVERSITY	26.6	19.1	4.1
DELFT UNIVERSITY OF TECHNOLOGY	12.7	20.3	6.5
EINDHOVEN UNIVERSITY OF TECHNOLOGY	7.7	12.6	-8.0
UNIVERSITY OF TWENTE	13.0	14.7	6.9
WAGENINGEN UNIVERSITY & RESEARCH	26.2	18.9	10.6
OPEN UNIVERSITY	20.8	12.5	6.3
Total	**16.3**	**17.7**	**6.8**

Source*: UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

Among assistant professors, the difference with the proportion of women full professors at the end of 2024 is 17.7 percentage points on average. At the sector level, this is virtually the same as the difference between PhD candidates and full professors, but on an institutional level, there are clear differences. The smallest discrepancy was observed at Maastricht University (8.0 percentage points), while the largest discrepancy was at Erasmus University Rotterdam (23.5 percentage points). It is striking that at TU Delft, Eindhoven University of Technology and the University of Twente, the difference between assistant professors and full professors is greater than the difference between PhD candidates and full professors.

For associate professors, the average difference with the proportion of women full professors is 6.8 percentage points. At Eindhoven University of Technology, the proportion of women associate professors is 8.0 percentage points higher than the proportion of women full professors. The largest differences can be seen at Erasmus University Rotterdam (14.8 percentage points), the University of Amsterdam (11.1 percentage points), VU Amsterdam (10.5 percentage points) and Wageningen University & Research (10.6 percentage points).

On the other hand, there are universities where the differences are smaller than the sector average. This applies to Leiden University, Maastricht University, Eindhoven University of Technology and the University of Twente, where the difference between PhD candidates and assistant professors, assistant professors and associate professors, and associate professors and full professors remains limited.

THE GLASS CEILING INDEX

The Glass Ceiling Index (GCI) at each institution reveals the job transition for which advancement to the next job level is impeded to the greatest degree at that institution. A higher number indicates a thicker glass ceiling (see the GCI text box in Chapter 1).

A increase or decrease of a GCI can be caused by a change in the proportion of women in the lowest and/or highest job category of the job transition in question, and differs from one university to the next. The intervention needed to bring a GCI down to the neutral GCI of 1.0 or lower therefore differs from one university to the next and must be considered and implemented by each university separately, i.e. customised.

At sector level, the Glass Ceiling Indices for women in the transitions from PhD candidate to assistant professor, assistant professor to associate professor and associate professor to full professor remained the same compared to the end of 2023. The values are 1.0 for the transition from PhD candidate to assistant professor, 1.3 for assistant professor to associate professor, and 1.2 for associate professor to full professor.

TABLE 3.6

GCI for women, by job transition and institution, in FTE, end of 2024.

	PhD candidate to assistant professor	Assistant professor to associate professor	Associate professor to full professor
LEIDEN UNIVERSITY	1.0	1.2	1.2
UTRECHT UNIVERSITY	1.1	1.2	1.3
UNIVERSITY OF GRONINGEN	1.1	1.3	1.2
ERASMUS UNIVERSITY ROTTERDAM	1.3	1.2	1.6
MAASTRICHT UNIVERSITY	1.2	1.0	1.2
UNIVERSITY OF AMSTERDAM	1.1	1.1	1.4
VU AMSTERDAM	1.1	1.3	1.4
RADBOUD UNIVERSITY NIJMEGEN	1.0	1.4	1.1
TILBURG UNIVERSITY	1.1	1.4	1.1
DELFT UNIVERSITY OF TECHNOLOGY	0.8	1.6	1.3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	0.9	2.2	0.7*
UNIVERSITY OF TWENTE	1.0	1.3	1.3
WAGENINGEN UNIVERSITY & RESEARCH	1.2	1.2	1.4
OPEN UNIVERSITY	1.1	1.1	1.1
Total	**1.0**	**1.3**	**1.2**

Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

GCI has got lower (=better))
GCI has got higher (=worse))
GCI of less than 1.0
* The GCI has decreased (i.e. improved) and is less than 1.0

Looking at individual universities, we see more variation in the Glass Ceiling Indices compared to the end of 2023. At sector level, the GCI for the job transition of PhD candidate to assistant professor remains neutral (1.0). At four universities, this increased: Utrecht University, the University of Groningen, Maastricht University and the University of Twente. At six universities, the GCI stayed the same, while at two universities – Tilburg University and the Open University – the GCI fell, indicating a more favourable position for women.

At the end of 2024, two universities had a GCI below 1.0 for the transition from PhD candidate to assistant professor: Delft University of Technology and Eindhoven University of Technology. In 2023, this also applied to the University of Twente. Erasmus University Rotterdam has the highest GCI of all universities for this job transition (1.3), while Delft University of Technology has the lowest (0.8).

For the transition from assistant professor to associate professor, the GCI increased at four universities, indicating more obstacles for women: the University of Groningen, Radboud University Nijmegen, Delft University of Technology and Eindhoven University of Technology. At six universities, the GCI actually fell and therefore became more favourable: Leiden University, Maastricht University, the University of Amsterdam, the University of Twente, Wageningen University & Research and the Open University. The highest GCI for this career transition was measured at Eindhoven University of Technology (2.2), while the lowest was at Maastricht University (1.0).

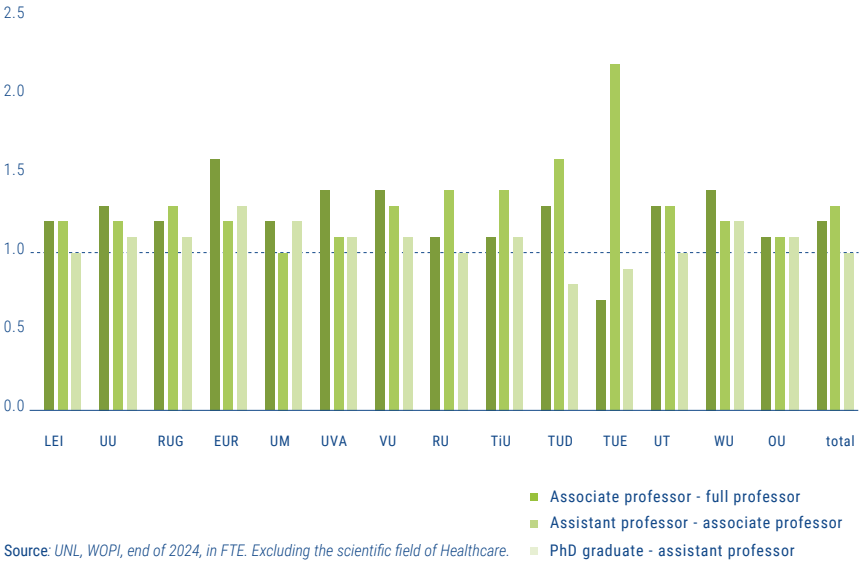
For the job transition from associate professor to full professor, the GCI increased at five universities: Maastricht University, University of Amsterdam, VU Amsterdam, the University of Twente and the Open University. The GCI decreased at five universities: Utrecht University, the University of Groningen, Radboud University, Tilburg University and Eindhoven University of Technology. The highest GCI for this job transition was measured at Erasmus University Rotterdam (1.6) and the lowest was measured at Eindhoven University of Technology (0.7).

It is striking that Eindhoven University of Technology has the lowest GCI of all job transitions within the university for the transition from associate professor to full professor: 0.7 (in 2023, the figure was 0.9) . In addition, this university has the highest GCI of all universities for the job transition from assistant professor to associate professor (2.2), and a relatively low GCI for the transition from PhD candidate to assistant professor. 0.9. These figures show that at Eindhoven University of Technology, the transition from PhD candidate to assistant professor involves few obstacles, while the step from assistant professor to associate professor involves many obstacles. Once someone is an associate professor, however, the step to full professor is – on paper – relatively easy, both within the university and in comparison with other universities.

Figure 3.4 shows the 'hurdles' that have to be overcome in order to take the next step on the academic ladder at each university. At Eindhoven University of Technology, the transition from associate professor to full professor is particularly positive, while the transition from assistant professor to associate professor is a major challenge. At Erasmus University Rotterdam, the transition from associate professor to full professor particularly stands out, and at Delft University of Technology, the transition from assistant professor to associate professor particularly stands out.

FIGURE 3.4

GCI for women, by job transition and institution, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

TARGETS FOR WOMEN FULL PROFESSORS

At the beginning of 2020, the LNVH requested the universities to set target figures for women full professors for the period 2020-2025. All 14 universities responded to this request and set new goals. If all of the target figures were achieved, no university would have a percentage of women full professors lower than 25% by 2025. As the Monitor shows, with an average target figure of 31.2%, the critical mass[4] of 30% was already achieved by the end of 2024, and the proportion of women was approaching the milestone of one in three full professors, although the 33.3% threshold for this is still just out of reach.

At the end of 2024, we were just one year away from the reference point at the end of 2025, for which the universities set their targets. Based on the current figures, we can cautiously take stock of the situation.

As mentioned above, we have already shown that we reached the critical mass at sector level by the end of 2024. We can also observe that five universities already achieved their target for 2025: These are Erasmus University Rotterdam, University of Amsterdam, Tilburg University, Eindhoven University of Technology and the Open University 🚩.

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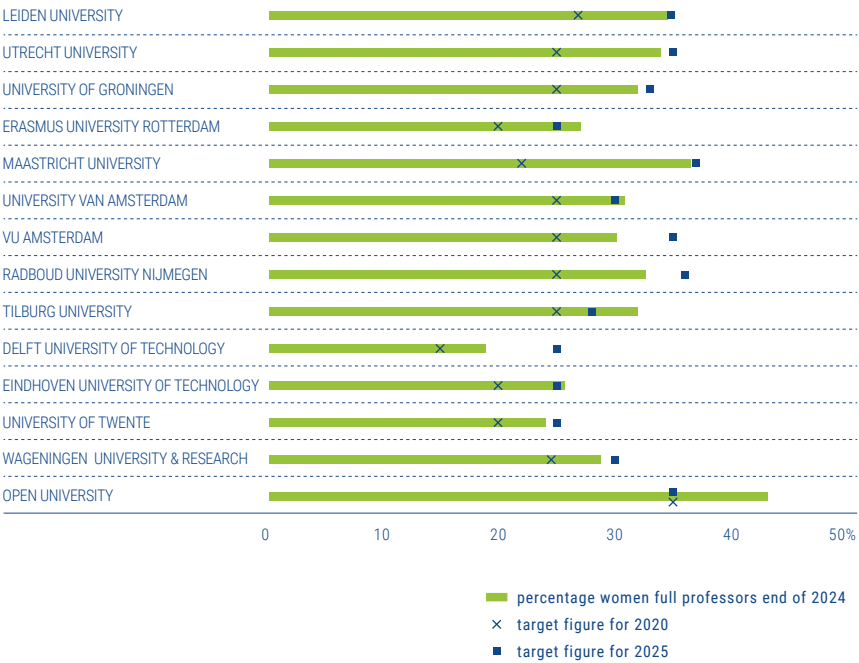
The other nine universities still needed to make additional efforts to achieve their target for the end of 2025. The distance that needs to be bridged varies from 0.8 percentage points at Leiden University to 6.4 percentage points at Delft University of Technology.

At sector level, too, the target figure of 31.2% has not yet been achieved, with a 1.3 percentage point shortfall 🔔.

4. Within this context, 'critical mass' refers to a sufficient number of actors adopting a new idea, technology or innovation within a social system, such that the acceptance rate can maintain itself and, in the case of unequal representation, it will no longer lead to the isolation of the under-represented group.

FIGURE 3.5

Percentage of women full professors at the end of 2024 and target figures for 2020 and 2025, by university.



Source target figures for 2020: *UNL letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.*
Source target figures for 2025: *UNL Office.*
Source of information on staff: *UNL, WOPI, end of 2024, in FTE. Excluding the scientific field of Healthcare.*

TABLE 3.7

Percentage of women full professors at the end of 2024, target for 2025 and prognosis for 2025, based on growth in the period 2023-2024 and in the period 2019-2024, by university, in FTE.

	Percentage of women full professors at the end of 2024	Target figure for 2025	Prognosis for 2025 based on growth in 2023-2024	Difference between prognosis for 2025 based on growth in 2023-2024 with target figure 2025	Prognosis for 2025 based on growth in 2019-2024	Difference between prognosis for 2025 based on growth in 2019-2024 with target figure 2025
LEIDEN UNIVERSITY	34.2	35.0	36.3	-1.3	35.0	0.0
UTRECHT UNIVERSITY	33.6	35.0	35.3	-0.3	34.7	0.3
UNIVERSITY OF GRONINGEN	31.6	33.0	33.8	-0.8	32.7	0.3
ERASMUS UNIVERSITY ROTTERDAM	26.7	25.0	28.1	-3.1	27.2	-2.2
MAASTRICHT UNIVERSITY	36.2	37.0	36.3	0.7	36.9	0.1
UNIVERSITY OF AMSTERDAM	30.5	30.0	31.0	-1.0	31.8	-1.8
VU AMSTERDAM	29.8	35.0	30.0	5.0	30.3	4.7
RADBOUD UNIVERSITY NIJMEGEN	32.3	36.0	32.7	3.3	32.7	3.3
TILBURG UNIVERSITY	31.6	28.0	32.8	-4.8	33.1	-5.1
DELFT UNIVERSITY OF TECHNOLOGY	18.6	25.0	18.2	6.8	18.7	6.3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	25.4	25.0	28.2	-3.2	26.5	-1.5
UNIVERSITY OF TWENTE	23.7	25.0	24.4	0.6	24.4	0.6
WAGENINGEN UNIVERSITY & RESEARCH	28.5	30.0	30.5	-0.5	30.1	-0.1
OPEN UNIVERSITY	42.8	35.0	43.0	-8.0	42.9	-7.9
Total	**29.9**	**31.2**	**31.0**	**0.2**	**31.0**	**0.2**

Source target figures for 2020*: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.*
Source target figures for 2025*: UNL Office.*
Source of information on staff*: UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

NEW TARGET FIGURES FOR THE 2025-2030 PERIOD

As the current target period was nearing its end, new ambitious sector-wide goals needed to be set. During administrative consultations with the Executive Boards in 2024, the subject of new targets for full professors for the 2025-2030 period was discussed and received with enthusiasm. As we were at the start of the previous period, we are working towards a joint, sector-wide commitment, in addition to individual targets for each university. This approach ensures that both universities and the sector as a whole have clear guidelines for further promoting the representation of women in academia.

These new targets are highly needed – perhaps even more so than in the previous target period. Universities find themselves in a challenging situation due to planned budget cuts, and our Monitor shows that people in precarious positions – often women – are particularly vulnerable. At the same time, diversity and inclusion often remain peripheral issues in these times, as available resources, attention and FTEs are at risk of disappearing faster than expected. This jeopardises the progress that has already been made. In times of increasing anti-academic and anti-gender sentiment, retaining diverse talent is essential in order to guarantee the quality and innovative strength of our academic institutions.

For that reason, at the request of the LNVH, the universities set new targets for women full professors for the 2025-2030 period. These targets are key to continuing the progress made and taking further steps towards balanced representation across all academic positions.

Of course, the LNVH emphasised that setting targets for women full professors will only be useful in the long term if there is also a focus on the proper recruitment and advancement of women assistant professors and associate professors. The LNVH strongly advised that internal agreements be made on targets for these job categories. Moreover, there should not only be a focus on promoting women, but also on retaining women and preventing them from leaving.

Table 3.8 lists the new targets for each university. The target figures for previous periods have also been included.

TABLE 3.8

Percentage of women full professors at the end of 2024 and target figures for 2020, 2025 and 2030, by university.

	Percentage of women full professors at the end of 2024	Target figure for 2020	Target figure for 2025	Target figure for 2030
LEIDEN UNIVERSITY	34.2	27.0	35.0	40.0
UTRECHT UNIVERSITY	33.6	25.0	35.0	50.0[5]
UNIVERSITY OF GRONINGEN	31.6	25.0	33.0	40.0
ERASMUS UNIVERSITY ROTTERDAM	26.7	20.0	25.0	40.0
MAASTRICHT UNIVERSITY	36.2	22.0	37.0	40.0[6]
UNIVERSITY OF AMSTERDAM	30.5	25.0	30.0	40.0
VU AMSTERDAM	29.8	25.0	35.0	35.0
RADBOUD UNIVERSITY NIJMEGEN	32.3	25.0	36.0	36.0
TILBURG UNIVERSITY	31.6	25.0	28.0	36.0
DELFT UNIVERSITY OF TECHNOLOGY	18.6	15.0	25.0	25.0
EINDHOVEN UNIVERSITY OF TECHNOLOGY	25.4	20.0	25.0	30.0
UNIVERSITY OF TWENTE	23.7	20.0	25.0	30.0
WAGENINGEN UNIVERSITY & RESEARCH	28.5	24.6	30.0	40.0
OPEN UNIVERSITY	42.8	35.0	35.0	35.0[7]
Total	**29.9**	**22.1**	**31.2**	**36.9**

Source of target figures for 2020: *VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.*
Source of target figures for 2025: *UNL Office.*
Source of target figures for 2030: *Executive Boards of universities, June to November 2025.*
Source of information on staff: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

5. Utrecht University has established a 'target range' for women full professors. They state that the share of women full professors at UU should be between 40% and 60% by 2030. For the purpose of calculating a sector average, we use the midpoint of this range, namely 50%.

6. This is a provisional target (3 November 2025). A formal administrative decision on this target is still pending.

7. OU employs a small number of full professors. Small changes in absolute numbers have a large impact on the percentages. This represents the lower bound, not the target.

PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH SCIENTIFIC FIELD

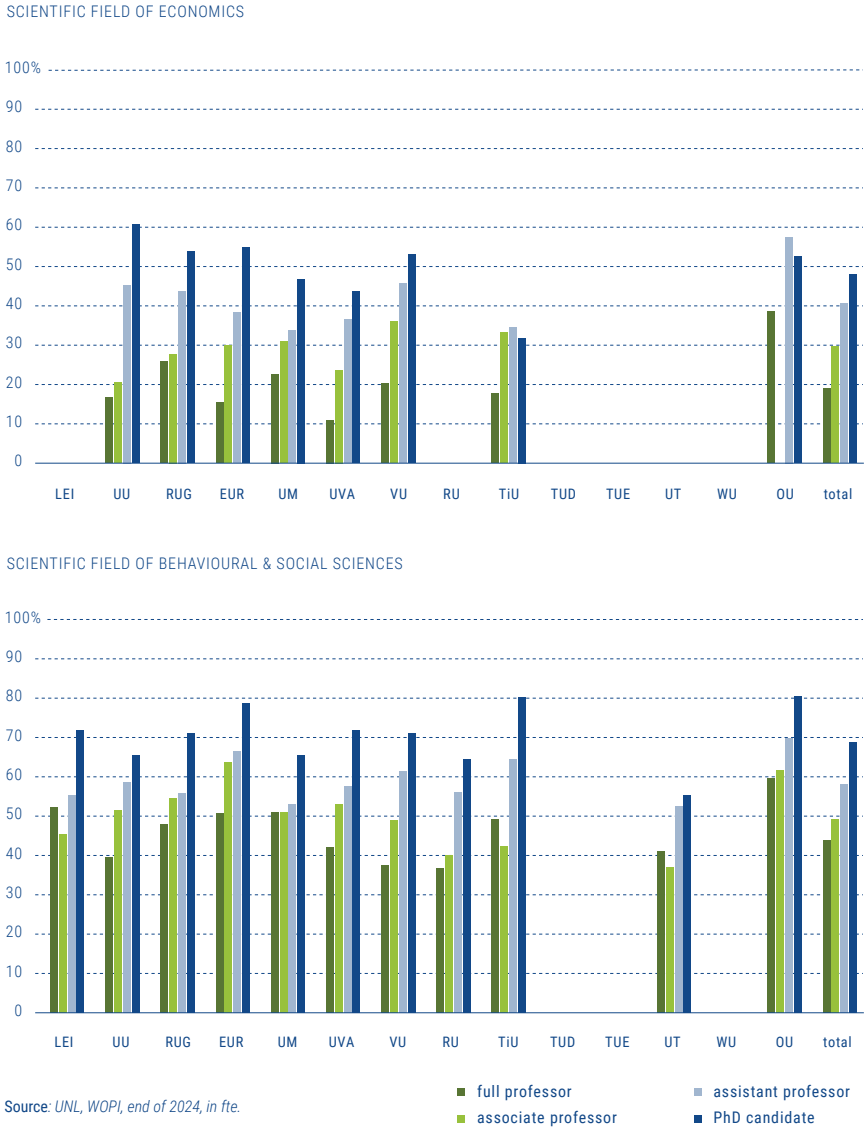
In some cases, the percentages of women in each job category on an institutional level can obscure the true facts. This is because the average percentages per institution do not reveal the true situation in certain faculties, which can be downright poor sometimes. The LNVH would therefore like to provide information regarding the gender distribution on a faculty level. With the data we have at our disposal this is, however, not possible. Efforts at obtaining data through separate requests, too, yielded data that could not be used. The LNVH therefore calls on universities to be alert to the current situation at faculty level themselves.

We are able to present the proportion of women for each scientific field at individual institutions, though. Here we look beyond the walls of the universities and the sector-wide picture, with the hope of encouraging exchange between universities with regard to promoting growth in the share of women in specific scientific disciplines.

The LNVH continues to draw attention to the fact that, like the scientific fields of Natural Sciences and Technology that are traditionally highlighted, the scientific field of Economics still has a low proportion of women in senior academic positions. Although Natural Sciences and Technology are often in the spotlight due to the limited representation of women, Economics deserves the same emphatic attention in order to take steps towards a more balanced distribution across all job levels.

FIGURE 3.6.1

Share of women in the scientific fields of Economics and Behavioural & Social Sciences, by job category and institution, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in fte.*

Scientific field of Economics

In the scientific field of Economics, the proportion of women full professors at sector level remains low, at only 19.0%, which is the lowest of all scientific fields. Between the end of 2023 and the end of 2024, this proportion increased slightly, from 18.5% to 19.0%. At university level, the proportion of women full professors in this scientific field is significantly below the sector average. At the University of Amsterdam this is 11.0%, at Erasmus University Rotterdam 15.4% and at Utrecht University 16.7%.

The Open University also has no women associate professors in Economics, while in the other job categories, the percentage of women is above average at this university. Utrecht University also stands out due to a combination of factors: the proportion of women full professors is below average (16.7%, which is the third lowest), and the proportion of women associate professors is the lowest of all universities in this field, at 20.5%, while the proportion of women PhD candidates is above average, at 60.7%.

Scientific field of Behavioural & Social Sciences

In the scientific field of Behavioural & Social Sciences, the average proportion of women full professors is 43.9%. The Open University[8] has the highest proportion of women full professors, with 59.6%. Among associate professors, the average proportion of women is 49.2%, with Erasmus University Rotterdam having the highest proportion of women associate professors, at 63.8%. In the scientific field of Behavioural & Social Sciences, the average proportion of women assistant professors is 58.0%. The Open University, Erasmus University Rotterdam, Tilburg University and VU Amsterdam score above 60% in this discipline: 69.7%, 66.5%, 64.5% and 61.4% respectively.

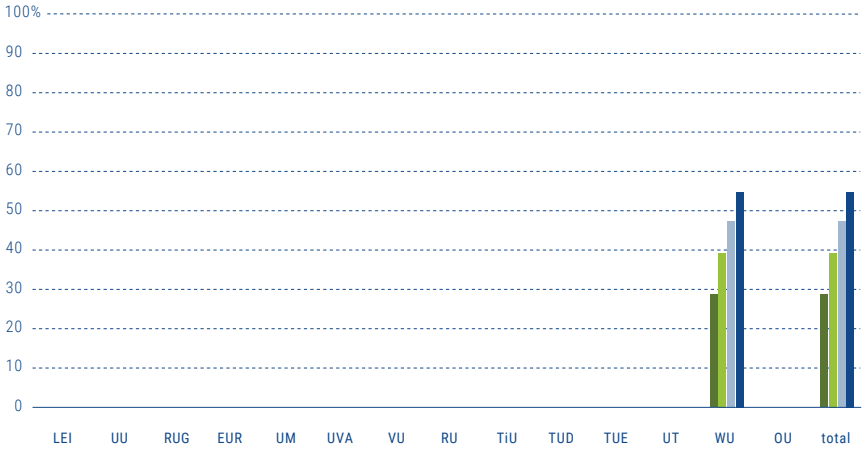
At all eleven universities, the proportion of women assistant professors and women PhD candidates is above 50%. The proportion of women PhD candidates varies from 55.3% at the University of Twente to 80.6% at the Open University. It is striking that, at seven of the eleven universities, the proportion of women full professors is still below 50%. Erasmus University Rotterdam and the Open University stand out because they have a higher proportion of women than the average in the scientific field of Behavioural & Social Sciences in all job categories.

8. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

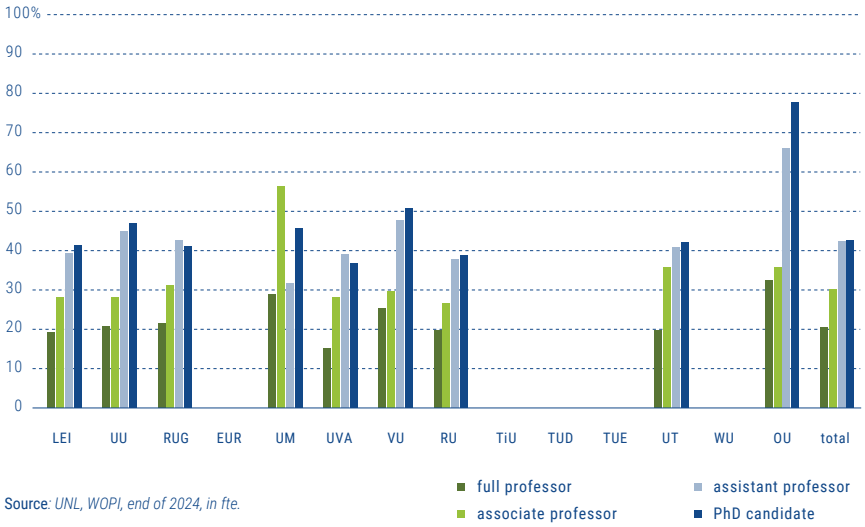
FIGURE 3.6.2

Share of women in the scientific fields of Agriculture and Natural Sciences, by job category and institution, in FTE, end of 2024.

SCIENTIFIC FIELD OF AGRICULTURE



SCIENTIFIC FIELD OF NATURAL SCIENCES



Source: *UNL, WOPI, end of 2024, in fte.*

Scientific field of Agriculture

In the scientific field of Agriculture, which fell entirely under Wageningen University & Research by the end of 2024, it is striking that the proportion of women in all job categories, except for PhD candidates, is reasonably aligned with the national average. The proportion of women PhD candidates in this scientific field is 54.8%. Across the sector - that is, across all scientific fields combined - the proportion of women by academic rank is as follows: 46.1 per cent among PhD candidates, 47.6 per cent among assistant professors, 36.6 per cent among associate professors, and 29.9 per cent among full professors.

Scientific field of Natural Sciences

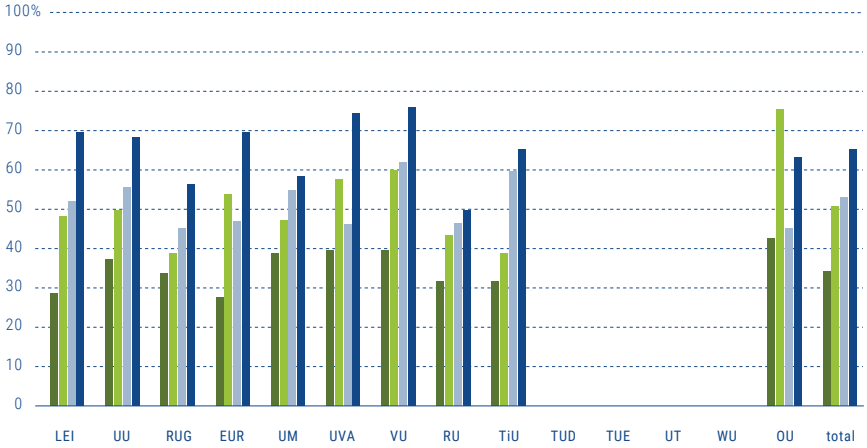
Within the scientific field of Natural Sciences, the average proportion of women full professors is 20.5%. This varies from 15.1% at the Universiteit van Amsterdam to 32.3% at the Open University. Among associate professors, Maastricht University stands out, with a share of 56.3%, compared to an average of 30.2% for the scientific field of Natural Sciences. Maastricht University is the only university in this scientific field with a share of women associate professors exceeding 50% . Among assistant professors and PhD candidates, the proportion of women at the Open University is striking: 65.9% and 77.8% respectively. This means that the Open University has an above-average proportion of women in all job categories in the scientific field of Natural Sciences[9].

9. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

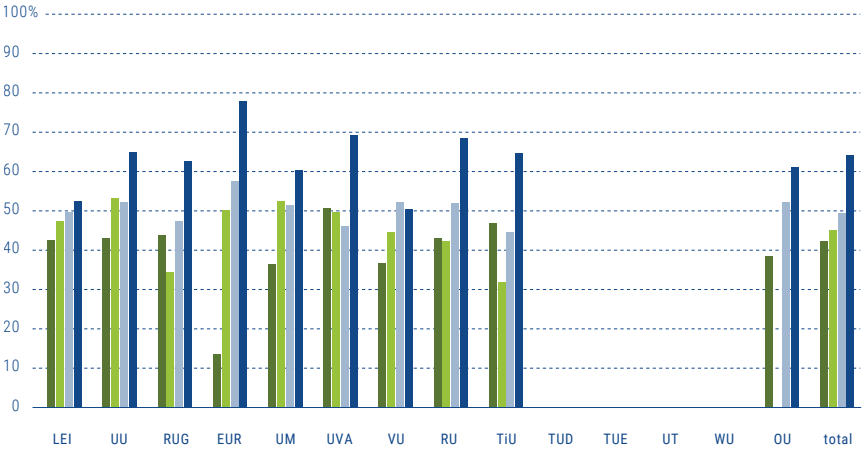
FIGURE 3.6.3

Share of women in the scientific fields of Law and Language & Culture, by job category and institution, in FTE, end of 2024.

SCIENTIFIC FIELD OF LAW



SCIENTIFIC FIELD OF LANGUAGE & CULTURE



Source: *UNL, WOPI, end of 2024, in fte.*

Scientific field of Law

In the scientific field of Law, the average proportion of women full professors amounts to 34.3%. There are no striking anomalies. The Open University has the highest proportion of women full professors, with 42.7%, and Erasmus University Rotterdam has the lowest proportion, with 27.6%. In terms of associate professors, the University of Groningen and Tilburg University have the lowest proportion of women: 38.7%. At the University of Groningen, the proportion of women associate professors has risen significantly since the end of 2022: from 14.6% in 2022 to 26.1% in 2023 and 38.7% at the end of 2024. At the Open University, 75.5% of associate professors in the scientific field of Law are women[10].

The average percentage of women assistant professors within Law amounts to 52.9%. As with the full professors, there are no striking anomalies. The highest proportion of women assistant professors is found at VU Amsterdam: 62.0%. The University of Groningen and the Open University have the lowest proportion of women assistant professors, at 45.2%. At the end of 2024, the average proportion of women PhD candidates in the scientific field of Law was 65.2%. The highest proportion of women PhD candidates is at VU Amsterdam (75.9%), followed by the University of Amsterdam (74.3%), Leiden University (69.6%) and Erasmus University Rotterdam (69.5%). Radboud University Nijmegen is the only university where the percentage of women PhD candidates is lower than 50%: 49.8%. Rounded up, this means that at least 50% of PhD candidates in the scientific field of Law at all universities are women.

Scientific field of Language & Culture

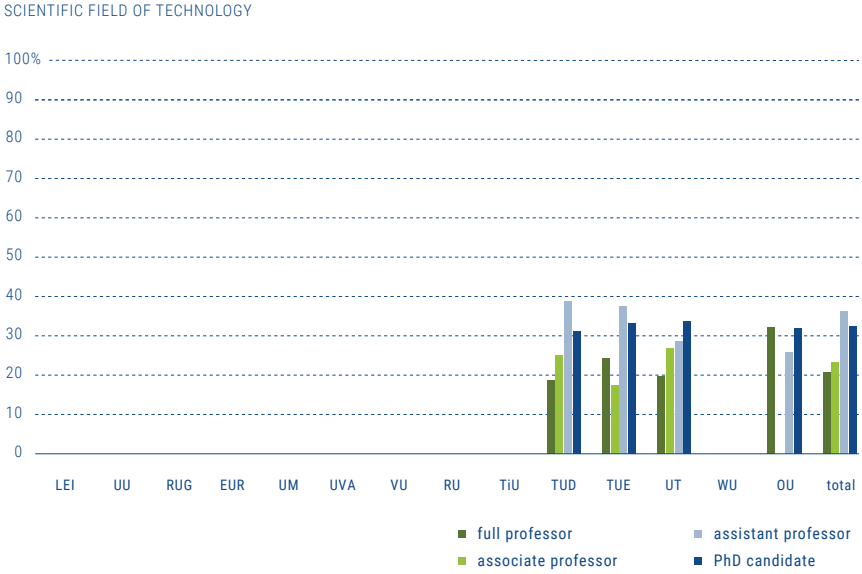
In the scientific field of Language & Culture, the average proportion of women full professors is 42.3%. The smallest share can be observed at Erasmus University Rotterdam: 13.5%, which is a drop compared to 17.7% at the end of 2023 and 18.5% at the end of 2022[11]. The University of Amsterdam has the largest proportion of women full professors in this academic discipline: 50.7%. For associate professors, Maastricht University stands out with a proportion of 52.4% women associate professors at the end of 2024. By way of comparison, at the end of 2023, this university had the lowest proportion of women associate professors of all universities within Language & Culture, at 6.3%. At the end of 2024, the Open University had no associate professors, while they did have PhD candidates, assistant professors and full professors in this academic discipline. Among PhD candidates, the proportion of women at all ten universities was above 50%. An above-average proportion of women PhD candidates can be observed at Erasmus University Rotterdam (77.9%).

10. It should be noted that the Open University's staff numbers are very small in comparison with those of the other institutions. For this reason, even a small change in the numbers will result in a large change in the percentages.

11. The percentages presented per university and position within a scientific field may involve small numbers of FTEs. As a result, relatively small changes in numbers can lead to significant fluctuations in the proportion or percentage of women.

FIGURE 3.6.4

Proportion of women in the scientific field of Technology, by job category and institution, in FTE, end of 2024.



Source: *UNL, WOPI, end of 2024, in fte.*

Scientific field of Technology

In the scientific field of Technology, the average percentage of women full professors amounts to 20.7%, which is significantly lower than the sector average of 29.9%. At 18.7%, Delft University of Technology has the smallest proportion of women full professors in this academic discipline.

At the Open University, it is striking that there are no women associate professors employed in Technology, while there are women PhD candidates, women assistant professors and women full professors.

Eindhoven University of Technology shows a different pattern: the proportion of women associate professors is lower than the proportion of women full professors, and the proportion of women PhD candidates is lower than that of women assistant professors. In general, the proportion of women assistant professors in Technology is slightly higher than the proportion of women PhD candidates (36.2% and 32.0% respectively). At both Delft University of Technology and Eindhoven University of Technology, the proportion of women assistant professors is higher than that of women PhD candidates.

— 4 —

THE SHARE OF WOMEN SCIENTISTS AT UNIVERSITY MEDICAL CENTERS

MILESTONE ACHIEVED: ONE IN THREE FULL PROFESSORS AT UNIVERSITY MEDICAL CENTERS (UMCS) ARE WOMEN

The share of women full professors at UMCs increased from 31.6% in 2024 to 33.2% in 2025. After breaking through the 30% barrier for the first time last year, another milestone has now been reached (or is close to being reached), with one in three full professors being women.

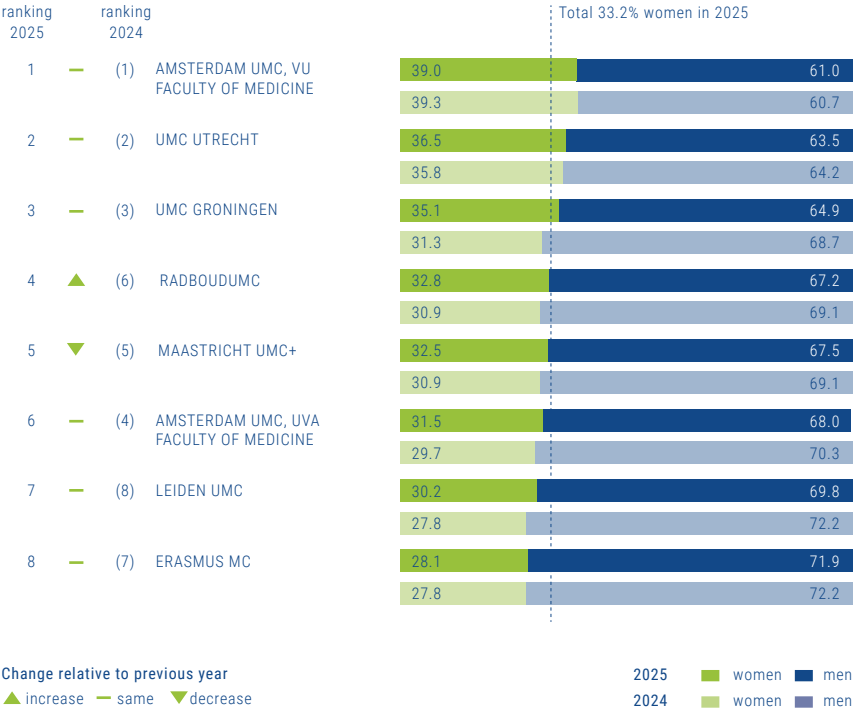
At all UMCs, with the exception of Amsterdam UMC (VU Faculty of Medicine), the proportion of women full professors increased between 2024 and 2025. Amsterdam UMC (VU Faculty of Medicine) retains the highest position in the ranking, with 39.3% in 2024 and 39.0% in 2025.

Of the eight UMCs, seven have a proportion of women full professors of more than 30%. Erasmus MC is once again at the bottom of the list, with 28.1%, which is a slight increase of 0.3 percent point compared to 2024.

Radboud UMC and Maastricht UMC+ swapped positions in the ranking: Maastricht UMC+ dropped from 4th place in 2024 to 5th place in 2025, while Radboud UMC increased from 5th place to 4th place. The positions of the other six UMCs remained unchanged in 2025 compared to 2024

FIGURE 4.1

Percentage of women and men full professors at university medical centers, in number of people, in 2024 and 2025. From high to low, by percentage of women full professors in 2025.



Source: *Provided by separate UMCs, in number of people, reference dates between 31 December 2023 and 1 July 2024 and between 31 December 2024 and 1 July 2025.*

Table 4.1 gives an overview of the percentages of women full professors at the university medical centers for 2024 and 2025, as well as the percentage growth for this period[1].

TABLE 4.1

Percentages of women full professors at each university medical center in 2024 and 2025, in number of people, and growth in the percentage of women full professors (in percentage points) from 2024 to 2025.

	Percentage of women full professors in 2025	Percentage of women full professors in 2024	Percentage point growth rate in the percentage of women full professors in 2024-2025
LEIDEN UNIVERSITY MEDICAL CENTER	30.2	27.8	2.4
UNIVERSITY MEDICAL CENTER UTRECHT	36.5	35.8	0.7
UNIVERSITY MEDICAL CENTER GRONINGEN	35.1	31.3	3.7
ERASMUS MEDICAL CENTER	28.1	27.8	0.3
MAASTRICHT UNIVERSITY MEDICAL CENTER+	32.5	30.9	1.6
AMSTERDAM UMC (UVA FACULTY OF MEDICINE)	31.5	29.7	1.8
AMSTERDAM UMC (VU FACULTY OF MEDICINE)	39.0	39.3	-0.4
RADBOUD UNIVERSITY MEDICAL CENTER	32.8	30.9	1.9
Total	**33.2**	**31.6**	**1.5**

Source*: Provided by separate UMCs, in number of people, reference dates between 31 December 2023 and 1 July 2024 and between 31 December 2024 and 1 July 2025.*

1. At all universities except Maastricht University, during the period 1998 until the present, all staff of the medical faculties have been transferred to the university medical centres. Maastricht University differs from the other universities in this regard. At the end of 2024, the percentage of women full professors at Maastricht University (not including the scientific field of Healthcare) amounted to 36.2% (in FTE), while the percentage of women full professors in the substantial scientific field of Healthcare at Maastricht University amounted to 38.0%. The proportion of women full professors including the scientific field of Healthcare at Maastricht University is 36.8%. In terms of the number of people, at the end of 2024, there were 56 men full professors and 30 women full professors within the scientific field of Healthcare at Maastricht University.

DEPARTMENT HEAD PROFESSORS AT THE UNIVERSITY MEDICAL CENTER

Between 2024 and 2025, the proportion of women department heads who are full professors increased by 3.8 percentage points, from 24.3% to 28.1%. There are significant differences between university medical centers: the proportion varies from 20.8% at UMC Utrecht to 45.9% at Radboud UMC. For the first time this year, the proportion of women department heads who are full professors is above 20% at every single university medical center.

TABLE 4.2

Women and men department head full professors, by UMC, and share of women department head full professors, in number of people, in 2025.

	Women	Men	Total	Percentage of women
LEIDEN UNIVERSITY MEDICAL CENTER	9	28	37	24.3
UNIVERSITY MEDICAL CENTER UTRECHT	5	19	24	20.8
UNIVERSITY MEDICAL CENTER GRONINGEN	9	33	42	21.4
ERASMUS MEDICAL CENTER	10	30	40	25.0
MAASTRICHT UNIVERSITY MEDICAL CENTER +	14	30	44	31.8
AMSTERDAM UMC	12	34	46	26.1
RADBOUD UNIVERSITY MEDICAL CENTER	17	20	37	45.9
Total	**76**	**194**	**270**	**28.1**

Source: *Provided by separate UMCs, reference dates between 31 December 2024 and 1 July 2025, in number of people.*

Information on Table 4.2.

Due to shifts in departments and the effective dates of those shifts, the number of department heads who are full professors at Amsterdam UMC in 2025 differed from that in 2024. In 2024, this group consisted of six women and 36 men department heads who are full professors; in 2025, there were 12 women and 34 men department heads who are full professors.

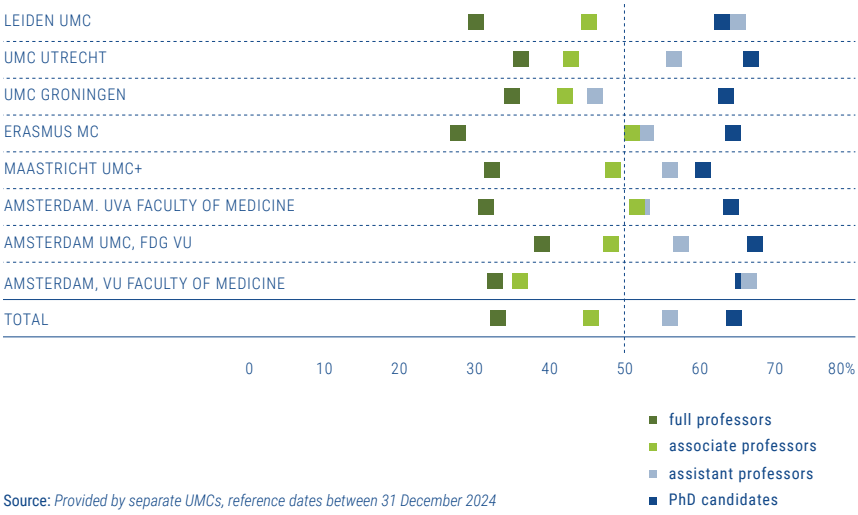
PERCENTAGE OF WOMEN BY JOB CATEGORY

Between 2024 and 2025, the proportion of women increased in the job categories of full professor, associate professor and PhD candidate. Only among assistant professors, was there a slight decrease. In 2024, the proportion of women among full professors was 31.6%, among associate professors 43.7%, among assistant professors 56.4% and among PhD candidates 63.6%. In 2025, these figures were 33.2% (+1.6 percentage points), 45.5% (+1.8 percentage points), 56.0% (-0.4 percentage points) and 64.3% (+0.7 percentage points) respectively.

If we compare the proportion of women in the job categories of full professor, associate professor, assistant professor and PhD candidate between universities and university medical centers, we can observe that the proportion of women is higher at university medical centers in all job categories. At the end of 2024, the proportion of women full professors at universities was 29.9%, associate professors 36.6%, assistant professors 47.6% and PhD candidates 46.1%. At university medical centers, these figures are 33.2%, 45.5%, 56.0% and 64.3% respectively. Unlike at universities, the proportion of women among PhD candidates at university medical centers is higher than among assistant professors, with the exception of the LUMC and Radboud UMC, where the proportion of women assistant professors is slightly higher than the proportion of women PhD candidates.

FIGURE 4.2

Percentage of women by job category at each university medical center, in number of people, in 2025.



Source: *Provided by separate UMCs, reference dates between 31 December 2024 and 1 July 2025, in number of people.*

GLASS CEILING INDEX

The Glass Ceiling Indices (GCIs) at the various universities indicate the job transitions where the opportunities for career progression to the following job level are most impeded. The higher the GCI, the thicker the 'ceiling' between the transition.

For UMCs as a whole, the GCI for the transition from assistant professor to associate professor decreased from 1.3 to 1.2, indicating a slightly more favourable career progression situation. The GCIs for the other job transitions remained unchanged.

For the transition from PhD candidate to assistant professor, the LUMC and Radboud UMC have a neutral GCI of 1.0, while the other UMCs have a higher GCI. The GCI for the transition from assistant professor to associate professor is 1.0 at Erasmus MC and Amsterdam UMC (UvA Faculty of Medicine). At Amsterdam UMC (UvA Faculty of Medicine), the GCI for this transition increased from 0.9 in 2024 to 1.0 in 2025. In 2025, no UMC had a GCI below 1.0 for a job transition.

Radboud UMC shows the highest GCI for the transition from assistant professor to associate professor: 1.8. This is noteworthy because this UMC has a low GCI for the transition from PhD candidate to assistant professor (1.0) and from associate professor to full professor (1.1).

The transition from associate professor to full professor has the highest GCI (1.4) for all UMCs, indicating that this is the most difficult transition. The lowest GCI for this transition is 1.1, at Radboud UMC; the highest is 1.8, at Erasmus MC. Erasmus MC stands out for its relatively low GCIs for the transitions from PhD candidate to assistant professor and from assistant professor to associate professor, and a high GCI for the transition from associate professor to full professor.

TABLE 4.3

GCI for women at each UMC, in number of people, in 2025[2].

	PhD candidate-assistant professor	Assistant professor-associate professor	Associate professor-full professor
LEIDEN UNIVERSITY MEDICAL CENTER	1.0	1.4	1.5
UNIVERSITY MEDICAL CENTER UTRECHT	1.2	1.3	1.2
UNIVERSITY MEDICAL CENTER GRONINGEN	1.4	1.1	1.2
ERASMUS MEDICAL CENTER	1.2	1.0	1.8
MAASTRICHT UNIVERSITY MEDICAL CENTER+	1.1	1.2	1.5
AMSTERDAM UMC (UVA FACULTY OF MEDICINE)	1.2	1.0	1.6
AMSTERDAM UMC (VU FACULTY OF MEDICINE)	1.2	1.2	1.2
RADBOUD UNIVERSITY MEDICAL CENTER	1.0	1.8	1.1
Total	**1.1**	**1.2**	**1.4**

Source: *Provided by separate UMCs, reference dates between 31 December 2024 and 1 July 2025, in number of people.*

2. The calculation of the GCI based on FTE is more accurate than the calculation based on number of people. However, there are no data regarding FTE for the UMCs. The UMCs' GCI scores based on number of people must therefore be interpreted as indicative..

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THE SHARE OF WOMEN SCIENTISTS AT INSTITUTES AFFILIATED WITH NWO AND KNAW

GENDER DISTRIBUTION IN NWO AND KNAW INSTITUTES

In order to present a more comprehensive view of the male–female distribution across the entire sector, together with the Dutch Research Council (NWO) and the Royal Netherlands Academy of Arts and Sciences (KNAW), we decided to include information about the gender ratios within institutes affiliated with NWO and KNAW in both this issue and in future issues of the Women Professors Monitor. This is the second time that these kinds of data have been collected, which means that cautious comparisons can now be made with the previous year. In addition, this edition provides slightly more detailed information about KNAW institutes as a whole, both looking at developments across all institutes and highlighting the gender ratio within the domains of Life Sciences and Social Sciences & Humanities.

Since the academic positions at the institutes affiliated with NWO and KNAW are different from the customary positions at universities (i.e. PhD candidate, assistant professor, associate professor and full professor) while the salary scales used at these institutes are the same, the gender distribution is charted with reference to the salary scale groups described on page 33 of Chapter 1. Not only does this allow us to present the gender distribution within academic positions at the institutes affiliated with NWO and KNAW, it also enables us to make a comparison relative to the distribution in academic positions at universities.

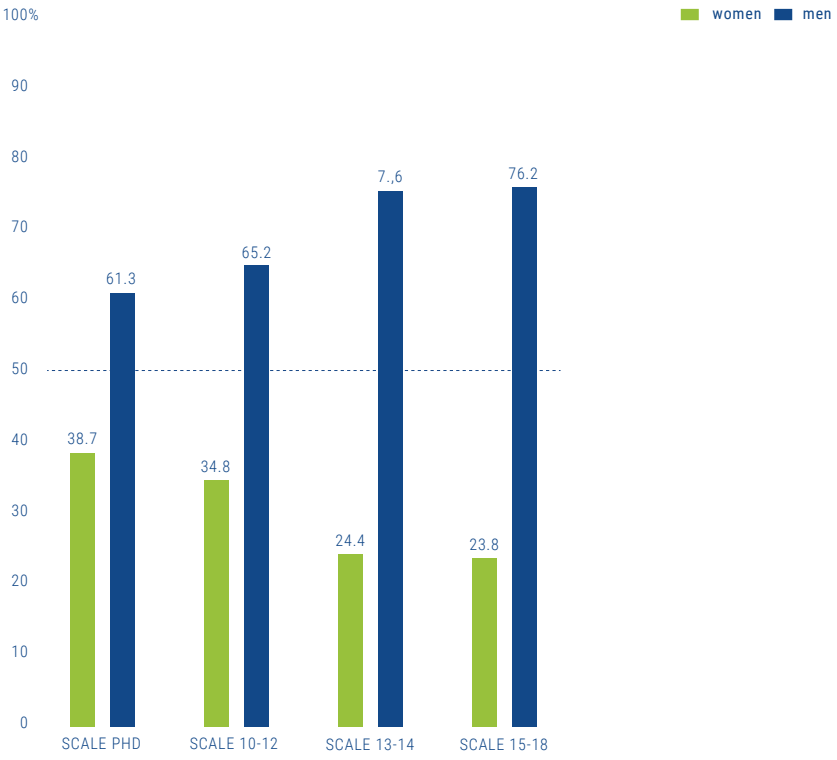
The figures and tables can be read as follows: Research trainee ('PhD' in the figures) is comparable with the position of PhD candidate; the gender distribution for salary scales 10 through to 12 is comparable to that for assistant professor; the gender distribution for scales 13 and 14 corresponds with that for associate professor; and salary scales 15 through to 18 correspond with the position of full professor.

GENDER DISTRIBUTION IN NWO INSTITUTES

Figure 5.1 gives an overview of all the NWO institutes together. The following picture emerges for each job category, as explained above, according to salary scale group:

FIGURE 5.1

Percentage distribution of academic staff at NWO Institutes, by salary scale group and gender, in FTE, in 2025.



Source: *Provided by NWO-I bureau, reference date August 2025.*

Below, we zoom in on the gender distribution for each job category at each institute, based on the salary scale groups described above.

In respect of the gender distribution among the PhD candidates (research trainees):

TABLE 5.1

Percentage distribution for PhD candidates (research trainees), by gender and by NWO institute, in FTE, in 2025 and 2024.

	2025		2024	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
NWO-I DIFFER	7.8	92.2	15.8	84.2
NWO-I AMOLF	40.8	59.2	40.7	59.3
NWO-I ARCNL[1]	20.0	80.0	23.3	76.7
NWO-I ASTRON	37.5	62.5	44.4	55.6
NWO-I CWI	27.1	72.9	26.8	73.2
NWO-I NIKHEF	32.4	67.6	32.4	67.6
NWO-I NIOZ	60.3	39.7	62.6	37.4
NWO-I NSCR	95.2	4.8	95.1	4.9
NWO-I SRON		100.0	10.0	90.0
Total	**38.7**	**61.3**	**41.2**	**58.8**

Source: *Provided by NWO-I bureau, reference dates June 2024 and August 2025, in FTE.*

We can see that in 2025, the proportion of women research trainees fell slightly to 38.7%, compared to 41.2% in 2024.

1. Wherever ARCNL is mentioned in this chapter, it should be taken into account that ARCNL is a public-private partnership of NWO-I, ASML and various universities. A large part of the academic staff of ARCNL has an appointment at one of the collaborating universities. This chapter shows the data of the academic staff that has an appointment at ARCNL..

With regard to the gender distribution for academic staff in salary scales 10 through 12, comparable with the position of assistant professor, the following picture emerges:

TABLE 5.2

Percentage distribution for academic staff in salary scales 10 to 12, by gender and by NWO institute, in FTE, in 2025 and 2024.

	2025		2024	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
NWO-I DIFFER	16.0	84.0	22.6	77.4
NWO-I AMOLF	29.5	70.5	36.2	63.8
NWO-I ARCNL	31.4	68.6	6.9	93.1
NWO-I ASTRON	34.9	65.1	33.7	66.3
NWO-I CWI	37.0	63.0	30.6	69.4
NWO-I NIKHEF	28.1	71.9	27.3	72.7
NWO-I NIOZ	47.8	52.2	49.0	51.0
NWO-I NSCR	86.6	13.4	79.3	20.7
NWO-I SRON	26.6	73.4	24.1	75.9
Total	**34.8**	**65.2**	**33.8**	**66.2**

Source: *Provided by NWO-I bureau, reference date June 2024 and August 2025, in FTE.*

We can then see that the proportion of women among academic staff in salary scales 10 to 12 was slightly higher in 2025, at 34.8%, than in 2024, at 33.8%.

With regard to the gender distribution of academic staff in salary scales 13 and 14, comparable with the position of an associate professor, the following picture emerges:

TABLE 5.3

Percentage distribution for academic staff in salary scales 13 and 14, by gender and by NWO institute, in FTE, in 2025 and 2024.

	2025		2024	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
NWO-I DIFFER	31.0	69.0	16.7	83.3
NWO-I AMOLF	28.6	71.4	22.2	77.8
NWO-I ARCNL				
NWO-I ASTRON	15.3	84.7	10.9	89.1
NWO-I CWI	15.2	84.8	12.2	87.8
NWO-I NIKHEF	15.2	84.8	14.9	85.1
NWO-I NIOZ	37.8	62.2	35.8	64.2
NWO-I NSCR	46.9	53.1	48.2	51.8
NWO-I SRON	19.4	80.6	15.3	84.7
Total	**24.4**	**75.6**	**20.6**	**79.4**

Source*: Provided by NWO-I bureau, reference dates June 2024 and August 2025, in FTE.*

We can then see that the proportion of women among academic staff in salary scales 13-14 was slightly higher in 2025, at 24.4%, than in 2024, at 20.6%.

With regard to the gender distribution for academic staff in salary scales 15 through 18, comparable with the position of full professor, the following picture emerges:

TABLE 5.4

Percentage distribution for academic staff in salary scales 15 to 18, by gender and by NWO institute, in FTE, in 2025 and 2024.

	2025		2024	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
NWO-I DIFFER		100.0		100.0
NWO-I AMOLF		100.0		100.0
NWO-I ARCNL		100.0		100.0
NWO-I ASTRON	100.0			
NWO-I CWI	19.5	80.5	19.2	80.8
NWO-I NIKHEF		100.0		100.0
NWO-I NIOZ	23.0	77.0	31.3	68.8
NWO-I NSCR	37.6	62.4	43.8	56.2
NWO-I SRON	61.5	38.5	53.3	46.7
Total	**23.8**	**76.2**	**25.0**	**75.0**

Source: *Provided by NWO-I bureau, reference date June 2024 and August 2025, in FTE.*

We then see that the proportion of women in salary scales 15-18 was 23.8% in 2025, which is down slightly from 25.0% in 2024.

If we consider these data together, the following notable issues can be highlighted: In salary scales 15 to 18, the proportion of women is the lowest of all scales covered in this chapter. At two institutes, the share of women is over 50%: ASTRON (100%) and SRON[2] (61.5%) .

When we compare the figures with the universities, we see that the proportion of women in the positions of PhD candidate, assistant professor, associate professor and full professor are 46.1%, 47.6%, 36.6% and 29.9% respectively. At NWO institutes, where comparable positions can be distinguished based on salary scales, the percentages are significantly lower: 38.7% in the PhD scale, 34.8% in the 10-12 scale, 24.4% in the 13-14 scale and 23.8% in the 15-18 scale. The proportion of women is particularly low in salary scale 18, at only 17.9%.

However, it is important to note that, due to their academic focus and specific research areas, NWO institutes cannot be compared directly with the sector-wide university picture. A better comparison can be made with the proportion of women in the scientific fields of Natural Sciences and Technology.

Within the scientific field of Natural Sciences at universities, the proportion of women among full professors is 20.5%, among associate professors 30.2%, among assistant professors 42.3% and among PhD candidates 42.7%. In the scientific field of Technology, these percentages are 20.7%, 23.3%, 36.2% and 32.3% respectively. If we compare this with NWO institutes, we see proportions of women in the corresponding positions of 23.8%, 24.4%, 34.8% and 38.7%.

This shows that, compared to the scientific field of Natural Sciences and Technology, NWO institutes have a slightly higher proportion of women full professors . For associate professors, assistant professors and PhD candidates, however, the proportion of women at NWO institutes is comparable or slightly lower.

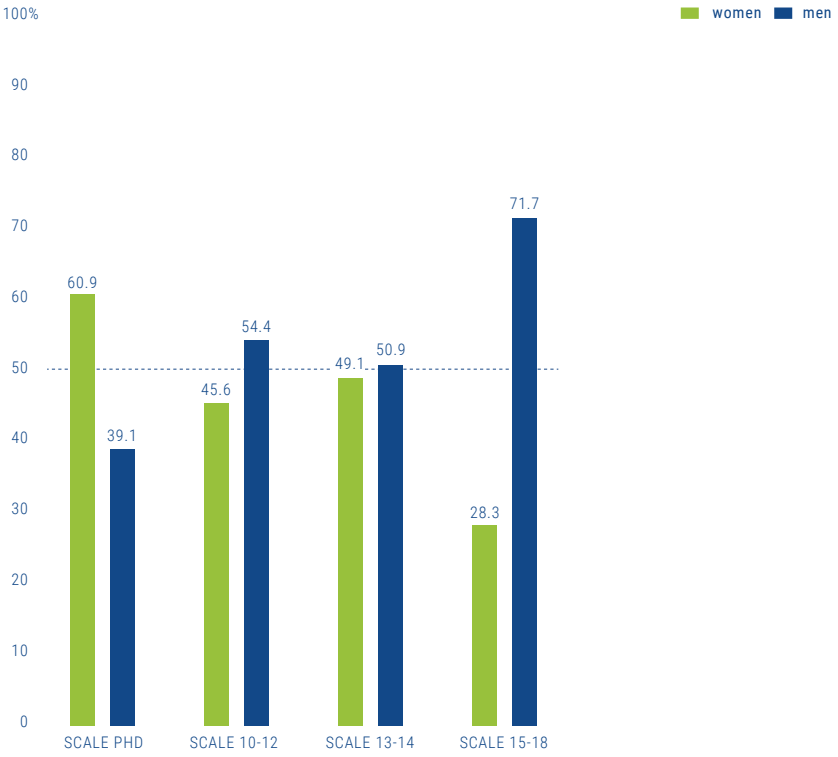
2. Please note: this concerns relatively small numbers of FTE. For this reason, even a small change in the numbers will result in a large change in the percentages.

GENDER DISTRIBUTION WITHIN KNAW INSTITUTES

Figure 5.2 gives an overview of the gender distribution among academic staff for all KNAW institutes together. The following picture emerges for each job category, as explained at the beginning of this chapter, according to salary scale group:

FIGURE 5.2

Percentage distribution of academic staff at KNAW institutes, by salary scale group and gender, in FTE, end of 2024.



Source: *Provided by KNAW bureau, reference date 31 December 2024, in FTE.*

TABLE 5.5

Percentage distribution of academic staff at KNAW institutes, by salary scale group and gender, in FTE, end of 2023 and end of 2024.

	2024		2023	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
Scale PhD	60.9	39.1	58.9	41.1
Scale 10-12	45.6	54.4	44.0	56.0
Scale 13-14	49.1	50.9	43.1	56.9
Scale 15-18	28.3	71.7	23.1	76.9

Source: *Provided by KNAW bureau, reference date 31 December, in FTE.*

In all salary scale groups, the proportion of women at KNAW institutes increased between the end of 2023 and the end of 2024. The greatest increase occurred in salary scale group 13-14 (comparable to associate professors), where the proportion of women increased by 6 percentage points in one year: from 43.1% to 49.1%.

By way of comparison, the proportion of women among PhD candidates, assistant professors, associate professors and full professors at universities was 46.1%, 47.6%, 36.6% and 29.9% respectively. When we compare the proportion of women among academic staff at KNAW institutes with the corresponding positions at universities based on salary scales, we see that at KNAW institutes, 60.9% are in the PhD scale, 45.6% in scale 10-12, 49.1% in scale 13-14 and 28.3% in scale 15-18. It is striking that the proportion of women in the PhD scale at KNAW institutes is considerably higher than at universities. In the other scales, the proportion of women at KNAW institutes is comparable to that at universities.

New this year is that we can also break down the gender distribution within KNAW institutes into the domains of Life Sciences and Social Sciences & Humanities. We show this breakdown not only for the end of 2024, but also retrospectively for the end of 2023. The text box below shows which institutes are factored into the two domains.

This chapter presents the gender distribution within KNAW institutes in the domains of Life Sciences and Social Sciences & Humanities. Below is a list of the KNAW institutes included in the two domains.

Life Sciences
Westerdijk Institute, Netherlands Institute of Ecology (NIOO), Netherlands Institute for Neuroscience (NIN) and the Hubrecht Institute.

Social Sciences & Humanities
International Institute of Social History (IISG), Huygens Institute, Meertens Institute, Institute for War, Holocaust and Genocide Studies (NIOD), Royal Netherlands Institute of Southeast Asian and Caribbean Studies (KITLV), Netherlands Interdisciplinary Demographic Institute (NIDI), Netherlands Institute for Social Sciences and Humanities (NIAS), Data Archiving and Networked Services (DANS) and the Rathenau Institute.

LIFE SCIENCES DOMAIN

In the Life Sciences domain, a slight increase in the proportion of women can be observed in all salary scale groups between the end of 2023 and the end of 2024. The strongest growth occurred in scale 13–14 (comparable to associate professor). Here, the proportion of women increased by 4.8 percentage points, from 41.5% to 46.3%.

The proportion of women also increased in the highest salary scales (15-18), from 19.4% in 2023 to 22.1% in 2024. However, this proportion remains well below the average for all KNAW institutes combined (28.3%).

TABLE 5.6

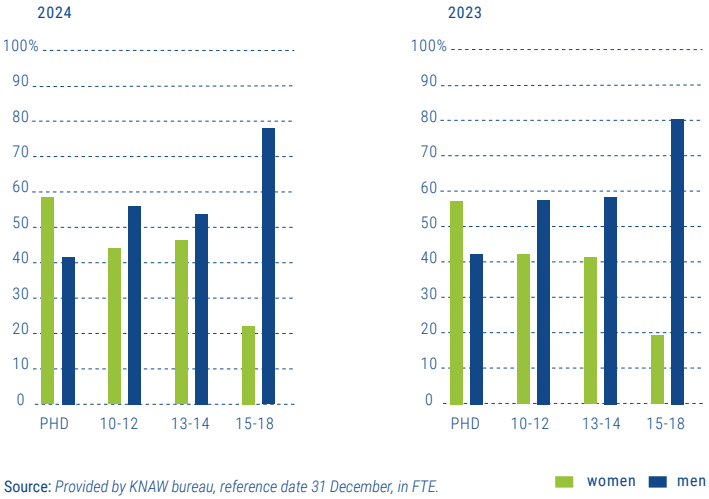
Percentage distribution of academic staff in the Life Sciences domain at KNAW institutes, by salary scale group and gender, in FTE, end of 2023 and end of 2024.

	2024		2023	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
Scale PhD	58.4	41.6	57.5	42.5
Scale 10-12	44.0	56.0	42.3	57.7
Scale 13-14	46.3	53.7	41.5	58.5
Scale 15-18	22.1	77.9	19.4	80.6

Source: *Provided by KNAW bureau, reference date 31 December, in FTE.*

FIGURE 5.3

Percentage distribution of academic staff in the Life Sciences domain at KNAW institutes, by salary scale group and gender, in FTE, end of 2023 and end of 2024.



Source: *Provided by KNAW bureau, reference date 31 December, in FTE.*

SOCIAL SCIENCES & HUMANITIES DOMAIN

IIn the Social Sciences & Humanities domain, the proportion of women increased in all salary scale groups between the end of 2023 and the end of 2024. The largest increase occurred in scale group 15-18, where the proportion of women increased by 9.9 percentage points, from 38.3% to 48.2% .

This means that by the end of 2024, the proportion of women in the highest scale was considerably higher than for Life Sciences: 48.2% versus 22.1%.

TABLE 5.7

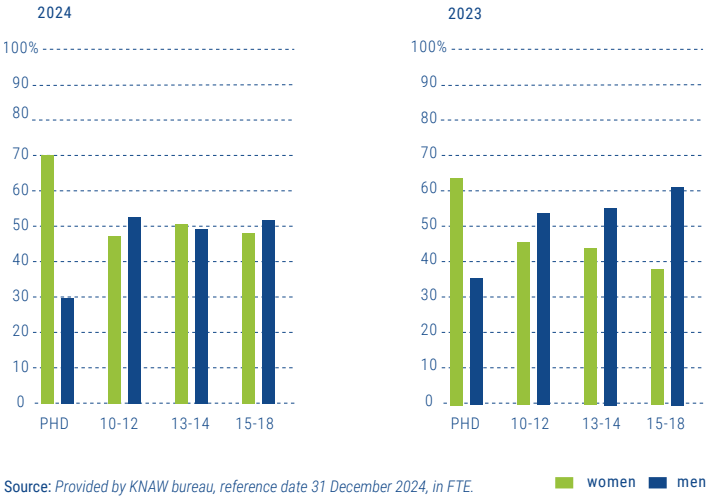
Percentage distribution of academic staff at KNAW institutes in the Social Sciences & Humanities domain, by salary scale group and gender, in FTE, end of 2023 and end of 2024.

	2024		2023	
	Percentage of women	*Percentage of men*	*Percentage of women*	*Percentage of men*
Scale PhD	70.2	29.8	64.2	35.8
Scale 10-12	47.3	52.7	45.9	54.1
Scale 13-14	50.8	49.2	44.3	55.7
Scale 15-18	48.2	51.8	38.3	61.7

Source: *Provided by KNAW bureau, reference date 31 December, in FTE.*

FIGURE 5.4

Percentage distribution of academic staff in the Social Sciences & Humanities domain at KNAW institutes, by salary scale group and gender, in FTE, end of 2023 and end of 2024.



Source: *Provided by KNAW bureau, reference date 31 December 2024, in FTE.*

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WOMEN AT THE HIGHEST LEVELS OF ACADEMIC MANAGEMENT AND GOVERNANCE IN SCIENTIFIC ORGANISATIONS

ACADEMIC MANAGEMENT AT UNIVERSITIES

In addition to understanding the composition of academic staff, it is also important to identify the gender distribution in management roles and decision-making positions. Available data on academic management are nevertheless limited; the figures below relate to 12 of the 14 universities[1]. Based on these data, the proportion of women among deans and directors of educational and research institutes can be highlighted.

At the end of 2024, 36.4% of deans were women, which was an increase of 1.2 percentage point compared to the end of 2023.

The proportion of women among directors of educational institutes fell sharply during the same period, from 57.9% to 46.7%.

The proportion of women among directors of research institutes increased above the 30% mark for the first time at the end of 2023 but fell slightly again between the end of 2023 and the end of 2024, from 36.6% to 36.4%.

It is clear that women are still better represented in education management than they are in research and integrated management. Considering the reputation, authority and actual influence of these roles, women are more strongly represented in the roles that wield less influence. For more information on this, see also the extensive study commissioned by the LNVH on academic management, 'Managing academia. Access, professional appreciation and institutional influence' (2025).

1. Wageningen University & Research and Maastricht University no longer supply these data as standard in the UNL WOPI data, and they no longer register these data as such. It is therefore not possible to report on academic management for these universities.

FIGURE 6.1

Share of women and men in academic management at 12 of the 14 Dutch universities, end of 2024, in FTE.

Source: *UNL, WOPI (12 universities), end of 2024, in FTE. Excluding the scientific field of Healthcare.*

TABLE 6.1

Share of women and men in academic management at 12 of the 14 Dutch universities, end of 2020 to end of 2024, in FTE.

	2020	2021	2022	2023	2024
W					
DEAN	20.1	29.7	34.1	35.2	36.4
DIRECTOR OF EDUCATIONAL INSTITUTE	43.2	53.5	52.7	57.9	46.7
DIRECTOR OF RESEARCH INSTITUTE	20.3	25.0	25.0	36.6	36.4
M					
DEAN	79.9	70.3	65.9	64.8	63.6
DIRECTOR OF EDUCATIONAL INSTITUTE	56.8	46.5	47.3	42.1	53.3
DIRECTOR OF RESEARCH INSTITUTE	79.7	75.0	75.0	63.4	63.6

Source: *UNL, WOPI (12 universities), end of 2024, in FTE. Excluding the scientific field of Healthcare.*

PERCENTAGES OF WOMEN ON EXECUTIVE BOARDS AND SUPERVISORY BOARDS

UNIVERSITIES

Executive Boards

The Executive Boards of the Dutch universities comprise a total of 41 administrative positions. In 2025, 21 of these positions were held by women and 20 were held by men. Relative to 2024, the number of women had increased from 20 to 21, while the number of men decreased by one, from 21 to 20. The average proportion of women on Executive Boards amounted to 51.3% in 2025, which is an increase of 2.5 percentage points, from 48.8% in 2024. This means that, on average, more than half of the total number of members of Executive Boards were women [1].

Supervisory Boards

The Supervisory Boards comprise a total of 69 administrative positions. In 2025, 31 of these positions were held by women and 38 by men. At 44.9%, the percentage of women has decreased compared to the 46.5% in 2024.

FIGURE 6.2

Number of women and men on Executive Boards and Supervisory Boards of Dutch universities in 2025.

Source: *websites of Dutch universities, reference date 28 August 2025, in number of people.*

TABLE 6.2

Number of women and men on Executive Boards and Supervisory Boards of Dutch universities in 2025.

	Executive Board		Supervisory Board	
	W	*M*	*W*	*M*
LEIDEN UNIVERSITY	2	1	2	2
UTRECHT UNIVERSITY	1	2	2	3
UNIVERSITY OF GRONINGEN	1	2	2	3
ERASMUS UNIVERSITY ROTTERDAM	3	0	2	3
MAASTRICHT UNIVERSITY	2	1	3	2
UNIVERSITY OF AMSTERDAM	1	1	2	3
VU AMSTERDAM	1	2	2	2
RADBOUD UNIVERSITY NIJMEGEN	3	0	2	3
TILBURG UNIVERSITY	2	2	2	3
DELFT UNIVERSITY OF TECHNOLOGY	0	3	2	3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	1	2	3	2
UNIVERSITY OF TWENTE	1	2	2	3
WAGENINGEN UNIVERSITY & RESEARCH	2	1	3	3
OPEN UNIVERSITY	1	1	2	3
Total	**21**	**20**	**31**	**38**

Source: *websites of Dutch universities, reference date 28 August 2025, in number of people.*

The Executive Boards and Supervisory Boards of the universities have various positions that need to be filled. It is interesting to consider the gender distribution within these various positions. Who performs which role at the highest level of academic management within the Dutch universities? Table 6.3 provides information on this.

Executive Boards

TABLE 6.3

Gender distribution in the Executive Boards, by position and university, in number of people, in 2025.

	Executive Board				
	Rector Magnificus	*President*	*Vice rector magnificus*	*Vice president*	*Member of the Board*
LEIDEN UNIVERSITY	W	W		M	
UTRECHT UNIVERSITY	M	M		W	
UNIVERSITY OF GRONINGEN	W	M		M	
ERASMUS UNIVERSITY ROTTERDAM	W	W		W	
MAASTRICHT UNIVERSITY	W	W		M	
UNIVERSITY OF AMSTERDAM	M	W			
VU AMSTERDAM	M	W		M	
RADBOUD UNIVERSITY NIJMEGEN	W	W		W	
TILBURG UNIVERSITY	M	M	W	W	
DELFT UNIVERSITY OF TECHNOLOGY	M	M	M	M	W
EINDHOVEN UNIVERSITY OF TECHNOLOGY	W	M		M	
UNIVERSITY OF TWENTE	M	M		W	
WAGENINGEN UNIVERSITY & RESEARCH	W	W		W	M
OPEN UNIVERSITY	M	W			

One person is both Vice rector magnificus and Vice president
One person is both Rector Magnificus and President
One person is both Rector Magnificus and Vice president

Source: *websites of Dutch universities, reference date 26 August 2025, in number of people.*

Supervisory Boards

TABLE 6.4

Gender distribution in the Supervisory Boards, by position and university, in number of people, in 2025.

	Supervisory Board						
	Chair	*Vice president*	*Member*	*Member*	*Member*	*Member*	*Member*
LEIDEN UNIVERSITY	M		M	W	W		
UTRECHT UNIVERSITY	W	W	M	M	M		
UNIVERSITY OF GRONINGEN	M		M	M	W	W	
ERASMUS UNIVERSITY ROTTERDAM	M	W	M	M	W		
MAASTRICHT UNIVERSITY	W		M	M	W	W	
UNIVERSITY OF AMSTERDAM	W		M	M	M	W	
VU AMSTERDAM	M		M	W	W		
RADBOUD UNIVERSITY NIJMEGEN	M	W	M	M	W		
TILBURG UNIVERSITY	M		M	M	W	W	
DELFT UNIVERSITY OF TECHNOLOGY	M		M	M	W	W	
EINDHOVEN UNIVERSITY OF TECHNOLOGY	M			M	W	W	W
UNIVERSITY OF TWENTE	W		M	M	M	W	
WAGENINGEN UNIVERSITY & RESEARCH	M		M	M	W	W	W
OPEN UNIVERSITY	W		M	M	M	W	
LEIDEN UNIVERSITY							

Source: *websites of Dutch universities, reference date 26 August 2025, in number of people.*

UNIVERSITY MEDICAL CENTERS

Executive Boards

In 2025, the number of Executive Board members of UMCs was 30, and of those, 15 were women. In 2024, 44.8% of Executive Board members of UMCs were women; in 2025, that share increased by 5.2 percentage points, to 50%.

Supervisory Boards

The total number of Supervisory Board members of UMCs was 38 in 2025, which is an increase of one compared to 2024. Of the 38 Supervisory Board members, 18 were women and 20 were men. In 2025, the share of women was 47.4%, which is an increase of 1.6 percentage points compared to 2024.

FIGURE 6.3

Number of women and men on Executive Boards and Supervisory Boards of the university medical centers in 2025.

Source: *websites of Dutch university medical centers, reference date 30 August 2025, in number of people.*

TABLE 6.5

Number of women and men on Executive Boards and Supervisory Boards of the University Medical centers in 2025.

	Executive Board		Supervisory Board	
	W	*M*	*W*	*M*
LEIDEN UNIVERSITY MEDICAL CENTER	2	2	2	3
UNIVERSITY MEDICAL CENTER UTRECHT	2	2	3	4
UNIVERSITY MEDICAL CENTER GRONINGEN	2	2	2	3
ERASMUS MEDICAL CENTER	1	3	3	2
MAASTRICHT UNIVERSITY MEDICAL CENTER+	2	3	2	3
AMSTERDAM UMC[2]	3	2	3	3
RADBOUD UNIVERSITY MEDICAL CENTER	3	1	3	2
Total	**15**	**15**	**18**	**20**
Percentage of women	**50.0**		**47.4**	

Source: *websites of Dutch university medical centers, reference date 26 August 2025, in number of people.*

When we examine the gender distribution among the Executive Boards of UMCs by position, the following picture emerges:

TABLE 6.6

Gender distribution in the Executive Boards, by position and university medical center, in number of people, in 2025.

	Executive Board				
	President	*Vice president*	*Member*	*Member*	*Member*
LEIDEN UNIVERSITY MEDICAL CENTER	M	M	W	W	
UNIVERSITY MEDICAL CENTER UTRECHT	W	M	M	W	
UNIVERSITY MEDICAL CENTER GRONINGEN	M	W	M	W	
ERASMUS MEDICAL CENTER	M	W	M	M	
MAASTRICHT UNIVERSITY MEDICAL CENTER+	W	W	M	M	M
AMSTERDAM UMC	M	W	M	W	W
RADBOUD UNIVERSITY MEDICAL CENTER	W	M	W	W	

Source: *websites of Dutch university medical centers, reference date 26 August 2025, in number of people.*

2. The Academic Medical Center and the VU Medical Center merged on 7 June 2018 to form Amsterdam UMC and now operate under a joint Executive Board.

TABLE 6.7

Gender distribution in the Supervisory Boards, by position and university medical center, in number of people, in 2025.

	Supervisory Board							
	Chair	*Vice president*	*Member*	*Member*	*Member*	*Member*	*Member*	*Member*
LEIDEN UNIVERSITY MEDICAL CENTER	M		M	M	W	W		
UNIVERSITY MEDICAL CENTER UTRECHT	M		M	M	M	W	W	W
UNIVERSITY MEDICAL CENTER GRONINGEN	W	M	M	M	W			
ERASMUS MEDICAL CENTER	W		M	M	W	W		
MAASTRICHT UNIVERSITY MEDICAL CENTER+	M		M	M	W	W		
AMSTERDAM UMC	M	W	M	M	W	W		
RADBOUD UNIVERSITY MEDICAL CENTER	M		M	W	W	W		

Source: *websites of Dutch university medical centers, reference date 26 August 2025, in number of people.*

ROYAL NETHERLANDS ACADEMY OF SCIENCES (KNAW)

Members

The KNAW has 613 members, of whom 150 are women and 463 are men. This amounts to a share of 24.5% for women. This is an increase of 1.4 percentage points compared to 2024.

Management and governance

The KNAW management board consists of the president, two vice presidents (one of whom is also the general secretary) and four board members who are also domain directors. The KNAW's governance comprises a total of seven positions, three of which are filled by women and four by men. In addition to this, the KNAW has a management board that comprised three positions in 2025, of which one position was filled by a woman and two positions were filled by men.

FIGURE 6.4

Number of women and men in the management and governance of the Royal Netherlands Academy of Arts and Sciences (KNAW) in 2025.

Source: *KNAW bureau, reference date 4 August 2025, in number of people.*

TABLE 6.8

Number of women and men in the management, governance and membership of the Royal Netherlands Academy of Arts and Sciences (KNAW) in 2025.

	W	M
Academy Board	1	2
Executive Board	3	4
President	1	
Vice president	1	1
General Secretary		1
Members	1	3
Members		
Humanities	44	82
Behavioural & Social Sciences and Law	48	88
Medical, Biomedical and Health Sciences	22	78
Natural Sciences and Technology	27	208
Cross-domain	8	7

Source: *KNAW bureau, reference date 4 August 2025, in number of people.*

THE YOUNG ACADEMY

The executive board of The Young Academy consists of two women (40%) and three men (60%). In total, there are 50 members in The Young Academy, 28 of whom are women and 22 of whom are men. This amounts to a share of 56% for women. This is a decrease of 2 percentage points compared to 2024.

There are 180 alumni of The Young Academy, 86 of whom are women (45.3%) and 104 of whom are men (54.7%)

FIGURE 6.5

Number of women and men members of The Young Academy in 2025.

116 of 245 members (including Board and alumni) of The Young Academy are women

Source: *KNAW bureau, reference date 4 August 2025, in number of people.*

TABLE 6.9

Number of women and men members of the Executive Board, members and alumni of The Young Academy in 2025.

	W	M
Executive Board	2	3
Members in 2025	28	22
Alumni	86	104

Source: *KNAW bureau, reference date 4 August 2025, in number of people.*

DUTCH RESEARCH COUNCIL (NWO)

The NWO's administrative structure consists of an Executive Board, a Supervisory Board and four domain boards. The Executive Board consists of six positions, two of which are filled by women and four of which are filled by men, as they were in 2024. The President of the Executive Board is a man. The Supervisory Board has six members: two women and four men. As with the Executive Board, the President of the Supervisory Board is a man. The following can be observed with regard to the domain boards:

Exact and Natural Sciences (ENW) domain	7 positions, 2 women and 5 men
Social Sciences and Humanities domain	9 positions, 5 women and 4 men
Applied and Engineering Sciences domain	8 positions, 5 women and 3 men
Netherlands Organisation for Health Research and Development (ZonMw)	6 positions, 2 women and 4 men

Please note: The domain directors (one woman and three men) serve as both domain directors and members of the Executive Board. The total is based on the summed total of positions, where some people are counted twice. The NWO thus has 36 administrative positions, which are filled by 32 people. In 2025, 16 of the 36 administrative positions were filled by women.

FIGURE 6.6

Number of women and men serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2025.

Source: *NWO Executive Board Bureau, reference date 1 September 2025, in number of people.*

TABLE 6.10

Number of women and men serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2025.

	W	M
Executive Board		
Chair		1
Portfolio holder for Operations and Finance	1	
Domain Directors	1	3
Domain Boards		
Domain Board for Exact and Natural Sciences	2	5
Domain Board for Social Sciences and Humanities	5	4
Domain Board for Applied and Engineering Sciences	5	3
Domain Board for Netherlands Organisation for Health Research and Development (ZonMw)	2	4

Source: *NWO Executive Board Bureau, reference date 1 September 2025, in number of people.*

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MANAGEMENT AND SUPPORT STAFF COMPARED TO ACADEMIC STAFF

THE INCREASE IN THE SHARE OF WOMEN IN THE MANAGEMENT AND SUPPORT STAFF AND IN THE ACADEMIC STAFF IS CONTINUING (FOR NOW)

Between the end of 2023 and the end of 2024, the total share of FTE in Management and Support staff increased by 347.2 FTE. Of these, 218.6 FTEs were held by women and 119.4 FTEs by men; in the 'Other'[1] category, the increase was 9.2 FTEs. This growth constitutes the smallest increase in the past five years.

The proportion of women among the Management and Support staff continues to rise slowly but steadily. At the end of 2024, this was 57.6%, which was an increase of 0.1 percentage point compared to the end of 2023. Over the past five years, the proportion of women among the Management and Support staff has increased by 1.3 percentage points.

TABLE 7.1

Number of Management and Support staff members by gender and growth, end of 2020-2024, in FTE.

	Management and Support staff (W)	Management and Support staff (M)	Management and Support staff Other	Total	Growth (W)	Growth (M)	Growth Other	Growth Totall	Percentage of women
2020	11,532.4	8,965.0		20,497.5	569.6	272.1		841.7	56.3
2021	12,170.7	9,304.2	2.5	21,477.4	638.2	339.2	2.5	979.9	56.7
2022	12,995.5	9,663.9	9.6	22,669.0	824.9	359.6	7.1	1,191.6	57.3
2023	13,823.0	10,206.5	11.2	24,040.6	827.4	542.6	1.5	1,371.6	57.5
2024	14,041.5	10,325.9	20.4	24,387.8	218.6	119.4	9.2	347.2	57.6

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

As among the Management and Support staff, the number of FTEs in Academic staff (WP) increased between the end of 2023 and the end of 2024, by 1,252.0 FTEs. Of these FTEs, 699.0 FTEs were attributed to women and 523.5 FTEs to men; in the 'Other' category, the increase was 29.4 FTEs. As with the Management and Support staff, this growth in the total number of FTEs in the Academic staff was the smallest in the last five years.

The proportion of women Academic staff members is rising steadily from year to year. Between the end of 2023 and the end of 2024, this percentage increased from 43.9% to 44.3%. Over the past five years, the share of women in the Academic staff grew from 41.0% at the end of 2020 to 44.3% at the end of 2024, which is an increase of 3.3 percentage points.

1. Given the sector-wide presentation and slightly greater availability of data, the category 'Other' is also included here. Due to possible traceability, this has not been done elsewhere in this Monitor. See Appendix 1 for further explanation regarding this category.

TABLE 7.2

Number of Academic staff members by gender and growth, end of 2020-2024, in FTE.

	Academic staff (W)	Academic staff (M)	Academic staff Other	Total	Growth (W)	Growth (M)	Growth other	Growth Total	Percentage of women
2020	11,872.1	17,069.4		28,941.5	1,090.4	768.3		1,858.7	41.0
2021	12,818.4	17,668.7	7.5	30,494.6	946.3	599.3	7.5	1,553.2	42.0
2022	13,642.7	18,112.3	21.2	31,776.2	824.3	443.5	13.7	1,281.6	42.9
2023	14,907.9	19,013.2	25.8	33,946.9	1,265.2	900.9	4.6	2,170.7	43.9
2024	15,607.0	19,536.7	55.3	35,198.9	699.0	523.5	29.4	1,252.0	44.3

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*

It is worthwhile to consider what the ratio of Academic staff and Management and Support staff to students is. Is the growth in numbers of Academic staff and Management and Support staff keeping up with the growth in student numbers?

TABLE 7.3

Number of students, Academic staff and Management and Support staff, and ratio between Academic staff and Management and Support staff and the number of students, in ratios, end of 2020 through to the end of 2024.

	Students	Academic staff	Management and Support staff	Academic staff/student ratio	Management and Support staff/ Academic staff ratio	Management and Support staff/student ratio	(Management and Support staff + Academic staff)/ student ratio
2020	290,614	28,941.5	20,497.5	0.0996	0.7082	0.0705	0.1701
2021	302,923	30,494.6	21,477.4	0.1007	0.7043	0.0709	0.1716
2022	302,738	31,776.2	22,669.0	0.1050	0.7134	0.0749	0.1798
2023	302,917	33,946.9	24,040.6	0.1121	0.7082	0.0794	0.1914
2024	301,182	35,198.9	24,387.8	0.1169	0.6929	0.0810	0.1978

Source: *UNL, WOPI, reference date 31 December, in FTE. Excluding the scientific field of Healthcare.*
Source of information on students: *1cHO2020 - 1cHO2024, reference date 1 October, in number of people.*

At the end of 2024, the Academic staff/student, Management and Support staff/student and the (Management and Support staff+ Academic staff)/student ratios improved. This trend has been evident over the past five years; since the end of 2020, there has been a slight annual increase in Academic staff and Management and Support staff per student.

At the same time, the Management and Support staff/Academic staff ratio shows that the growth in Management and Support staff has not fully kept pace with the growth in Academic staff. At the end of 2024, this proportion was the lowest in five years. This difference can be explained by the 21.6 percentage point increase in the number of academic FTEs compared to five years ago, contrasted with a 19 percentage point increase in the number of Management and Support FTEs. During the same period, the number of students increased by 3.6 percentage points.

It is quite possible that these ratios will become more skewed in the near future. The sector is facing significant cutbacks, which will result in the scrapping of some academic positions and considerable numbers of Management and Support positions. These developments may influence current trends in staff-to-student ratios and require a clear understanding of staff distribution and the effects on education and research.

APPENDIX 1 – SOURCE DATA

Universities

Since 1990, universities have been collecting staff data in a structured manner on a fixed reference date (31 December). This data collection has been coordinated by UNL since 1999 and is termed WOPI (Wetenschappelijk Onderwijs Personeelsinformatie – Scientific Education Personnel Information). The information in this Monitor is based on this. The files contain data on staff **employed** by universities, categorised since 2003 in UFO profiles (profiles from the university job classification system). The WOPI data on personnel are collected both in numbers of people and in FTE, based on the scope of the employment contract(s). FTE stands for full-time equivalent and is a unit of account that can be used to express the extent of a contract of employment. A full-time working week equals 1 FTE. Until 2003, the data on personnel in the WOPI were collected exclusively in FTE. Beginning in 2003, the WOPI data have been collected in both FTE and number of people. For this reason, it is not possible to present information on the number of people for the period before 2003.

UNL WOPI variable 'Origin' and category 'Other' of the variable 'Gender'

The variable Origin in WOPI is based on the nationality as per passport as entered in the registration systems of the universities. The following categories of origin are used in the WOPI data available to LNVH, and are exclusive: Dutch, EEA (excluding NL), European non-EEA, Non-European and Unknown. In order to prevent traceability of individuals, LNVH reports at sector level and not at institutional level.

In the WOPI data to the end of 2020, the United Kingdom was included in EEA. At the end of 2021, the United Kingdom was moved to non-EEA in the WOPI data. Due to this 'Brexit shift', the comparison of the EEA and European non-EEA categories, from the end of 2021 with data from the years before 2021 does not give a clear picture. For this reason, the analyses for the category EEA and European non-EEA for the 2022 Monitor and beyond are limited to the data from the end of 2021 and beyond.

At the end of 2022, the variable 'Gender' in WOPI included the category 'Other' in addition to the categories M and W. The category 'Other' was used in the WOPI data by a number of institutions. However, the numbers of FTE and people in the category 'Other' are so small that, with the exception of a few sector-level overviews, we have not included them separately in this Monitor to avoid traceability. The percentages of men and women that are presented are based on the totals including the category 'Other'. The LNVH calls for this category to be renamed, as 'Other' still reads as 'extra normal'.

Students and graduates

Data on students and graduates derive from the Central Register of Higher Education Enrolments (CRIHO),

which includes data on inflow, enrolment and exams. For students, it concerns main enrolments on 1 October of the year in question. For graduates, it contains Master's and PhD degrees awarded in each academic year. Of the students enrolled on the reference date of 1 October 2024, 98.6% were studying full time, 1.2% part time and 0.2% in work-study arrangements.

University Medical Centers

With the transition of almost all staff from university medical faculties to university medical centers from 1998 to the present, the entire scientific field of Healthcare in WOPI has been lost. Data on the vast majority of that scientific field in this Monitor have been provided by the individual university medical centers. The remaining personnel data in the HOOP field of Healthcare in the WOPI data have not been considered in this Monitor.

Scientific fields

The Higher Education and Research Plan (HOOP) of the Ministry of Education, Culture and Science includes a division into scientific fields. These scientific fields are also known as HOOP areas. The HOOP distinguishes nine areas of study: Agriculture, Natural Sciences, Technology, Economics, Law, Healthcare, Behavioural & Social Sciences, Language & Culture and Education. The students and graduates are classified in the source files according to the nine areas of study. In the WOPI files, university staff is divided into eight areas plus a 'Miscellaneous' category. The field of Education is not used for the classification of university staff. Where reference is made in this Monitor to academic disciplines, this refers to the HOOP fields. Only those students and full professors who are affiliated with a single scientific field are included in the analyses according to academic discipline. In the case of students, the Education field has been excluded from the analyses according to academic discipline, and in the case of full professors, the Miscellaneous category has been left, unless otherwise stated.

Academic management and scientific staff

With respect to academic management and scientific organisations, this Monitor is based on data published on the websites of the organisations in question. Data on the gender distribution in the ranks of deans, directors of research institutes and directors of educational institutes in 12 of the 14 universities are available from the WOPI data for the purposes of the Monitor. At the other two universities, the registration of these position classifications does not take place, or at least not in a form that can be included in the data sent for the WOPI.

APPENDIX 2 – COOPERATING PARTNERS

Dutch Network of Women Professors (LNVH)

www.lnvh.nl

The LNVH foundation is a networking and knowledge organisation that aims to promote a proportional representation of women in academia, improve the position of women from all disciplines and backgrounds, and ensure an inclusive and safe academy in which equal pay is the norm. The LNVH tries to achieve these goals through efforts including strengthening the bond between women academics in the Netherlands. In addition, the LNVH is committed to promoting the advancement of women to higher academic ranks (both scientific and administrative top positions), as well as preventing the premature outflow of women. In order to achieve these objectives, the LNVH is involved in:

- Policy development, policy influence and the establishment and support of projects relating to the advancement and appointment of women academics.
- Monitoring the career advancement of women academics by publishing relevant figures in the Women Professors Monitor.
- Publishing research reports on relevant themes related to gender diversity.
- Chairing the platform of advisors and policy officers for gender, diversity and talent policy of all Dutch universities and university medical centers, UNL, NWO and KNAW.
- Relationship management with national and international organisations both within and outside the academic community.
- The nomination of women academics for science awards, premiums, grants and positions.
- Organising mentoring, peer support, workshops, conferences and symposiums.
- Increasing the visibility of our own network and the impact of our activities.
- Initiating networks and identifying best practices.

Universities of the Netherlands (UNL)

www.unl.nl

The responsibility of universities in society is to provide high-quality academic education and to conduct high-quality scientific research in order to build a strong knowledge society. Scientific questions important to society are studied with a view to possibly solving them. Knowledge is created in order to arrive at innovation. In this way, the universities contribute to building a strong society that allows the Netherlands to attain and maintain a leading position within the international context.

Within the framework of Universities of the Netherlands (UNL), the universities demonstrate to the outside world how they shape their societal task, they formulate joint ambitions concerning scientific education and research and they lobby to bring about the preconditions necessary for achieving these ambitions.

Within that context, UNL also manages and develops information on education, research, personnel and finance for policy development, accountability, benchmarking and quality assurance. Key figures in the field of personnel are part of the WOPI data overview (Wetenschappelijk Onderwijs Personeelsinformatie – Scientific Education Personnel Information). .

UMCNL (formerly NFU)

www.umcnl.nl

UMCNL represents the seven collaborating UMCs in the Netherlands, as an advocate and employer of 65,000 people. In doing so, UMCNL is committed to the continuity of care and the safety of patients with often serious, rare and difficult to treat conditions. The partnership provides the UMCs with even more opportunities to treat their patients according to the latest insights of medical science, to give care providers forward-looking training and to conduct scientific research on a global scale. Leading motives include a sense of responsibility for patients and the ambition to innovate.

Ministry of Education, Culture and Science

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De Beauvoir Foundation – in remembrance

Since 2003, the Women Professors Monitor has been published every three years by the De Beauvoir Foundation, in collaboration with the Dutch Network of Women Professors (LNVH). In 2015, the LNVH incorporated the De Beauvoir Foundation. The 'De Beauvoir Monitor' has thus become the 'LNVH Women Professors Monitor'. The LNVH is very grateful to the De Beauvoir Foundation for all that the Foundation and the Board of the Foundation have done for the advancement of women to the higher echelons of academia.

PUBLICATION DETAILS

Composition

Lidwien Poorthuis has been the Director and Senior Policy Officer at the Dutch Network of Women Professors since October 2013. She is the author of the Women Professors Monitor and has been responsible for its preparation, development, and overall realisation.

Thea Verdonk worked at VSNU (currently UNL) from 2007 to 2011, during which time her responsibilities included the management and development of the WOPI file, the main source file for the Monitor.

Data visualisation and design

Future Folks — knowledge management, data visualisation and design

Spectric — design and illustrations

Translation

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