



# Diversity Report 2024

**GRAPHS AND DATA**

# Foreword

Diversity, equality and inclusion are about creating a culture where all people are respected and treated equally in our communities.

At DTU, we are committed to acting responsibly and leading by example. We want to give everyone equal opportunities and we want a diverse and inclusive university. We stand firm on that. It's the right thing to do and a prerequisite for attracting the best students and researchers to DTU.

We're not there yet, but we're on our way and have launched many good initiatives. This report shows, among other things, that at DTU, we invite talented people from almost all over the world to join us, we have a reasonable age spread among our employees and have virtually equal pay for men and women at all levels. But there are areas where we need to do better.

Denmark ranks at the bottom of Europe in terms of gender equality in management. We also see this trend reflected at DTU - especially among our scientific staff (VIP), where the number of women decreases as you move up the career ladder.

Today, only 16% of DTU's professors are women. This trend can already be seen in the bachelor's programme, where DTU admitted 32% in 2024.

All talents should be brought into play. That's why the university has set a goal to increase the number of female undergraduate students to 40% to reflect the gender balance among upper secondary school students who fulfil the admission requirements for DTU. At the same time, we aim to increase the number of female academic leaders up to 35-40% in the coming years.

We are ambitious at DTU. We want to benefit society and we need everyone who has the requisite ability and drive to help solve the significant challenges the world is facing. That's why we are committed to creating the cultural changes necessary to develop a university that embraces and accommodates everyone regardless of gender, age, ethnicity, nationality or disabilities.

**Camilla Hjalsted-Rygaard**

Dean for Sustainability, Diversity, Inclusion and  
Talent Development



## **Diversity at DTU**

Since 2015, DTU has focused on creating a diverse university that values equality and inclusion. This is a prerequisite for conducting excellent research, education and innovation. In 2021, the university developed a DE&I plan that fulfils EU requirements.

The annual diversity report analyses diversity by gender, age and nationality, as these parameters are crucial to creating a diverse and inclusive environment. At DTU, however, diversity is not just about gender but also about a broad range of identity markers as well as equality and inclusion for all. DTU works to promote underrepresented groups to balance and encourage diversity at the university. This aligns with DTU's strategy to develop technology for people and to be an educational and research institution for all with the requisite ability and drive.

## **Diversity report 2024**

Overall, the diversity report 2024 documents that DTU is moving in a positive direction. But we also know that we need to accelerate our development and that there is room for improvement.

An innovative and inclusive work and study environment requires a diverse mix of people. The report focuses on gender, age and nationality, as these are diversity parameters the university can register.

The report makes data from all levels of the organisation available to DTU's leaders to further qualify their work on creating greater diversity.

## **Gender diversity**

The report shows an apparent underrepresentation of female leaders on the VIP side, predominantly female professors. We have 16% women in the professor group, which means we're still some way off the target of at least 30% women in professor positions. This indicates that DTU has a real challenge and several underlying issues that we must solve to secure our position as an elite university. In addition, several structural challenges concerning the recruitment of women - such as maternity leave and equal career opportunities - exist in society and further complicate the recruitment of women to research positions.

The gender balance among DTU's PhDs, researchers and managers is developing slowly, and DTU's goal of a gender balance of 35-40% among DTU's managers has not yet been reached. In particular, we are seeing an unfortunate development in the Academic Council, where the gender balance had been stable at 25% women in recent years, but has now dropped to 8%. This shows that DTU should work even more purposefully to create a new organisational culture that supports all talents regardless of gender.

## Internationalisation

The figures in this report clearly show that DTU is an international university. Integrating international employees is a high priority to ensure that everyone experiences both the university as a welcoming workplace and Danish society as smooth and inclusive. As an elite international university, we must continuously assess and improve our social performance.

At DTU, there are 103 different nationalities among the employees. The highest nationality diversity is among PhD students, postdocs, and assistant professors, and the lowest is among technical and administrative staff. Therefore, the university recognises the need to understand cultural challenges and continuously identify opportunities to create an even more inclusive and international university environment for students and staff.

The figures in the report also show that DTU is an attractive workplace for young international researchers. It is, therefore, a goal to maintain the proportion of international employees and for DTU to continue to be an attractive workplace that can attract and retain global talent.

## Concrete actions

In its day-to-day operations, DTU has taken several steps to ensure the university reaches its diversity goals.

Through the diversity report, we annually take the temperature on how the work to create a diverse composition of employees is progressing.

One of the ways we work to promote a diverse environment is by focusing on bias in the recruitment process. All managers at DTU are offered competency development in inclusive leadership and bias-aware recruitment.

Gender, age, ethnicity, faith, physical disabilities, or personal preferences do not influence salary or the individual's career and competence development.

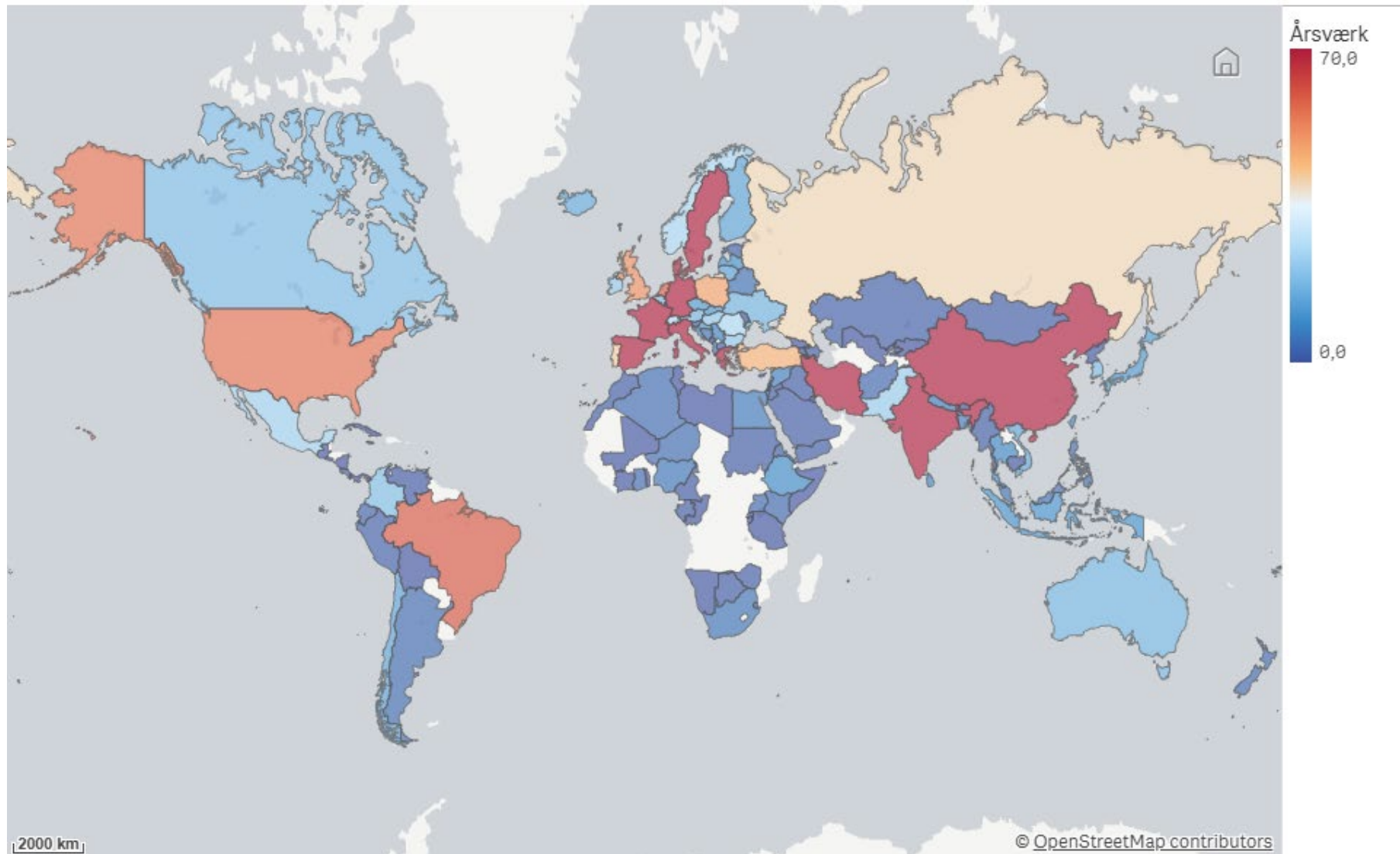
DTU's goal is to make diversity, equality, and inclusion issues part of the university's mandatory management process. Therefore, each department must annually actively address its objectives and initiatives in this area.

DTU wants to attract all research talent regardless of gender, age, nationality, etc. The university, therefore, uses special career paths - tenure tracks - as an attractive and internationally recognisable career offer that aims to promote the professional development and independence of assistant professors and researchers early in their careers. The focus is on strengthening the part of the programme that includes a mentoring programme focusing on personal and professional development.

# Nationality

## Explanation

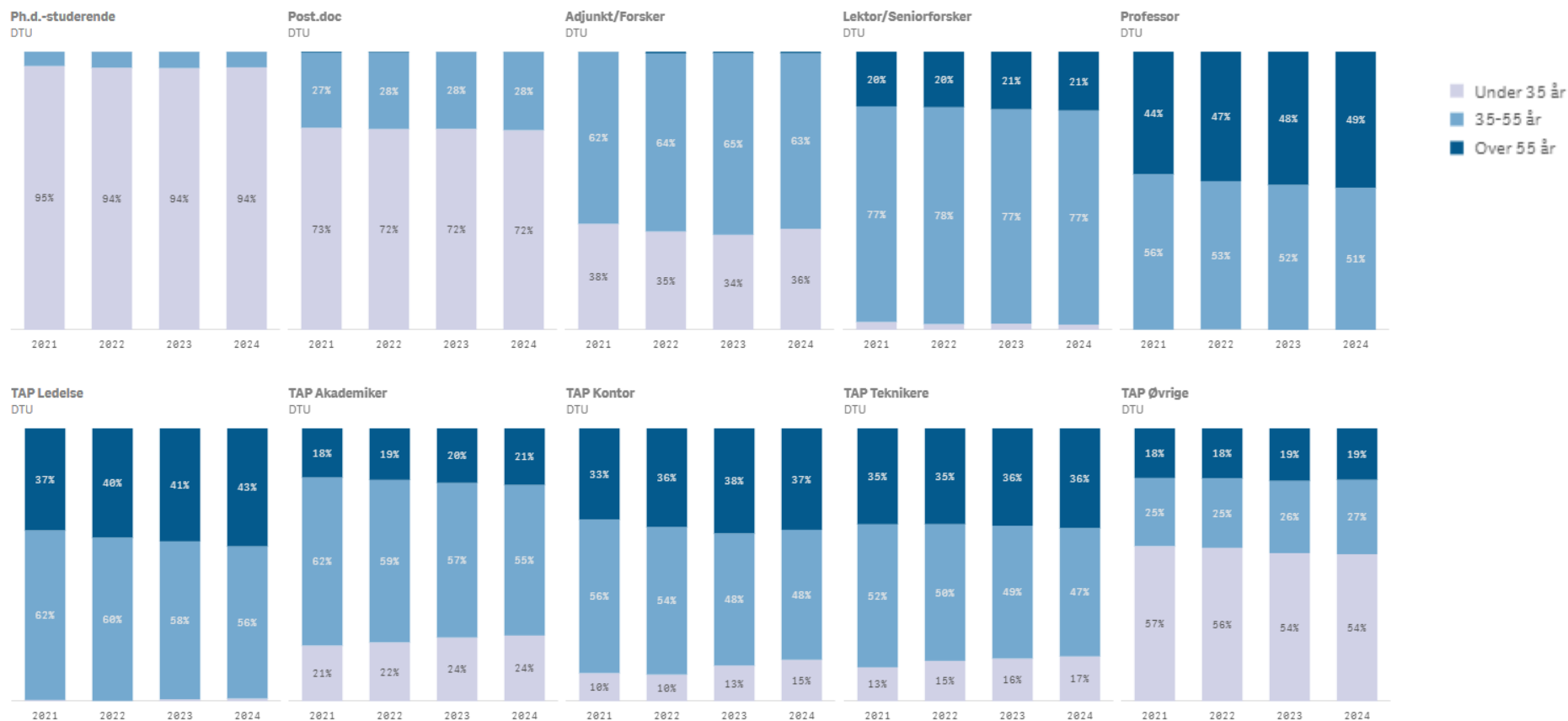
The figure shows the number of FTEs in 2024 by nationality (citizenship) of DTU employees.



# Diversity by age

## Explanation

The figure shows the age distribution at DTU's different staff groups.



TAP Kontor: Department Secretary, Office Assistant, Office Administrator, Office Clerk, Secretary, Project Controller

TAP Teknikere: Lab Technician, Lab Assistant, Engineering Assistant, Craftsmen, Fisheries Technician, Research Technician, IT Employee, IT Specialist, Technician,

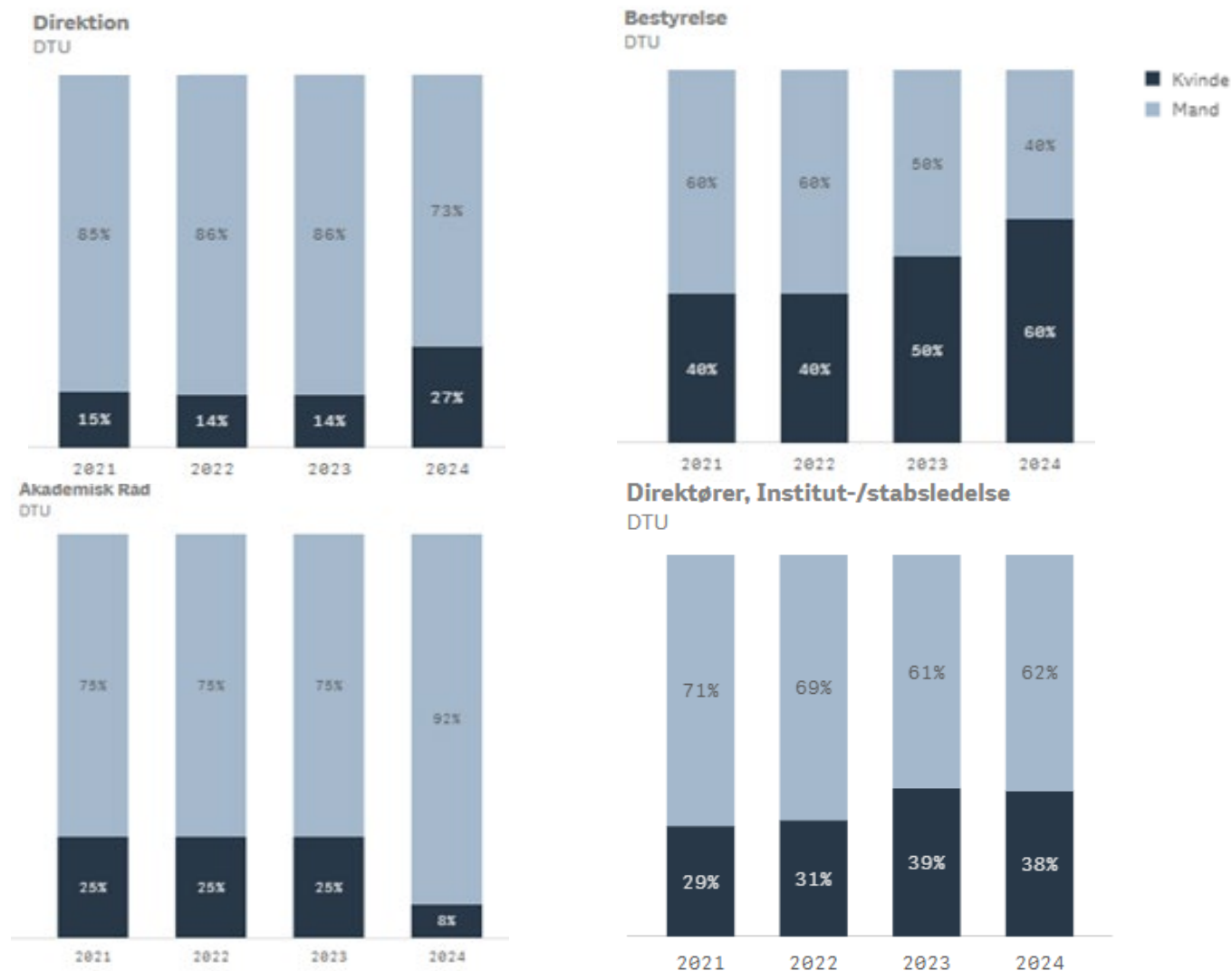
TAP Øvrige: Student Assistant, Student Guide, Service Advisor, Intern, Trainee, Apprentice, Assistant

# Gender distribution at executive level

(Board of Governors, Academic Council, University Leadership and Management Forum and Executive Board)

## Explanation

The figure shows the gender distribution of selected governing bodies at DTU.

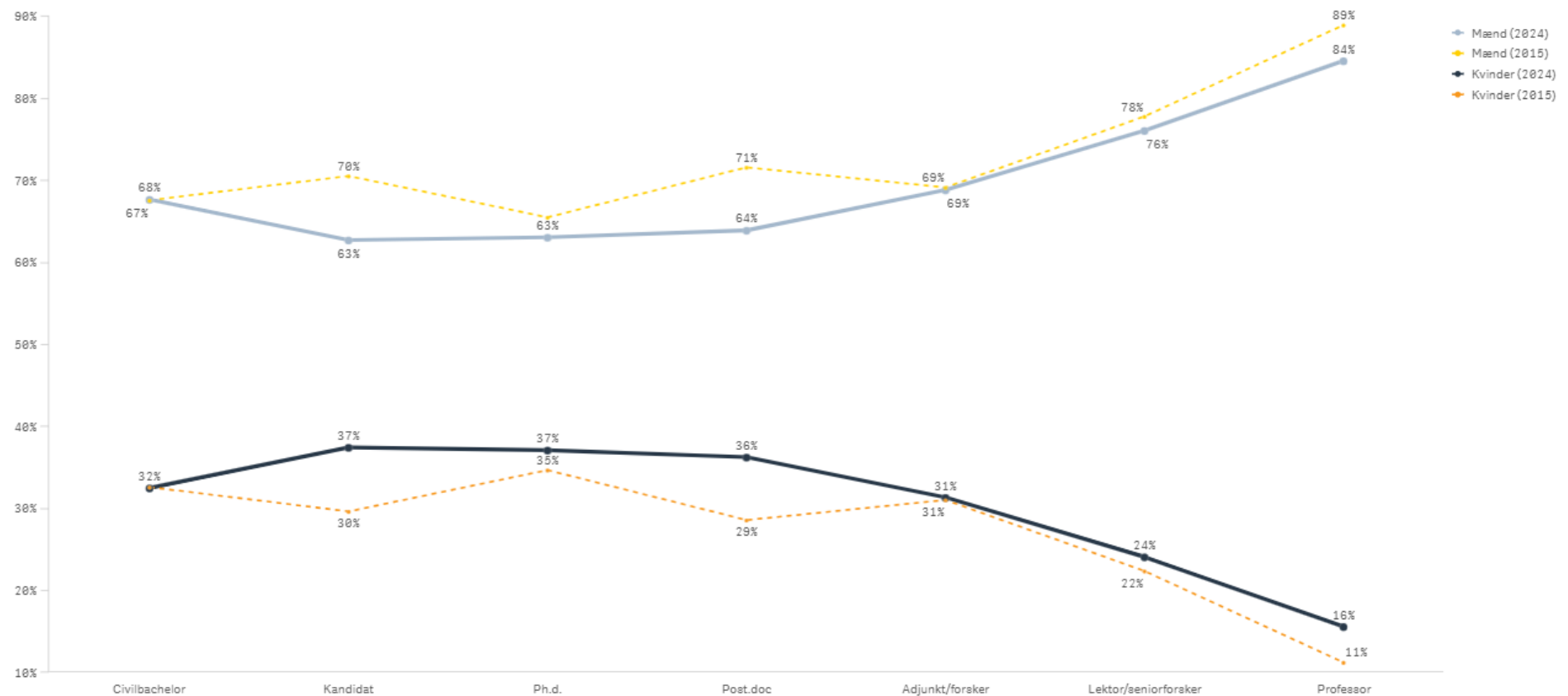


# Gender distribution from bachelor to professor level

## Explanation

The figure shows the development in gender distribution from bachelor to professor level from 2014 to 2023. At bachelor's and master's level, the proportion is calculated based on the number of enrolments, while at the other levels it is calculated based on FTEs.

Kvinder og mænd pr. kategori i fht VIP (Årsværk) samt studerende (Bestand)  
DTU

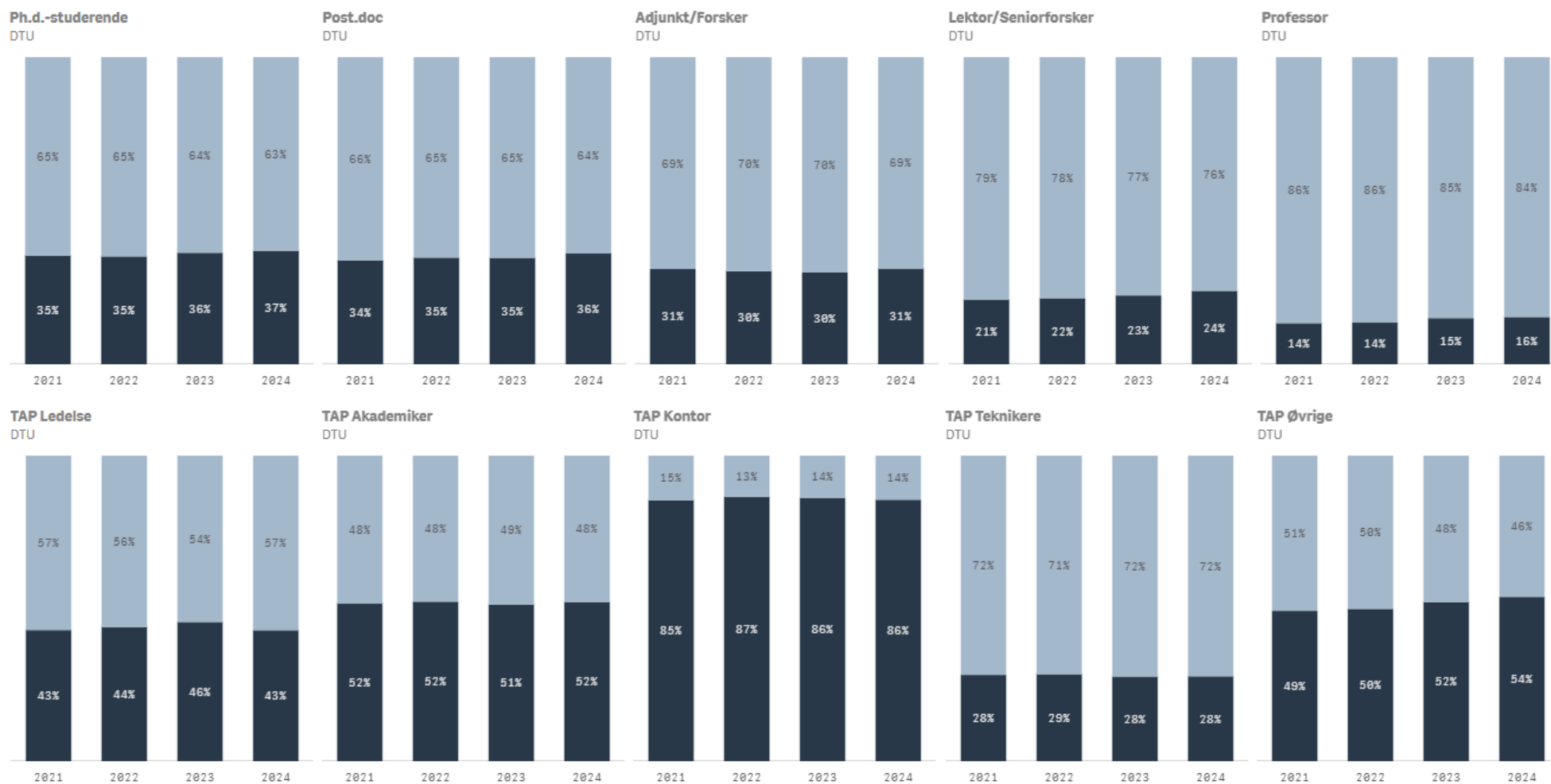




# Gender by VIP and TAP positions

## Explanation

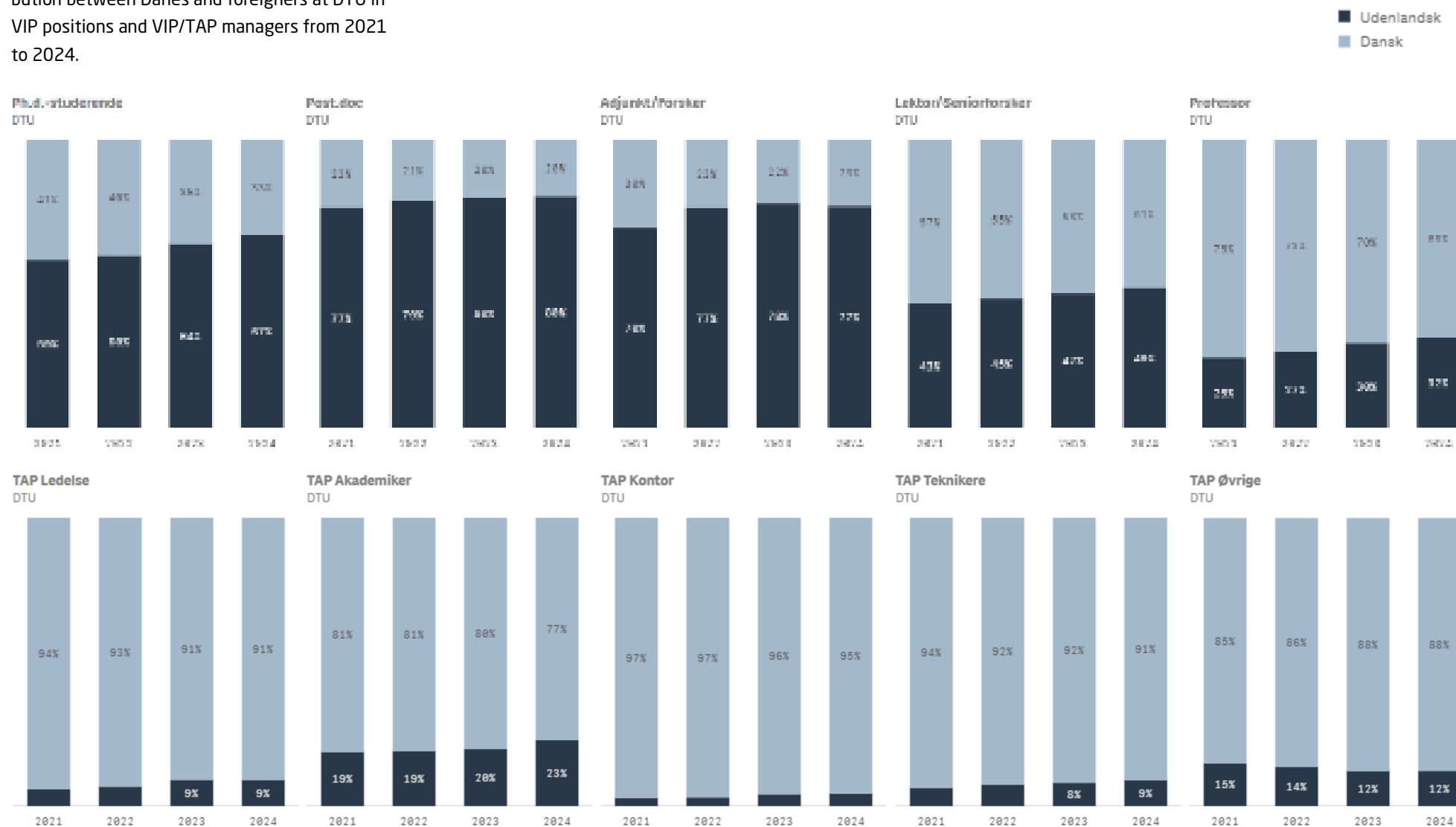
The figure shows the development of gender distribution in VIP positions and VIP/TAP managers from 2021 to 2024.



# Nationality distributed on VIP and TAP positions

## Explanation

The figure shows the development of the distribution between Danes and foreigners at DTU in VIP positions and VIP/TAP managers from 2021 to 2024.

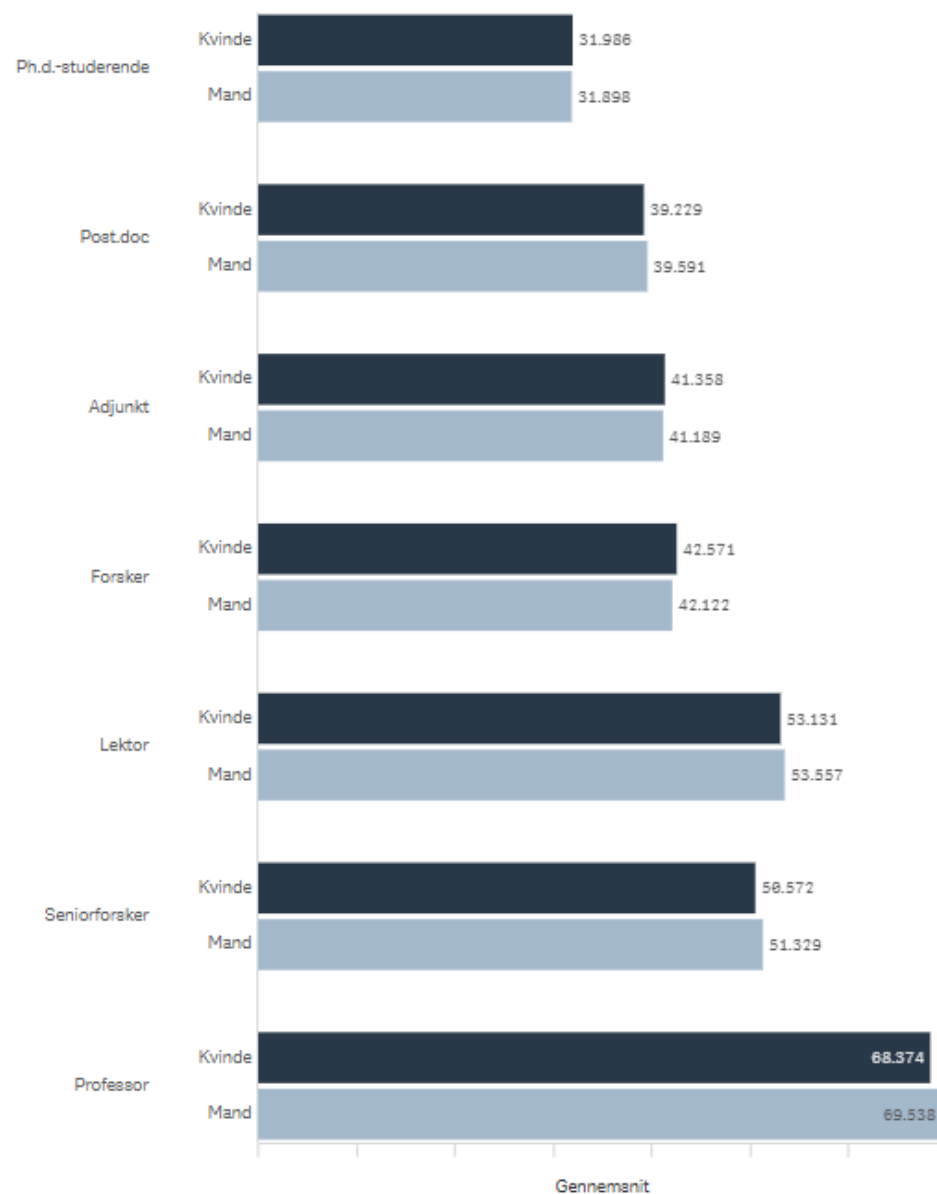


# Salary men and women at DTU - VIP

## Explanation

The figure shows the average salary as of April 2024 for men and women, divided into VIP positions respectively.

Salaries are excl. pension, incl. supplements.

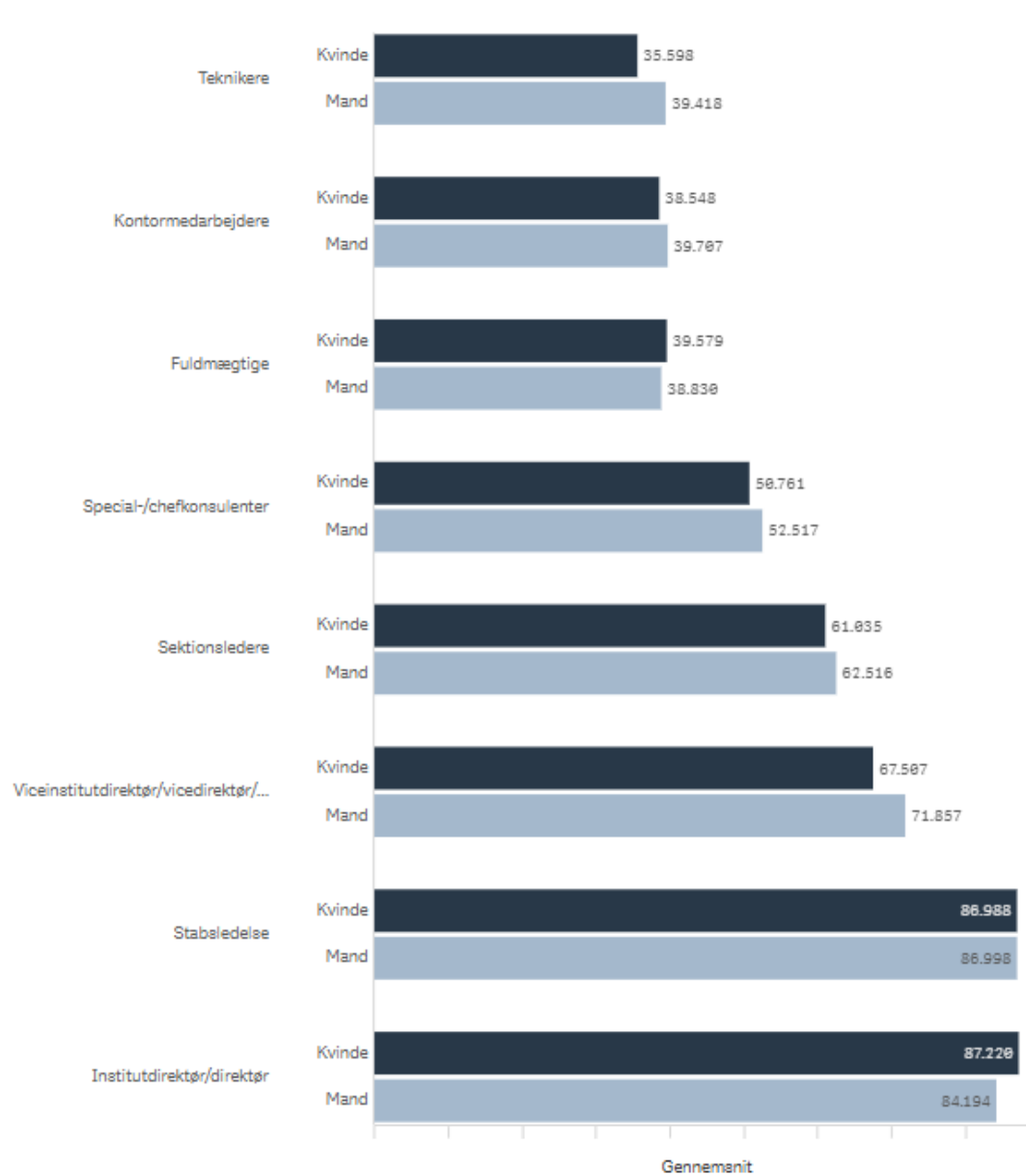


# Salary men and women at DTU - TAP

## Explanation

The figure shows the average salary as of April 2024 for men and women, broken down by TAP positions respectively.

Salary is excl. pension, incl. supplements.



# Recruitment: Gender

The figure shows the percentage of women for applicants, qualified applicants and hires respectively.

- What percentage of the total applicant pool were women.
- What percentage of those assessed as qualified were women.
- What percentage of those who were hired were women.

The graph shows that in the most cases, the proportion of female applicants is on par or lower than the proportion of women hired.



# Recruitment: Nationality

The figure shows the percentage of foreigners for applicants, qualified applicants and hires, respectively.

- What percentage of the total applicant pool were foreigners.
- What percentage of those assessed as qualified were foreigners.
- What percentage of those who were hired were foreigners.

The graph shows that in most cases, the percentage of foreign applicants is higher than that of hired foreigners.

