

DIVERSITY STATISTICS

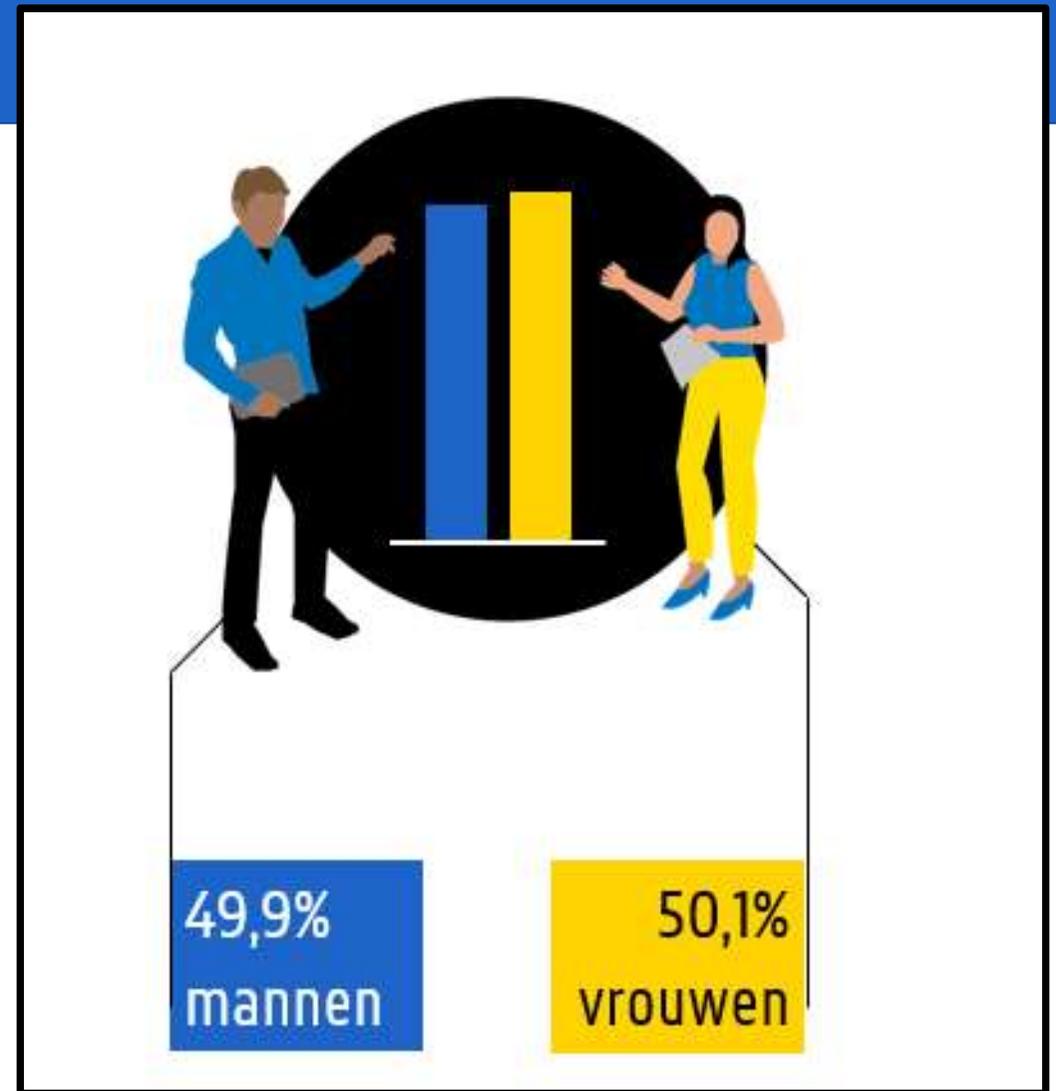
STAFF 2021

10088 employees work at Ghent University.



MALE / FEMALE- RATIO

If we consider the entire group of employees, we find an almost perfect gender balance.



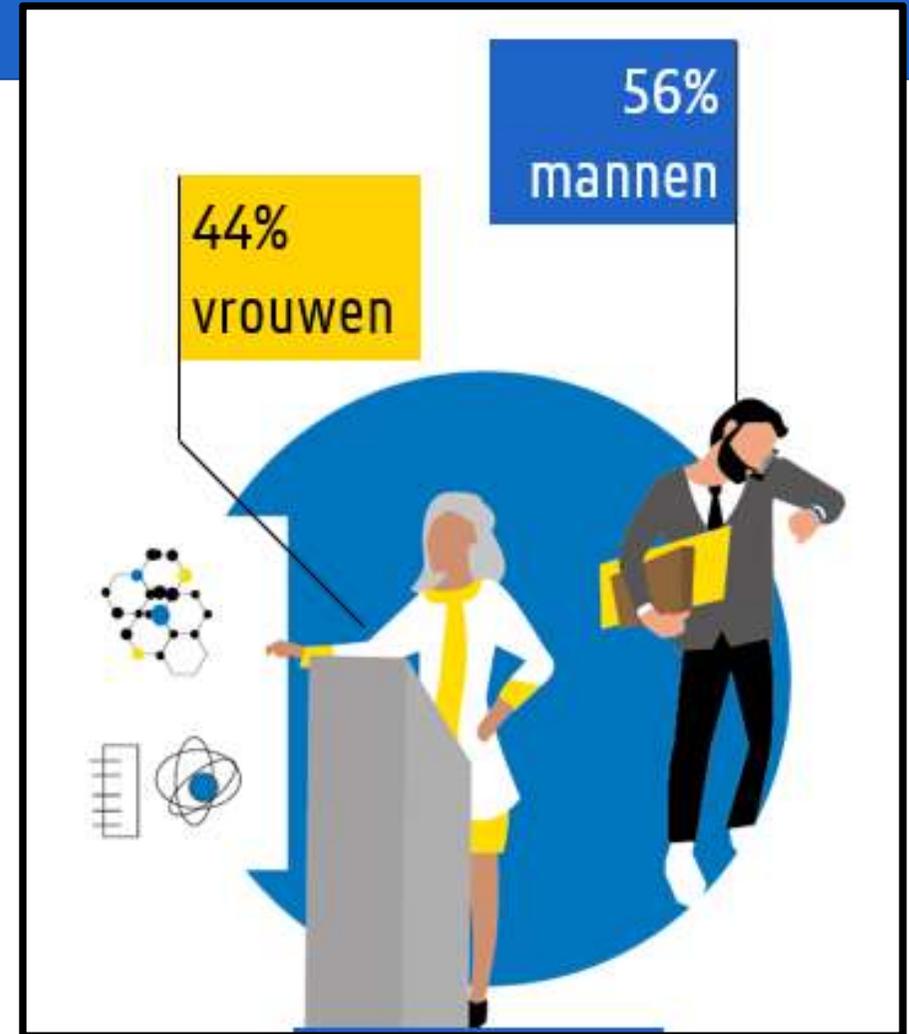
We see an overrepresentation of women among administrative and technical staff.



We see major differences per job classification among administrative and technical staff.



Men are slightly overrepresented among academic staff.



There are major differences per faculty among academic staff.

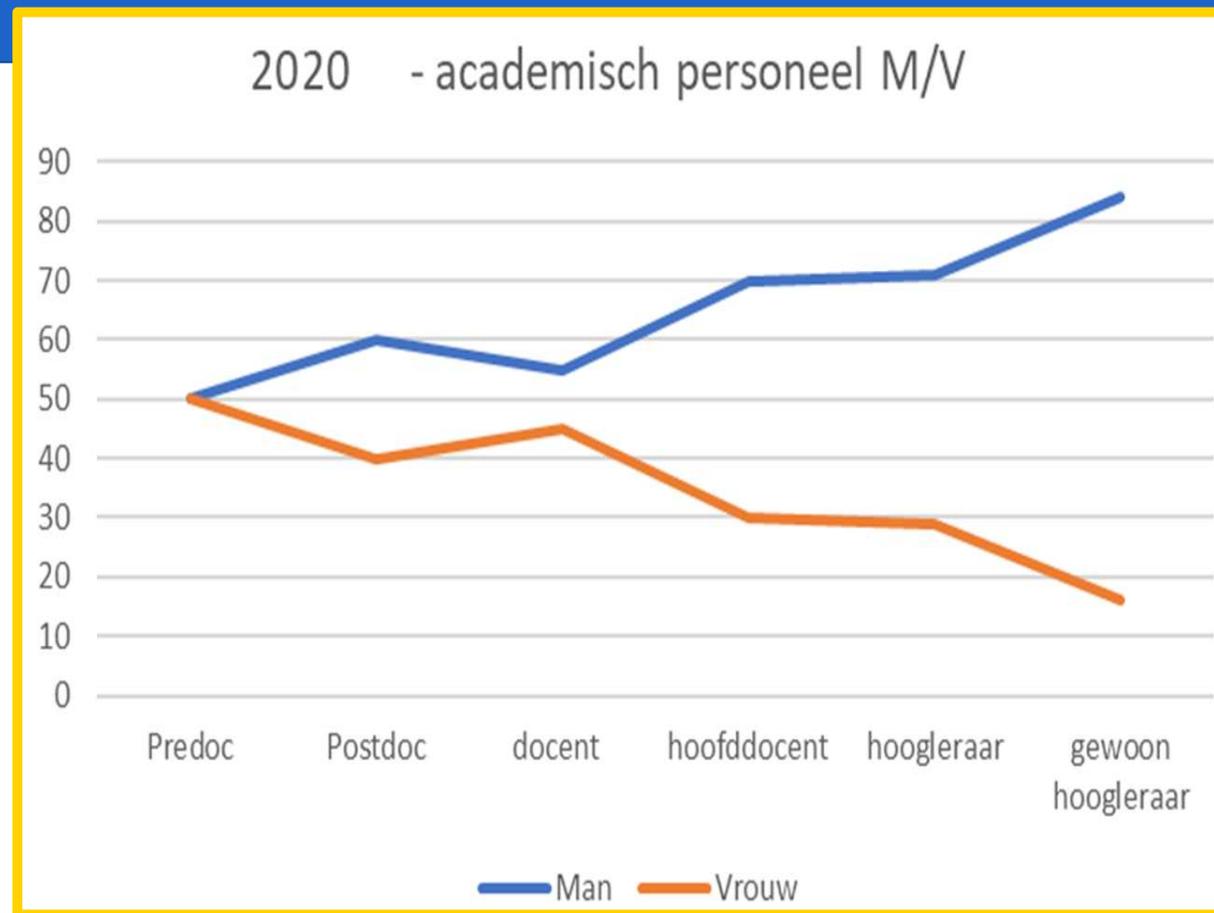
% women

LW	50
RE	55
WE	38
GE	57
EA	21
EB	39
DI	62
PP	64
BW	43
FW	53
PS	44

There are large differences per level among academic staff.

% women	Predoc	Postdoc	Docent	Hoofd- docent	Hoog- leraar	Gewoon hoogleraar
LW	60	48	61	37	37	19
RE	64	39	67	30	31	23
WE	45	35	35	27	20	14
GE	66	62	55	46	38	15
EA	23	20	21	16	15	18
EB	49	36	53	37	8	14
DI	70	57	50	41	50	23
PP	77	62	60	33	21	10
BW	48	44	20	20	32	13
FW	59	48	60	17	14	0
PS	54	40	43	19	33	11

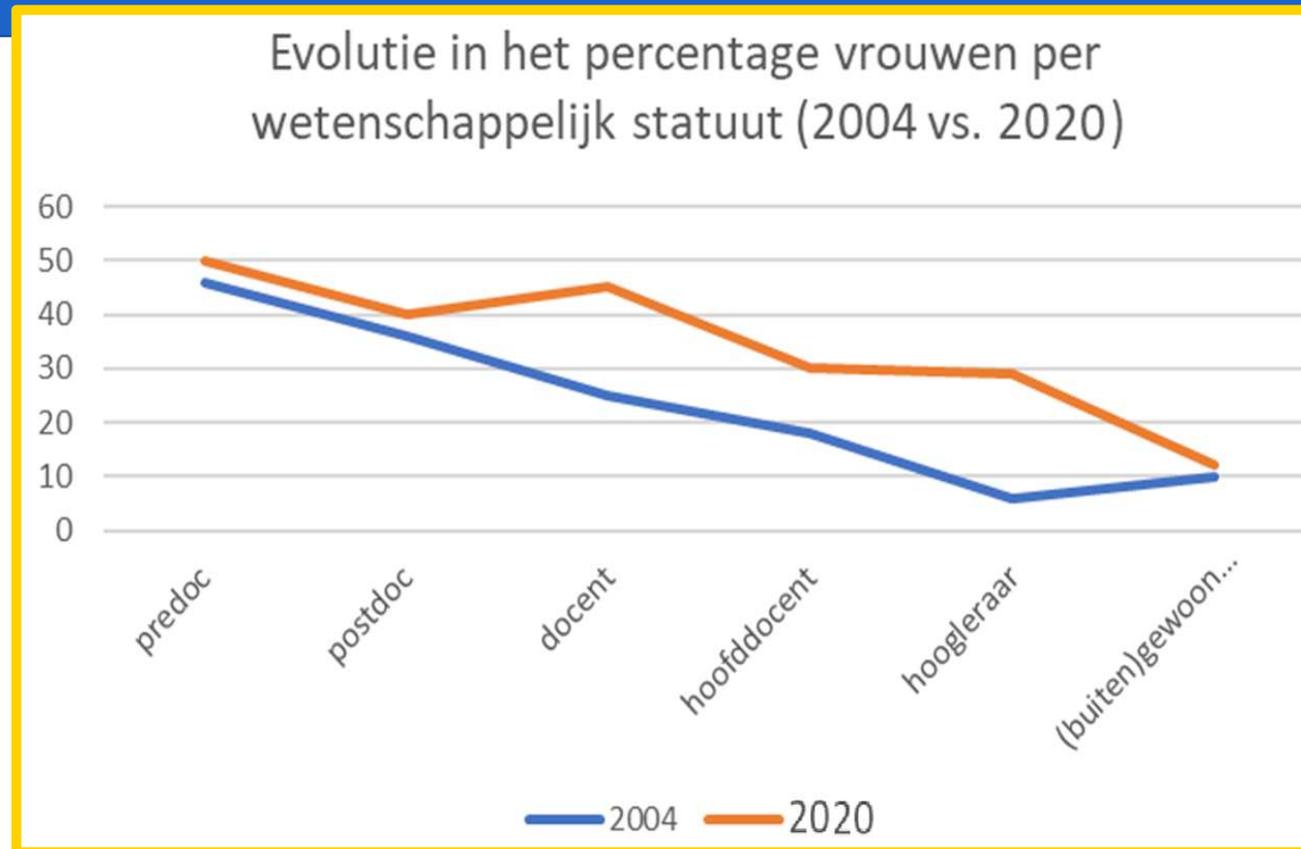
Up to and including the the position of 'docent', the values are related. From then the values grow apart.



We have seen an increase in all levels of academic staff since the first measurement.

% women	2004	2009	2014	2020
predoc	46	50	50	50
postdoc	36	39	44	40
docent	25	29	31	45
hoofddocent	18	20	29	30
hoogleraar	6	13	22	29
gewoon hoogleraar	10	7	11	12

The most striking increases since the start of the measurement are seen in the positions of 'docent' and 'hoogleraar'.

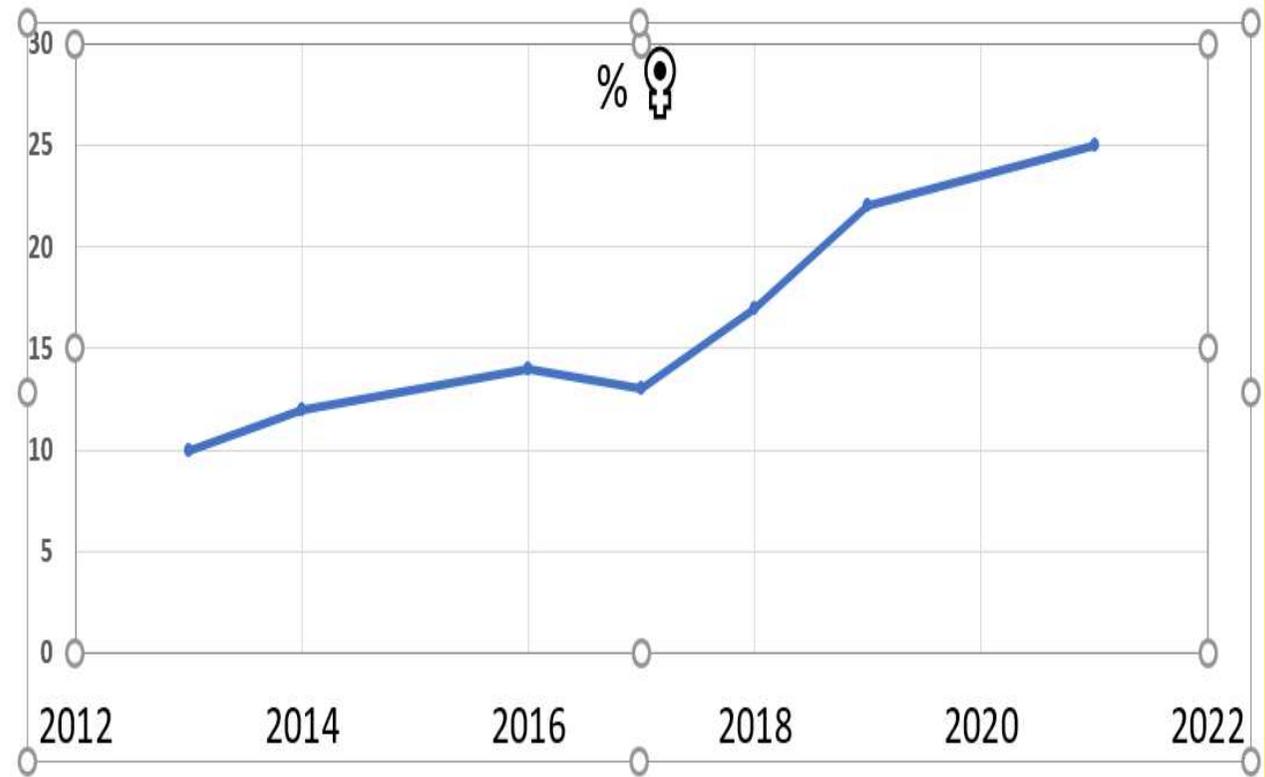


In 2016 only 2 women held a position as director, dean or (vice) rector. Today there are 8.



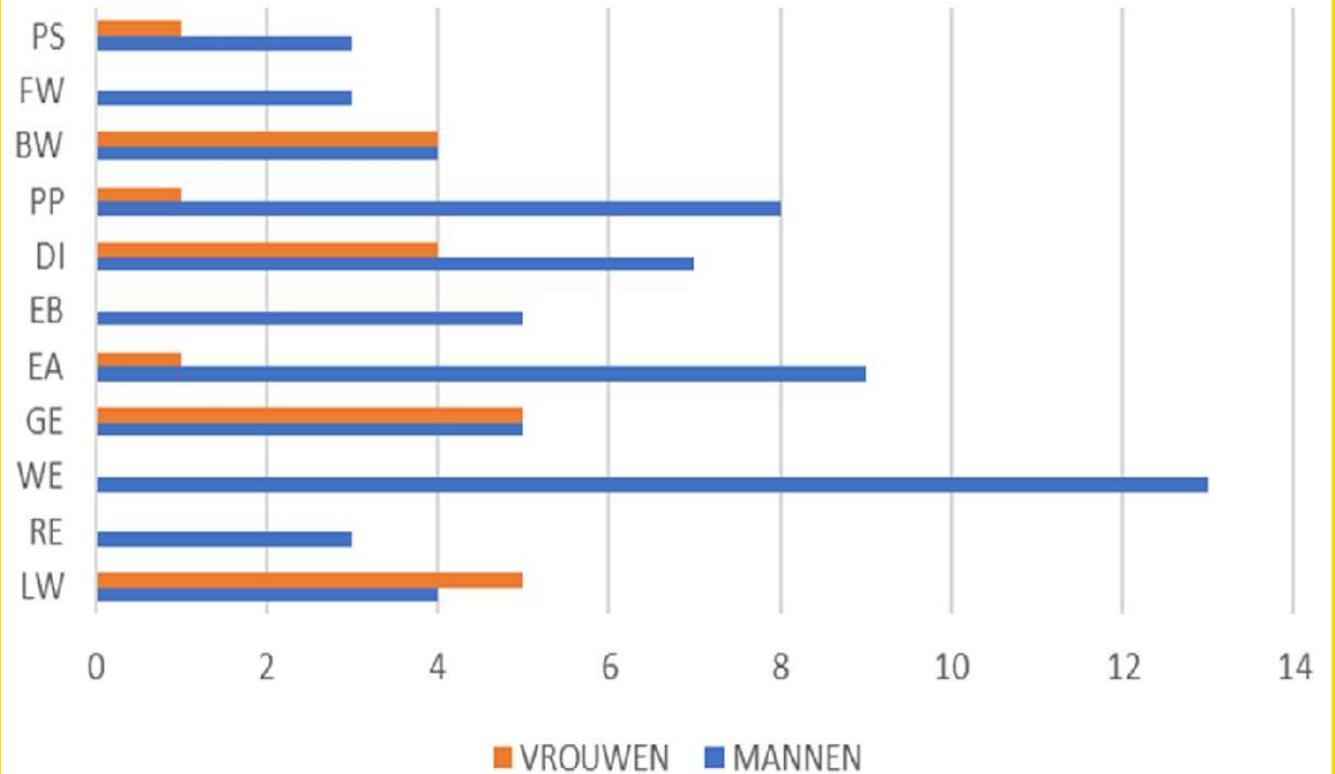
Since 2013, the number of female department chairmen has increased from 10% to 25%.

PERCENTAGE VROUWELIJKE VAKGROEPVOORZITTERS PER ACADEMIEJAAR



4 faculties do not have a single female department chair.

M/V vakgroepvoorzitters per faculteit 2020



3 faculties have a female dean.

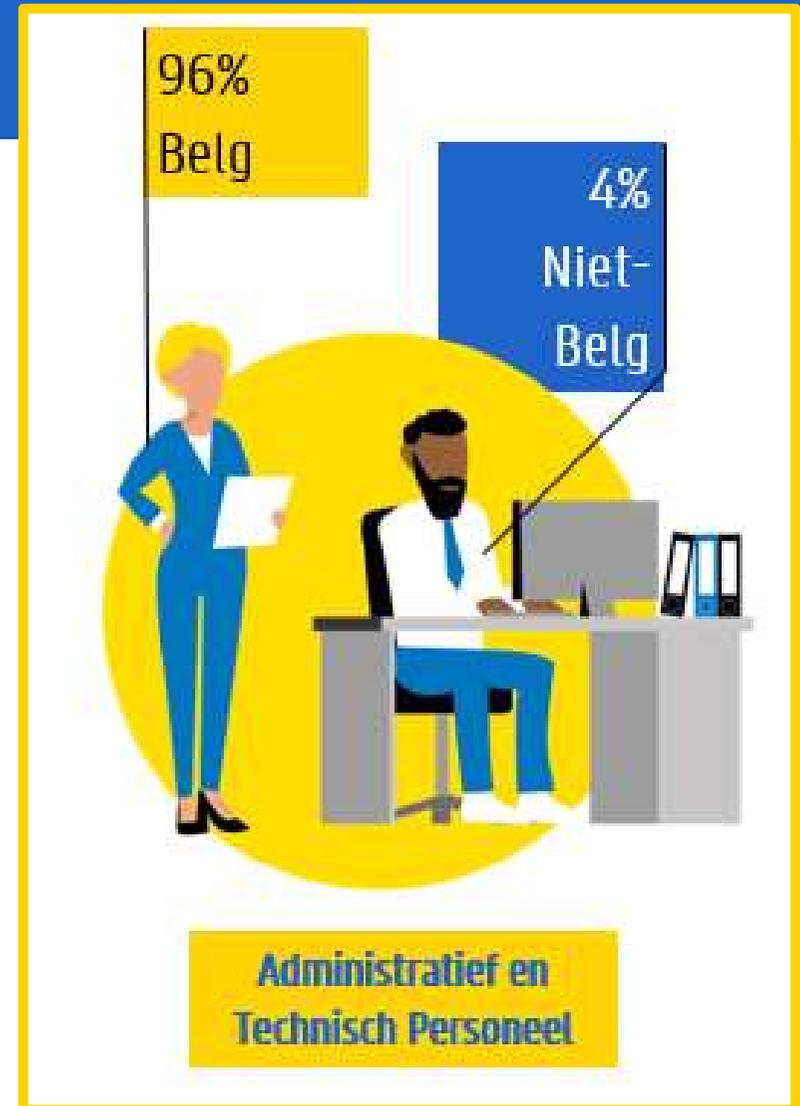
LW	♀
RE	♂
WE	♀
GE	♂
EA	♂
EB	♂
DI	♂
PP	♀
BW	♂
FW	♂
PS	♂

Within the Central Administration, director positions are more often taken by men.

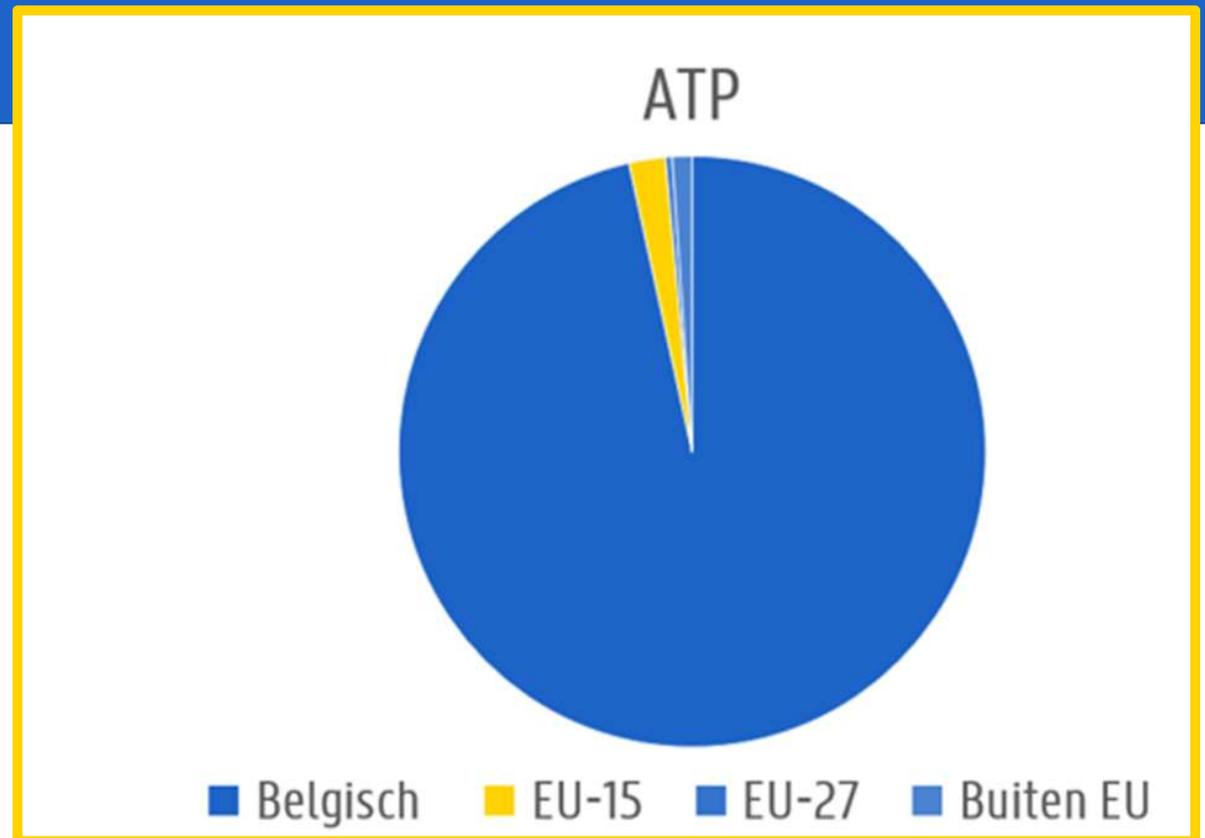
	2021		Afdelingshoofden	
	Directeur			
DOWA		♀	♂♂	♀♀
DOZA	♂		♂♂♂	♀
DBZ	♂		♂	♀♀
DPO	♂			♀♀♀
DFIN	♂		♂	♀
DICT	♂		♂♂♂	♀
DGFB		♀	♂	♀♀♀
DSV		♀	♂♂	♀♀
DCOM		♀	-	-
Internationalisering	♂		-	-

NATIONALITY

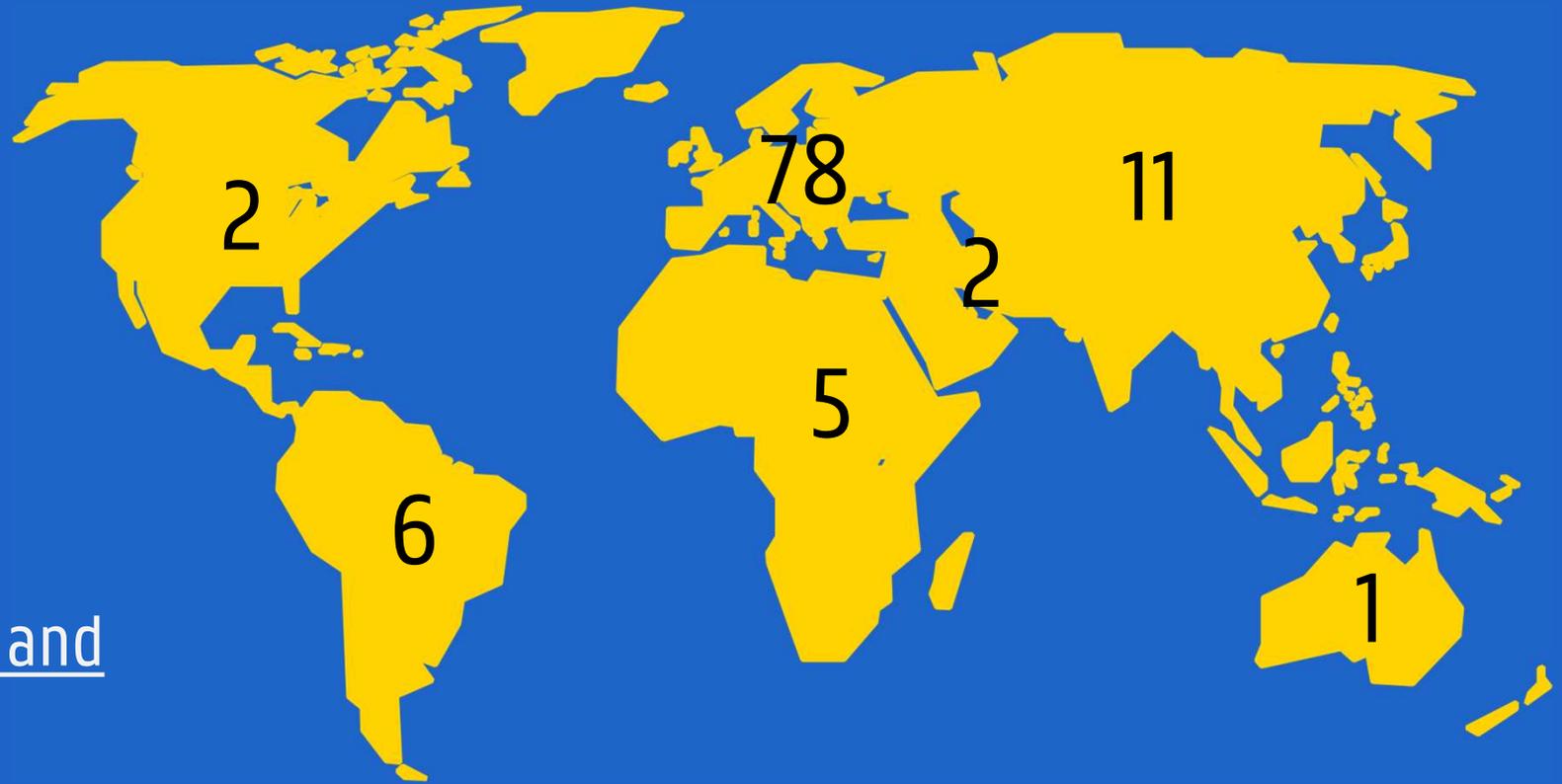
Among administrative and technical staff, only 4% of employees have a non-Belgian nationality.



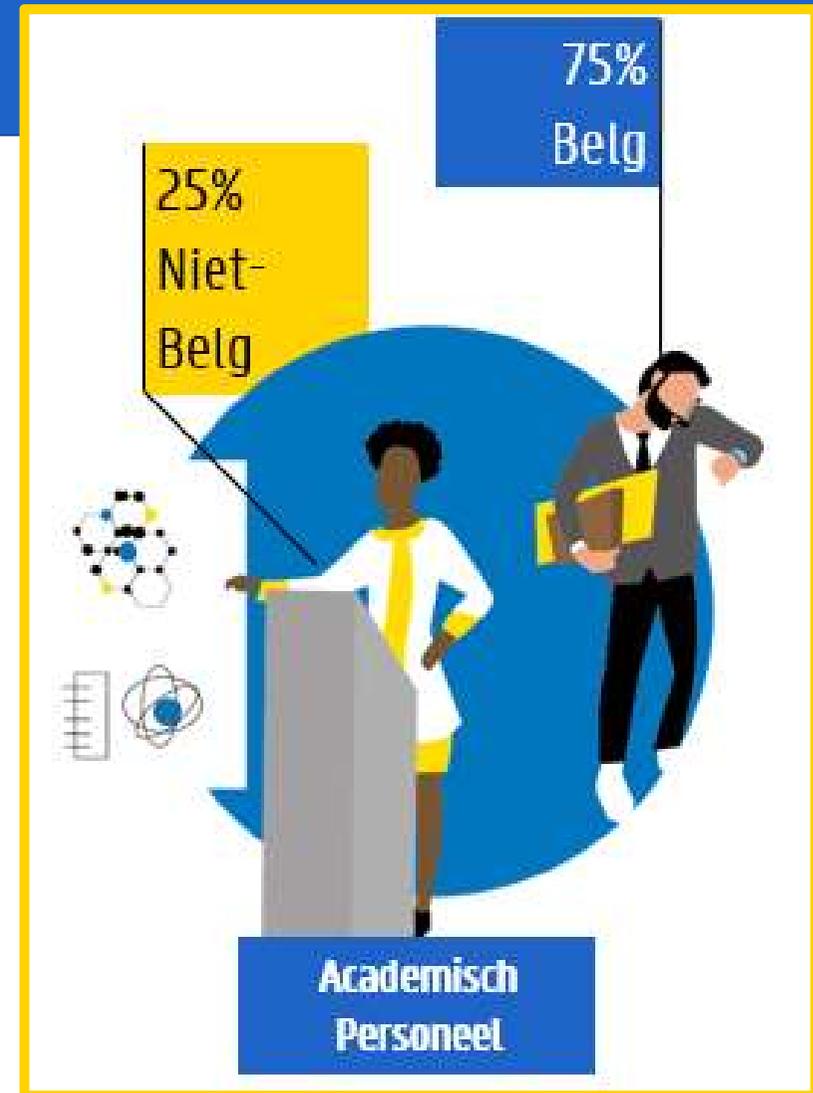
Among the administrative and technical staff, only a very small minority has a nationality from outside Europe.



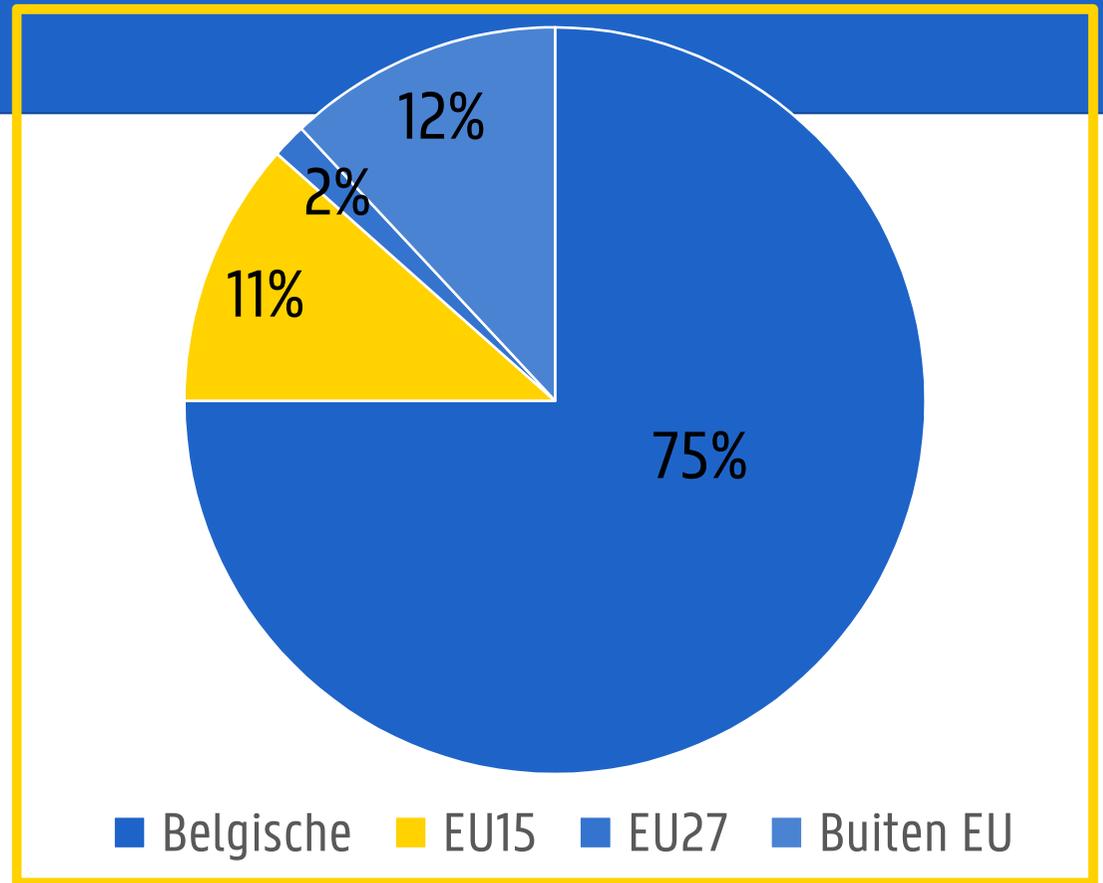
Administrative and
Technical Staff



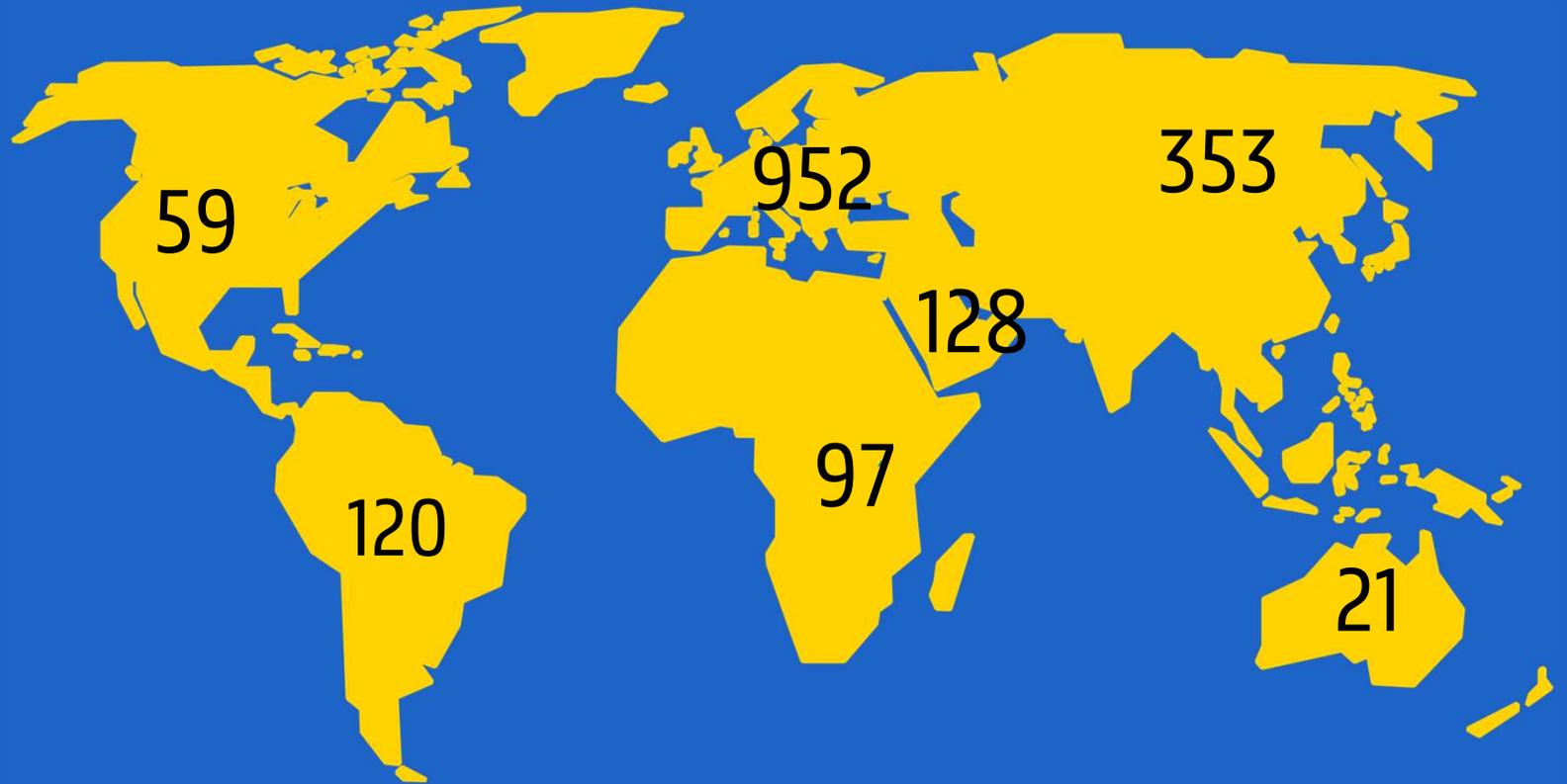
25% of the academic staff has a non-Belgian nationality.



Only a very small minority of academic staff has a nationality from outside Europe.



Academic Staff



MIGRATION BACKGROUND

18% of Ghent University employees have
-OR another nationality,
-OR another nationality of birth,
-OR a father or mother with a nationality of birth
other than Belgian.



Since 2015, the number of employees with a migration background has increased by 4%.

	2015	2020
Belg	86%	82%
EU15	6%	8%
EU27 niet- EU	1%	2%
	7%	8%

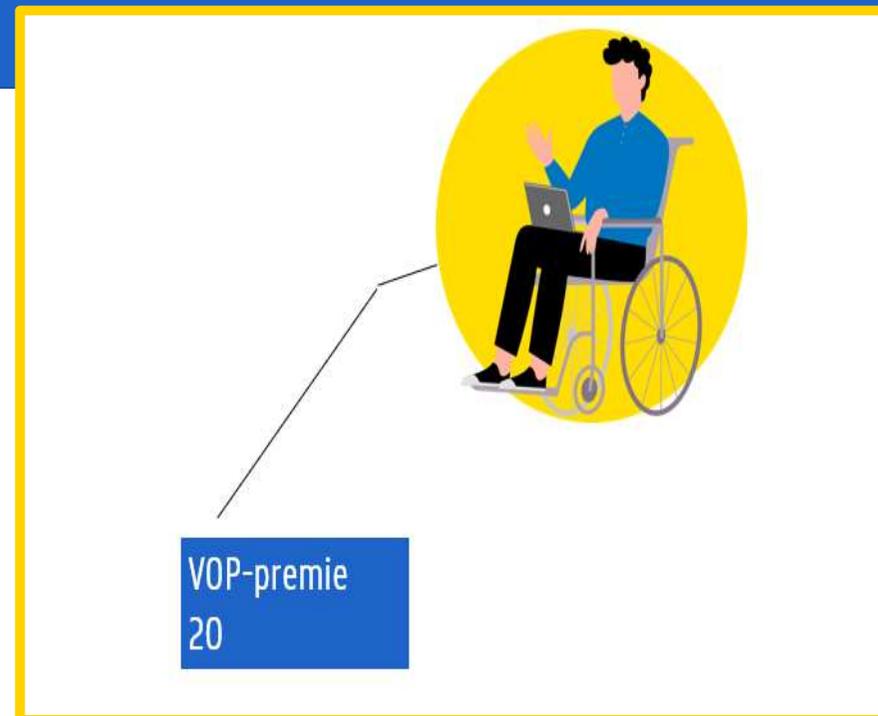
OCCUPATIONAL DISABILITY

51 UGent employees
registered in Apollo as
'employee with an
occupational disability'.



Zelfindicatie
51

20 UGent employees
received a flemish support
grant (VOP =Vlaamse
Ondersteuningspremie)
awarded by VDAB.



INTERPRETATION OF THE NUMBERS

- The statistics are based on the reference date of 31.12.2020.
- The UGent database is based on the National Register and for the time being only allows binary registration. Transgender or non-binary employees who do not wish to identify themselves as male or female cannot (yet) be registered as 'x' at this time.
- The figures for nationality are based on data from the National Register (Rijkregister). The figures on migration background are based on data from the Crossroads Bank for Social Security (KSZ). The database of the KSZ is less complete than the National Register. The figures on migration background only provide information about a total employee population of 8648 (instead of 10088) people.
- The figures of the academic staff include the unpaid funders (predoc and postdoc).

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