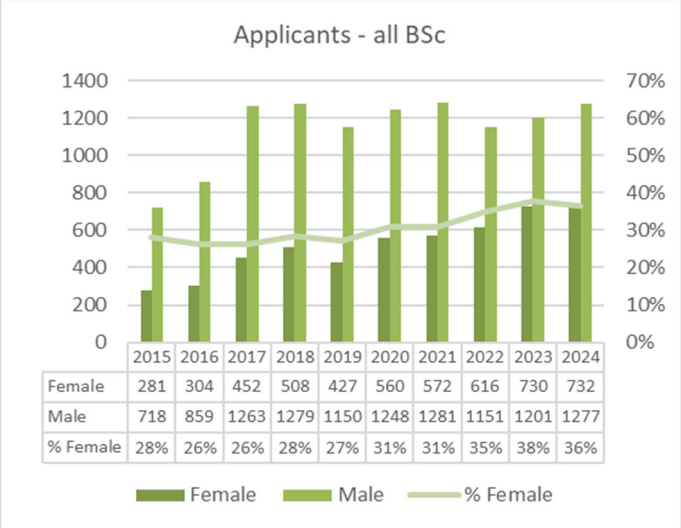
Appendixes: The Gender Distribution Across Students and Employees

This document is a supplement to the Gender Equality Plan for the IT University of Copenhagen and shows diagrams for the period 2015-2024 concerning:

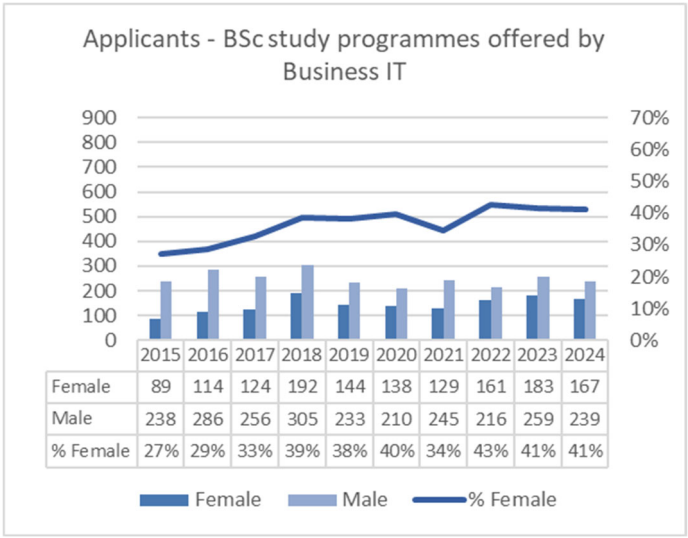
- BSc and MSc students: Applicants, admitted and graduated
- Employees: Population of employed as of 31 December and number of new hires per year.

Number of students: Applicants, admitted and graduated in 2015-2024

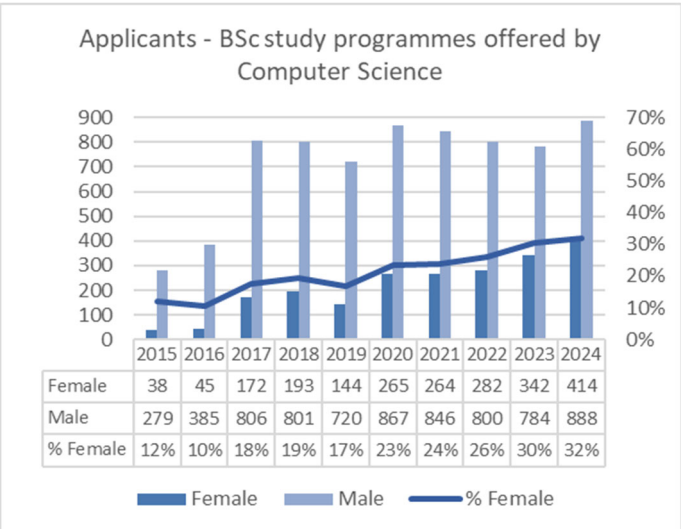
Applicants – BSc



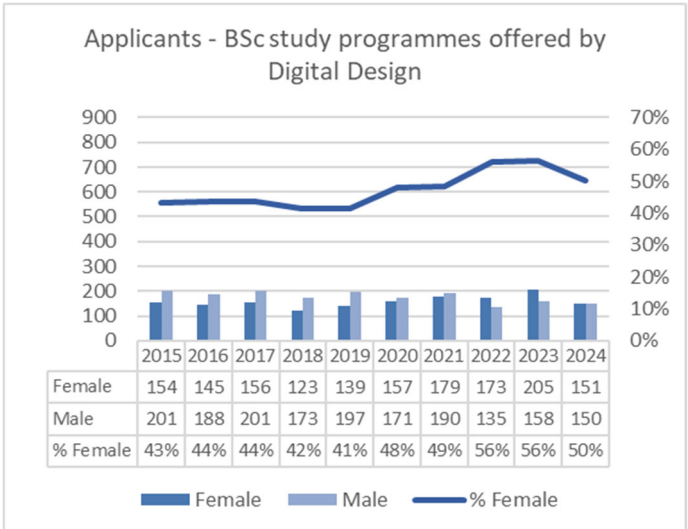
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	281	304	452	508	427	560	572	616	730	732
Male	718	859	1263	1279	1150	1248	1281	1151	1201	1277
% Female	28%	26%	26%	28%	27%	31%	31%	35%	38%	36%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	89	114	124	192	144	138	129	161	183	167
Male	238	286	256	305	233	210	245	216	259	239
% Female	27%	29%	33%	39%	38%	40%	34%	43%	41%	41%



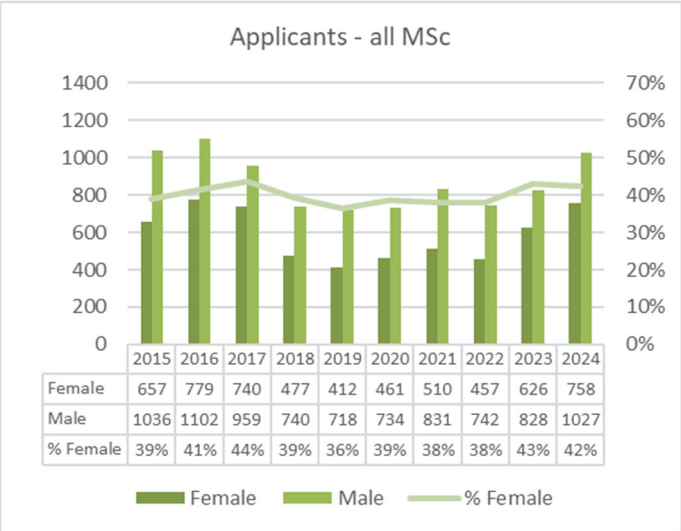
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	38	45	172	193	144	265	264	282	342	414
Male	279	385	806	801	720	867	846	800	784	888
% Female	12%	10%	18%	19%	17%	23%	24%	26%	30%	32%



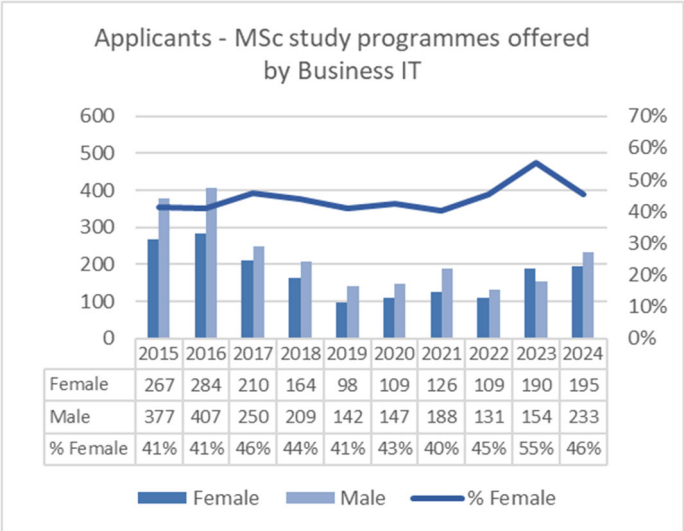
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	154	145	156	123	139	157	179	173	205	151
Male	201	188	201	173	197	171	190	135	158	150
% Female	43%	44%	44%	42%	41%	48%	49%	56%	56%	50%

There has been an increase in the total number of BSc applicants from 2015 to 2024. The proportion of female applicants has generally increased across study programmes from all three academic departments, with some fluctuations in the latest years. The most significantly change across the entire period is for applicants to study programmes from Computer Science, where the proportion of female applicants has more than doubled from 12 per cent in 2015 to 32 per cent in 2024. In 2024, there has been a slight drop in the overall proportion of female applicants due to of a change from 56 per cent female applicants to Digital Design in 2022-2023, down to 50 per cent in 2024.

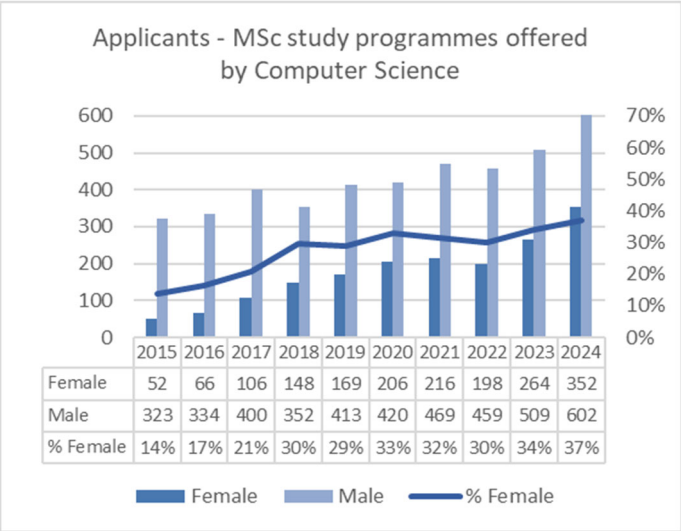
Applicants - MSc



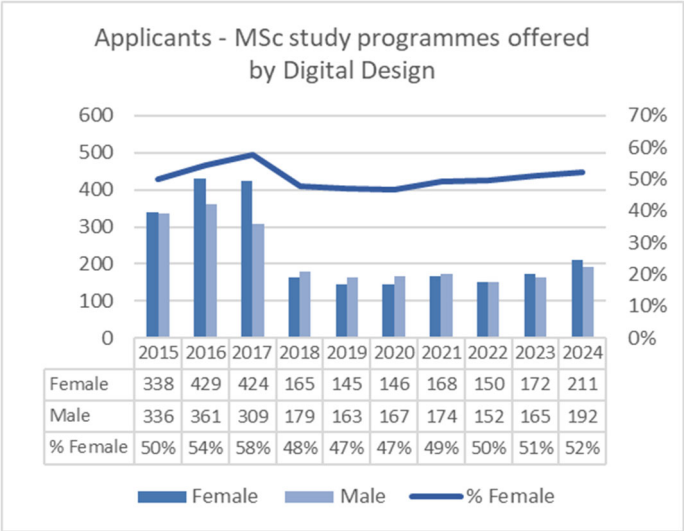
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	657	779	740	477	412	461	510	457	626	758
Male	1036	1102	959	740	718	734	831	742	828	1027
% Female	39%	41%	44%	39%	36%	39%	38%	38%	43%	42%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	267	284	210	164	98	109	126	109	190	195
Male	377	407	250	209	142	147	188	131	154	233
% Female	41%	41%	46%	44%	41%	43%	40%	45%	55%	46%



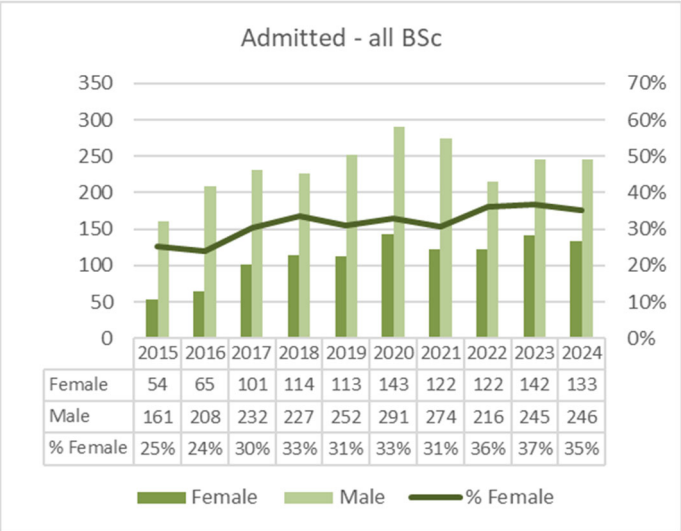
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	52	66	106	148	169	206	216	198	264	352
Male	323	334	400	352	413	420	469	459	509	602
% Female	14%	17%	21%	30%	29%	33%	32%	30%	34%	37%



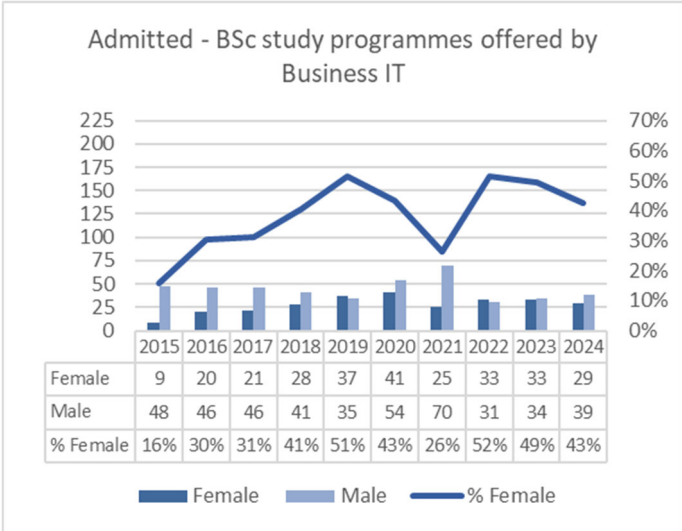
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	338	429	424	165	145	146	168	150	172	211
Male	336	361	309	179	163	167	174	152	165	192
% Female	50%	54%	58%	48%	47%	47%	49%	50%	51%	52%

The proportion of female applicants to MSc study programmes has fluctuated between 36 and 44 per cent in the years 2015-2024. The proportion of female applicants to MSc study programmes offered by the Business IT Department has fluctuated between 40 and 46 per cent except for 2023 where 55 per cent of applicants were female. The proportion of female applicants to MSc study programmes offered by the Computer Science Department has been steadily increasing from 14 per cent in 2015 to 37 per cent in 2024. MSc study programmes offered by the Digital Design Department has fluctuated between 47 and 58 per cent from 2015 to 2024 and has been stable around 50-52 per cent during the last three years.

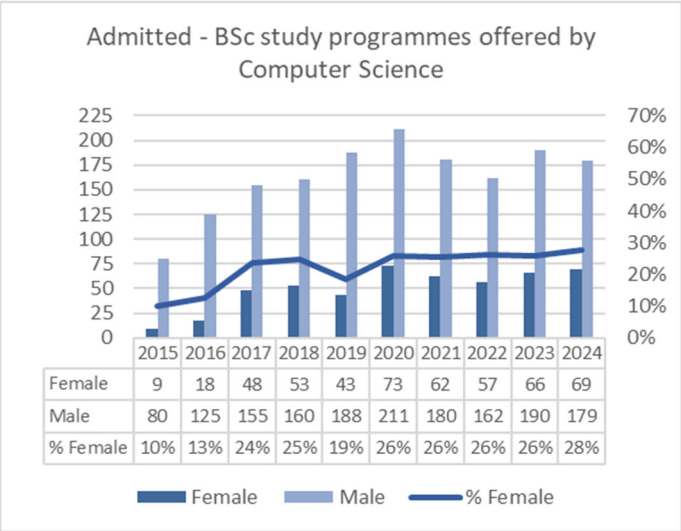
Admitted - BSc



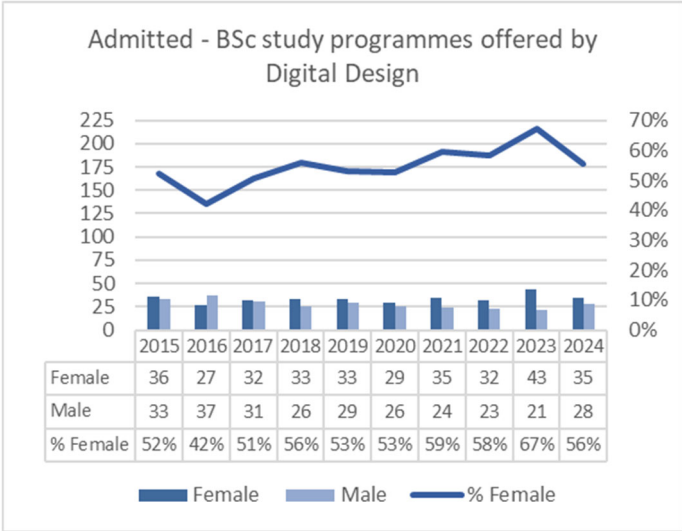
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	54	65	101	114	113	143	122	122	142	133
Male	161	208	232	227	252	291	274	216	245	246
% Female	25%	24%	30%	33%	31%	33%	31%	36%	37%	35%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	9	20	21	28	37	41	25	33	33	29
Male	48	46	46	41	35	54	70	31	34	39
% Female	16%	30%	31%	41%	51%	43%	26%	52%	49%	43%



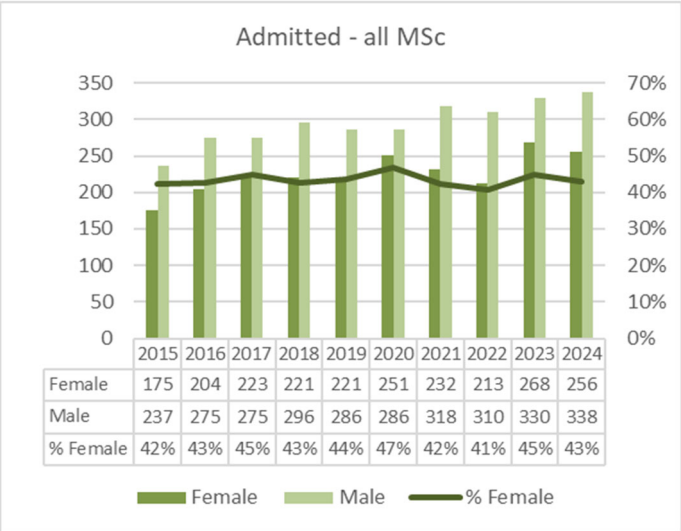
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	9	18	48	53	43	73	62	57	66	69
Male	80	125	155	160	188	211	180	162	190	179
% Female	10%	13%	24%	25%	19%	26%	26%	26%	26%	28%



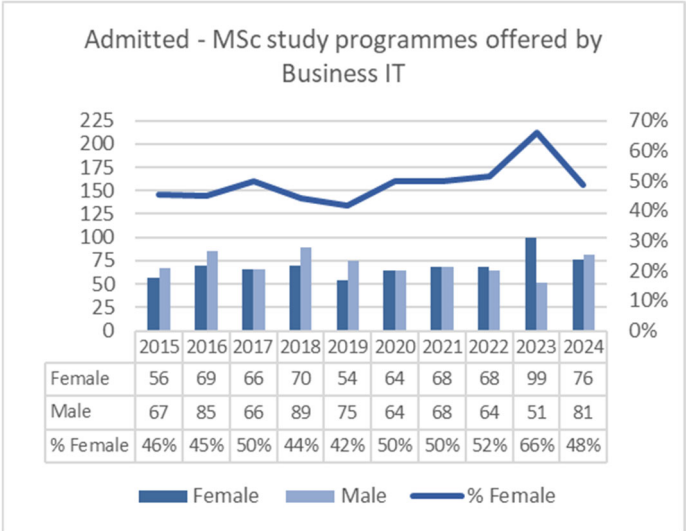
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	36	27	32	33	33	29	35	32	43	35
Male	33	37	31	26	29	26	24	23	21	28
% Female	52%	42%	51%	56%	53%	53%	59%	58%	67%	56%

The total number of males and females admitted on the IT University's BSc study programmes has been increasing during the years 2015-2020 but fluctuates in 2021-2024. Since 2017, the proportion of females admitted has been above 30 per cent and in 2022 to 2024 above or at 35 per cent. In 2020 and 2021, the number of admitted students on the BSc study programme offered by the Business IT Department was higher than in previous years. The proportion of females admitted on this study programme increased in the period from 2015-2019 from 16 per cent to 51 per cent but fluctuates in the period 2020-2024. The proportion of female students admitted on the study programmes offered by the Computer Science Department has increased from 10 per cent in 2015 to 28 per cent in 2024. The proportion of females admitted on BSc study programmes offered by the Digital Design Department has been more than 50 per cent for most years.

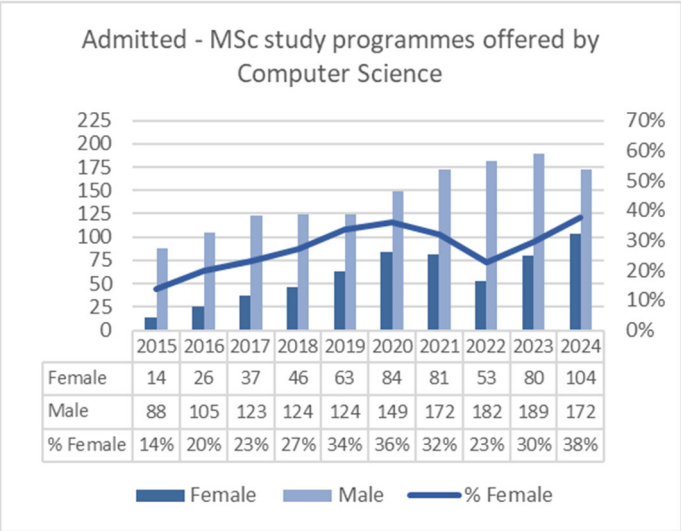
Admitted - MSc



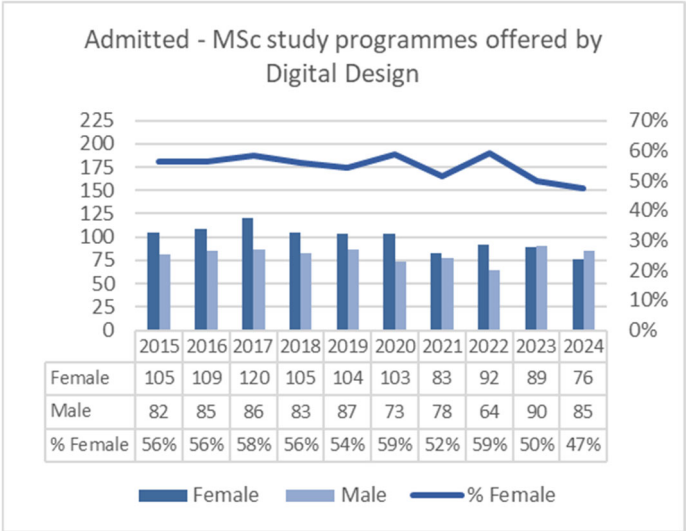
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	175	204	223	221	221	251	232	213	268	256
Male	237	275	275	296	286	286	318	310	330	338
% Female	42%	43%	45%	43%	44%	47%	42%	41%	45%	43%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	56	69	66	70	54	64	68	68	99	76
Male	67	85	66	89	75	64	68	64	51	81
% Female	46%	45%	50%	44%	42%	50%	50%	52%	66%	48%



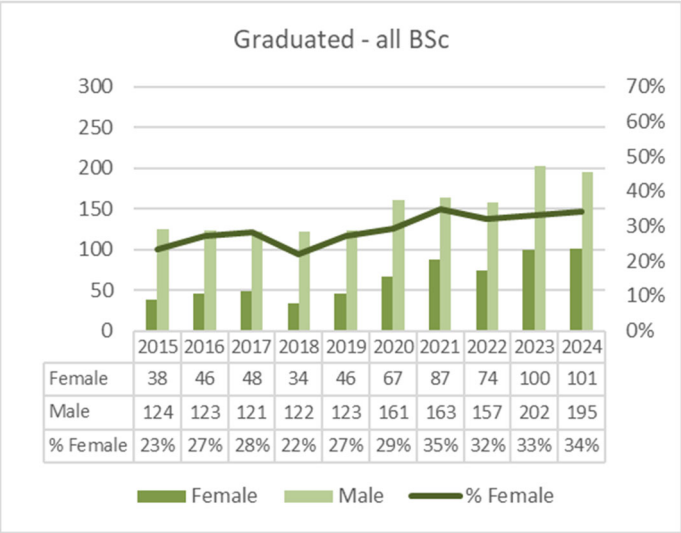
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	14	26	37	46	63	84	81	53	80	104
Male	88	105	123	124	124	149	172	182	189	172
% Female	14%	20%	23%	27%	34%	36%	32%	23%	30%	38%



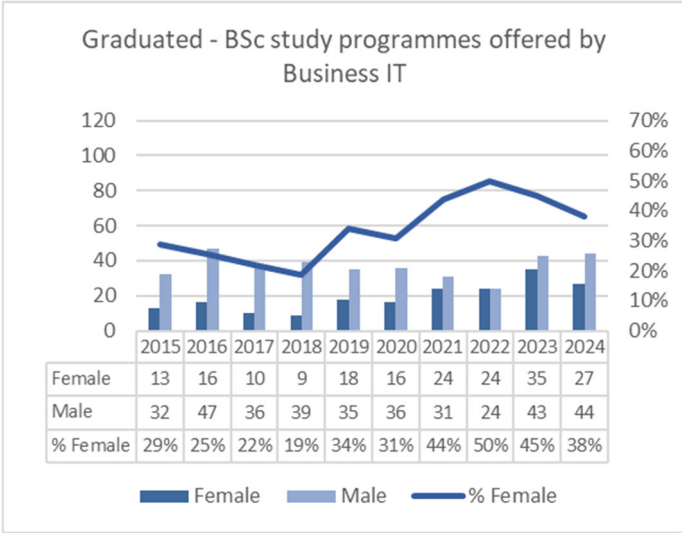
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	105	109	120	105	104	103	83	92	89	76
Male	82	85	86	83	87	73	78	64	90	85
% Female	56%	56%	58%	56%	54%	59%	52%	59%	50%	47%

In the period 2015-2024, the IT University has had an increasing number of admitted students on the MSc study programmes, except for a small decrease in 2022. The proportion of females admitted has been 41 per cent or more each year and peaked in 2020 with 47 per cent female students admitted. The proportion of female students admitted on the MSc study programme offered by the Business IT Department has increased from 42 per cent in 2019 to around 50 per cent in recent years, with an all-time high of 66 per cent in 2023. The proportion of females admitted on the MSc study programmes offered by the Computer Science Department has increased from 14 per cent in 2015 to 38 per cent in 2024 but has fluctuated the last four years. The proportion of female students admitted on the MSc study programmes offered by the Digital Design Department was between 50 per cent and 59 per cent until 2024 where the proportion decreased to 47 per cent.

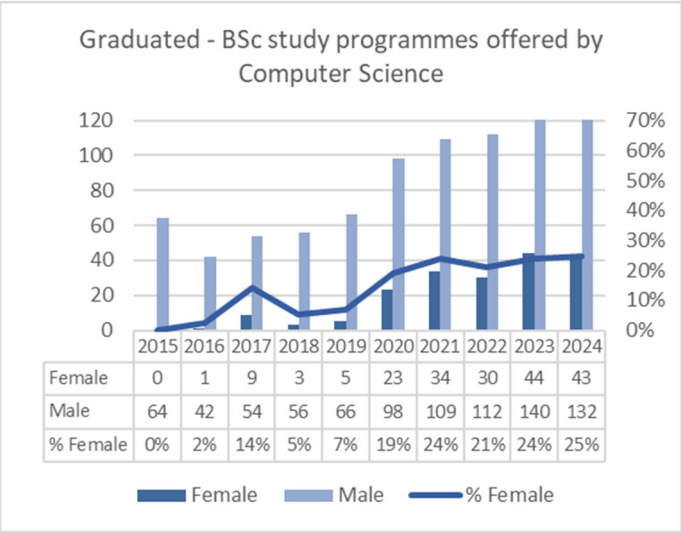
Graduated - BSc



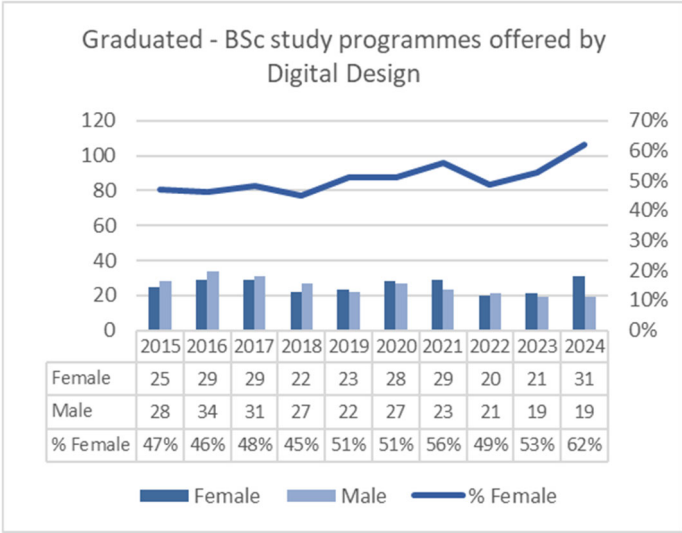
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	38	46	48	34	46	67	87	74	100	101
Male	124	123	121	122	123	161	163	157	202	195
% Female	23%	27%	28%	22%	27%	29%	35%	32%	33%	34%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	13	16	10	9	18	16	24	24	35	27
Male	32	47	36	39	35	36	31	24	43	44
% Female	29%	25%	22%	19%	34%	31%	44%	50%	45%	38%



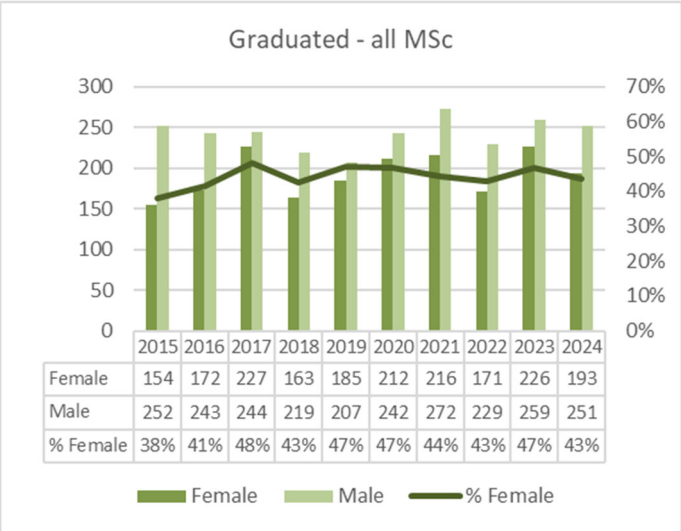
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	1	9	3	5	23	34	30	44	43
Male	64	42	54	56	66	98	109	112	140	132
% Female	0%	2%	14%	5%	7%	19%	24%	21%	24%	25%



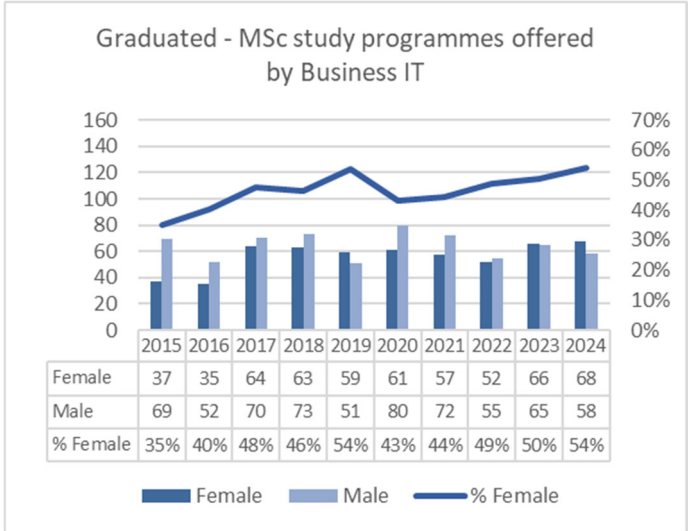
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	25	29	29	22	23	28	29	20	21	31
Male	28	34	31	27	22	27	23	21	19	19
% Female	47%	46%	48%	45%	51%	51%	56%	49%	53%	62%

The number of graduated BSc students has increased in recent years, with a small decrease in 2022. In particular, the proportion of female graduated has increased overall. The proportion of female graduates from study programmes offered by the Business IT Department has decreased from 50 per cent in 2022 to 38 per cent in 2024. The proportion of female graduates from BSc study programmes offered by the Computer Science Department has increased from 0 per cent in 2015 to 25 per cent in 2024. Looking only at the number of females graduated from Computer Science, there has been a clear increase the last four years compared to earlier years. The proportion of female graduates from Digital Design study programmes has been fluctuating around 50 per cent throughout the years, with an increase to 62 per cent in 2024.

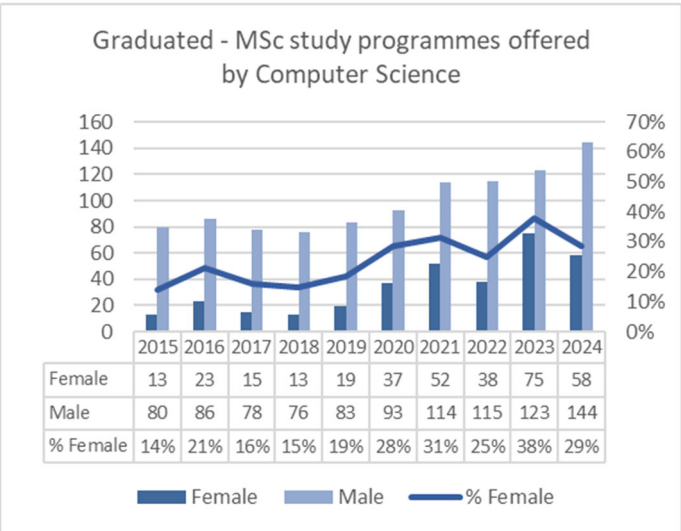
Graduated - MSc



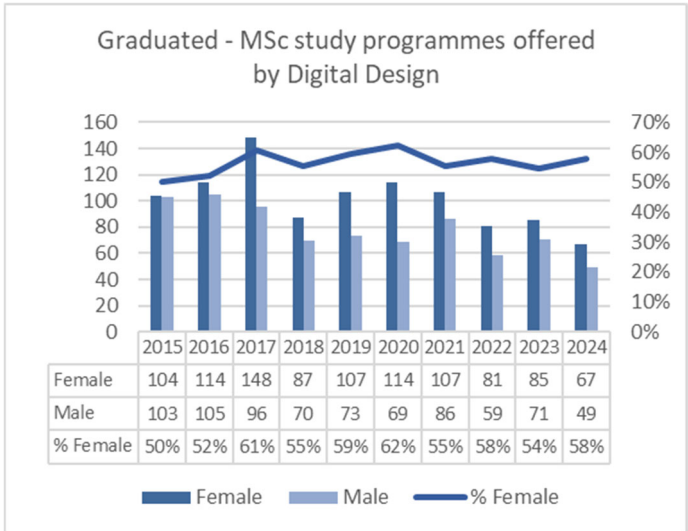
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	154	172	227	163	185	212	216	171	226	193
Male	252	243	244	219	207	242	272	229	259	251
% Female	38%	41%	48%	43%	47%	47%	44%	43%	47%	43%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	37	35	64	63	59	61	57	52	66	68
Male	69	52	70	73	51	80	72	55	65	58
% Female	35%	40%	48%	46%	54%	43%	44%	49%	50%	54%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	13	23	15	13	19	37	52	38	75	58
Male	80	86	78	76	83	93	114	115	123	144
% Female	14%	21%	16%	15%	19%	28%	31%	25%	38%	29%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	104	114	148	87	107	114	107	81	85	67
Male	103	105	96	70	73	69	86	59	71	49
% Female	50%	52%	61%	55%	59%	62%	55%	58%	54%	58%

The number of MSc graduates increased in 2017 as well as in 2020-2021 and 2023. The proportion of female graduates fluctuates between 41 and 48 per cent from 2016. The number of female MSc graduates from the study programme offered by the Business IT Department is higher in the period 2017-2024 than in 2015-2016. After a decrease in 2021 and 2022 the number of female MSc graduates from the study programme offered by the Business IT Department peaks in 2024. The corresponding proportion of females has also increased. Both the number and proportion of female graduates from study programmes offered by the Computer Science Department have fluctuated over the last four years. The number of both male and female graduates from study programmes offered by the Digital Design Department fluctuates throughout the period, but the trend is that the numbers are decreasing compared to before 2022. The proportion of female graduates from the study programmes offered by the Digital Design Department is between 50-62 per cent throughout the period.

Comparing admitted and graduated students

Students admitted one year can be compared to graduated students by shifting the years in the diagrams forward by three years for BSc or two years for MSc. When comparing the above diagrams of admitted and graduated that way, the same fluctuations are seen in general, both in numbers of students and in proportions of females. This indicates that the drop-out is unaffected by gender. This is also supported by previous analyses made at the IT University.

Explanations and assumptions about the above student statements

In some diagrams study programmes are shown divided by departments. New study programmes that were added in the period 2015-2024 are included continuously. It is therefore not the same study programmes that form the basis of the numbers shown when comparing between years.

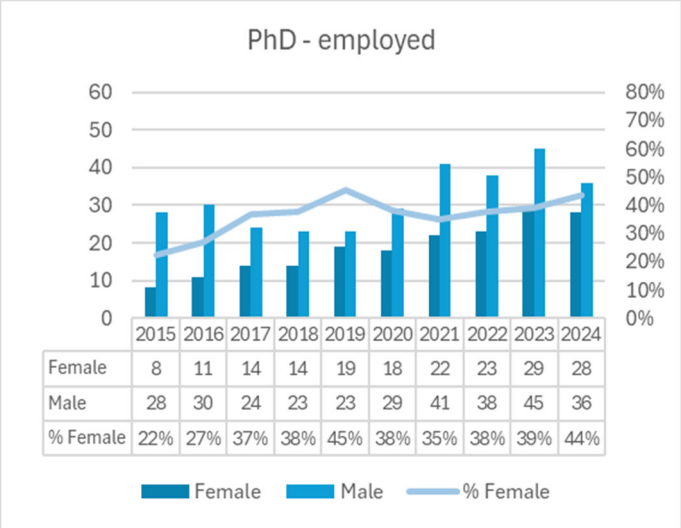
For applicants and admitted, the following includes study programmes offered by:

- The Business IT Department: B-GBI and K-DIM are included in the entire period
- The Computer Science Department: B-SWU and K-SDT. In 2017, B-DS is added. In 2018, the title of K-SDT has changed to K-SD and K-CS is added. In 2021, K-DS is added
- The Digital Design Department: B-DMD, K-DDK, and K-GAMES. In 2018, the title of B-DMD has changed to B-DDIT and the title of K-DDK has changed to K-DDIT.

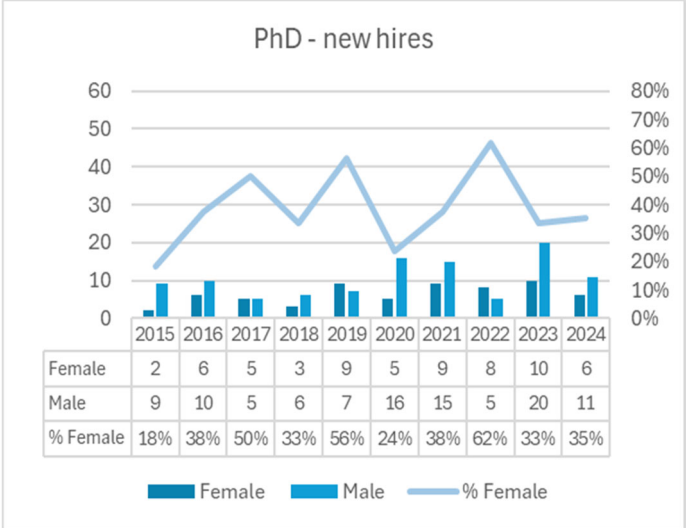
Number of academic staff employed ultimo each year and new hires per year

The left diagrams show the number of academic staff (VIP) employed as of 31 December in each of the years 2015-2024. If an employee has been employed across several years, that person is counted in the graphs each of these years. The right diagrams show new hires per year.

It is important to note that the number of new hires at the IT University is not very high - especially not when broken down by position. Therefore, even small changes in numbers can lead to large fluctuations in percentages.

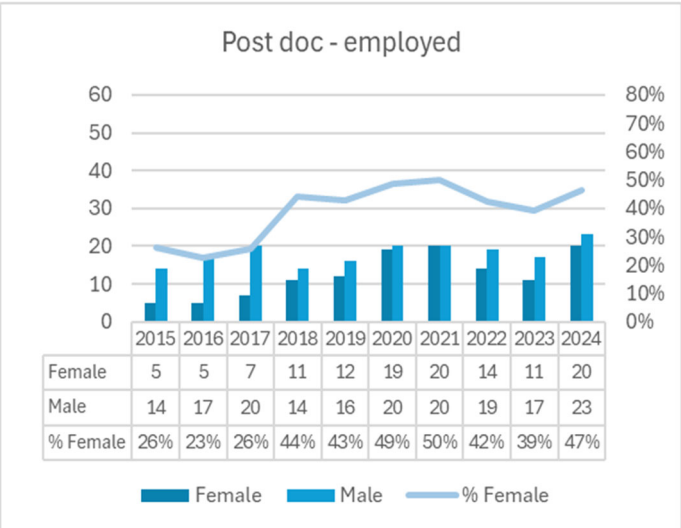


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	8	11	14	14	19	18	22	23	29	28
Male	28	30	24	23	23	29	41	38	45	36
% Female	22%	27%	37%	38%	45%	38%	35%	38%	39%	44%

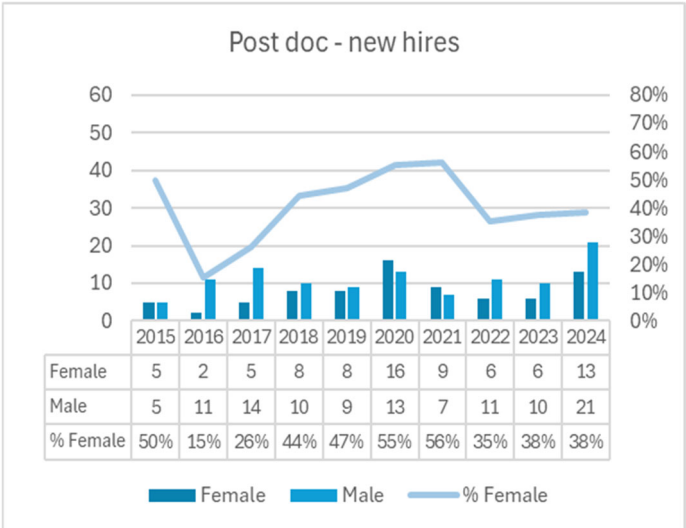


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	2	6	5	3	9	5	9	8	10	6
Male	9	10	5	6	7	16	15	5	20	11
% Female	18%	38%	50%	33%	56%	24%	38%	62%	33%	35%

The number of female PhD employees has been increasing throughout the period 2015-2024. Overall, the proportion of female PhD employees has also increased between 2015 and 2019, but a drop can be seen in the proportion of female PhD employees in 2021. However, the 44 per cent employed in 2024 is close to the level in 2019 (45 per cent). The number of new female PhD hires have varied between two in 2015 and 10 in 2023. The proportion of female new hires has fluctuated throughout the years with 62 per cent in 2022 as the highest proportion so far.

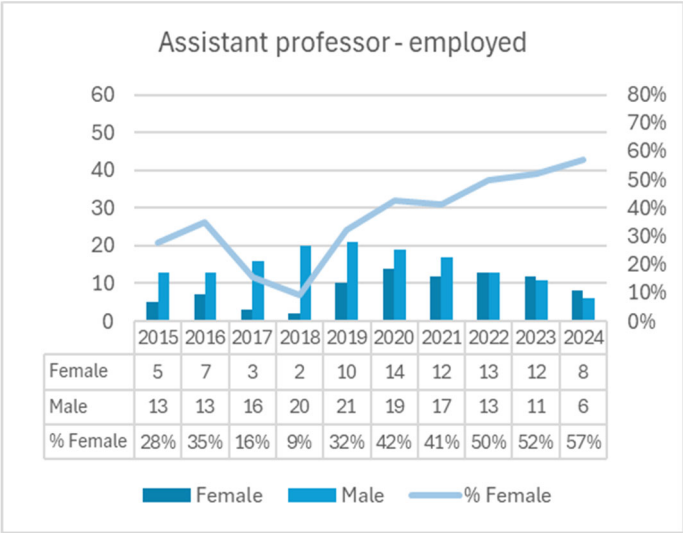


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	5	5	7	11	12	19	20	14	11	20
Male	14	17	20	14	16	20	20	19	17	23
% Female	26%	23%	26%	44%	43%	49%	50%	42%	39%	47%

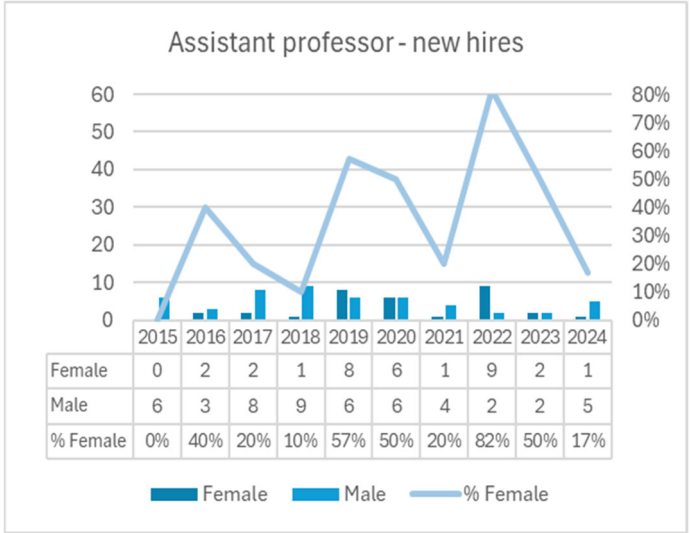


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	5	2	5	8	8	16	9	6	6	13
Male	5	11	14	10	9	13	7	11	10	21
% Female	50%	15%	26%	44%	47%	55%	56%	35%	38%	38%

The proportion of female postdocs has increased from 26 per cent in 2015 to 47 per cent in 2024 with the highest proportion in 2021 with 50 per cent. The 2024 proportion has increased compared to 2022 and 2023. The proportion of new hires of female postdocs has increased during the period 2016-2021 but has decreased to 38 per cent in 2023 and 2024, although the total number of new hires has doubled in 2024 compared to 2023.

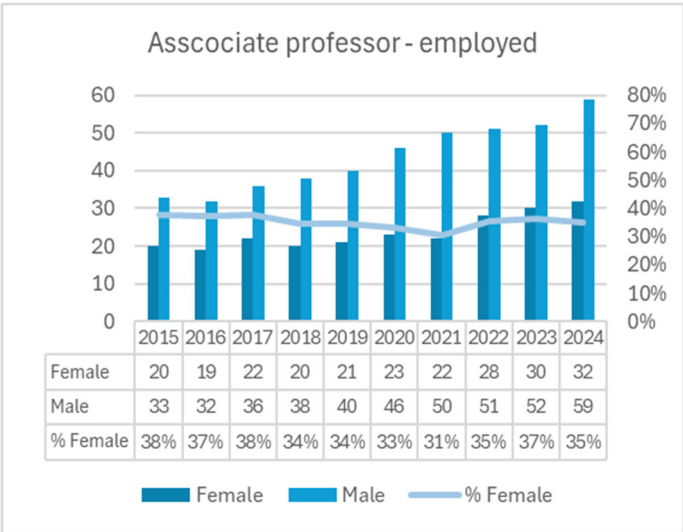


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	5	7	3	2	10	14	12	13	12	8
Male	13	13	16	20	21	19	17	13	11	6
% Female	28%	35%	16%	9%	32%	42%	41%	50%	52%	57%

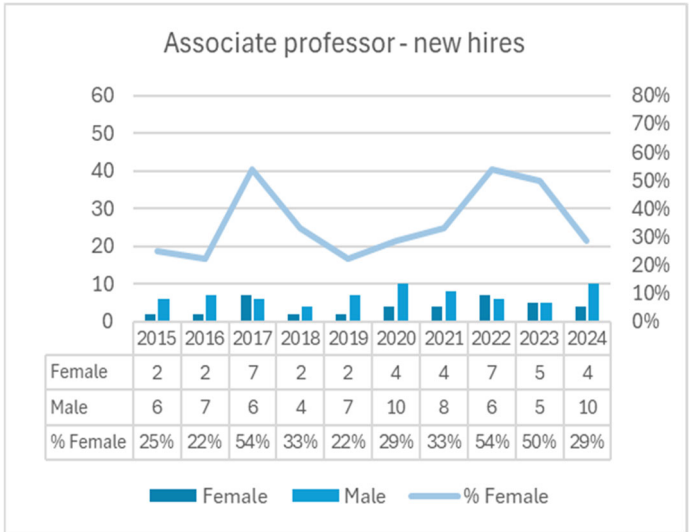


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	2	2	1	8	6	1	9	2	1
Male	6	3	8	9	6	6	4	2	2	5
% Female	0%	40%	20%	10%	57%	50%	20%	82%	50%	17%

The number of female assistant professors increased noticeably in 2019. The proportion of female assistant professors has seen the highest share yet in 2024 with 57 per cent, though this is mostly due to a relative higher drop in the number of male assistant professors when compared to 2023. In the period 2019-2023, many of the new hires of assistant professors were female, but in 2024 only 17 per cent of the new hires was female.

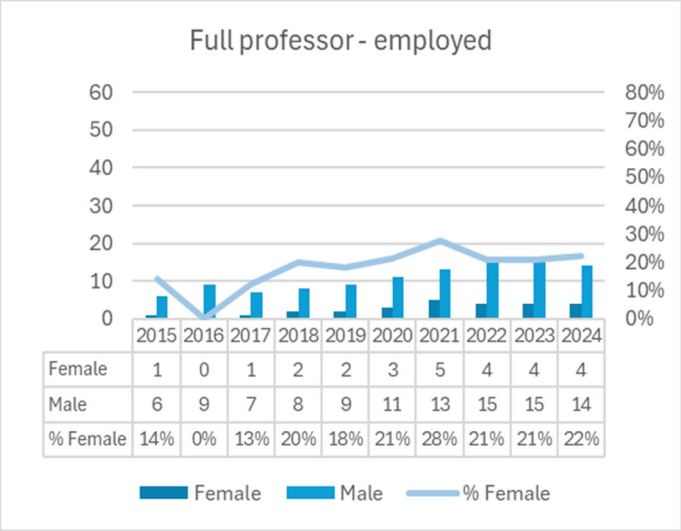


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	20	19	22	20	21	23	22	28	30	32
Male	33	32	36	38	40	46	50	51	52	59
% Female	38%	37%	38%	34%	34%	33%	31%	35%	37%	35%

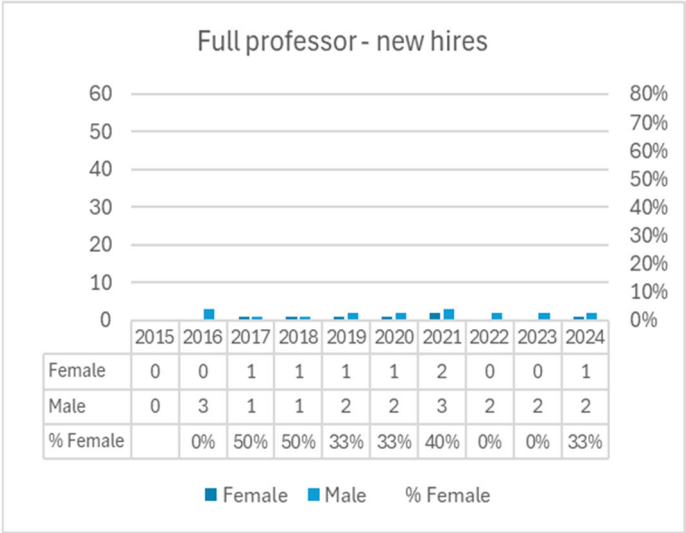


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	2	2	7	2	2	4	4	7	5	4
Male	6	7	6	4	7	10	8	6	5	10
% Female	25%	22%	54%	33%	22%	29%	33%	54%	50%	29%

The total number of associate professors has increased throughout the period 2015-2024. The number of female associate professors has remained rather stable until 2021 follow by an increase during the last three years. However, the proportion of female associate professors has fluctuated throughout the years. In 2024 the proportion of female new hires dropped to 29 per cent from around 50 per cent in the last two years.



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	1	0	1	2	2	3	5	4	4	4
Male	6	9	7	8	9	11	13	15	15	14
% Female	14%	0%	13%	20%	18%	21%	28%	21%	21%	22%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	0	1	1	1	1	2	0	0	1
Male	0	3	1	1	2	2	3	2	2	2
% Female		0%	50%	50%	33%	33%	40%	0%	0%	33%

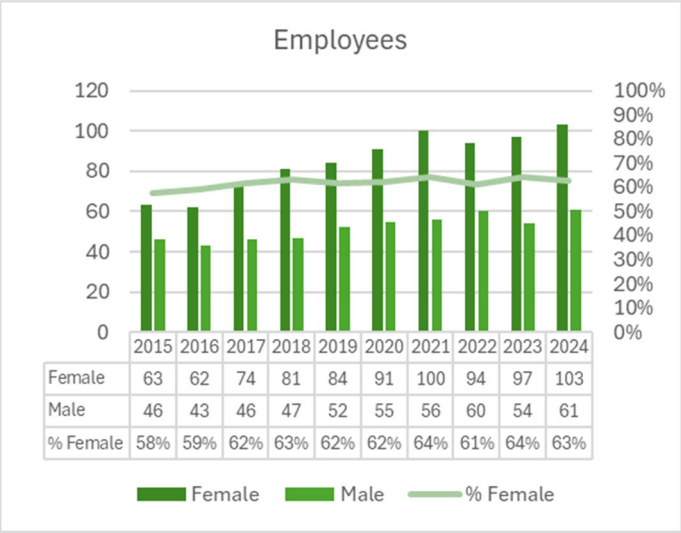
The number of professors has been increasing throughout the period 2015-2023 followed by a slight drop in 2024. The proportion of female professors has also been increasing until 2021 but has since been stable at 21-22 per cent. When looking at the gender distribution of new hires, it only makes sense to look at the numbers rather than development trends. The numbers show that throughout the period, more males than females were hired. But also, that the IT University has succeeded in hiring female professors every year in the period 2017-2021 and again in 2024 in a field traditionally dominated by males.

Number of technical-administrative staff employed ultimo each year and new hires per year

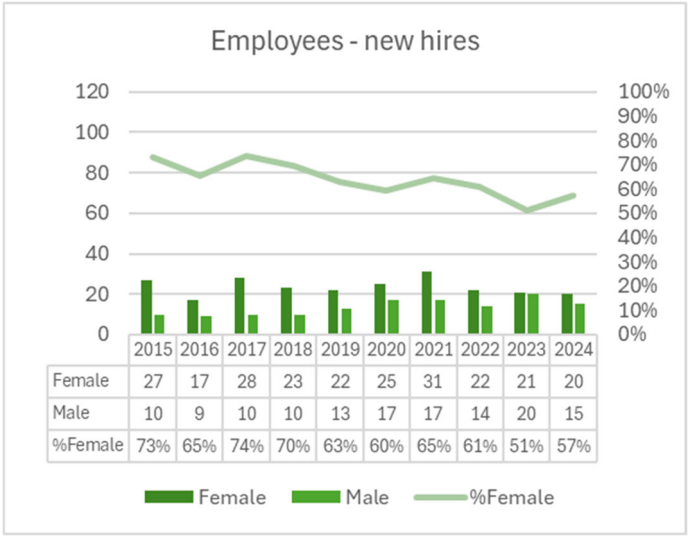
The left diagrams show the number of technical-administrative staff (TAP) employed as of 31 December in each of the years 2015-2024. If an employee has been employed across several years, that person is counted in the graphs each of the years. The diagrams to the right show new hires per year.

The below diagrams will focus on the level of management among TAP employees, instead of specific titles or positions. Lower level of management includes team leaders or similar who, in turn, refer to a head of department. Heads of departments are categorised as middle level of management. Top level of management includes the Rector, Prorector and University Director.

It is important to note that the number of new hires at the IT University is not very high especially when distributed across levels of management. Consequently, even small deviations in numbers can be displayed as large fluctuations in percentages in the diagrams.

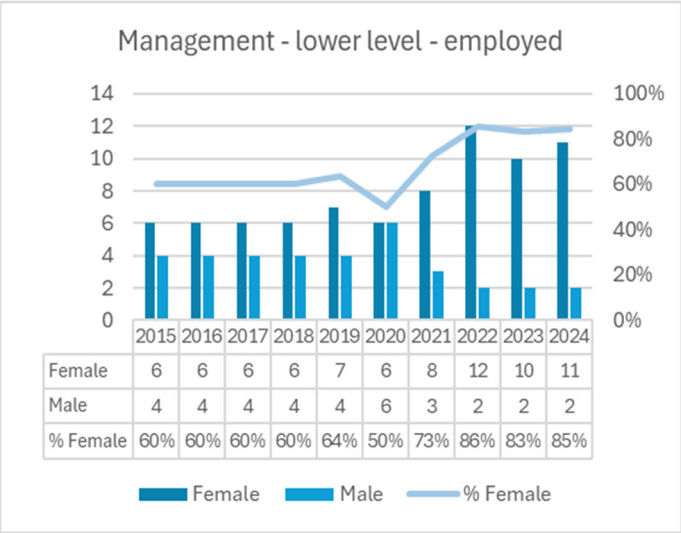


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	63	62	74	81	84	91	100	94	97	103
Male	46	43	46	47	52	55	56	60	54	61
% Female	58%	59%	62%	63%	62%	62%	64%	61%	64%	63%

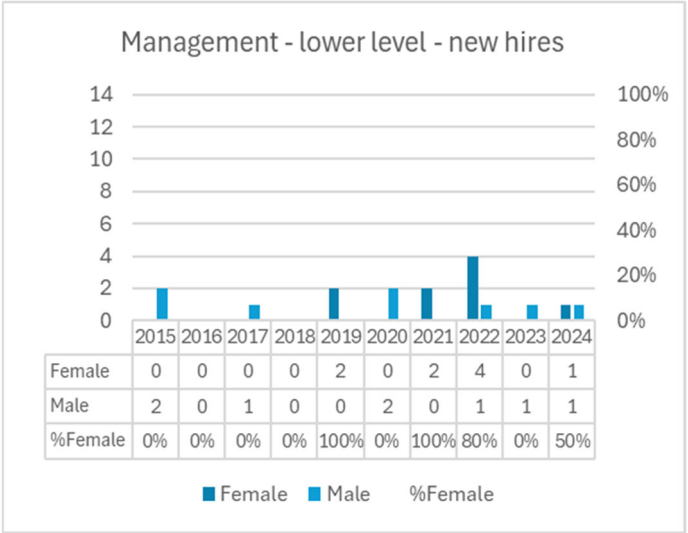


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	27	17	28	23	22	25	31	22	21	20
Male	10	9	10	10	13	17	17	14	20	15
%Female	73%	65%	74%	70%	63%	60%	65%	61%	51%	57%

The number of TAP employees has been increasing throughout the period 2015-2021 and again in 2024. The proportion of females has been increasing as well and has been above 60 per cent since 2017. In 2024 males make up 37 per cent of TAP employees. The number of new hires is also increasing until 2021 and follows a trend where approximately one third of new hires are males. In 2024 the number of new hires of males has decreased compared to 2023.

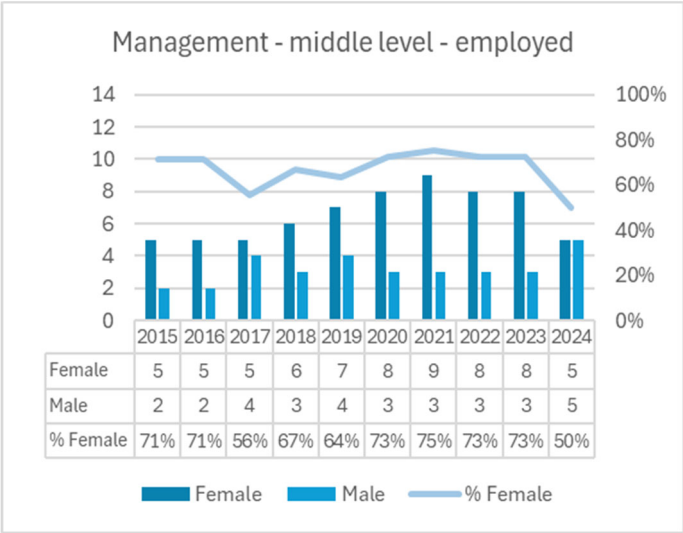


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	6	6	6	6	7	6	8	12	10	11
Male	4	4	4	4	4	6	3	2	2	2
% Female	60%	60%	60%	60%	64%	50%	73%	86%	83%	85%

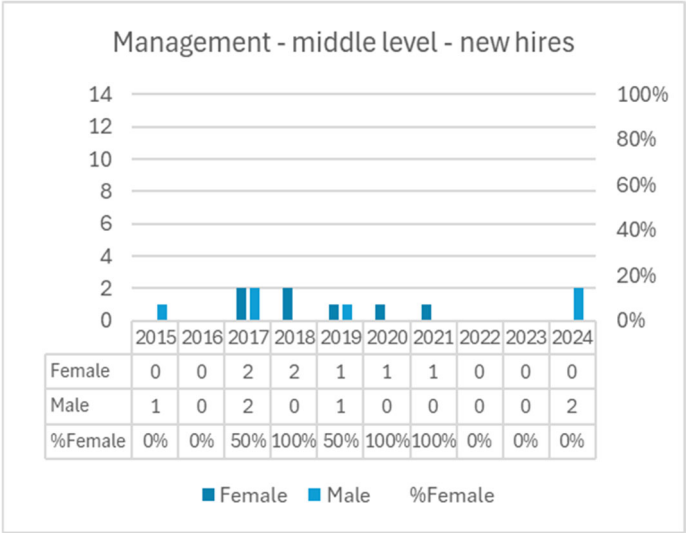


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	0	0	0	2	0	2	4	0	1
Male	2	0	1	0	0	2	0	1	1	1
%Female	0%	0%	0%	0%	100%	0%	100%	80%	0%	50%

The number of lower-level managers has remained somewhat stable in the period 2015-2019. Even though the proportion of male lower-level managers was 50 per cent in 2020 it has decreased the last three years and is 15 per cent in 2024.

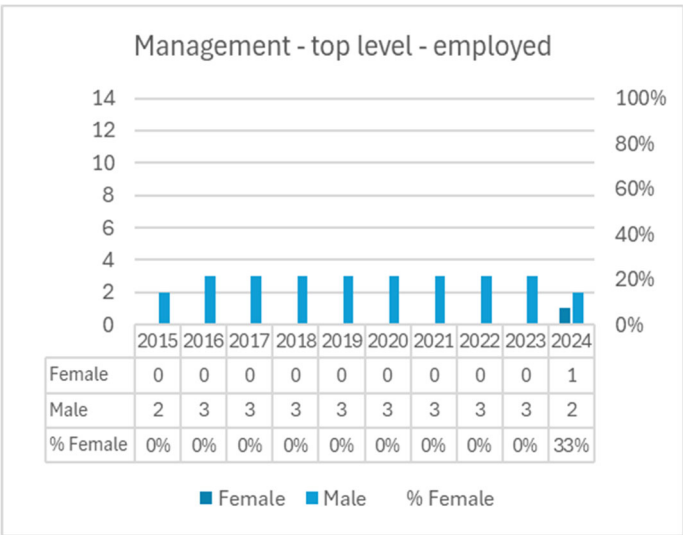


	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	5	5	5	6	7	8	9	8	8	5
Male	2	2	4	3	4	3	3	3	3	5
% Female	71%	71%	56%	67%	64%	73%	75%	73%	73%	50%



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	0	2	2	1	1	1	0	0	0
Male	1	0	2	0	1	0	0	0	0	2
%Female	0%	0%	50%	100%	50%	100%	100%	0%	0%	0%

The number of middle level managers has been increasing from 2015 to 2019 and remained rather stable afterwards. In 2024 there is an equal gender distribution in the middle management level. In 2024 two new male middle managers have been hired.



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	0	0	0	0	0	0	0	0	1
Male	2	3	3	3	3	3	3	3	3	2
% Female	0%	0%	0%	0%	0%	0%	0%	0%	0%	33%

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	0	0	0	0	0	0	0	0	0	1
Male	0	1	0	0	1	0	0	1	0	0
%Female	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%

No female has had a position in the top-level management from 2015-2023. An interim position in 2024 was held by a female.

Explanations and assumptions about the above employee statements

Employees have many different job titles. Job titles are recategorised in order to simplify them and make the employments comparable. Changes within a category are not considered as a change in position, but changes between categories are.

Only regular employed academic (VIP) or technical-administrative (TAP) staff are counted, not DVIP and other hourly paid employed. Only employees paid by the IT University are counted - i.e., guests, Industrial PhDs etc. are not counted among employees.

Number of employees is counted as of 31 December. Additionally:

- PhD students who are associated with the IT University, but to whom the IT University no longer pays a salary, are not included
- Research assistants are normally counted as VIP. However, it has been chosen not to include diagrams for this group
- If an employee has more simultaneous positions in different categories as of 31 December, then the employee in question is counted several times
- Employees working part-time or on leave are counted.

Number of new hires is counted per year. Additionally:

- Employees who are re-hired in the same category of position:
    - If more than 30 days have passed since the end of the previous employment in the position, then the hire is considered a new hire. Except for PhDs, where breaks would otherwise be counted as new hires.
    - If less than 30 days have passed (or the positions overlap in the data source), then the latest employment is considered an extension and is not counted as a new hire.
- If an employee is newly hired several times in a year, then all hires are counted.