

## **Plan of Action on Equality Monitoring and Reporting**

The Academic Council (18/02/2019) and the Executive Board (26/02/2019) approved the Plan of Action on Equality 2019-2021 (hereafter GAP). The GAP consist of **10 actions**:

1. For every ZAP we aim to have a maximum of two thirds of candidates of the over-represented gender on the shortlist/of candidates being seriously considered
2. To evaluate, and where necessary, expand recruitment channels to attract more diverse candidates
3. Vacancy notices will be composed using inclusive text, to encourage diverse target groups to apply (AP and ATP)
4. To establish a vision statement with regard to diversity and anti-discrimination
5. Invest in anti-discrimination training and coaching in knowledge building, cultural change, and diversity awareness.
6. Monitoring and reporting on the diversity policy
7. Raising awareness of diversity themes in the VUB community
8. To ensure that diversity initiatives and points of contact are visible on an on-line platform
9. To launch a 'call to action' for equality and inclusion of students and international students
10. To carry out a 'curriculum scan' to enable meaningful reflection on diversity in provision.

This paper implements Action 6 of the GAP: internal communication based on annual monitoring and a report on the current state of affairs of the diversity policy. In addition to the annual internal report to the administrative bodies of all those concerned, a public event will be held during Annual Gender Week, to inform the wider VUB community.

The first part of the paper deals with monitoring, focussing on a number of important developments with regard to gender equality amongst professors (ZAP). The second part concerns the substantive reporting on the GAP, detailing everything achieved in 2019 relative to prior actions.

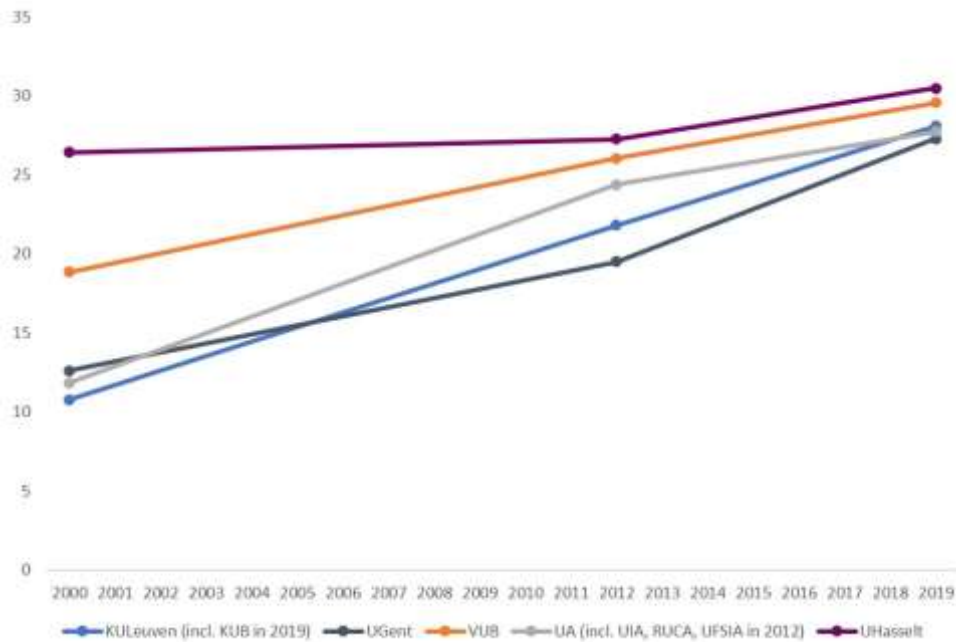
**MONITORING**

**1. Increase in female ZAP**

As stipulated in the GAP, the policy objective is to achieve at least 33% of female ZAP by 2021. In 2018, the total percentage of female ZAP (FTE) at the VUB was 29%; that rose slightly in 2019 to 30.15%.<sup>1</sup> This reflects a slight rise across five faculties (see Table 1) and a fall in three. In the period 2000-2019, the numbers of women in all universities rose (See Figure 1, Table 2). The VUB still tops the list, but in light of the numbers rising at a slower average rate in the last seven years than in the preceding 12 (see Figure 2), VUB risks losing that position with UGent and KULeuven making significant progress.

**Table 1: Percentage female ZAP at the VUB per faculty in 2018 and 2019 in FTE (incl. OP3)**

Faculty	2018	2019
ES	31.86	32.17
GF	35.07	34.98
IR	21.99	24.40
LK	26.39	26.45
LW	34.33	34.61
PE	47.13	46.92
RC	38.00	33.13
WE	16.61	16.97



**Figure 1: Increase in percentage female ZAP in all Flemish universities<sup>2</sup>**

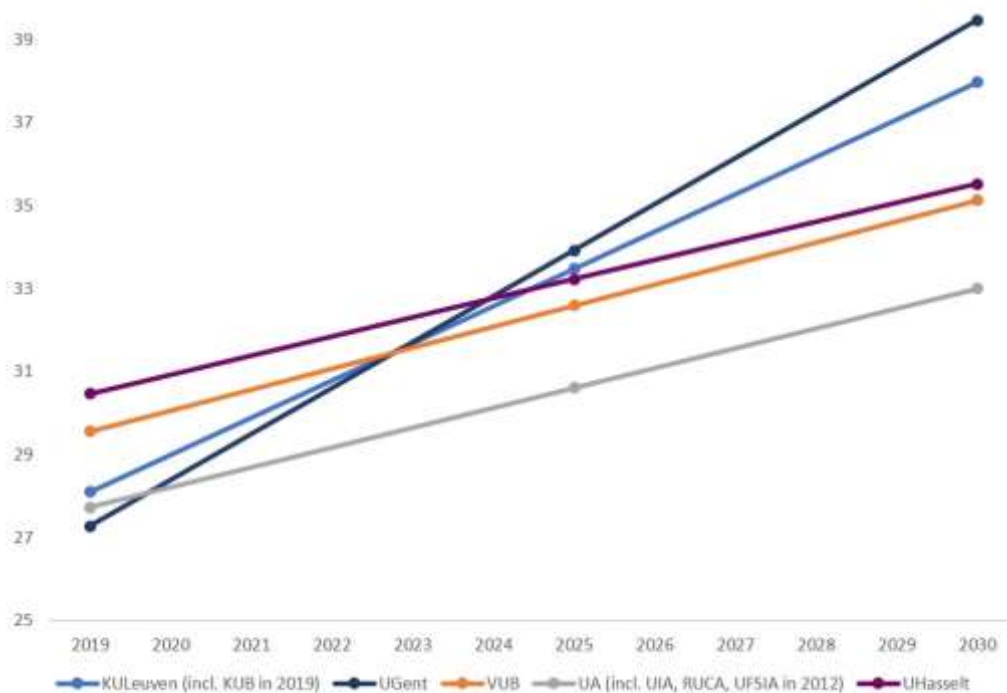
<sup>1</sup>Total ZAP = lecturer, tenure track lecturer, associate professor, professor and full professor, OP3 Integration Framework + other ZAP: Guest professor, head librarian, retired ZAP continuing to work as salaried emeritus for a bursary.

<sup>2</sup>See Appendix 1 for detailed statistics.

**Table 2: Increase in female academic staff 2000-2019: VUB compared to all Flemish universities<sup>3</sup>**

Universities	2000	2012	2019
UHasselt	26.41	27.24	30.46
VUB	18.83	26.02	29.56
KULeuven (incl. KUB in 2019)	10.78	21.8	28.09
UA (incl. UIA, RUCA, UFSIA in 2012)	11.84	24.38	27.73
UGent	12.60	19.51	27.27

The projection for the coming years (see Figure 2) suggests that if the VUB achieves the lower limit of 33.3% by 2026 (see Table 3), all other universities (with the exception of UA) will have overtaken it. This projection is based on a linear model in which the increase in the percentage of female ZAP is calculated by using on the average percentage rise of female ZAP between the last two measurements of the VLIR (see Table 3). It should be noted that this is a simplification, and that the increase per percent will require more intensive action as the percentage rises. Thus, if we continue with the current efforts while the rest of the circumstances remain unchanged, it is more likely that the minimum target of 33% is unlikely to be achieved by 2026.



**Figure 2: Projection of female ZAP in Flemish universities by 2030**

The predicted percentages for each Flemish university are based upon a linear model in which the average rise is retained between the last two measurements.

<sup>3</sup>These statistics do not include OP3 to enable comparisons throughout the time.

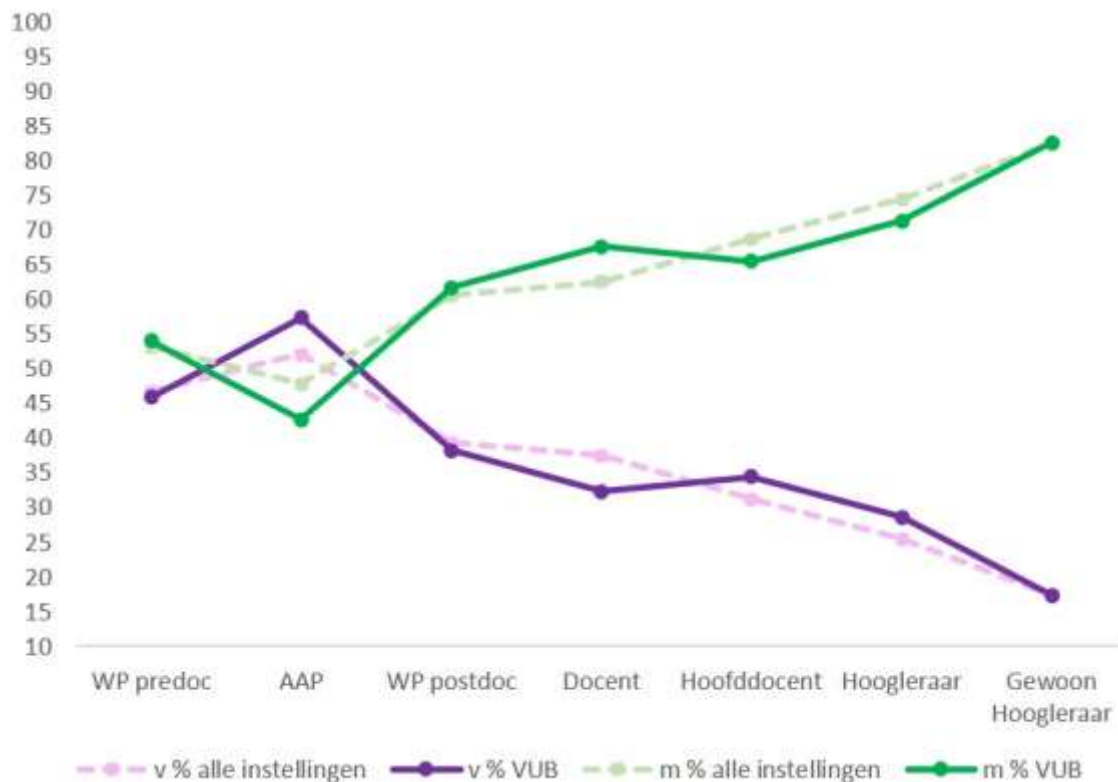
**Table 3. Average rise in percentage of female ZAP for all Flemish universities<sup>3</sup> in intervals between VLIR measurements**

**With a projection based on a linear model in which the average rise is retained between the last two measurements**

<b>Universities</b>	<b>2000 -2012</b>	<b>2012 -2019</b>	<b>Number of years till 33% female ZAP</b>
KULeuven (incl. KUB in 2019)	0.92	0.90	5.5
UGent	0.58	1.11	5.2
VUB	0.60	0.51	6.8
UA (incl. UIA, RUCA, UFSIA in 2012)	1.05	0.48	11.0
UHasselt	0.07	0.46	5.5

## 2. Career growth for female ZAP

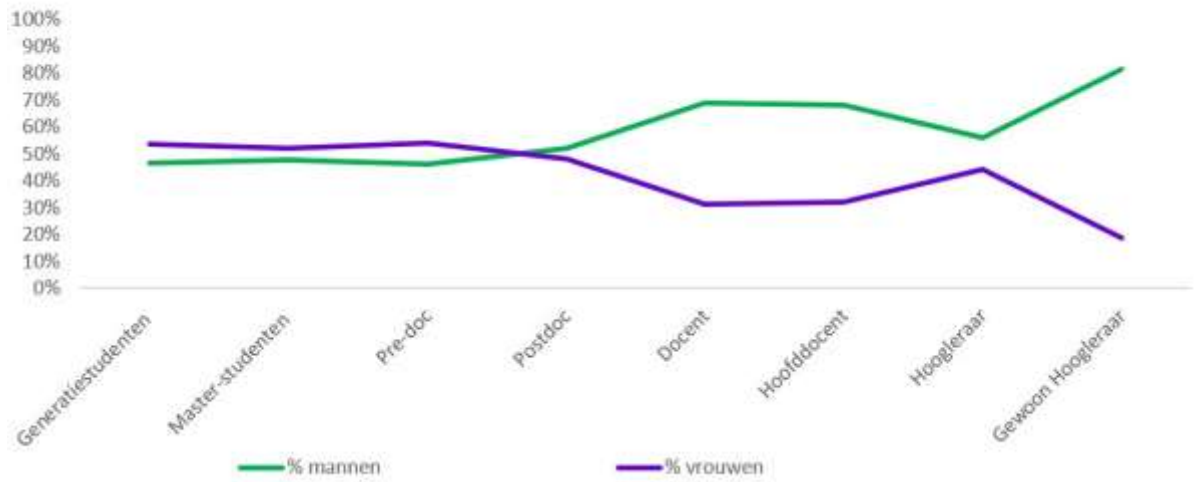
The 'leaky pipeline' - in which the higher the position on the academic ladder, the lower the number of female AP and ZAP - is a persistent phenomenon. The pattern created by an increasingly large gender gap, parallel to the academic hierarchy, can be seen in all Flemish universities. The VUB displays statistics that are close to the averages per grade. However, in two instances, VUB significantly deviates from other universities (see Figure 3). First, the level of AAP, where VUB has more female AAP, and secondly, at the level of teaching staff, where VUB appoints fewer female lecturers than the Flemish average. The latter point becomes salient in the light of the earlier suggestion that the VUB risks losing its position as a frontrunner.



**Figure 3. Leaky pipeline, 1 February 2019: VUB compared to all Flemish universities**

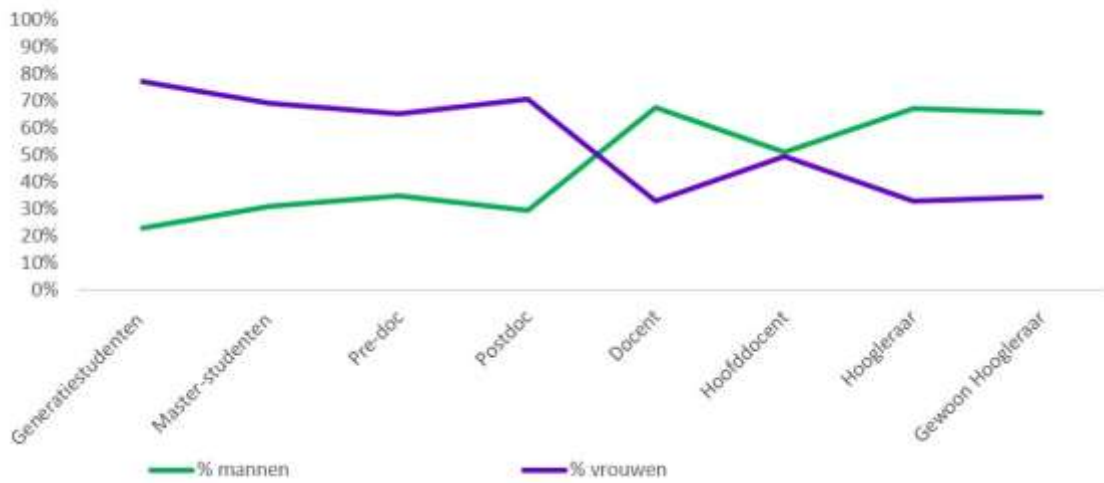
The 'y' axis shows the percentage for men and women respectively in each institution

However, when the faculty level is more closely examined (see Figures 4-11), there is no evident scissor shape, which reflects the fact that the higher up the academic ladder one goes, the more apparent the equality gap between men and women becomes. In other words, each faculty has a specific issue with regard to gender equality. However, there are two important constants: first, the lower number of female lecturers in each faculty, and secondly, a yawning gender gap at the level of senior academic positions (professor and full professor).



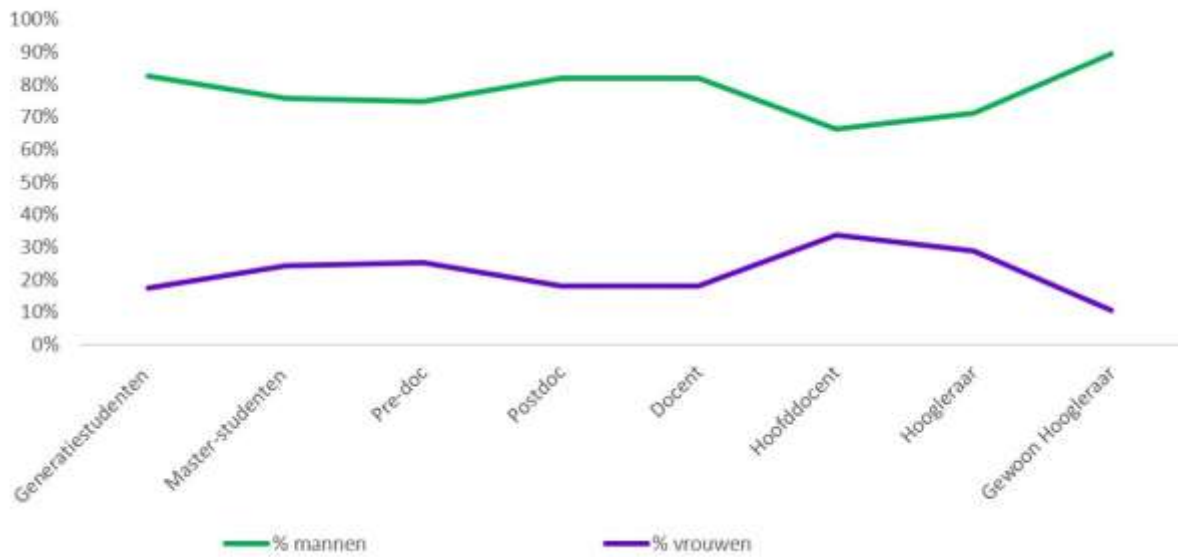
**Figure 4. Faculty ES: percentage of men and women on the academic ladder**

**Percentage of first-year students and Master's students in academic year 2019-2020**  
**Percentages of other categories of FTEs and VUB staff appointed on 1<sup>st</sup> February 2019**



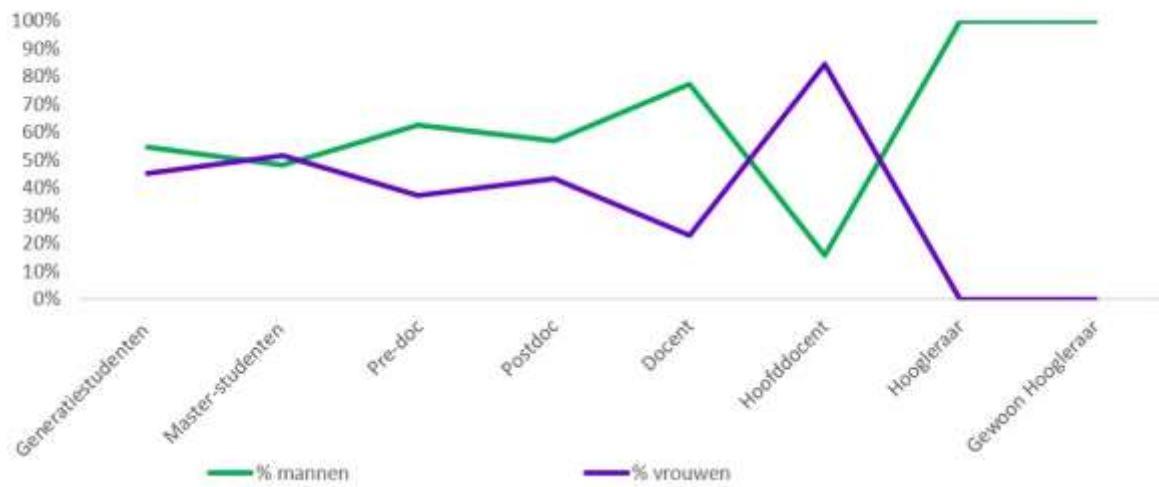
**Figure 5. Faculty GF: percentage of men and women on the academic ladder**

**Percentage of first-year students and Master's students in academic year 2019-2020**  
**Percentages of other categories of FTEs and VUB staff appointed on 1<sup>st</sup> February 2019**



**Figure 6: IR Faculty: percentage of men and women on the academic ladder**

**Percentage of first-year students and Master's students in academic year 2019-2020**  
**Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019**



**Figure 7 LK Faculty: percentage of men and women on the academic ladder**

**Percentage of first-year students and Master's students in academic year 2019-2020**  
**Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019**

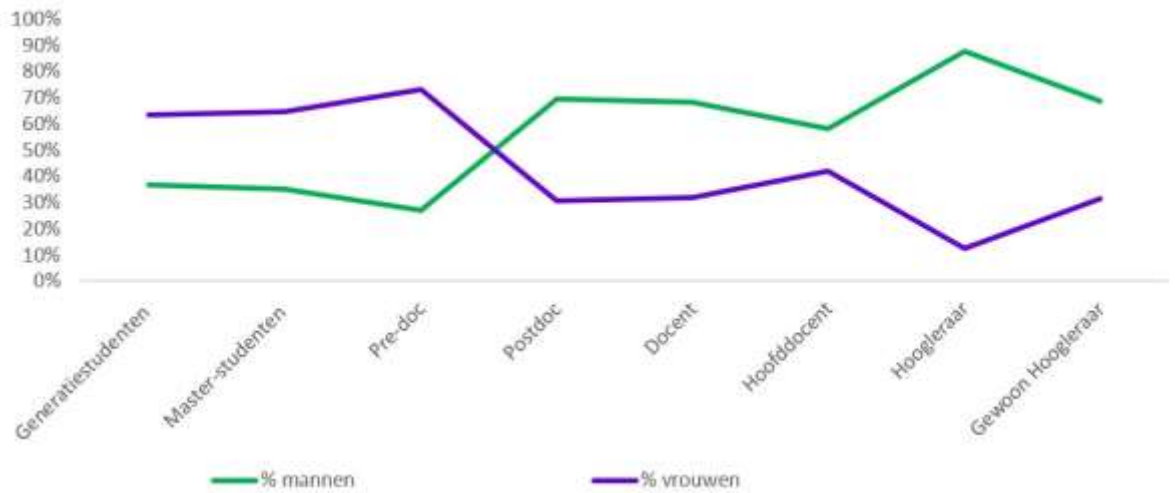


Figure 8. LW Faculty: percentage of men and women on the academic ladder

Percentage of first-year students and Master's students in academic year 2019-2020  
 Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019

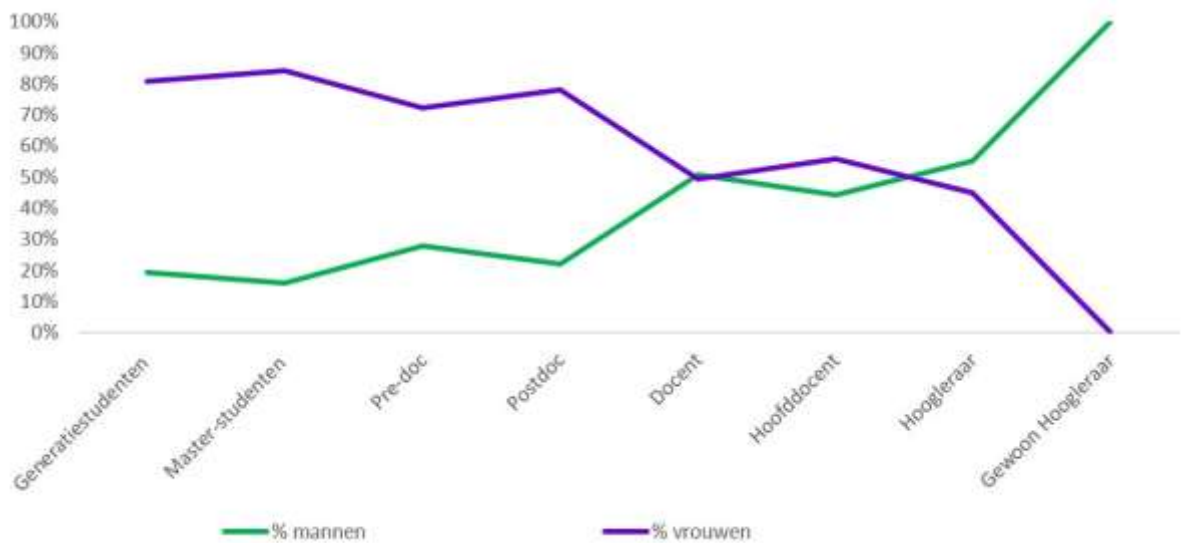


Figure 9. PE Faculty: percentage of men and women on the academic ladder

Percentage of first-year students and Master's students in academic year 2019-2020  
 Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019



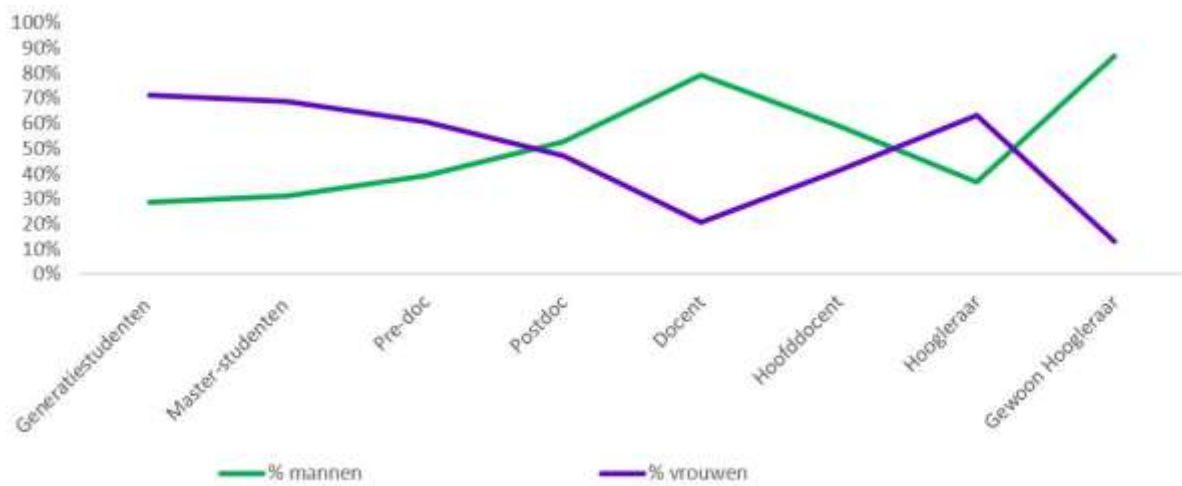


Figure 10. RC Faculty: percentage of men and women on the academic ladder

Percentage of first-year students and Master's students in academic year 2019-2020  
 Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019

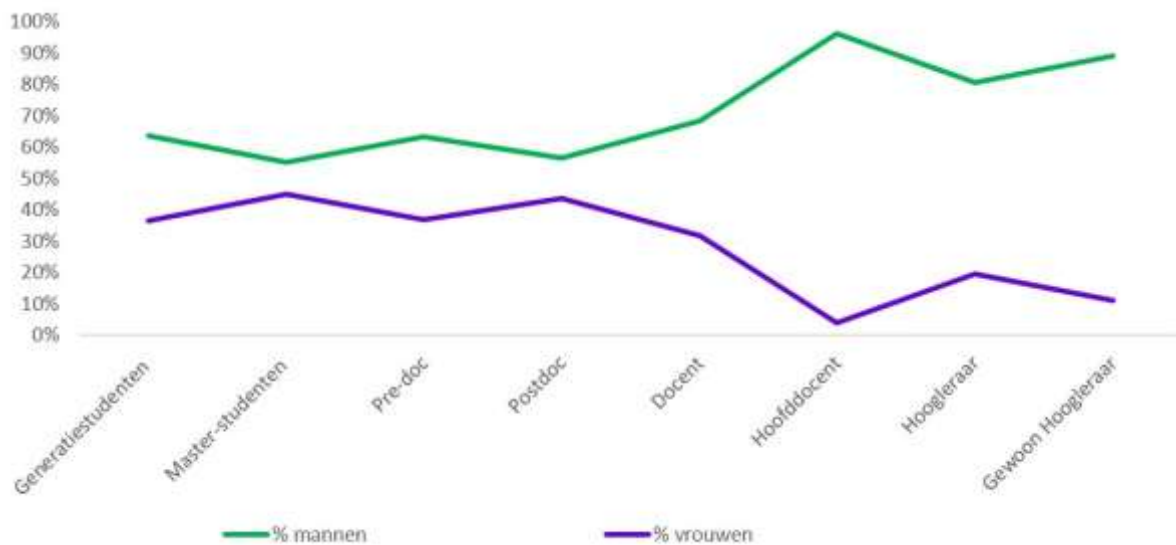


Figure 11. WE Faculty: percentage of men and women on the academic ladder

Percentage of first-year students and Master's students in academic year 2019-2020  
 Percentages of other categories of FTEs, and VUB staff appointed on 1<sup>st</sup> February 2019

### 3. Inflow female ZAP

The number of first appointments of ZAP at the VUB in the period 2019-2020 (Table 4), show substantial annual shifts. In 2019, more women than men were recruited under a ZAP statute (see Table 5), and the average percentage of appointments was also higher for women than for men. Despite falls in the last seven years, many developments ought to be considered positive, with female talent continuing to be identified and validated. However, in the light of comparisons between the VUB and the other Flemish universities, the conclusion overall is less promising. Whilst VUB is making a significant effort, other universities are doing more. Additionally, female ZAP are mainly recruited in temporary statutes (see Table 4) rather than the permanent statute of public office (Openbaar Ambt).

**Table 4: Career growth for first ZAP appointments (2019-2020)<sup>4</sup>**

Appointment	Total N female	% N Female	Total FTE female	% FTE female	Aver. FTE/N
Public office ZAP	23	29.87%	19.5	28.68%	0.84
Temporary ZAP statute	108	36.36%	19	36.57%	0.17
Temporary ZAP + Public office ZAP	131	35.03%	38.5	32.10%	0.29

**Table 5: First ZAP appointments 2019<sup>5</sup>**

Gender	N	% N	VTE	% VTE	Aver. FTE/N
men	20	44.44	5.0	36.9	0.25
women	25	55.56	8.6	63.1	0.34

The GAP was approved by the Executive Board in May 2019. One of the action points was to set a guideline limiting applicants of the same gender to comprise no more than two thirds of the candidates on the short list. Table 6 shows how many ZAP vacancies between 2019-2020 conformed (incl. data prior to May 2019); it shows that only 41% of all short lists were in accordance with the two-thirds guideline, and further that only 20% of full time vacancies met the threshold. For many vacancies, this can be explained by limited shortlists, with only one or two individuals shortlisted in 54% of all vacancies.

**Table 6: Shortlist of full-time ZAP vacancies 2019-2020 which comply with the gender balance with a composition of a maximum of 2/3 of the same gender**

Faculty	in accordance with 2/3 rule	N vacancies
ES	0	1
GF	0	1
IR	0	1
LK	0	1
LW	1	1
PE	0	1
RC	0	1
WE	1	3

<sup>4</sup>Not including Guest Professors and Substitute Academic Staff or expansion of duties. Employer: VUB + UZ  
Source of data: M&O

<sup>5</sup>Not including Guest Professors and Substitute Academic Staff or expansion of duties. Employer: VUB + UZ  
Source of data: M&O

**Table 7: Shortlist of part-time ZAP vacancies 2019-2020 which comply with the gender balance with a composition of a maximum of 2/3 of the same gender**

<b>Faculty</b>	<b>in accordance with 2/3 rule</b>	<b>Total number of vacancies</b>
ES	0	0
GF	4	10
IR	0	0
LK	0	1
LW	6	9
PE	4	8
RC	1	2
WE	0	0

#### 4. Through flow female ZAP

In 2019, 73% of all promotions across all grades, went to men (see Table 8); the percentage of promotions for women fluctuates between a quarter and a third of the total promotions. In all faculties, except RC, the number of promotions for women is lower than that for men (see Table 9) whilst in two faculties (and OZR), there was not a single woman promoted in 2019. On average, women who are promoted are not promoted for lower percentages of FTE (SEE Table 10).

**Table 8: Promotions in ZAP in 2019 (starting from 01/01/2020), divided into grades <sup>6</sup>**

Grade	N Female	Total N	% N Female	FTE female	Total VTE	% FTE female
Associate professor	6	24	25	10.1	34.2	30
Professor	5	16	31	4.5	13.35	34
Full Professor	2	8	25	2	8	25
<b>Total</b>	<b>13</b>	<b>48</b>	<b>27</b>	<b>16.6</b>	<b>55.55</b>	<b>30</b>

**Table 9: Promotions in ZAP in 2019 (starting from 01/01/2020), divided into faculties<sup>7</sup>**

Body	N Female	N Total	% N Female	FTE female	Total FTE	% FTE female
ES	1	5	20	1.0	5.0	20
GF	4	9	44	2.8	6.4	44
IR	0	4	0	0	3.1	0
LK	0	1	0	0	1.0	0
LW	2	6	33	1.8	5.1	35
PE	1	3	33	1.0	3.0	33
RC	2	4	50	2.0	3.8	53
WE	3	11	27	3.0	11.0	27
OZR	0	5	0	0	4.1	0
<b>Total</b>	<b>13</b>	<b>48</b>	<b>27</b>	<b>11.6</b>	<b>42.55</b>	<b>27</b>

**Table 10: Promotions in ZAP in 2019 (starting from 01/01/2020)<sup>8</sup>**

N	FTE	Aver. FTE/N
13 women	11.6	0.89
35 men	30.95	0.88

#### 5. Representation of women

Article 5 of the Organic Statute states:

The VUB strives to achieve gender balance in addressing management mandates and in the composition of administrative bodies, and also in the conferral of the titles and honorary titles which may be conferred under this Organic Statute. Notwithstanding

<sup>6</sup>Source: Academic Council of 16/12/2019

<sup>7</sup>Source: Academic Council of 16/12/2019

<sup>8</sup>Source: Academic Council of 16/12/2019

the applicable statutory regulations, at least for the bodies referred to in Part IV (University Council), Part V (Executive Council), Part VI (Academic Council, OWR, OZR, IVR, RIB), Part X (Faculties) and Part XI (Executive Committee UZ) of this Organic Statute, at least one third of the voting members should be of the opposite gender. If this is not the case, these bodies may still legally deliberate and take decisions.

In two central administrative bodies, the Academic Council and the Executive Committee of the UZ, the gender balance is conspicuous by its absence (see Table 11). Equally, whilst there is no gender quota for it, the Student Council is similarly lacking in balance.<sup>9</sup>

**Table 11. Representation of women in central administrative bodies in 2019**<sup>10</sup>

Administrative body	% women
Academic Council	31
Executive Board	44
University Council	39
Executive Committee UZ	15
Management Committee	58
Innovation and Validation Council	46
Education Council	48
Research Council	50
International Policy Council	47
Student Council	69
Student Services Council	64

The gender balance is achieved for the Evaluation and Promotion Commissions in most faculties (see Table 12). The agreed gender balance is not presently being achieved in the faculties of Law and Criminology and Psychology and Education Sciences.

**Table 12. Representation of women in the EBCs**<sup>9</sup>

Faculties	Men	Women	Percentage of women
ES	5	4	44.4%
GF	3	2	40.0%
IR	9	6	40.0%
LK	5	3	37.5%
LW	4	3	42.9%
PE	5	2	28.6%
RC	5	2	28.6%
WE	5	4	44.4%

<sup>9</sup>The 1/3 gender quota only applies to the Student Services Council and not to the Student Council, see the decree with regard to student funding and student services in higher education.

<sup>10</sup>Only voting members were counted. Source of data: Secretariat of the Board and OWSB

Appendix

**Appendix 1 Proportion female academic staff VUB compared to all Flemish universities<sup>11</sup>**

	FTE female	Total FTE	% FTE female	FTE female	Total FTE	% FTE female
Scientific Personnel pre-doctorate (non-operational)	3996	8594	46.80	429.40	935.35	45.91
AAP in strict sense, other AAP, OP1 and OP2	1168	2242	52.09	82.80	144.35	57.36
Scientific Personnel post-doctorate (non-operational)	1330	3377	39.38	138.55	362.20	38.25
Lecturer, Tenure Track Lecturer and OP3	317	847	37.47	49.15	152.05	32.32
Associate professor and OP3	384	1113	31.26	43.25	125.60	34.43
Professor and OP3	177	693	25.48	17.85	62.25	28.67
Full Professor and OP3	156	894	17.45	11.20	64.50	17.36
Other ZAP: Guest professor, head librarian, salaried emeritus with work assignment	72	189	37.80	7.85	24.37	32.21

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<sup>11</sup>Source: VLIR Summary Table personnel statistics on 01/02/2019, total, p.145 VLIR Summary Table personnel statistics on 01/02/2019, VUB, p. 141