

# Equality and diversity statistics 2022

# Statistics 2022 - Summary

- **Student perspective:** Positive gender balance trend in all degree levels. Slight increase in share of international student at bachelor and master level, higher (9%) increase within postgraduates. Higher share of women and internationals within new students compared to all students.
- **Overall personnel perspective:** Slight increase in share of women overall. Decrease in share of internationals in associate professor (fixed-term) position, and change not visible on next career phase. No significant changes in gender and nationality scissors; lower share of international women in tenured positions.
- **Managerial positions:** Increase in share of women in top management and among department heads, and slight increase in share of internationals among department heads and academic manager position.
- **Applicants:** Slight increase in share of women candidates for professors, doctoral student and management positions, and slight increase in men candidates for services and other academic positions. Slight increase in share of international candidates for professors, increase in services, but lot of variation between years, as in After a significant drop in internationals to management positions in 2021 trend in 2022 is promising.
- **Family leaves:** Finns and women spent more time on family leaves, in general less time spent on leaves.
- **Equal pay:** Equal salary median between genders and national background

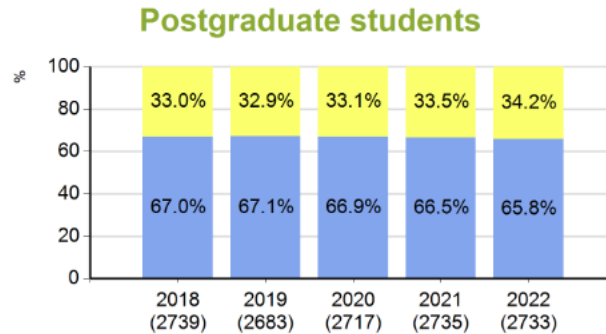
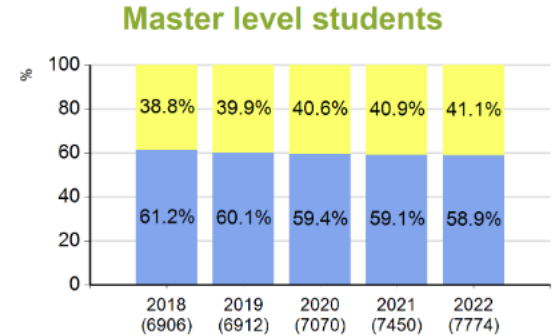
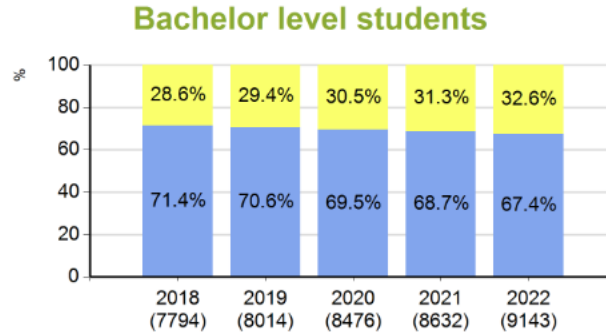
# Student perspective

## Insight to recent development

# Enrolled students' gender balance

Positive trend in all degree levels.

## Enrolled students by gender



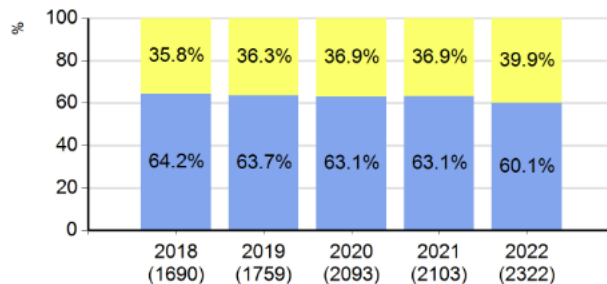
Female  
Male

# New students' gender balance

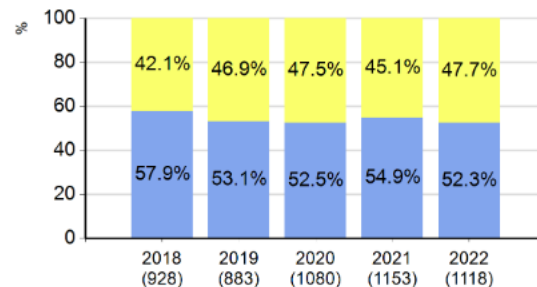
Positive trend in all degree levels, higher share of women within new students compared to all students.

## New students by gender

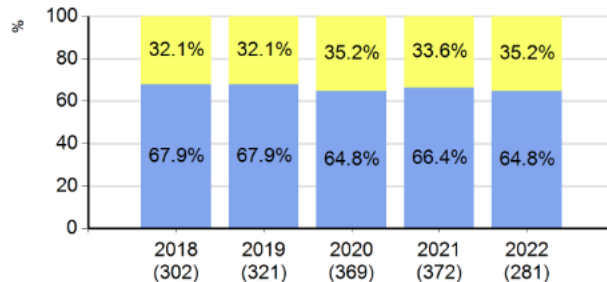
### Bachelor level students



### Master level students



### Postgraduate students

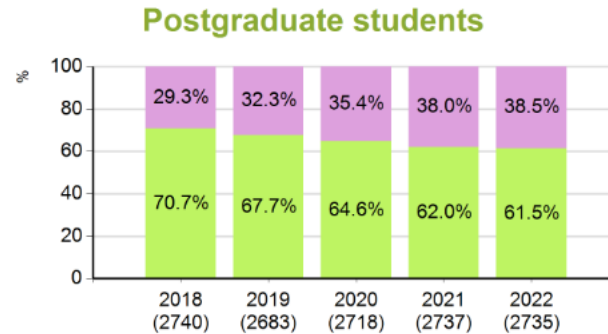
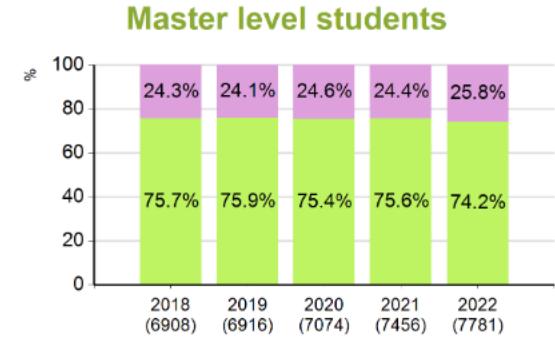
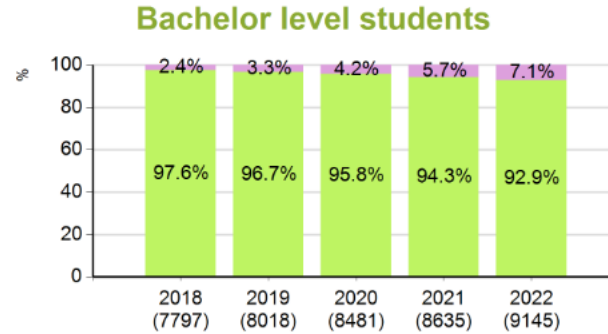


Female  
Male

# Enrolled students' internationality

Slight increase in share of international student at bachelor and master level, higher (9%) increase within postgraduates.

## Enrolled students by nationality

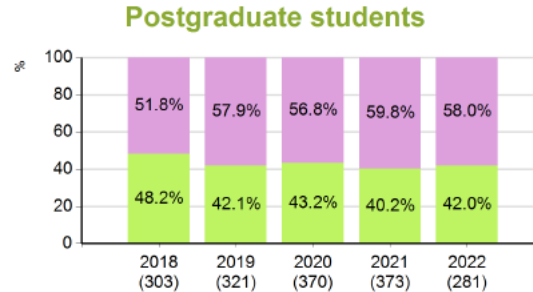
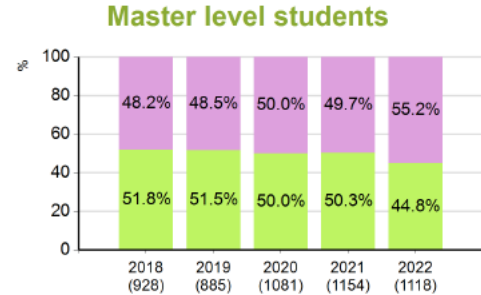
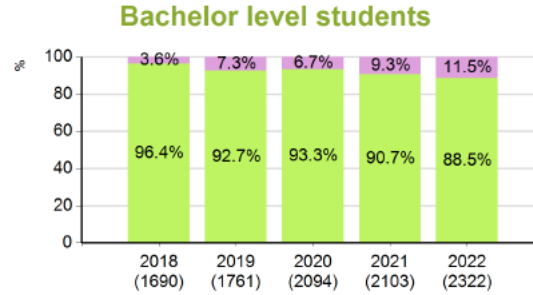


Non-Finns  
Finns

# New students' internationality

Moderate increase in share of international student at all degree levels.

## New students by nationality



Non-Finns  
Finns

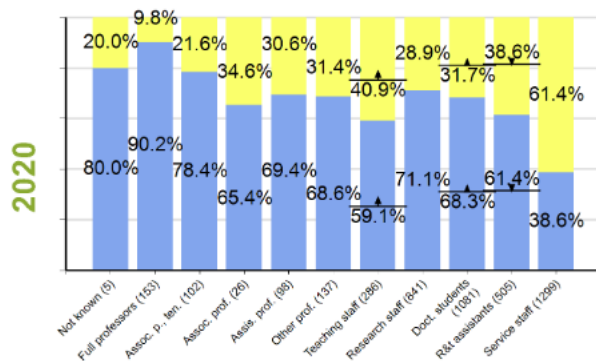
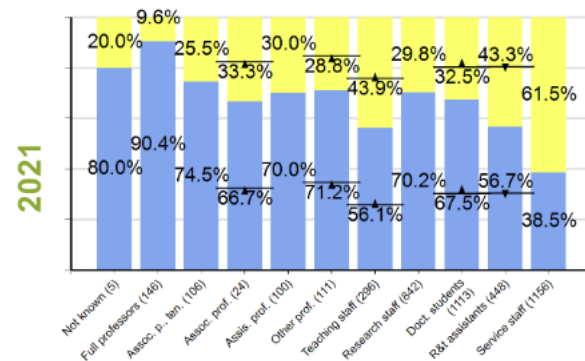
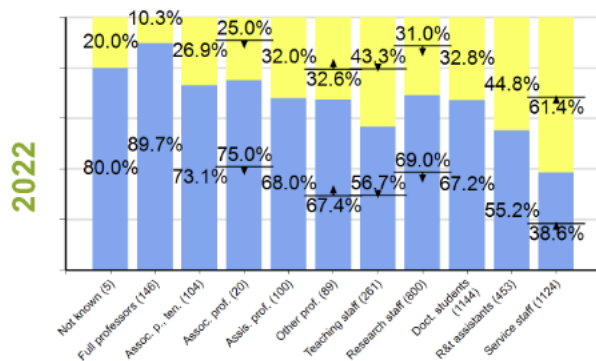
# Personnel perspective

## Insight to recent development



# Total personnel gender balance

Slight increase in share of women. The most significant change in numbers is career development of women in associate professor fixed-term position to associate professor (tenured).



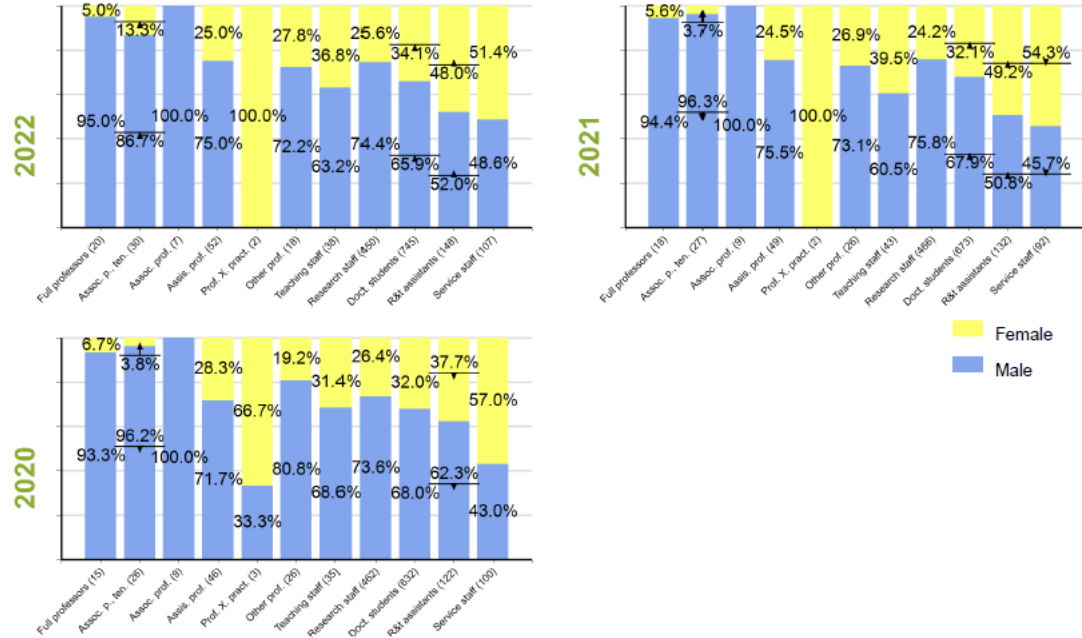
Female  
Male

Here and in what follows, staff numbers are based on head counts as of December 31st. Hourly teaching is not included.

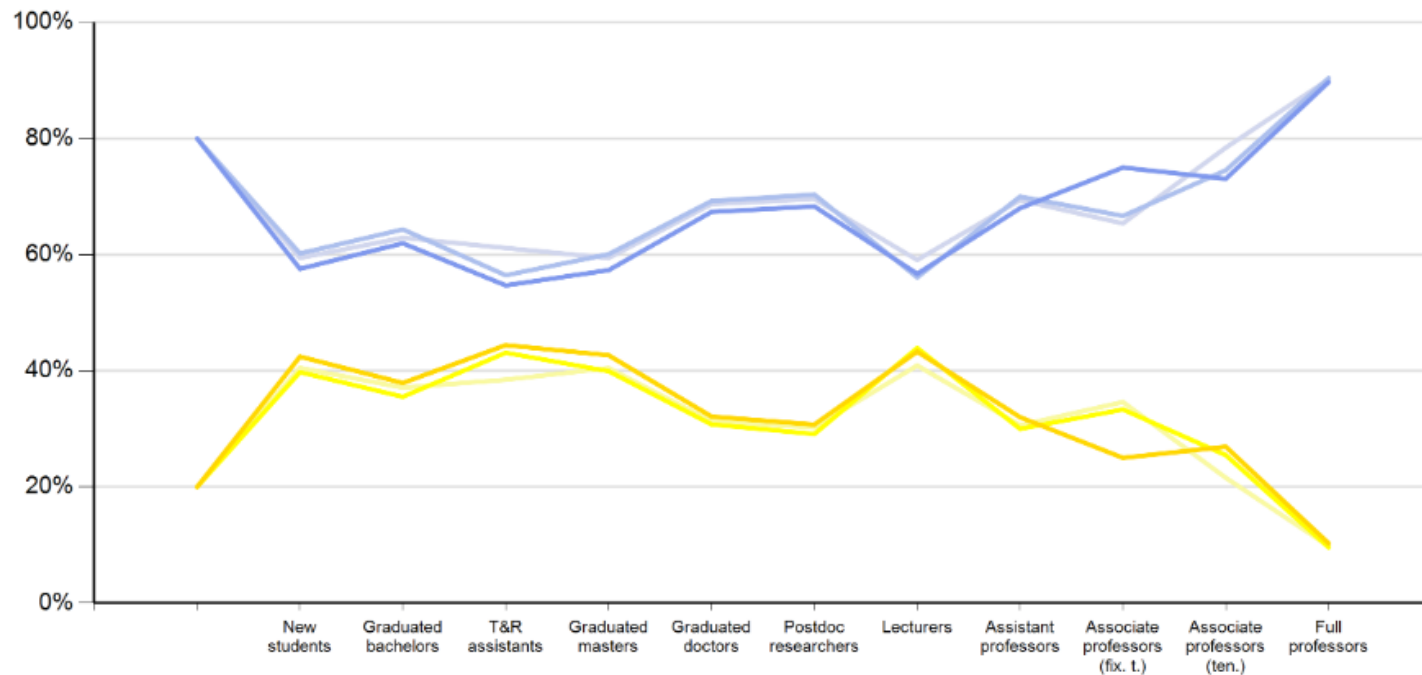
# International personnel gender balance

Lower share of women in tenured positions. Slight increase in share of women in earlier career phase, share of international women R&T assistants increased 10%. Share of men in services higher than within all personnel.

Non-Finnish staff by gender



# Gender scissors



Women 2022

Men 2022

Women 2021

Men 2021

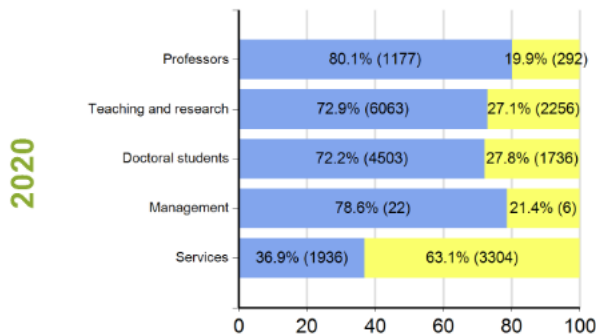
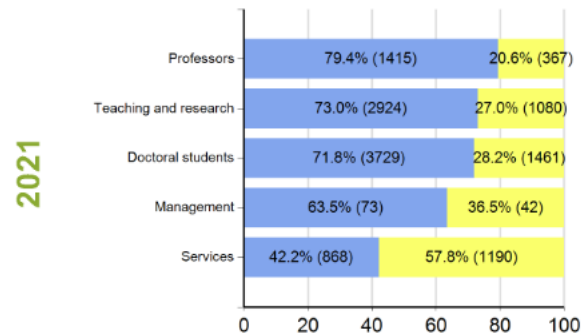
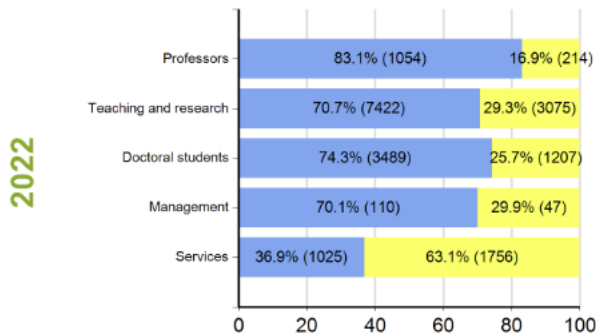
Women 2020

Men 2020



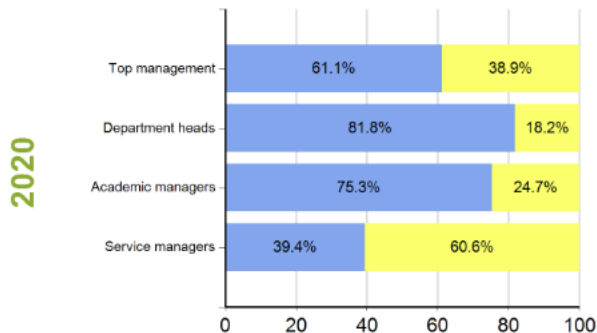
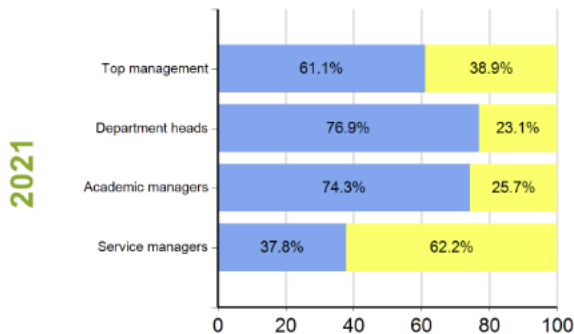
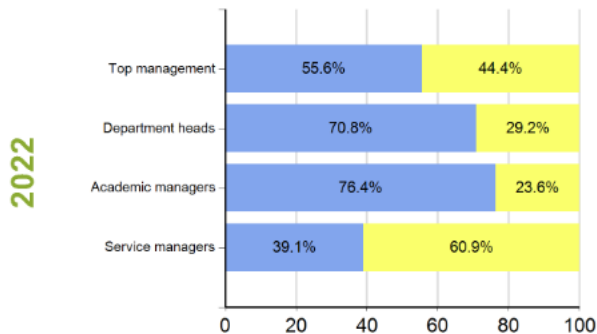
# Applicants gender balance

**Slight increase in share of women candidates for professors, doctoral student and management positions, and slight increase in men candidates for services and other academic positions.**



# Managers gender balance

**Slight increase in share of women in top management and among department heads, withing academic and service managers share of women remains in same level than in 2020.**

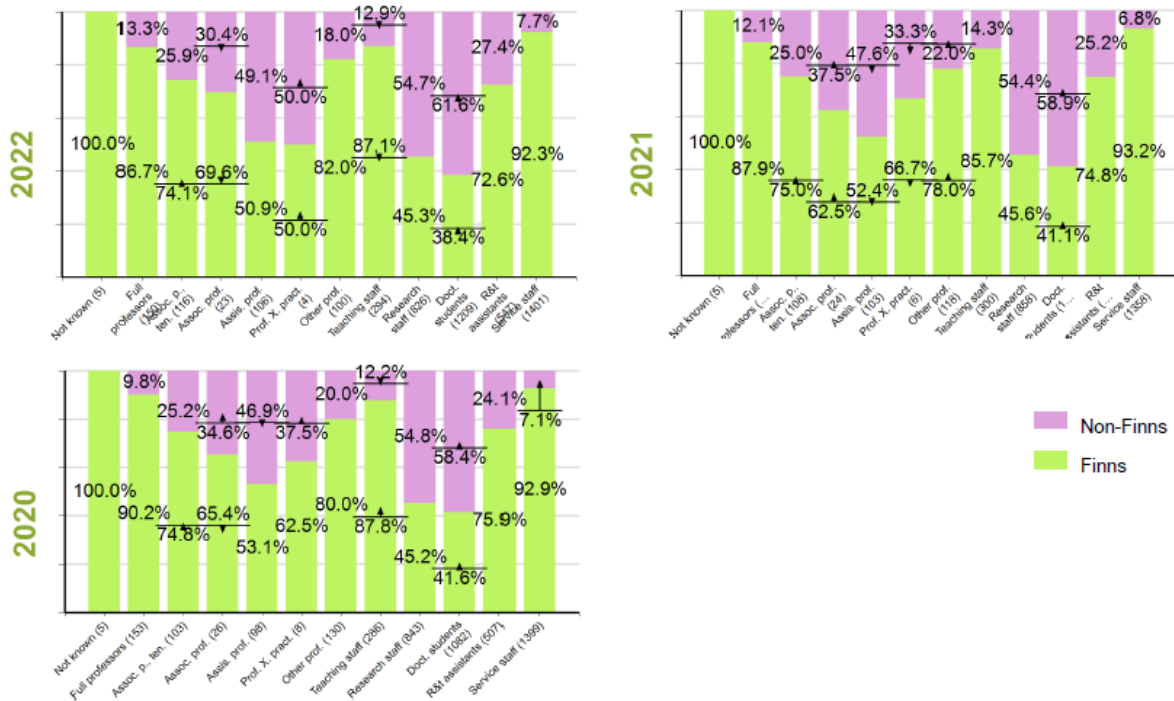


Female  
Male

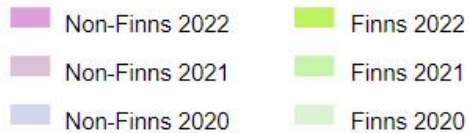
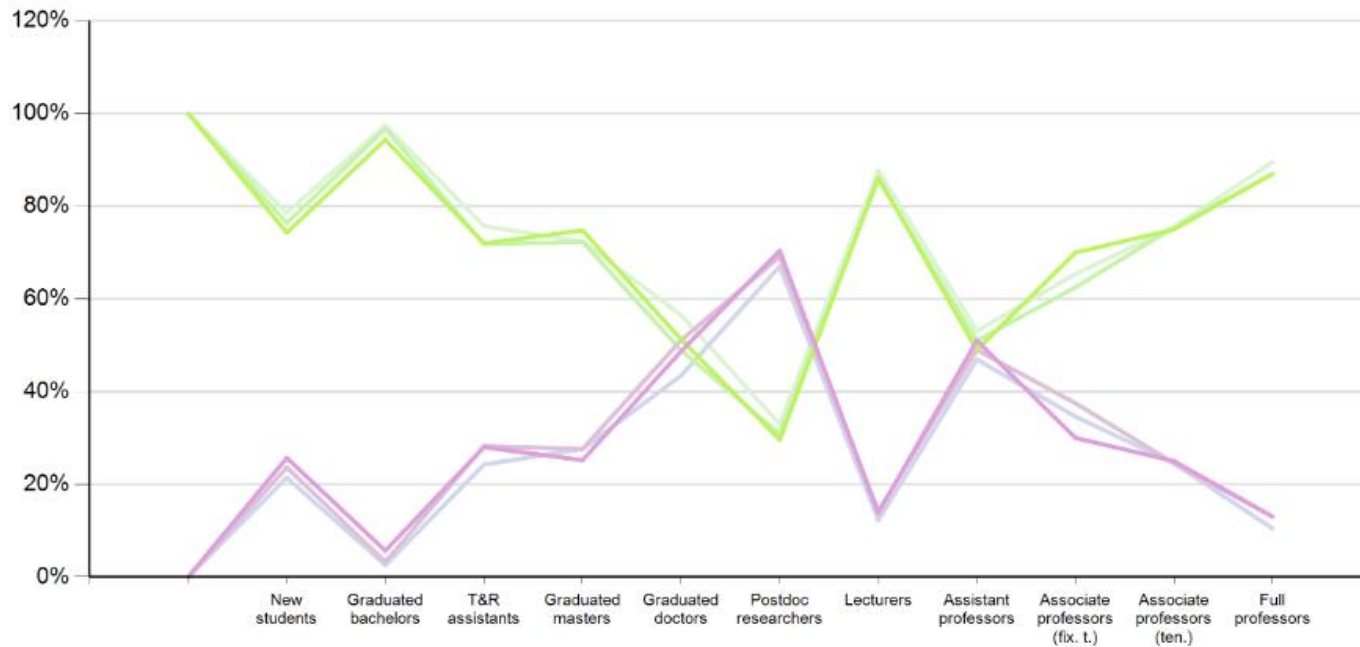
# Share of international personnel

No significant changes, other than decrease in share of internationals in associate professor (fixed-term) position. Increase in share of international Professor X practices, but N is quite low.

Total staff by nationality



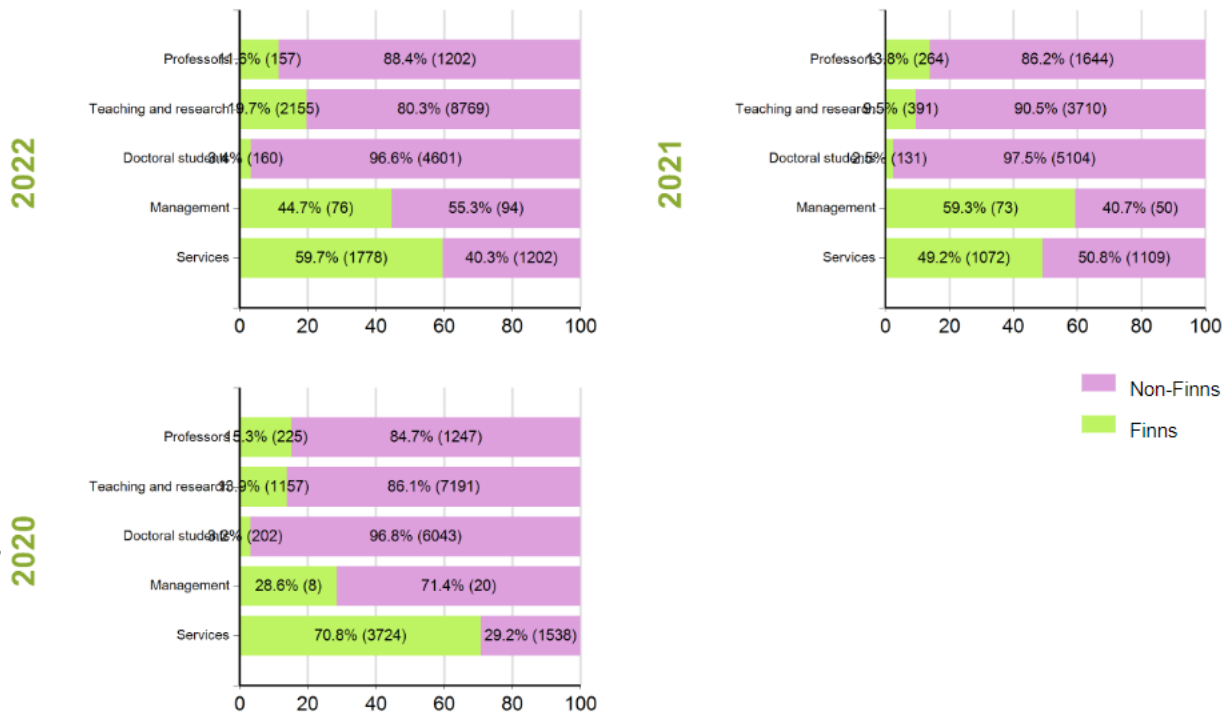
# Nationality scissors



# Share of international applicants

Lot of variation between years. Slight increase in share of international candidates for professors and services. After decrease for management positions in 2021 trend in 2022 is promising.

*Applicants by nationality*



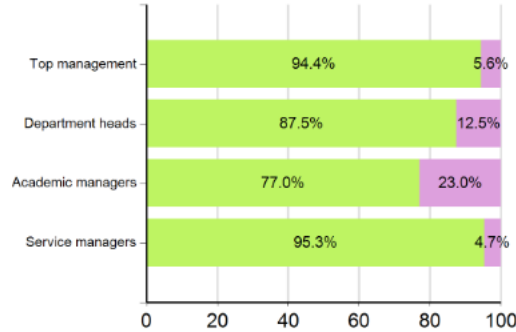


# Managers internationality

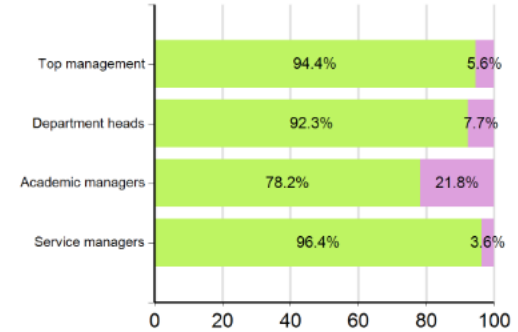
**Increase in share of internationals among department heads from 4,5,% to 12,5%. Slight increase within academic managers from 19,9% to 23%.**

**Share of internationals in service management and top management positions remains around 5%**

2022

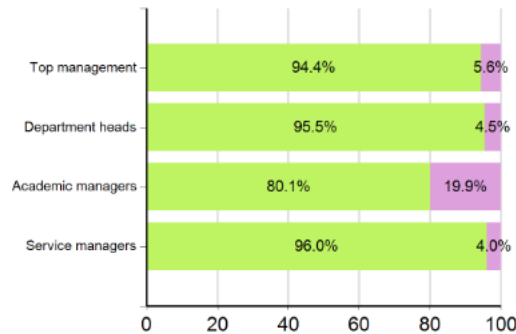


2021



Non-Finns  
Finns

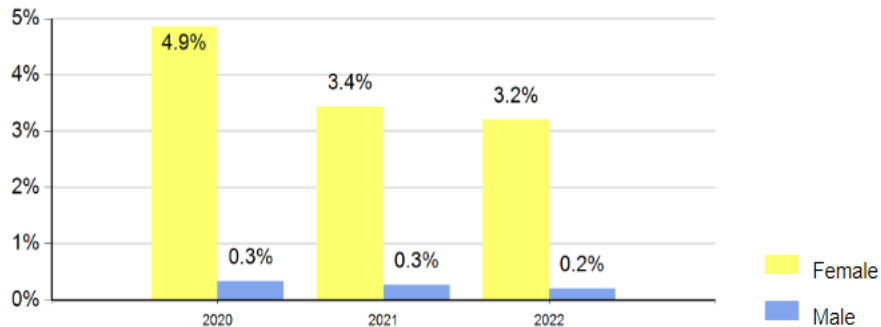
2020



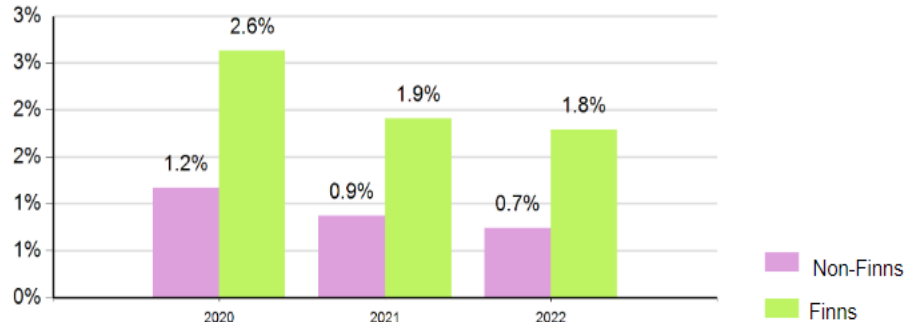
# Balance between family leaves

Finns and women spent more time on family leaves, in general less time spent on leaves.

By gender



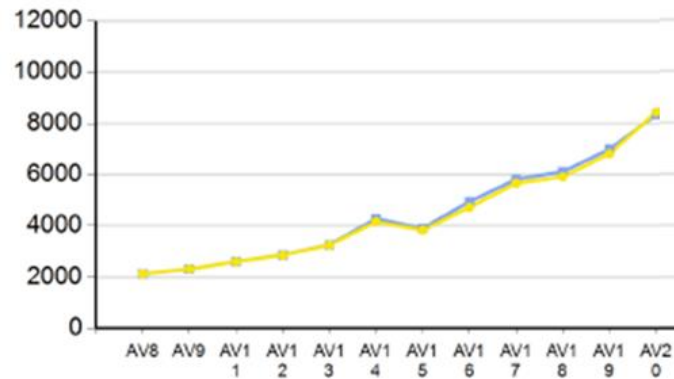
By nationality



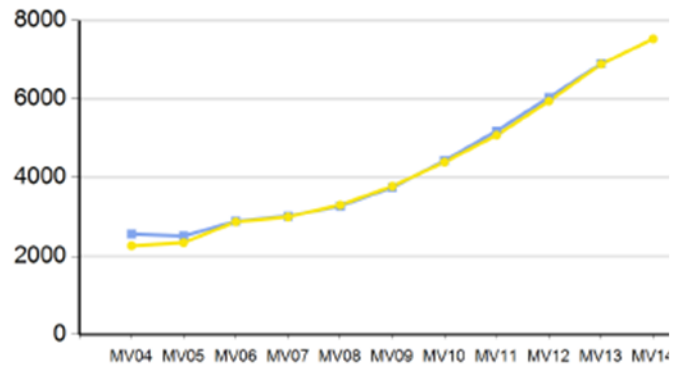
# Median salaries by gender at 2022

Equal salary median among services and teaching and research personnel

Teaching and research staff (Aalto salary system)



Other staff (YPJ salary system)

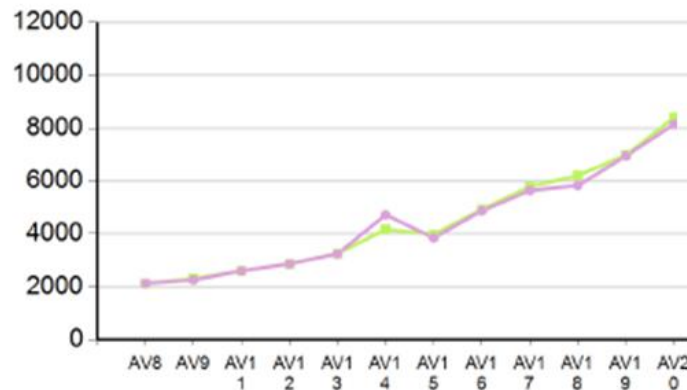


Female  
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# Median salaries by nationality at 2022

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