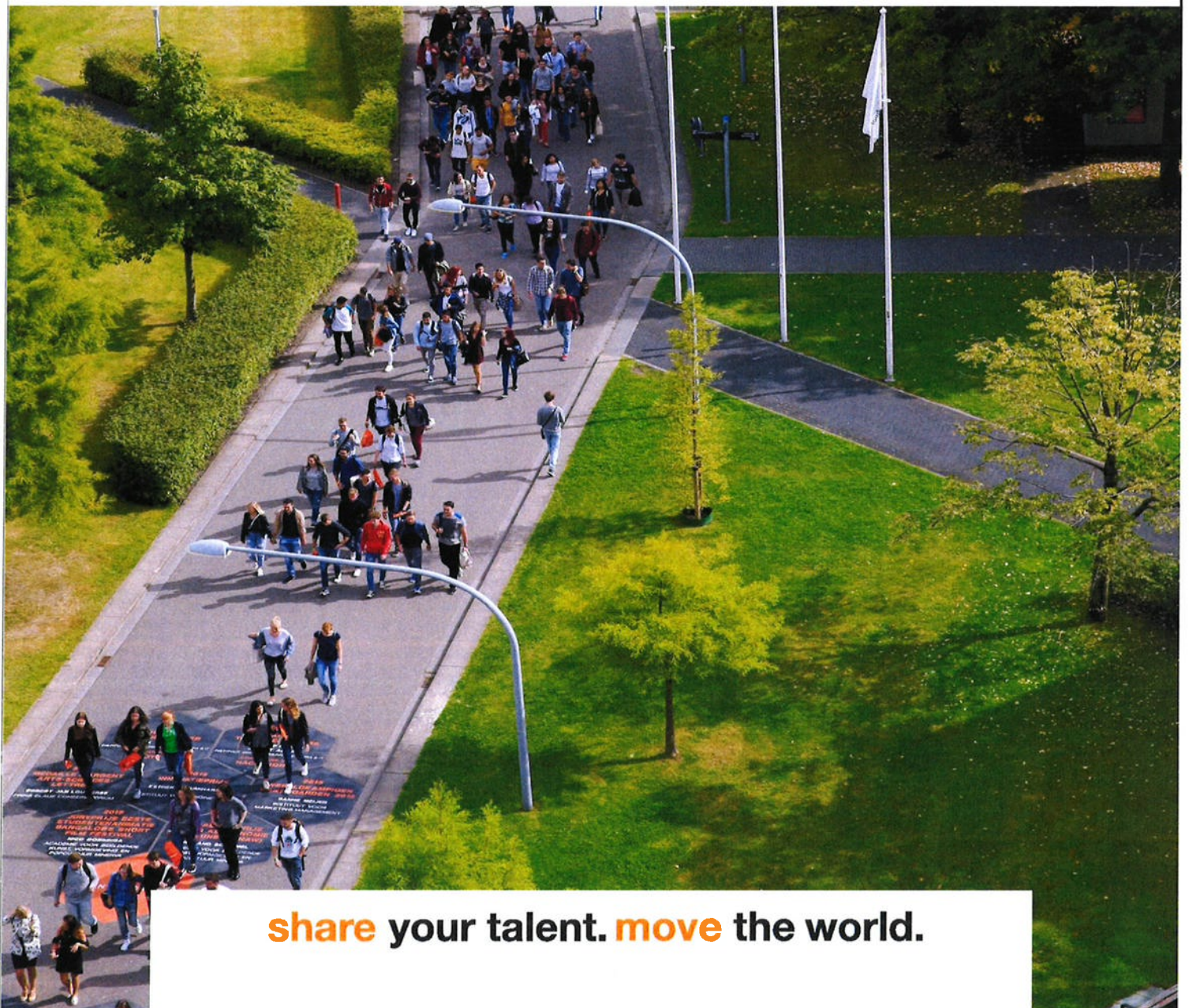




Hanze  
University of Applied Sciences  
Groningen

# Gender equality at Hanze UAS



**share** your talent. **move** the world.



May 2024

Version May 2024



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# 1. Equality of opportunity

Hanze University of Applied Sciences Groningen (Hanze UAS) is a multidisciplinary university of applied sciences. Its mission is to educate skilled and committed professionals and conduct applied research with societal impact. In doing so, Hanze UAS has proven to be an important partner – not just regionally in the northern Netherlands, but also nationally and internationally – in the development of entrepreneurship and innovative, applicable knowledge. Accordingly, the Hanze UAS motto is 'Share Your Talent. Move the World'. Hanze UAS is made up of 16 Schools, which offer a total of 71 bachelor's programmes, 17 master's programmes and 12 associate degree programmes. Hanze UAS currently has more than 30,000 students and more than 3,800 staff. It also has about 50 professorships in which applied research is conducted. Research is carried out at the Research Centres Art & Society, Built Environment (Noorderruimte) and Biobased Economy, at the Centre of Talent, Teaching & Learning and at the three Centres of Expertise: EnTranCe | Centre of Expertise Energy, the Centre of Expertise Healthy Ageing, and the Marian van Os Centre of Expertise Entrepreneurship. The fields covered by each of the three Centres of Expertise reflect the strategic themes relevant to Hanze UAS. Special focus points of education at Hanze UAS are its Honours and arts programmes. Unique to Hanze UAS is its Engaged University profile. Students notice from the very first day of their degree programme that learning and research are closely intertwined with society. They independently conduct real world, relevant research assignments: issues that play a role in the northern Netherlands, but are also important worldwide. They work together with involved lecturers, experienced researchers, representatives from the professional field and students from other disciplines. Being an Engaged University is an important mission in the Hanze strategic plan.

## 1.1. Sustainable Development Goal 5: Gender equality

In 2018, Hanze UAS signed a letter of intent to endorse the 17 Sustainable Development Goals. For us at Hanze UAS, the SDGs are important – not only because they are incorporated into the strategic plan, but also because we always strive to work towards a better world ('Share Your Talent. Move The World') together with our students and staff. The fifth SDG states that by 2030, women and men should have equal rights in practice to facilities such as education, health care and work. In addition, women and men must be equally represented in political and economic decision-making. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Over the last decades, progress has been made worldwide: more girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality. Despite these gains, many remain: discriminatory laws and social norms remain pervasive and women continue to be underrepresented at all levels of political leadership. In addition, one in five women and girls between the ages of 15 and 49 still report experiencing physical or sexual violence. Hanze UAS aims to offer a safe teaching, learning and working environment and support for both students and staff.

## 1.2. Diversity Charter

For Hanze UAS, it is of great importance that all staff and students feel welcome and accepted. That is why Hanze UAS signed the [Diversity Charter](#) in the summer of 2021, together with other large employers in the region. As gender inequality is still an issue, as mentioned by President of the European Commission Ursula von der Leyen in March 2020, Hanze UAS is taking its responsibility and addressing the importance of gender equality at all levels within the organisation. By signing the Diversity Charter, Hanze UAS committed itself to a plan of action to promote the principles of equal opportunities and increased diversity and inclusion in education, research and the workplace. This entails the full education and labour participation of every citizen, regardless of gender, ethnicity, disability, age or sexual orientation. The pursuit of inclusion is a matter of corporate social responsibility.

## 2. Gender equality at Hanze UAS

The Human Resources Office monitors the gender balance of Hanze UAS staff and students. This applies to support staff, but also to the Schools, Research Centres and Centres of Expertise. The results of this monitoring is presented in each annual report. Gender ratios at Hanze UAS differ per School, staff office and function level. As a result, some parts of Hanze UAS have different challenges and starting points for increasing gender equality. A good balance between work and care responsibilities at home is one of the central issues in the field of gender diversity in the workplace. The lack thereof is one of the main obstacles to improving the position of women in the labour market. This requires awareness and a change in culture. Both men and women, employees and employers have a role to play in this change.

### 1.3. Most recently reported state of affairs

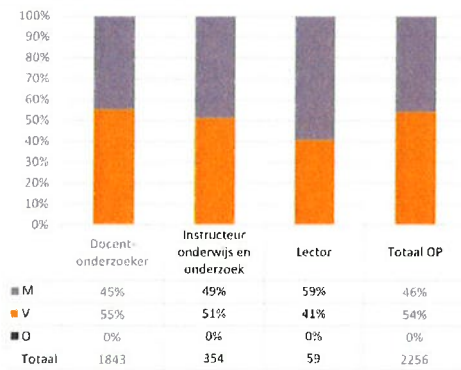
The gender ratios of Hanze UAS staff and students are analysed yearly. The results are published on the public website of Hanze UAS and incorporated into its annual report. The management of Hanze University consists of 162 people, 57% of whom are women and 43% men. Of these, 25 people hold the position of director, where the ratio is 68% women and 32% men. Among the 137 managers, the ratio is 55% women 45% men. The Executive Board normally consists of two women and one man, to which, due to circumstances, one male interim director was temporarily added. The Supervisory Board consists of five women and three men.

Among teaching staff, the female-male ratio is: for professors 41% women compared to 59% men and for lecturer-researchers 55% women and 45% men.

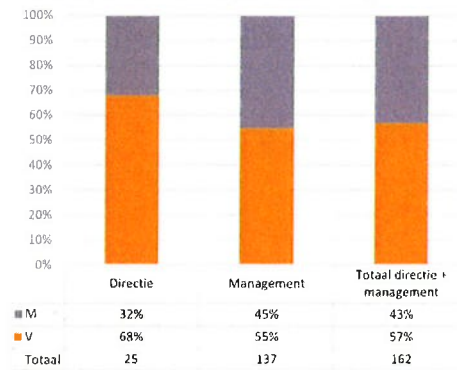
A total of 3803 employees work at the Hanze, of whom 58% are women and 42% men and some employees who do not categorise themselves within the male or female gender, their share falls below 1 % in percentage terms. The benchmark date of this data is 31 December 2023.

The results for 2023 concerning gender ratios within staff are shown below.

### Educational & Research staff



### Management staff (scale 10 / 13)



# 3. Increasing gender equality at Hanze UAS

## 1.4. Support structure & policy

In 2022 Hanze UAS has launched a Diversity & Inclusion knowledge platform of experts, ambassadors and functional support from and for the entire organisation. This platform is active in increasing awareness within the organisation of the field of Diversity & Inclusion and has a driving role with regard to the theme of gender equality. It is able to draw from knowledge gained within Hanze UAS, Zestor, other universities of applied sciences and organisations, and from Diversity at Work (SER).

Hanze UAS offers specific support in the field of gender equality by a special staff member of the Human Resources Office. This officer is part of the knowledge platform Diversity & Inclusion and provides solicited and unsolicited advice to all sections of the organisation on gender equality.

From 2024, Hanze UAS will work with revised policies on social safety. An appointed programme manager Social Safety will ensure implementation of this revised policy in 2024 and 2025. In this revised policy, the proximity of signposts and confidants within the organisation is ensured. At the same time, a code of conduct and new complaints regulations have been developed. These are complementary to the revised policy. The code of conduct emphasises desired behaviour and translates the intent of the core values into everyday actions. Desired behaviour has a positive influence on cooperation and thus on the enjoyment of work and learning by staff and students. With the code of conduct, everyone can act responsibly in this respect.

## 1.5. Inclusion & gender equality in annual plans

All Hanze colleges and staff offices include gender equality as a specific topic in their annual plans. They describe the objectives for their specific school or staff office and include it in the multi-annual staff planning. In schools and staff offices known for gender inequality (such as the Institute of Engineering, the School of Nursing and the School of Education), students and staff will be involved in creating a more balanced situation. Staff offices will improve gender equality in all processes and support structures.

### Examples:

- Attract more students for specific degree programmes through information sessions for new students
- Develop and implement diversity and gender equality in the recruitment process
- Develop and implement a buddy programme for new staff; support in management traineeships
- Organise workshops on gender and other types of equality aimed at raising awareness among staff and students and providing tools for dealing with unconscious gender biases as well as other inclusion matters
- Proactive disclosure of information on leave arrangements for young parents (for both men and women) and family care. Encourage the use of these leave schemes.
- Domestic Violence and Child Abuse Reporting Code Training
- Domestic violence officers have been appointed in each Hanze UAS department; they will focus on advising and guiding colleagues in case of suspicions of domestic violence and/or child abuse
- Interactive theatre and workshops Social insecurity and (sexual) transgressive behaviour

- Active ambassadorship of schools, staff and students regarding gender equality, by jointly initiating activities, drawing attention to and debating the topic. For instance: the School of Social Studies' annual celebration of International Women's Day.

## **1.6. Accountability and monitoring**

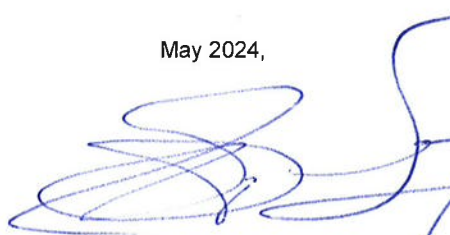
Progress with regard to gender equality is monitored annually and goals are set for Hanze UAS as a whole. This information is published on the Hanze UAS website and in the annual report. The Hanze UAS policy on gender is published on the website.



# 4. Declaration

The Executive Board (College van Bestuur) is the central governing body of Hanze University of Applied Sciences. The Executive Board manages and represents Hanze University of Applied Sciences and is accountable to the Supervisory Board.

May 2024,



Dick Pouwels  
Chair of the Executive Board



Petra Smeets  
Member of the Executive Board



Annemarie Hannink  
Member of the Executive Board