



# Equality statistics

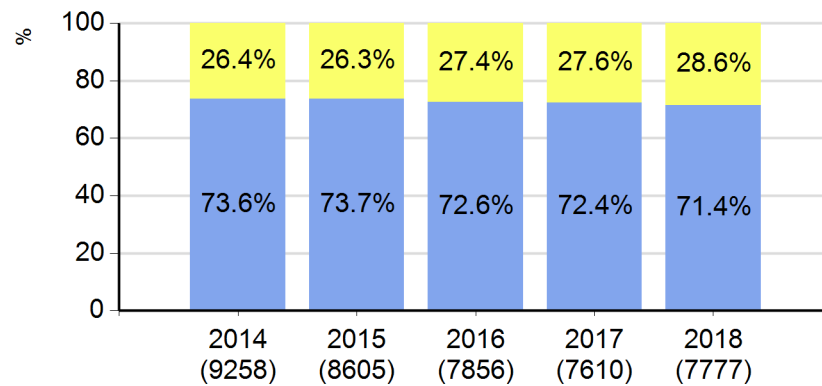
## 2018

Aalto University

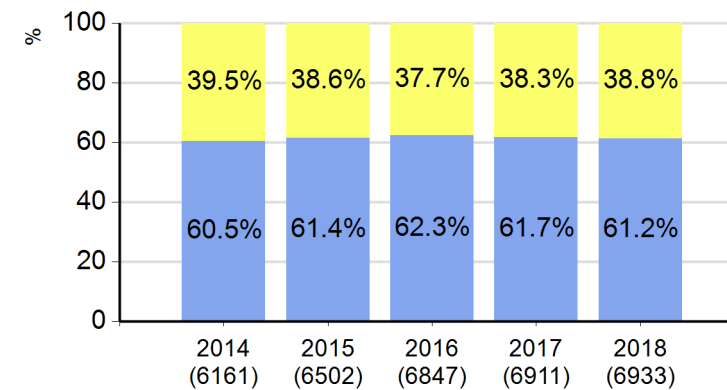
# Student perspective

## *Enrolled students by gender*

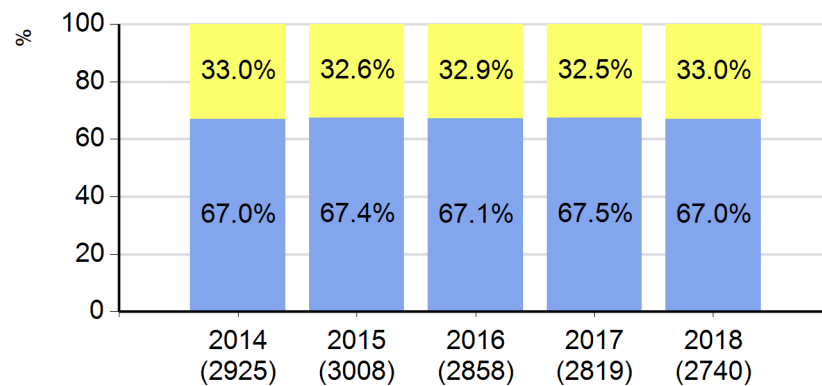
### Bachelor level students



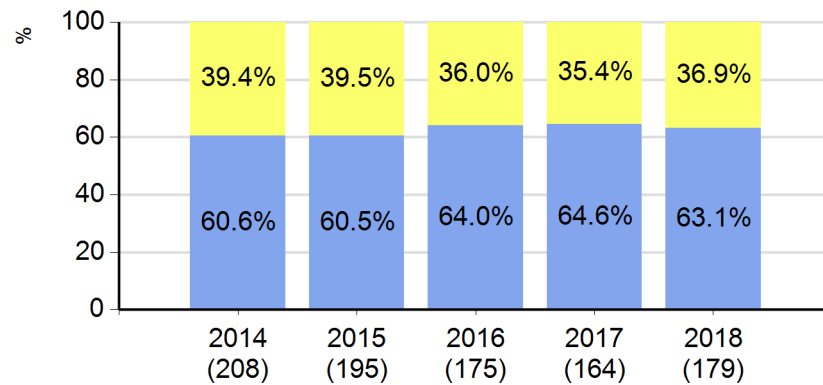
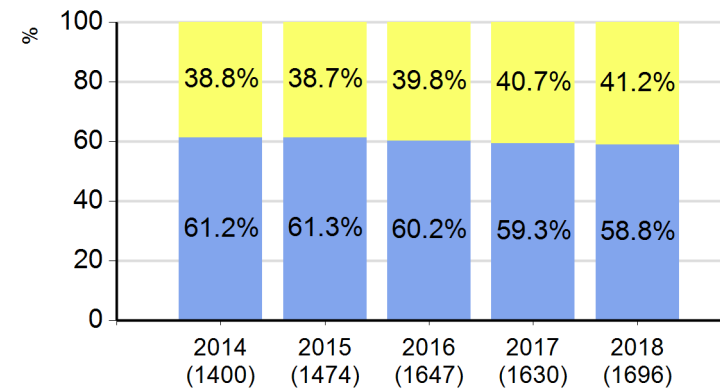
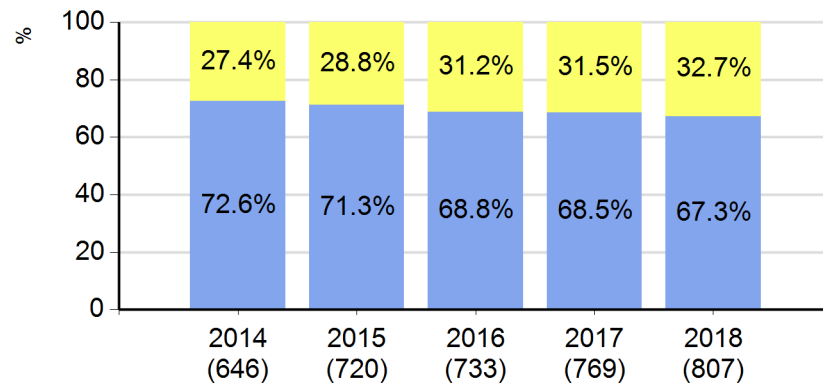
### Master level students



### Postgraduate students



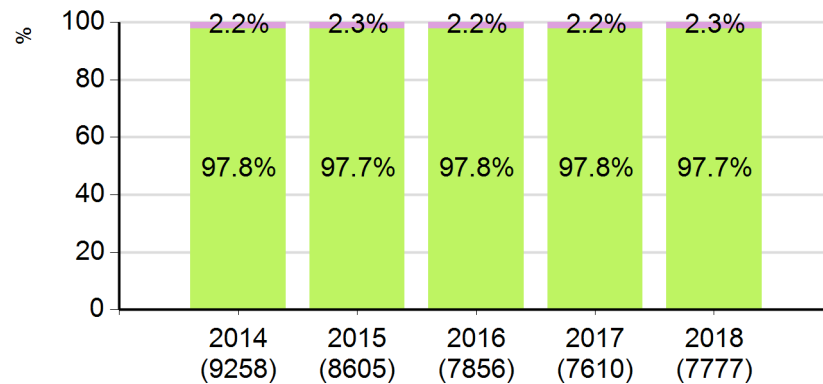
Female  
Male

*Non-Finnish students by gender***Bachelor level students****Master level students****Postgraduate students**

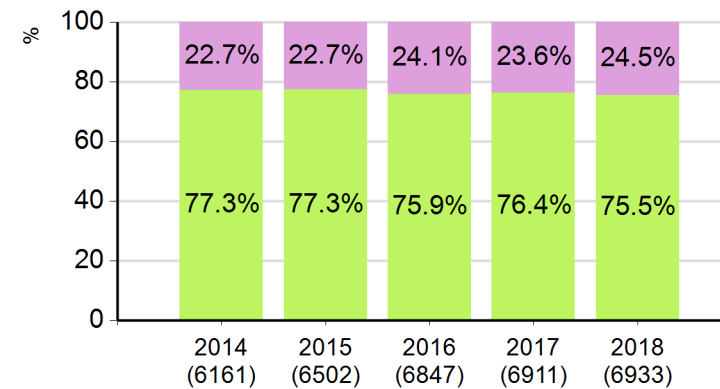
Female  
Male

## Enrolled students by nationality

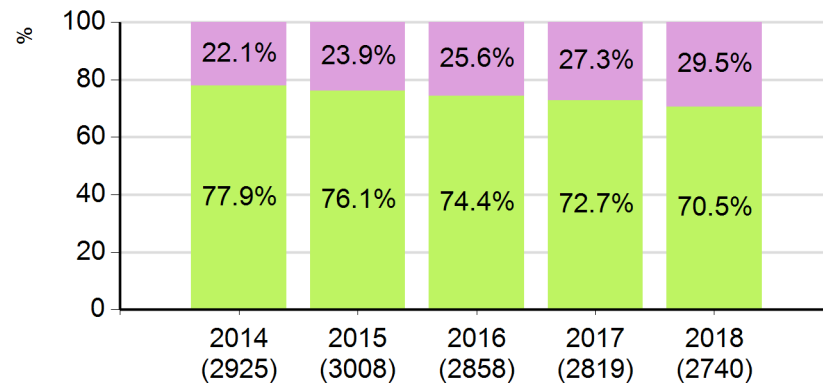
### Bachelor level students



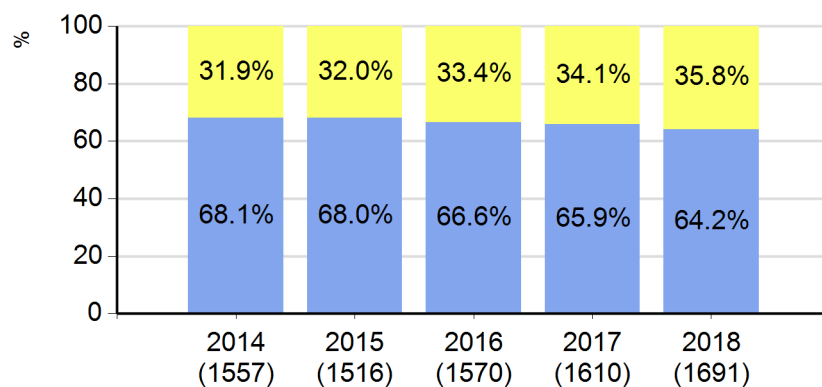
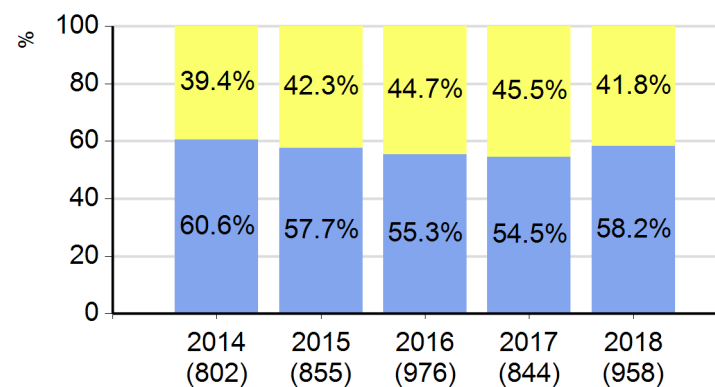
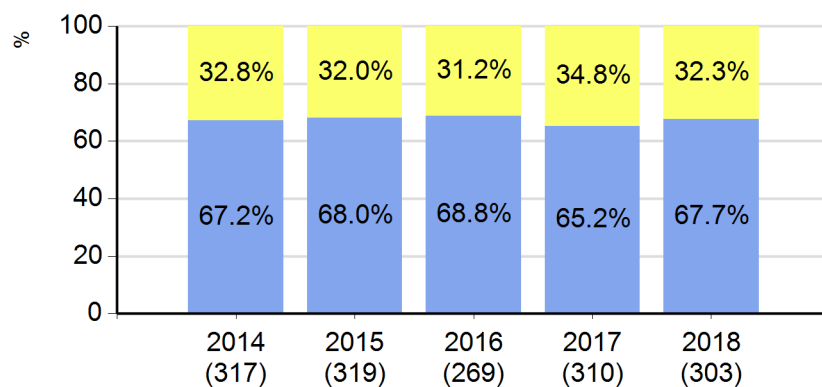
### Master level students



### Postgraduate students



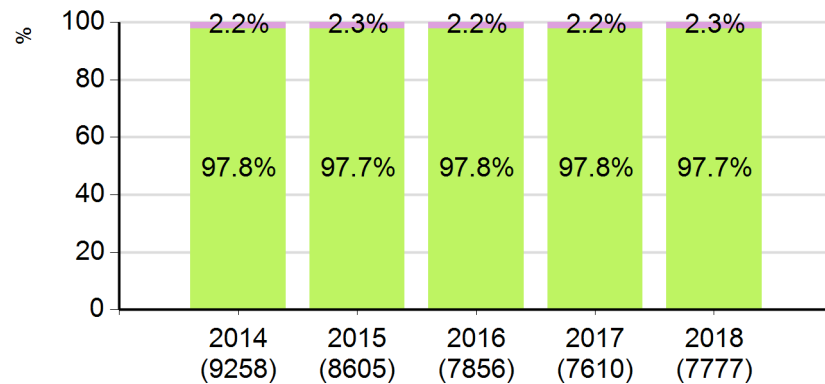
Non-Finns  
Finns

*New students by gender***Bachelor level students****Master level students****Postgraduate students**

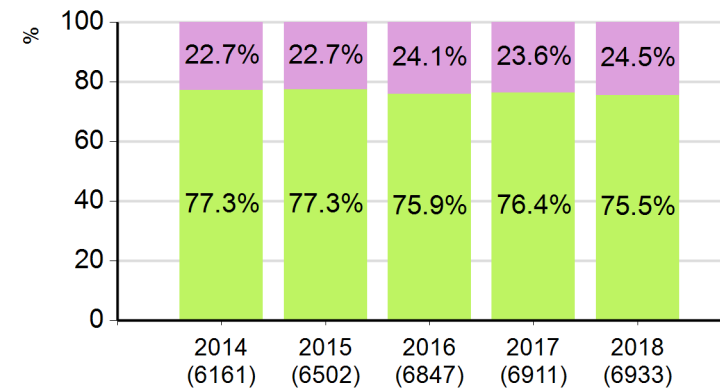
Female  
Male

## *New students by nationality*

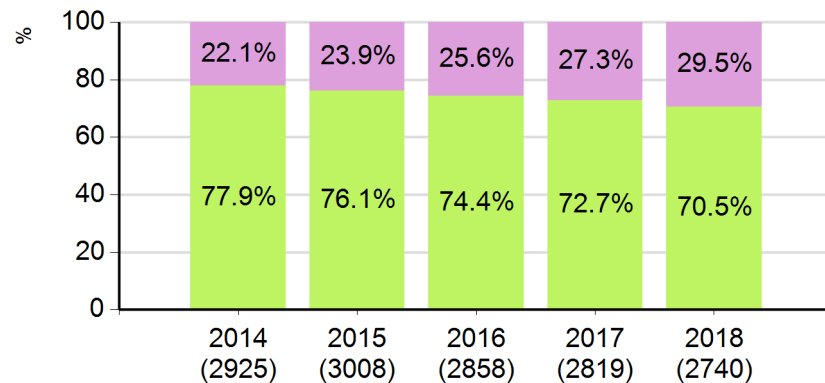
### Bachelor level students



### Master level students



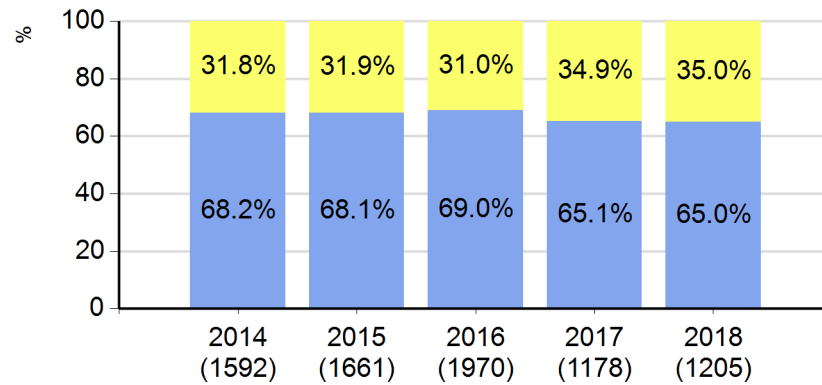
### Postgraduate students



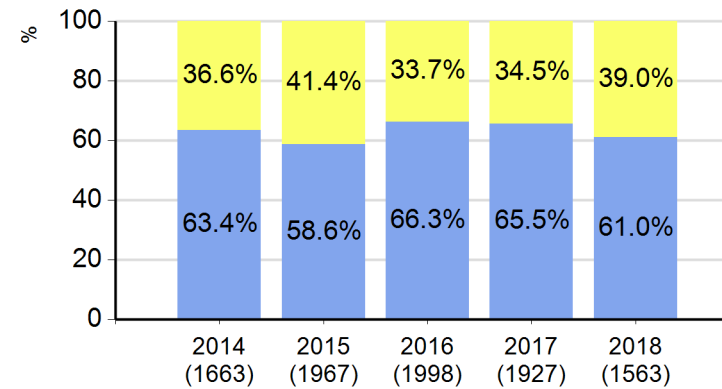
Non-Finns  
Finns

## Completed degrees by gender

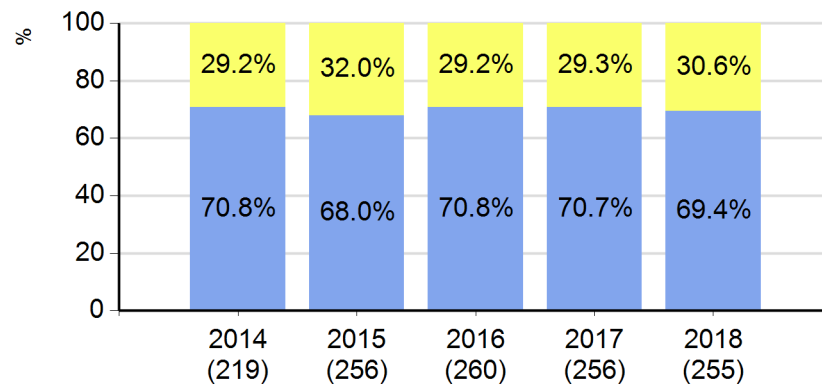
### Bachelor's degrees



### Master's degrees



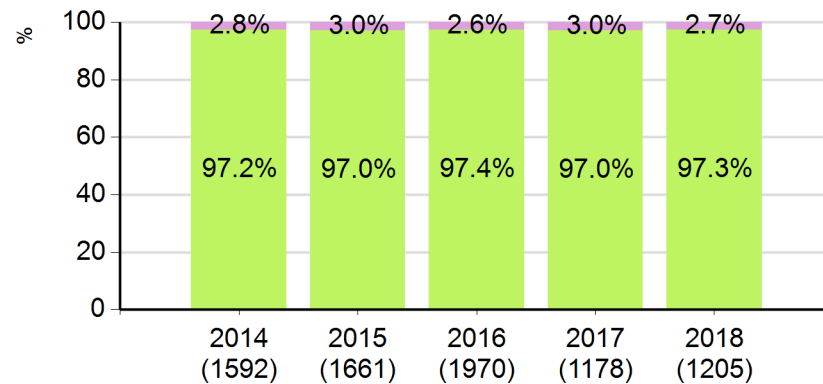
### Doctoral degrees



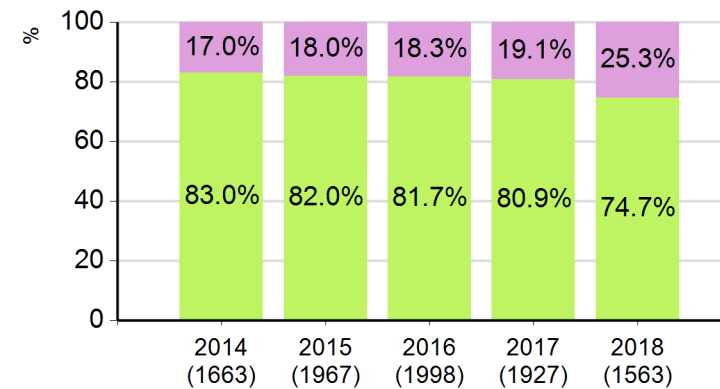
Female  
Male

## Completed degrees by nationality

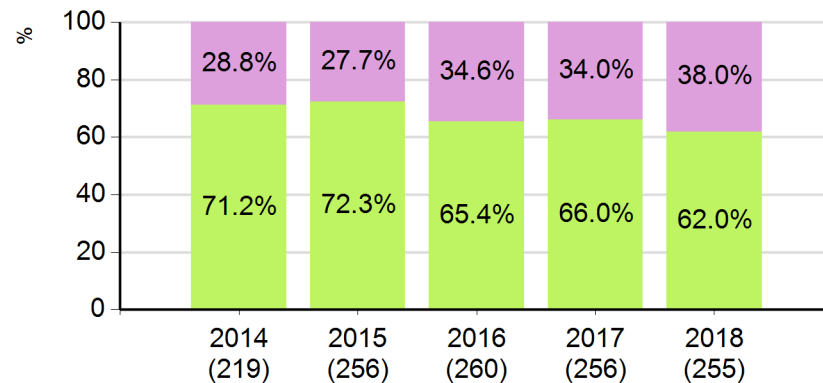
### Bachelor's degrees



### Master's degrees



### Doctoral degrees

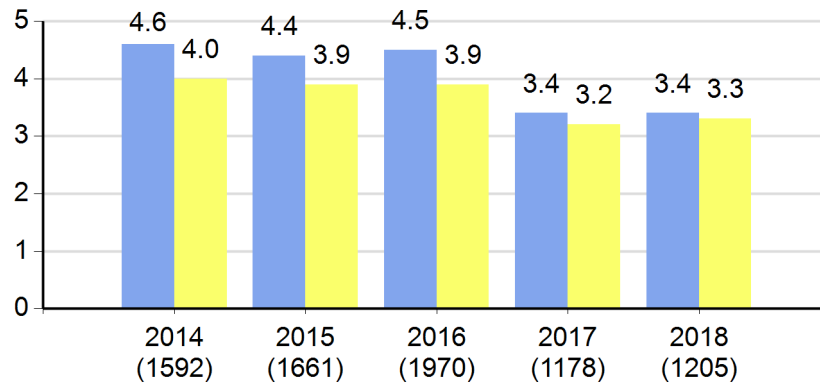


Non-Finns  
Finns

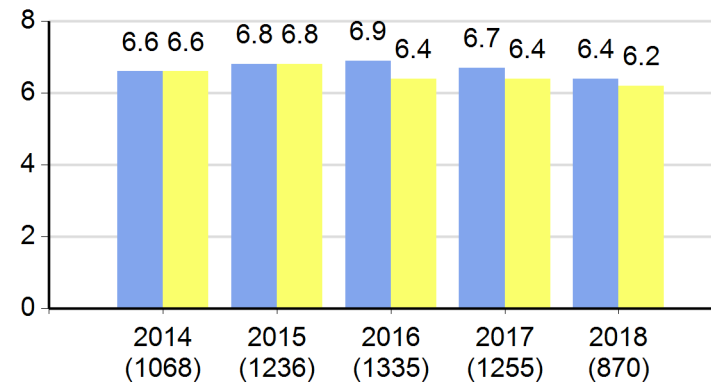


## Median duration of studies by gender

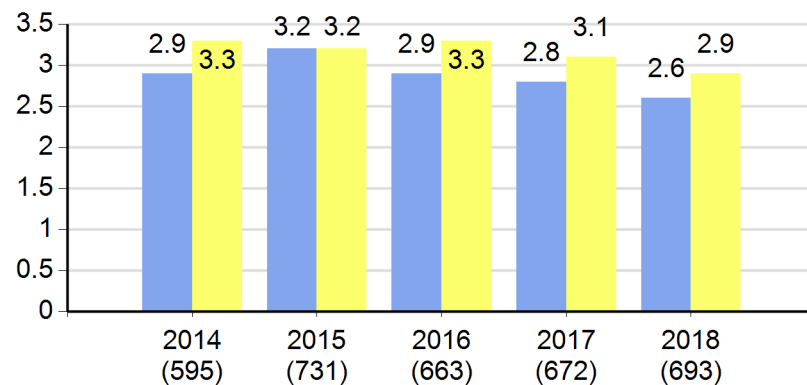
### Bachelor's degrees



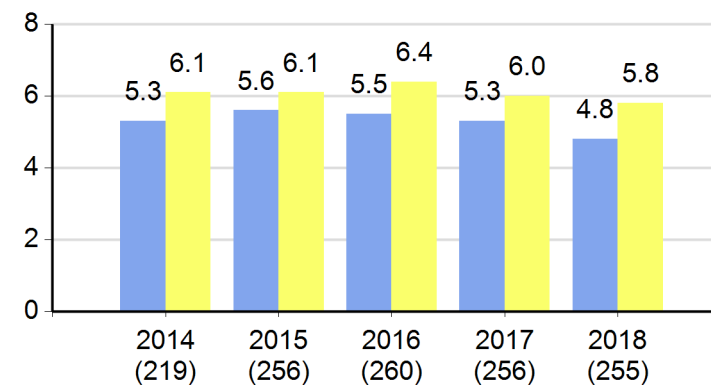
### Master's degrees (B. + M.)



### Master's degrees (M. only)



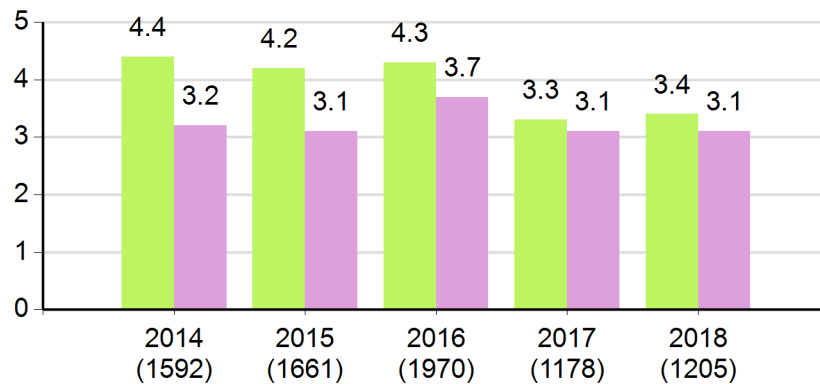
### Doctoral degrees



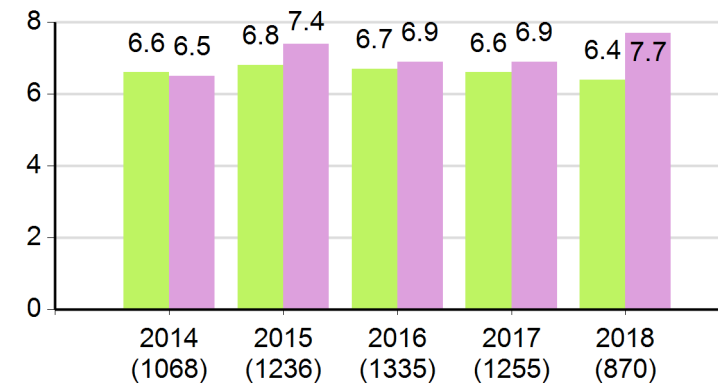
Male Female

## Median duration of studies by nationality

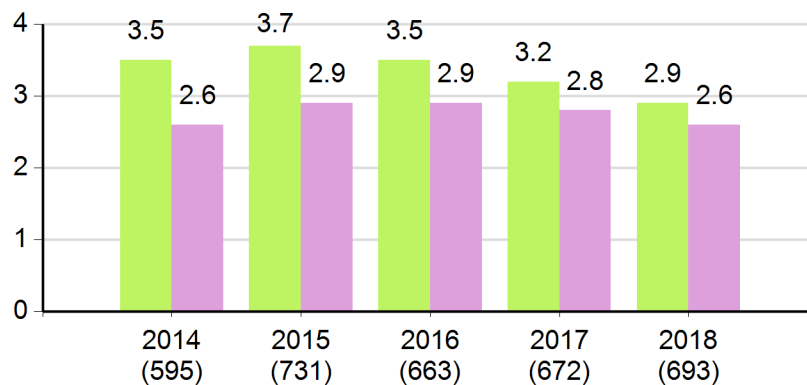
### Bachelor's degrees



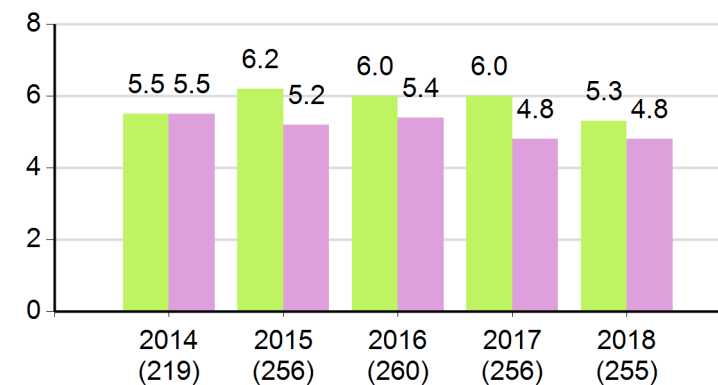
### Master's degrees (B. + M.)



### Master's degrees (M. only)



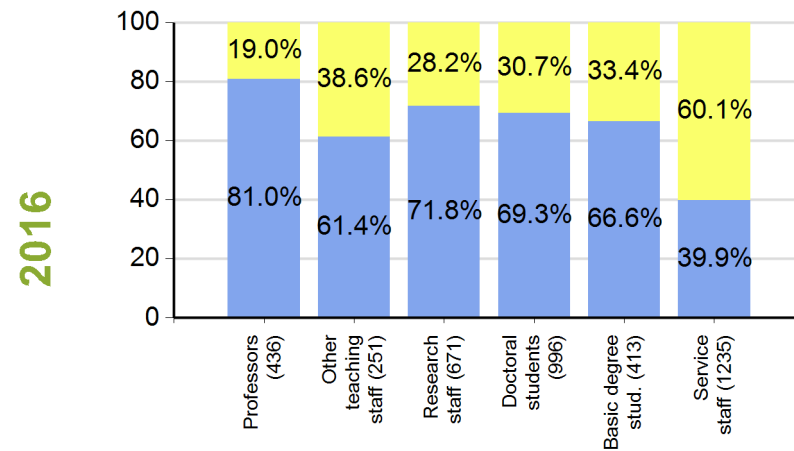
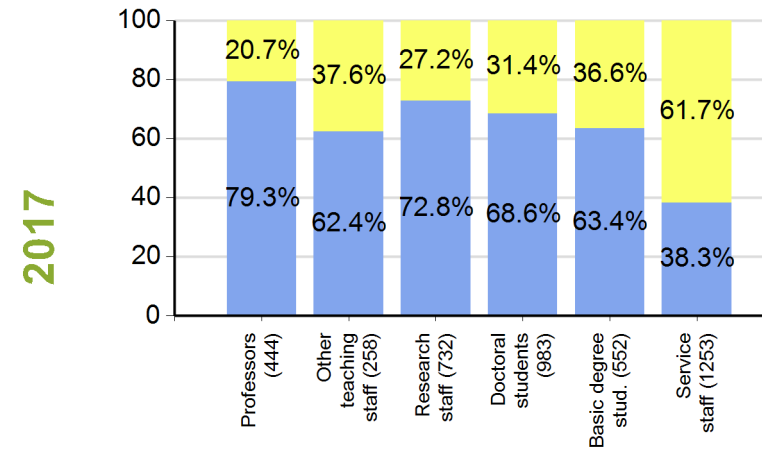
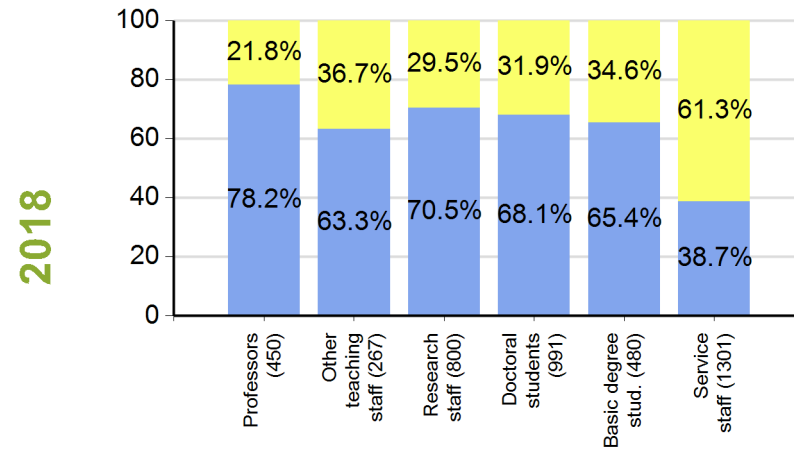
### Doctoral degrees



Finns Non-Finns

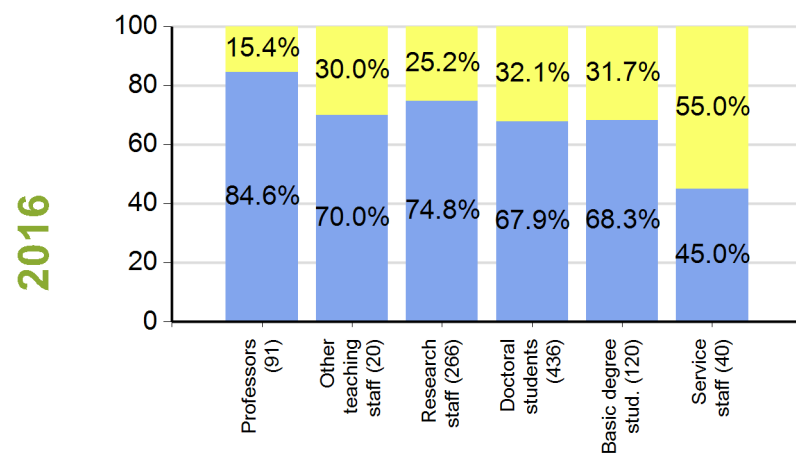
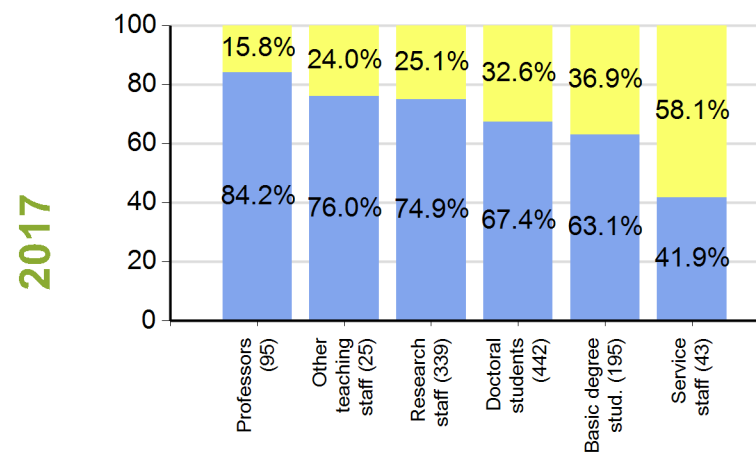
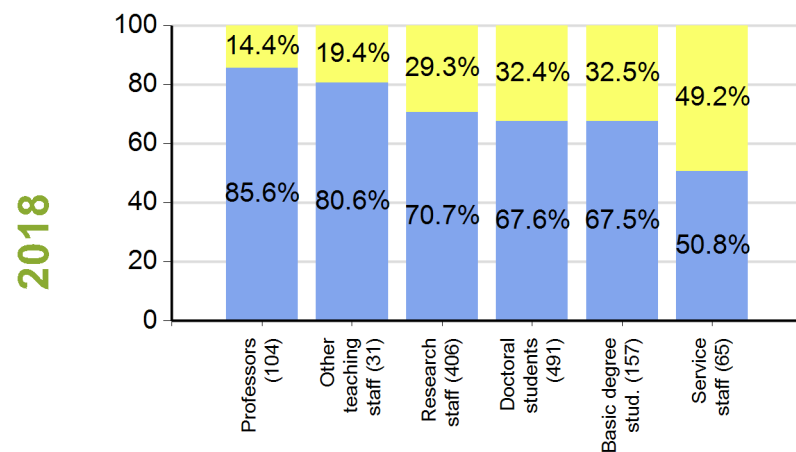
# Staff perspective

## Total staff by gender



Female  
Male

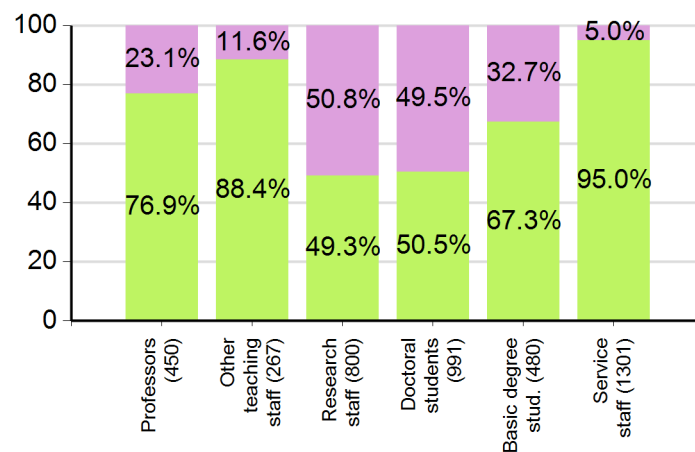
Here and in what follows, staff numbers are based on head counts as of December 31st. Hourly teaching is not included.

*Non-Finnish staff by gender*

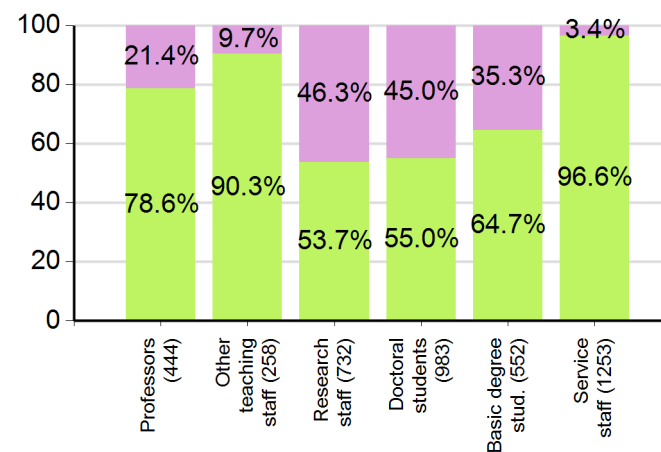
Female  
Male

*Total staff by nationality*

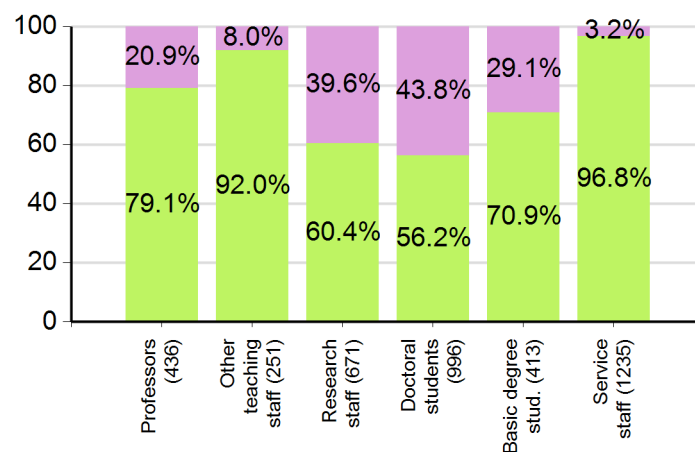
2018



2017



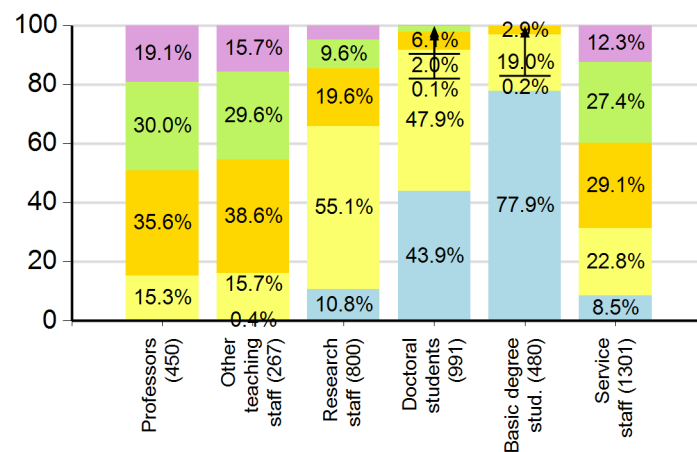
2016



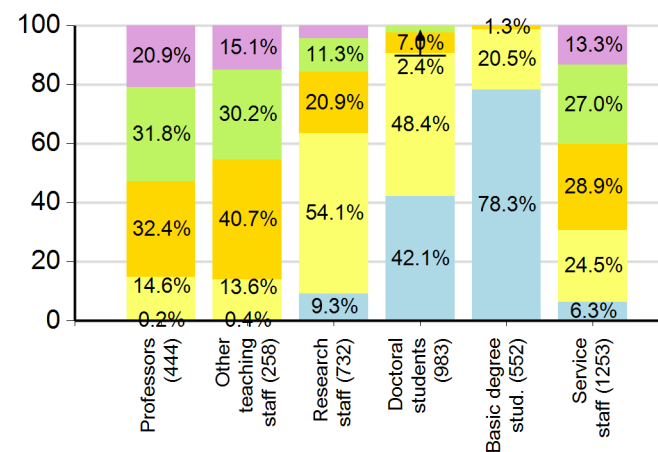
Non-Finns  
Finns

## Total staff: Age distribution

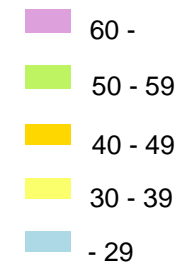
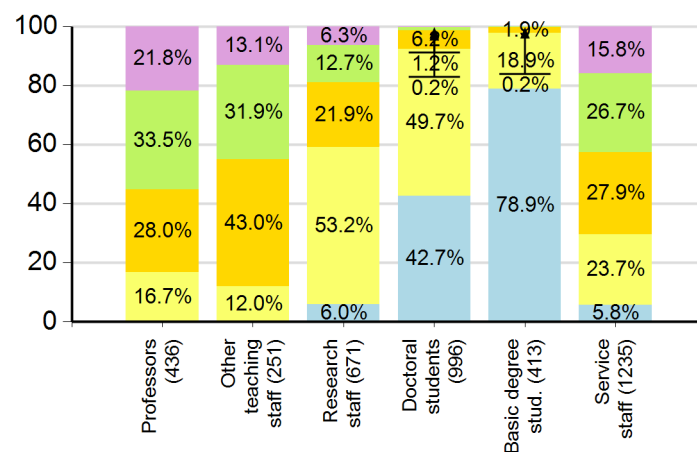
2018

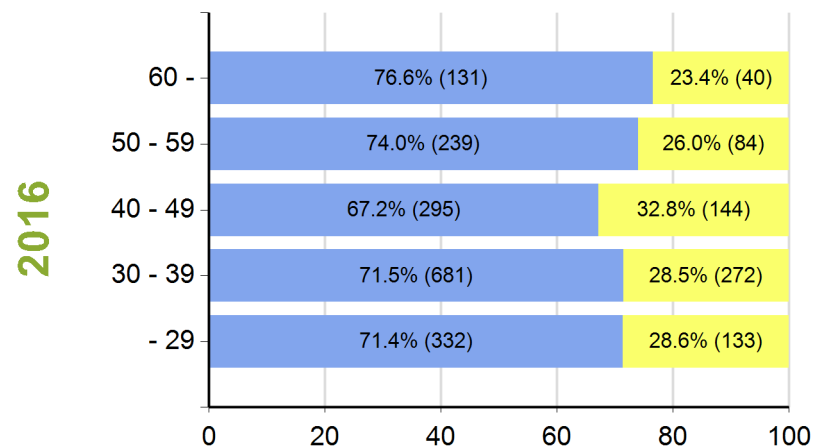
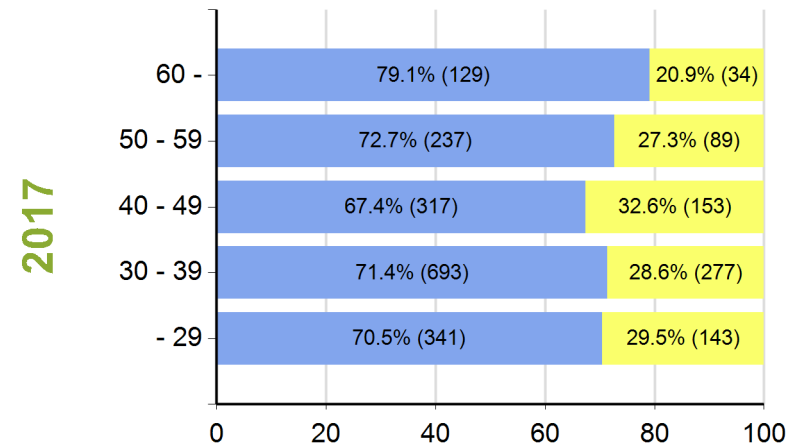
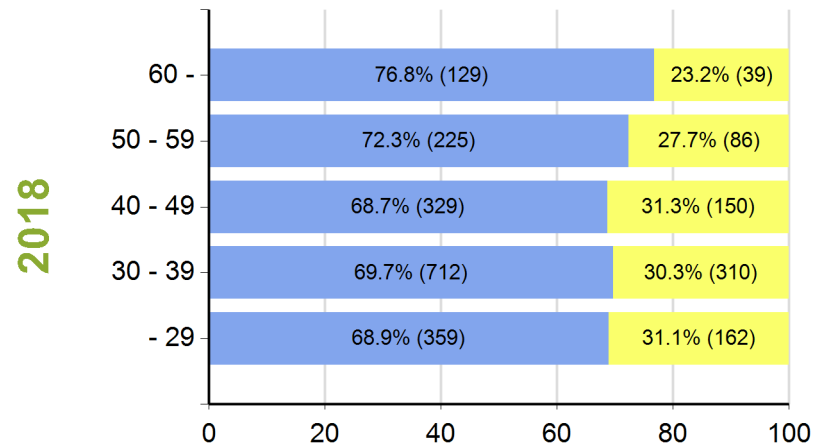


2017



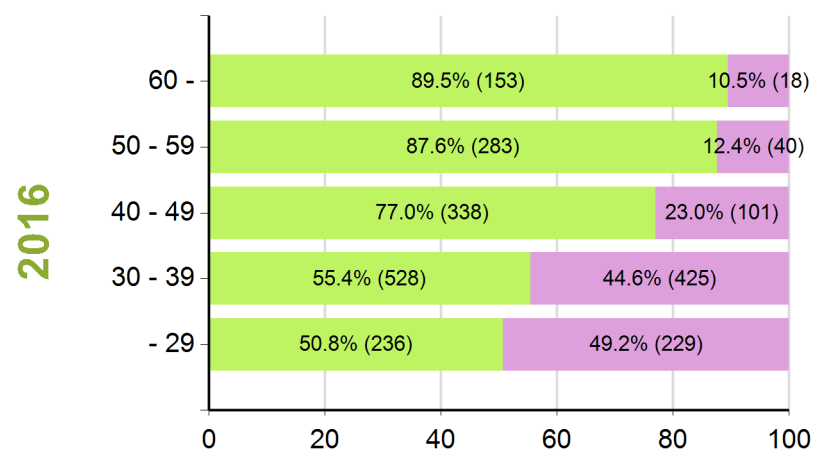
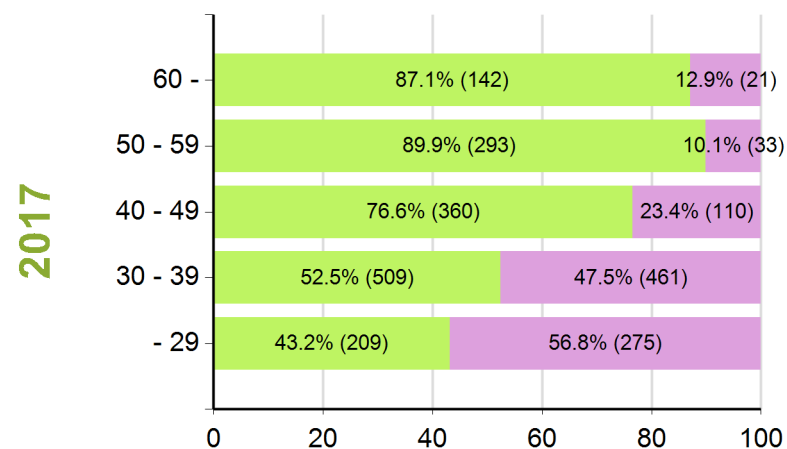
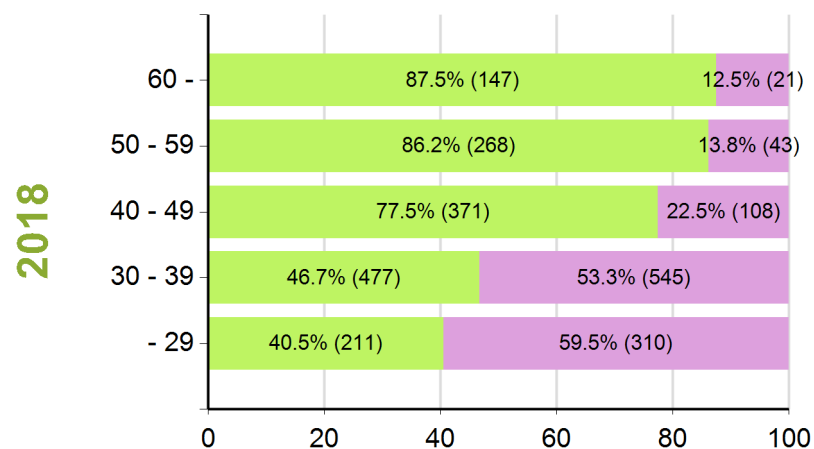
2016



*Teaching and research staff: Age and gender*

Female

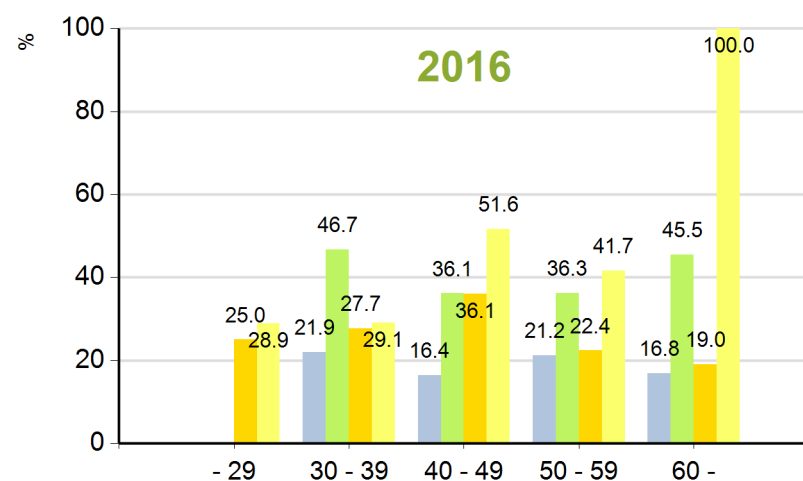
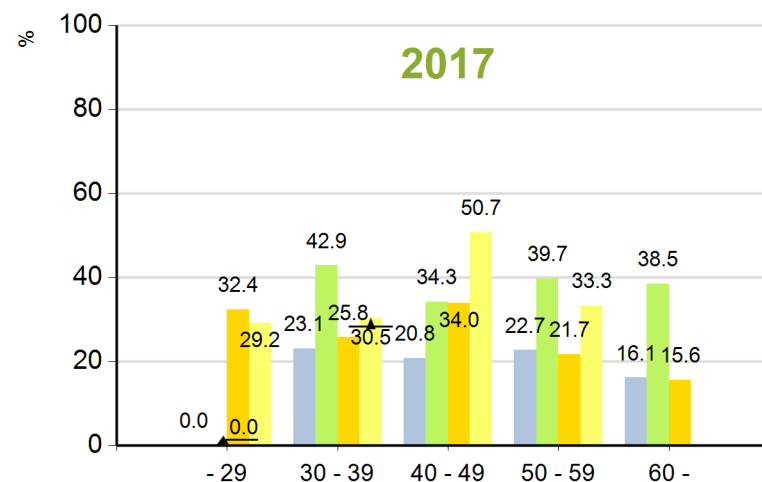
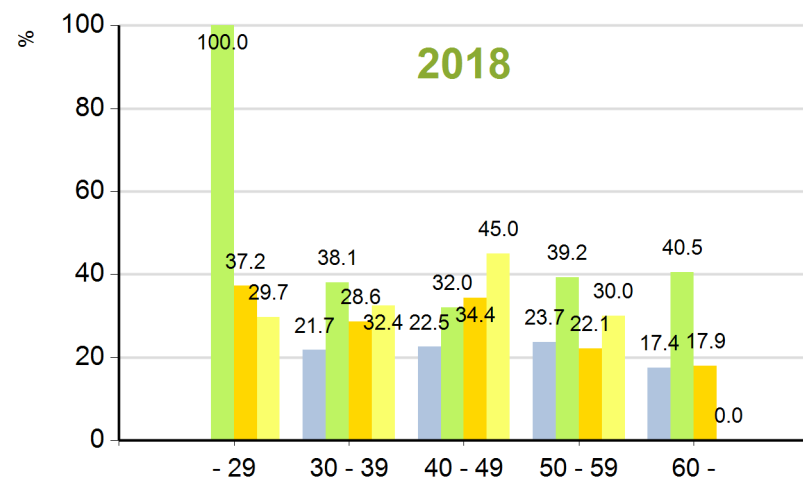
Male

*Teaching and research staff: Age and nationality*

Non-Finns  
Finns

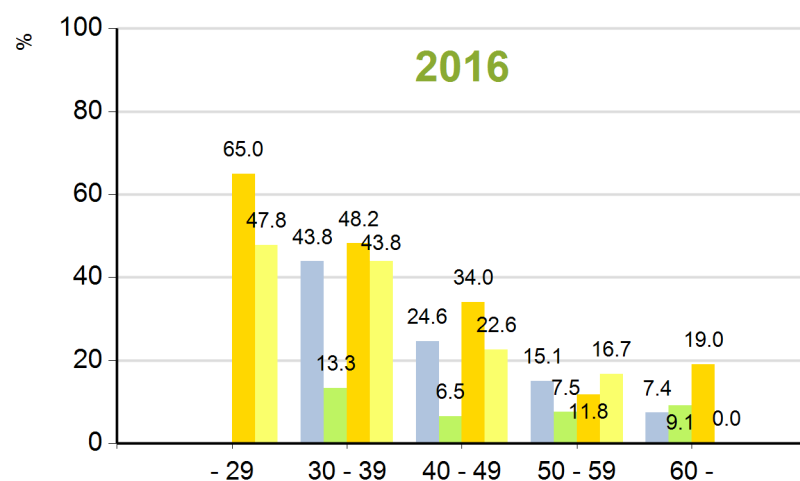
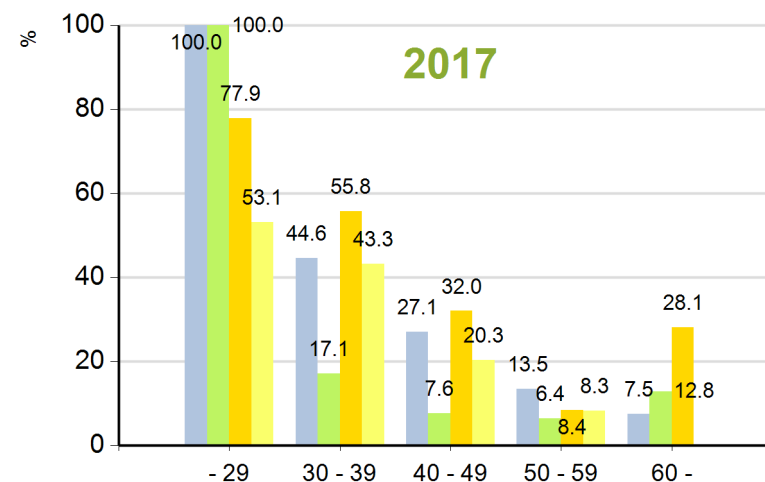
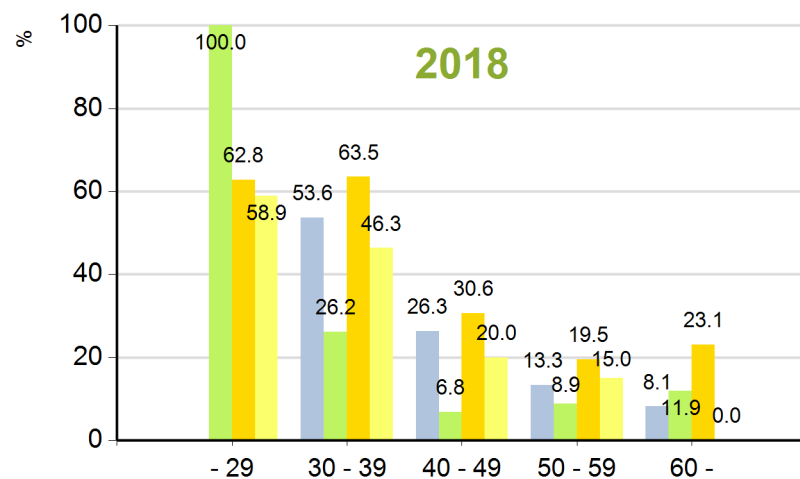


## Teaching and research staff: Share of women by personnel group

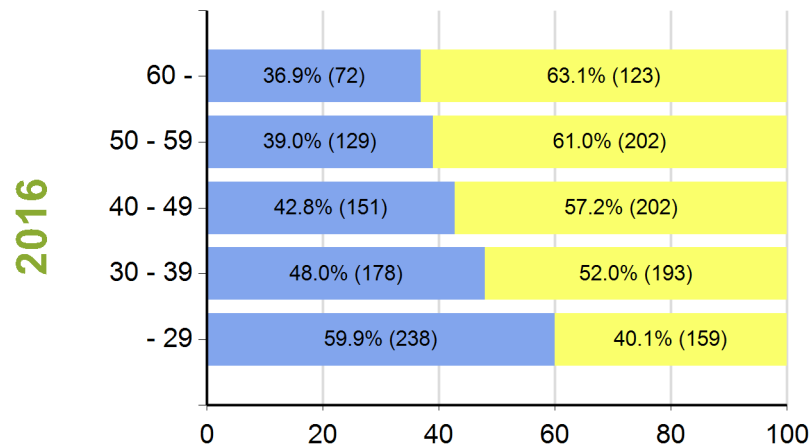
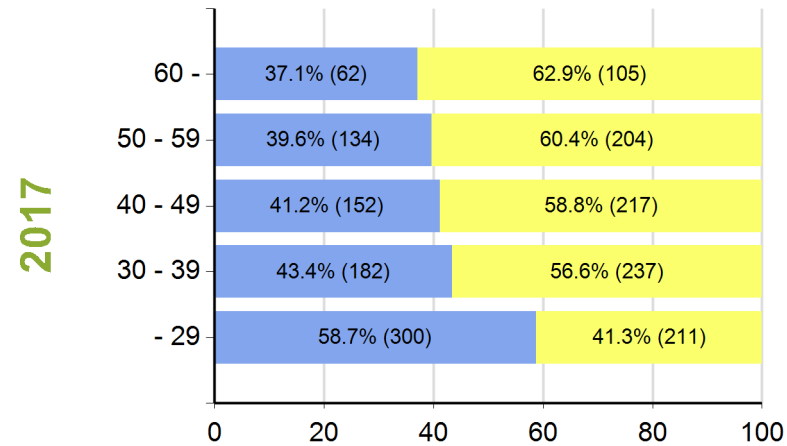
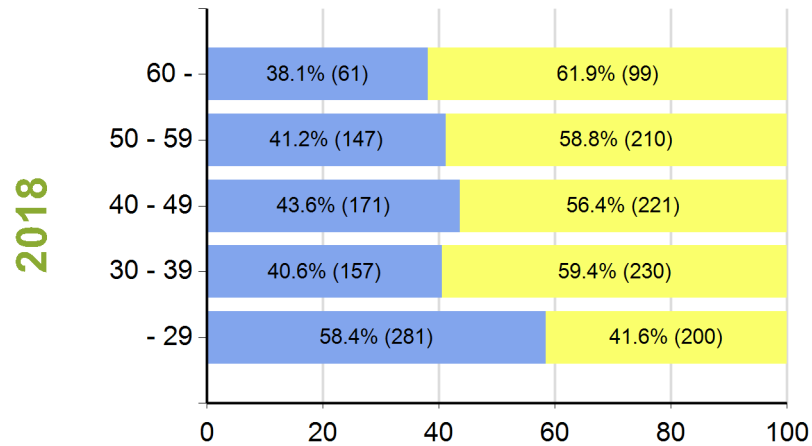


■ Professors  
■ Other teaching staff  
■ Research staff  
■ Doctoral students

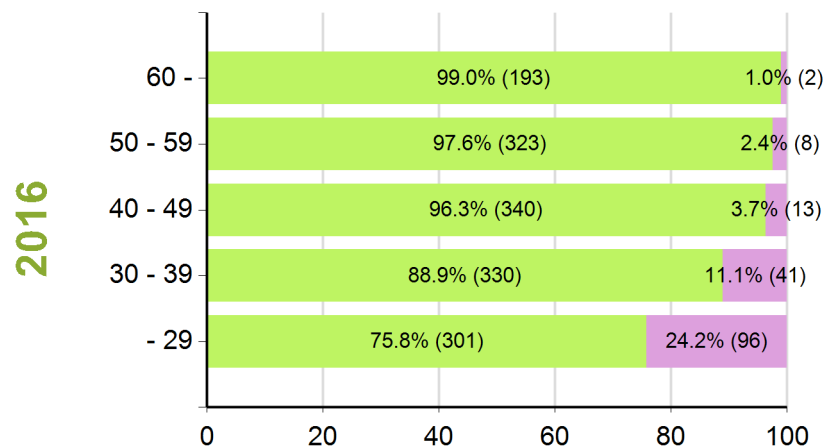
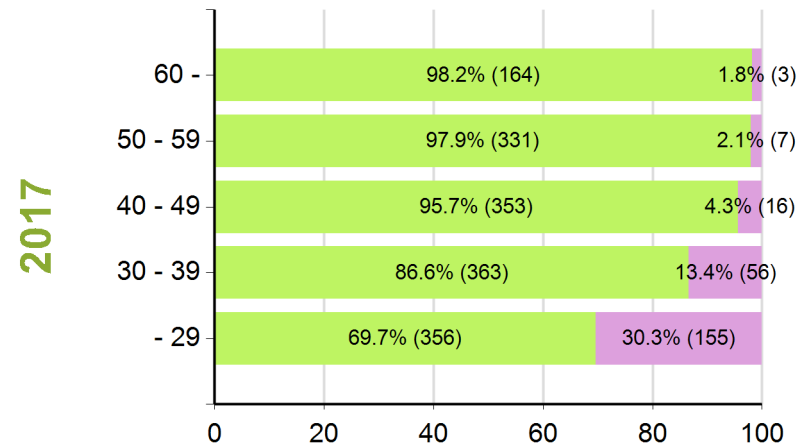
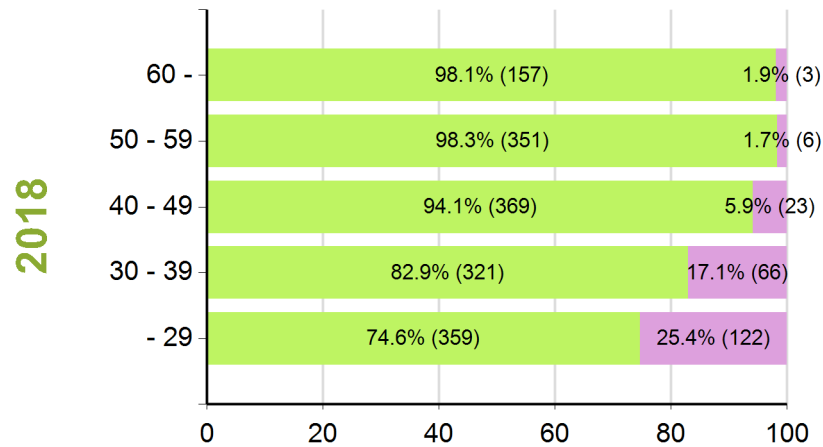
## Teaching and research staff: Share of non-Finns by personnel group



Professors  
Other teaching staff  
Research staff  
Doctoral students

*Other staff: Age and gender*

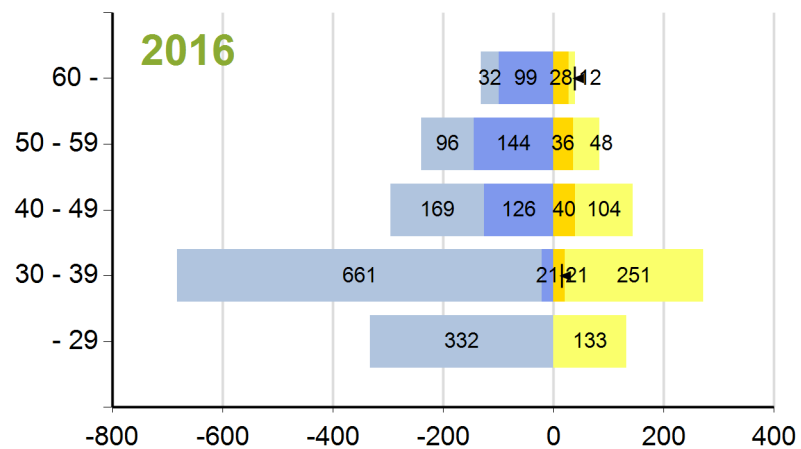
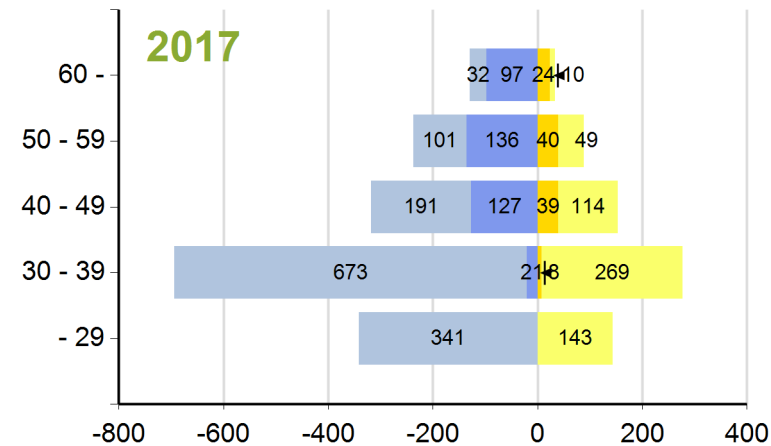
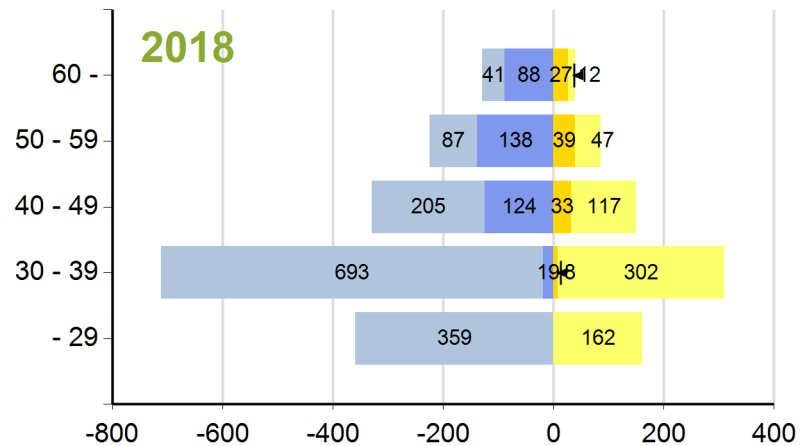
Female  
Male

*Other staff: Age and nationality*

Non-Finns

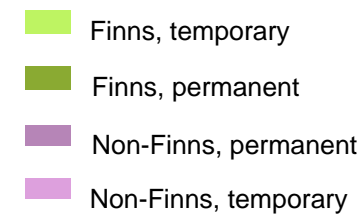
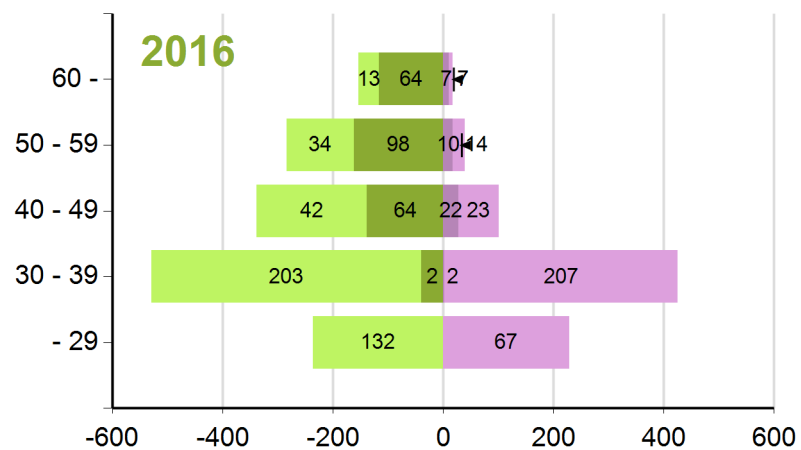
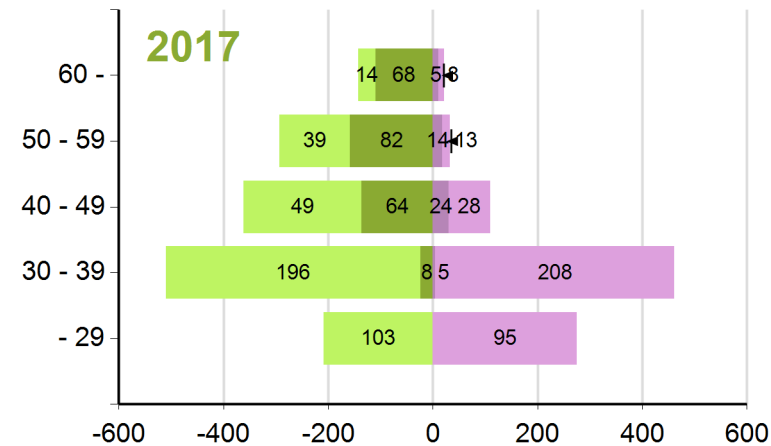
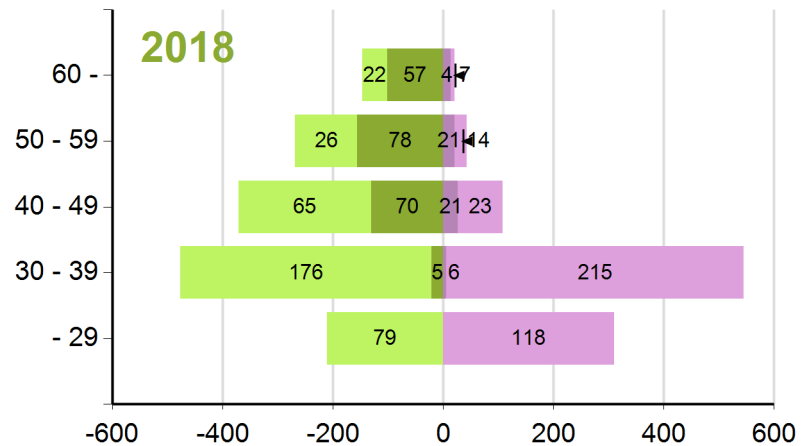
Finns

## Teaching and research staff: Temporary and permanent staff by gender and age

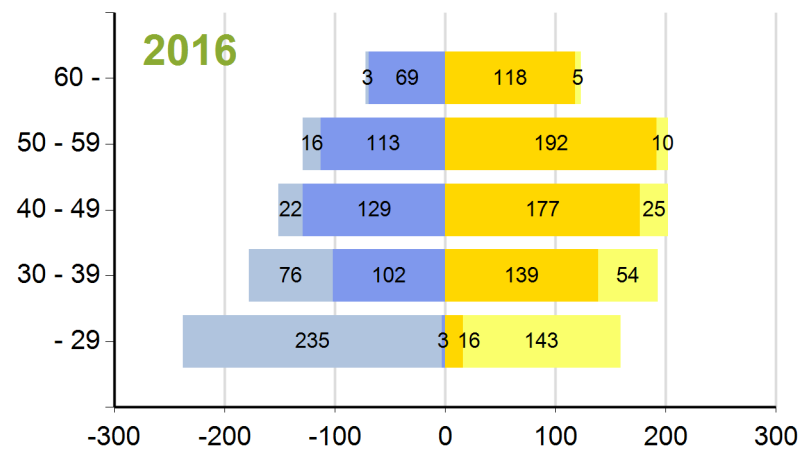
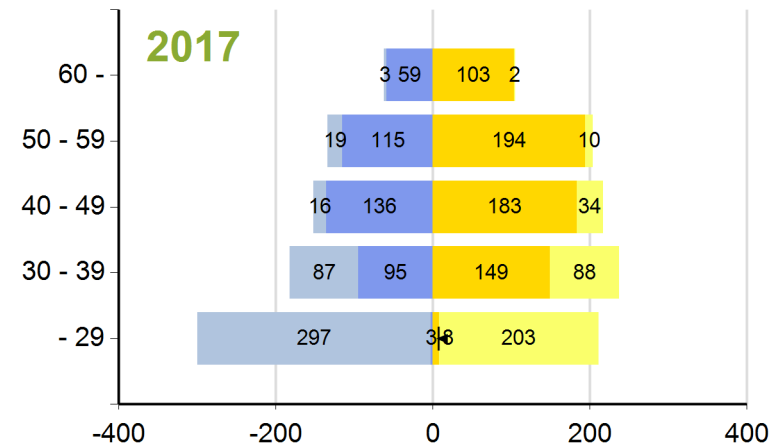
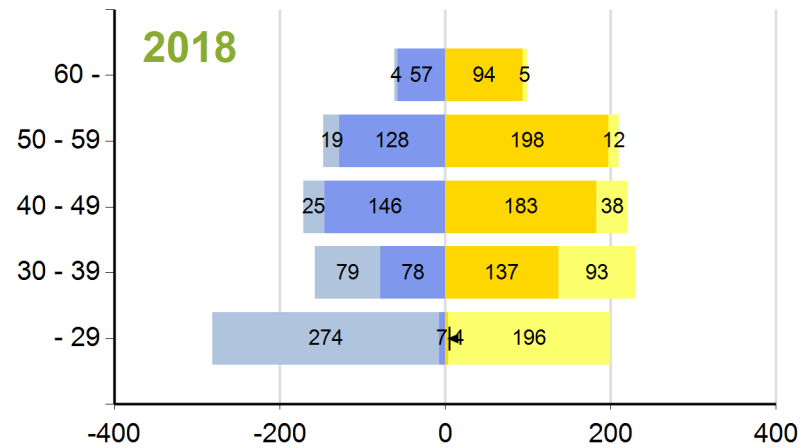


Men, temporary  
Men, permanent  
Women, permanent  
Women, temporary

## Teaching and research staff: Temporary and permanent staff by nationality and age

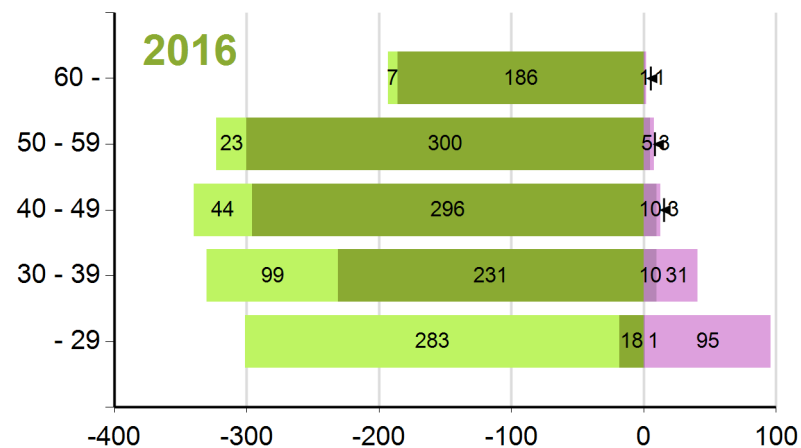
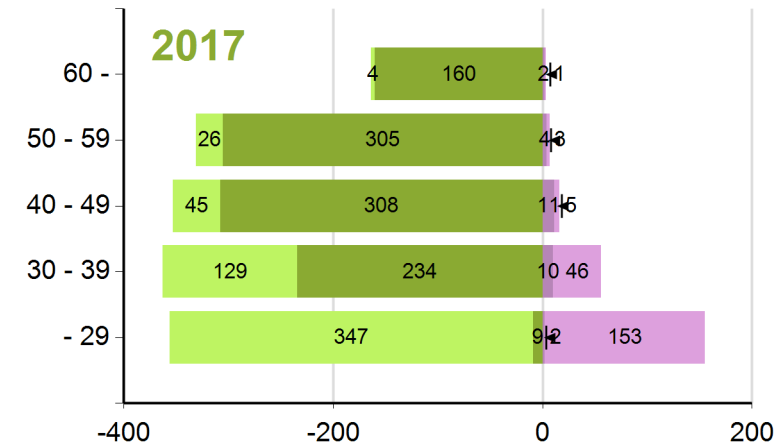
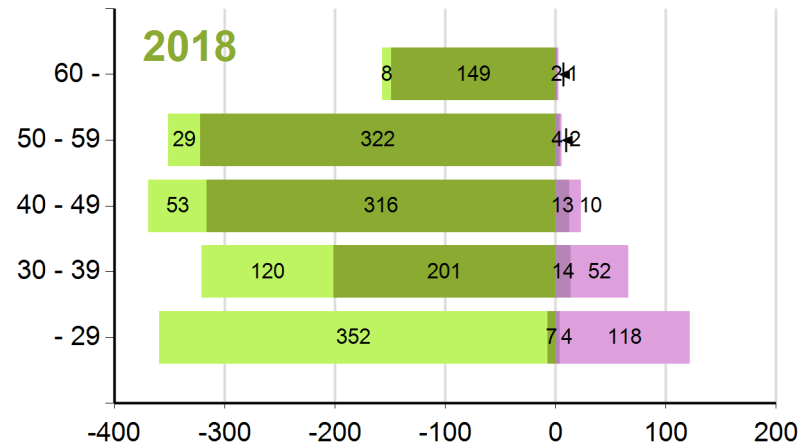


## Other staff: Temporary and permanent staff by gender and age



Men, temporary  
Men, permanent  
Women, permanent  
Women, temporary

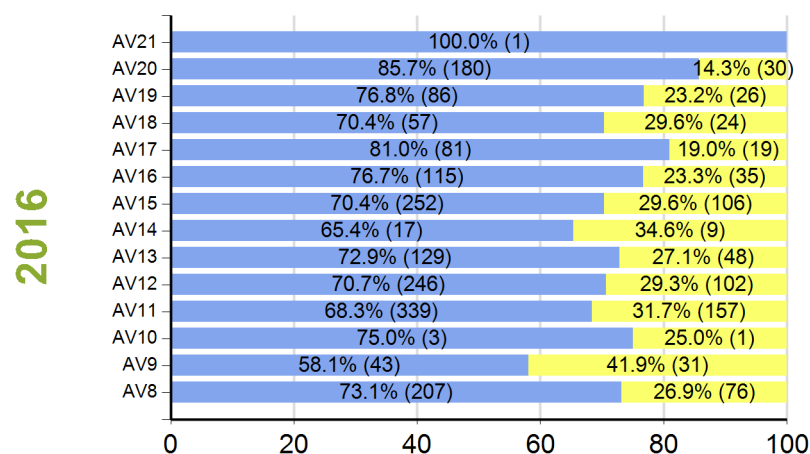
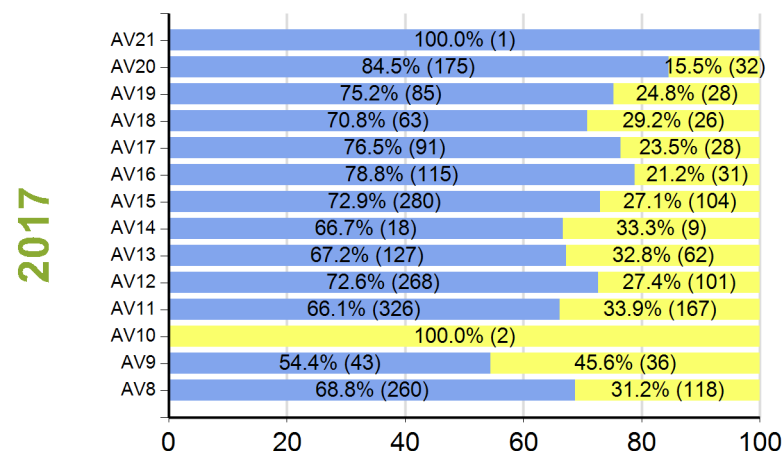
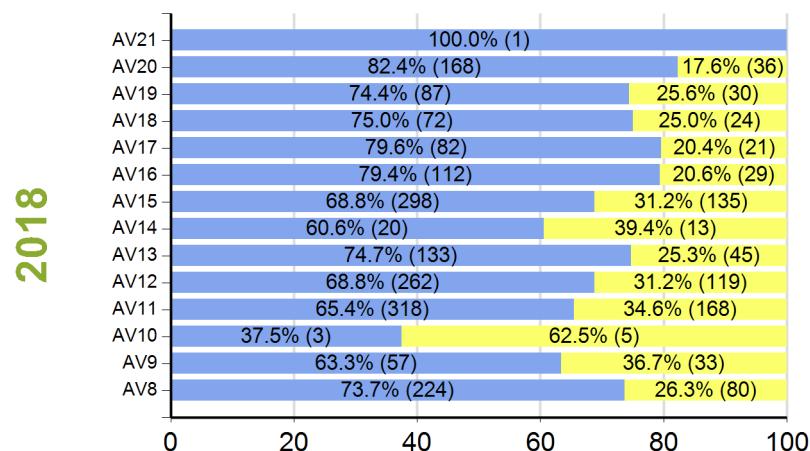
## Other staff: Temporary and permanent staff by nationality and age



■ Finns, temporary  
■ Finns, permanent  
■ Non-Finns, permanent  
■ Non-Finns, temporary



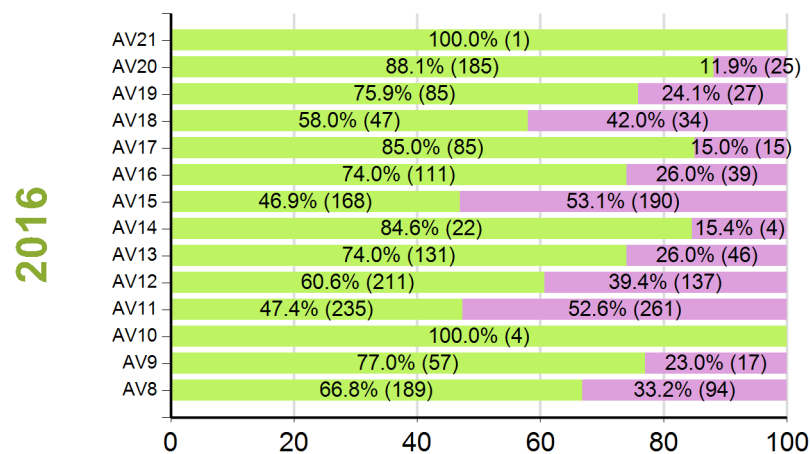
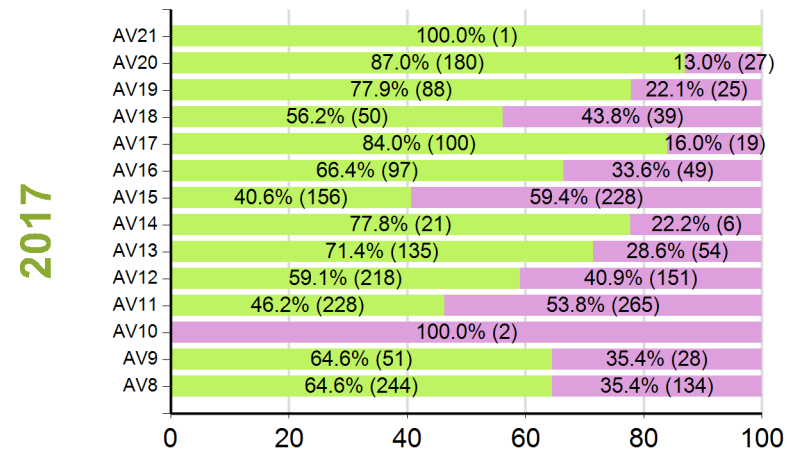
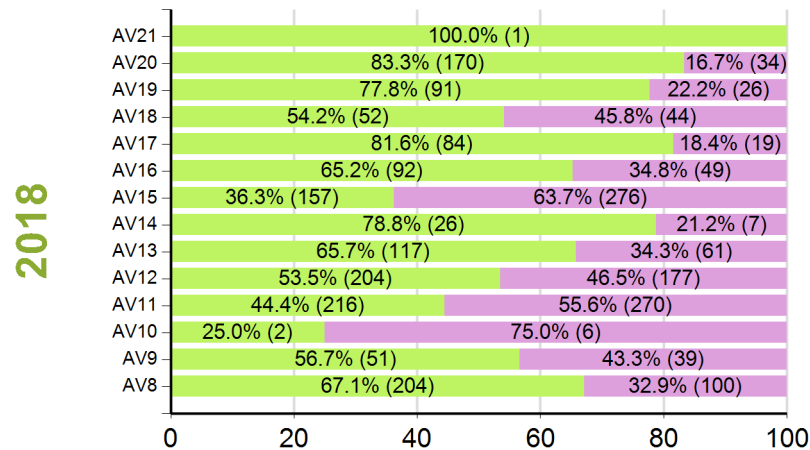
## Teaching and research staff: Job demand levels (Aalto salary system) by gender



Female  
Male

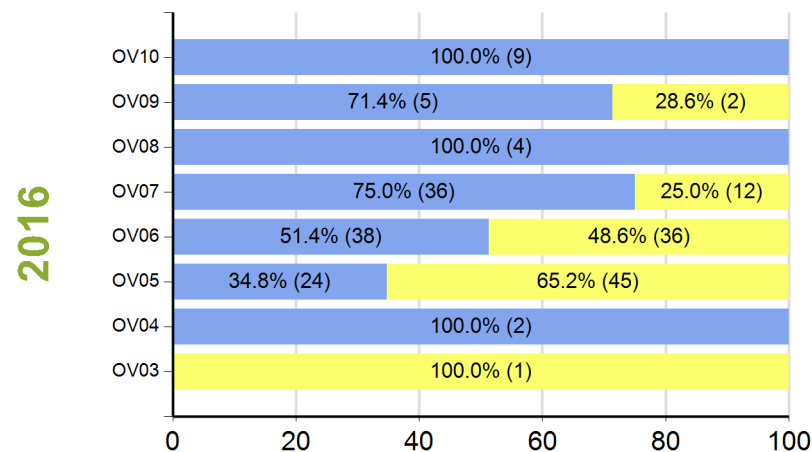
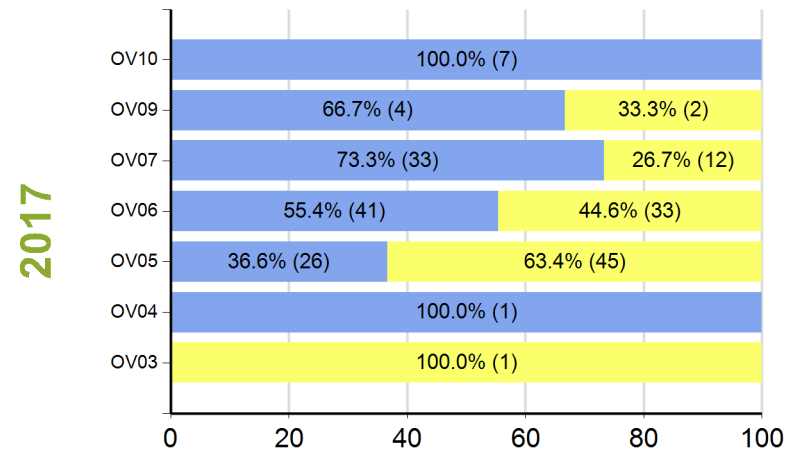
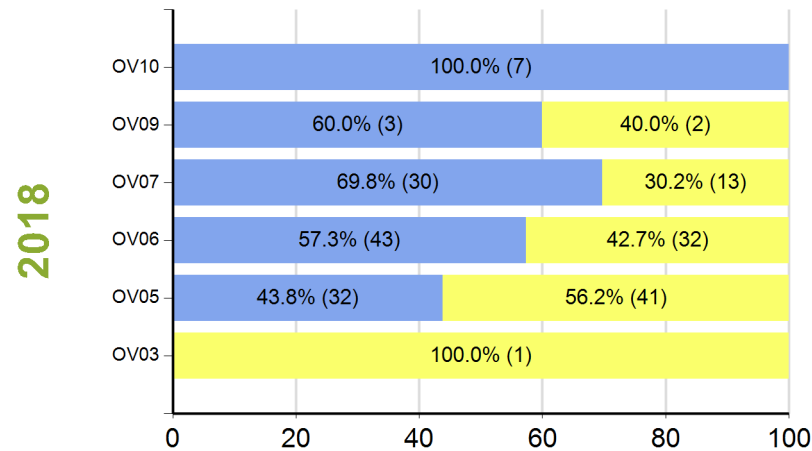


## Teaching and research staff: Job demand levels (Aalto salary system) by nationality



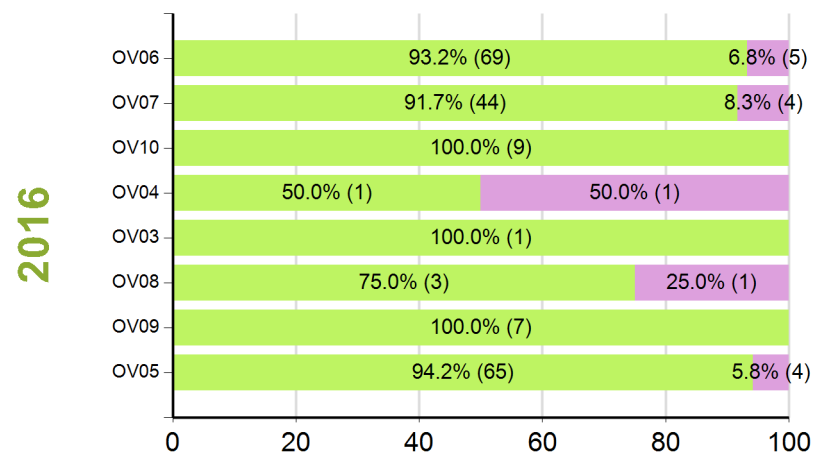
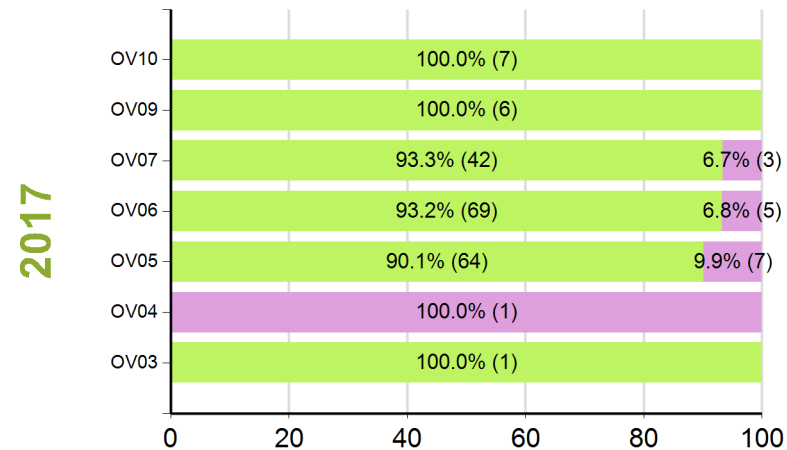
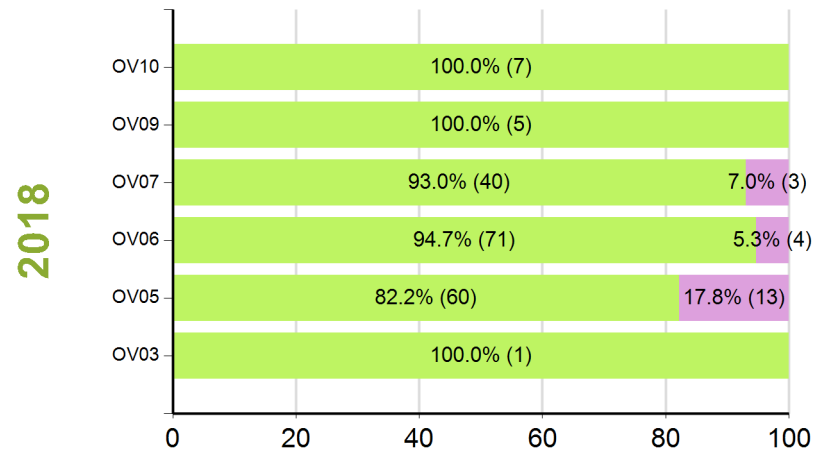
Non-Finns  
Finns

## Teaching and research staff: Job demand levels (YPJ salary system) by gender



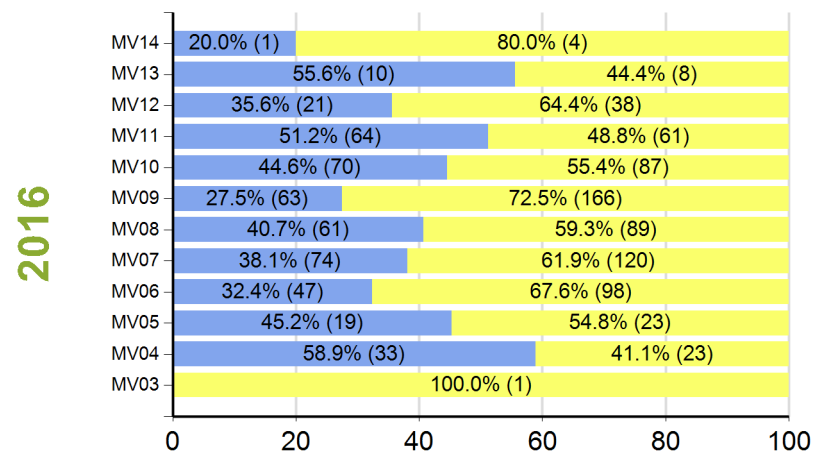
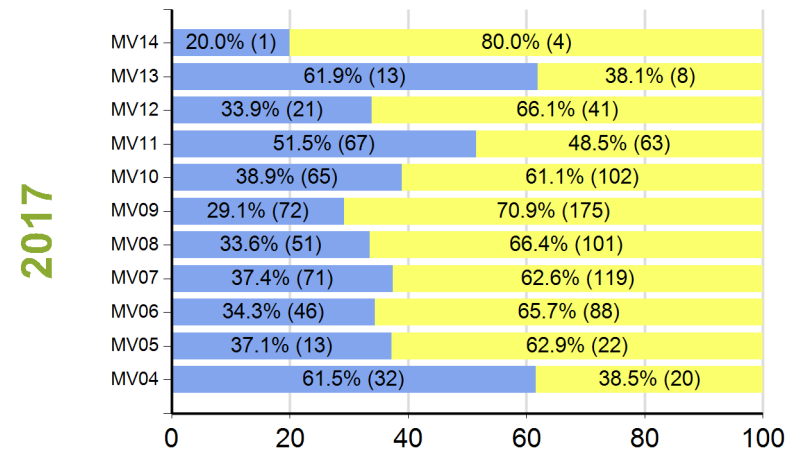
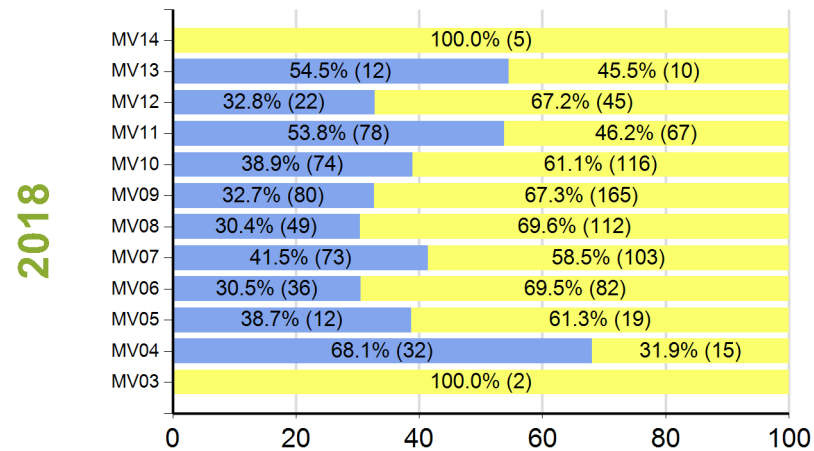
Female  
Male

## Teaching and research staff: Job demand levels (YPJ salary system) by nationality



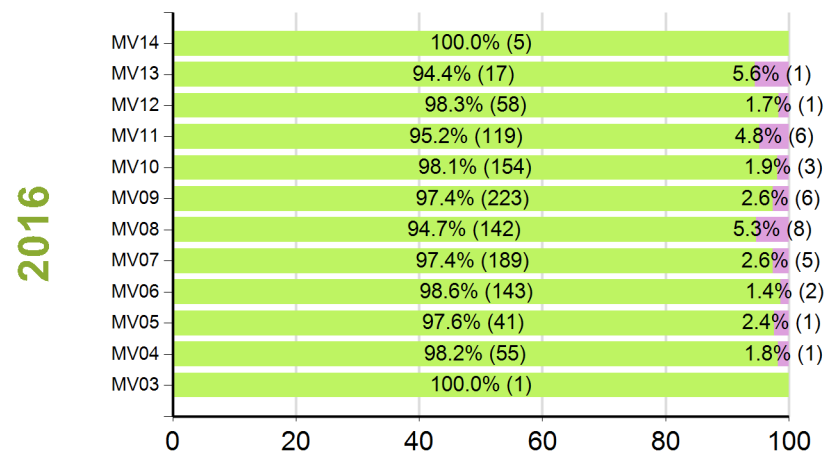
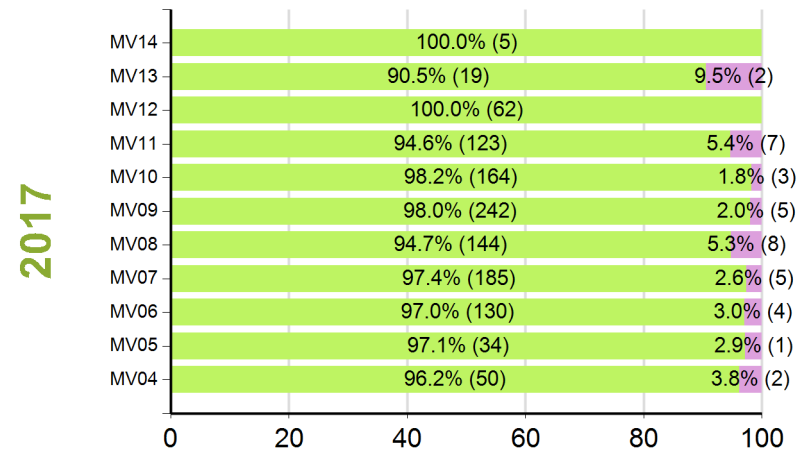
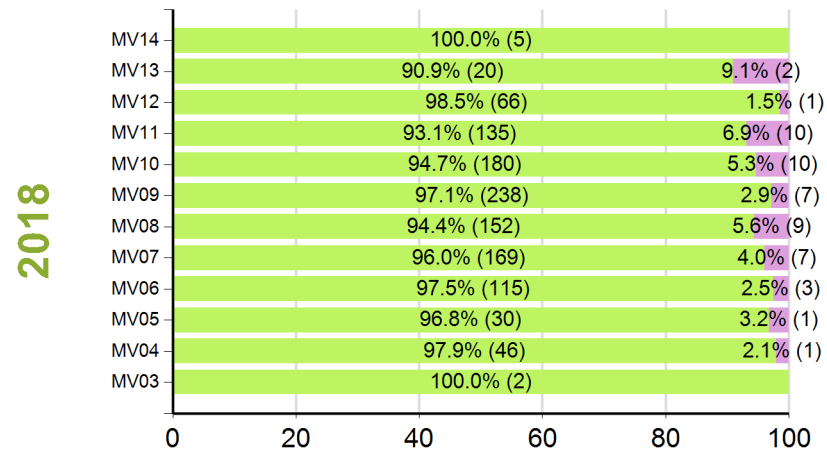
Non-Finns  
Finns

## Other staff: Job demand levels (YPJ salary system) by gender



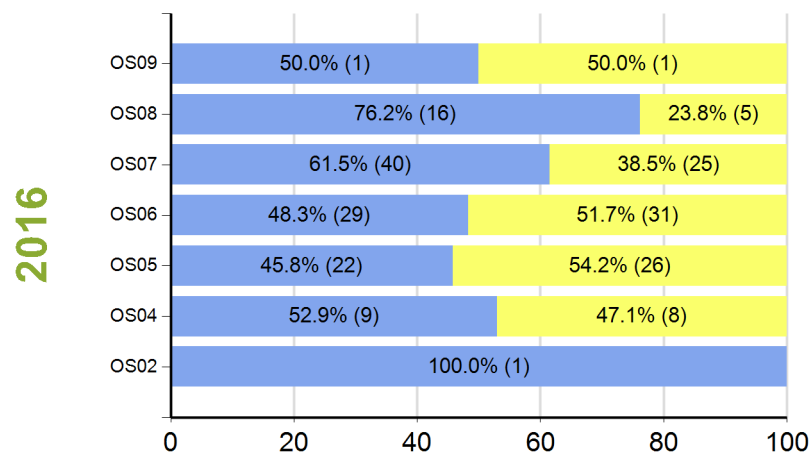
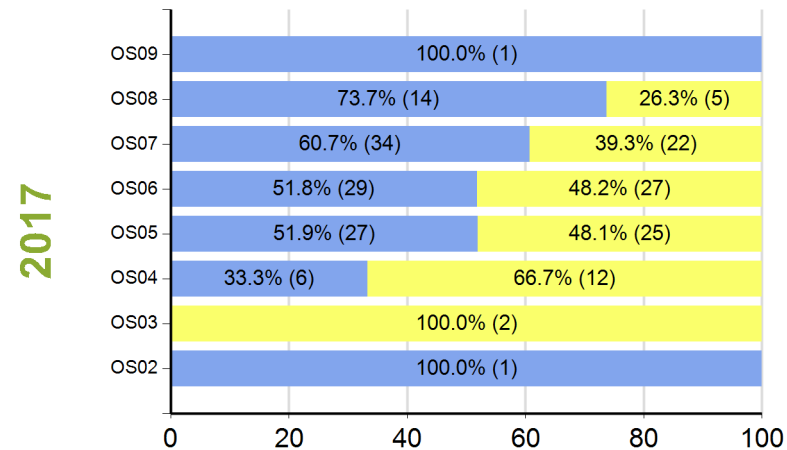
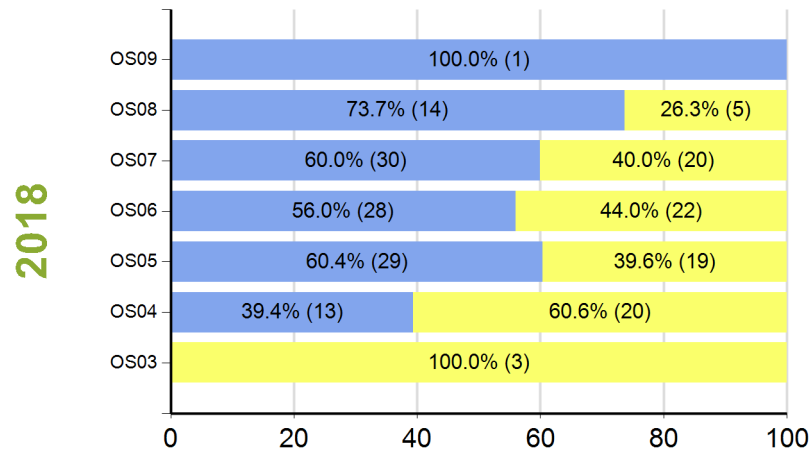
Female  
Male

## Other staff: Job demand levels (YPJ salary system) by nationality



Non-Finns  
Finns

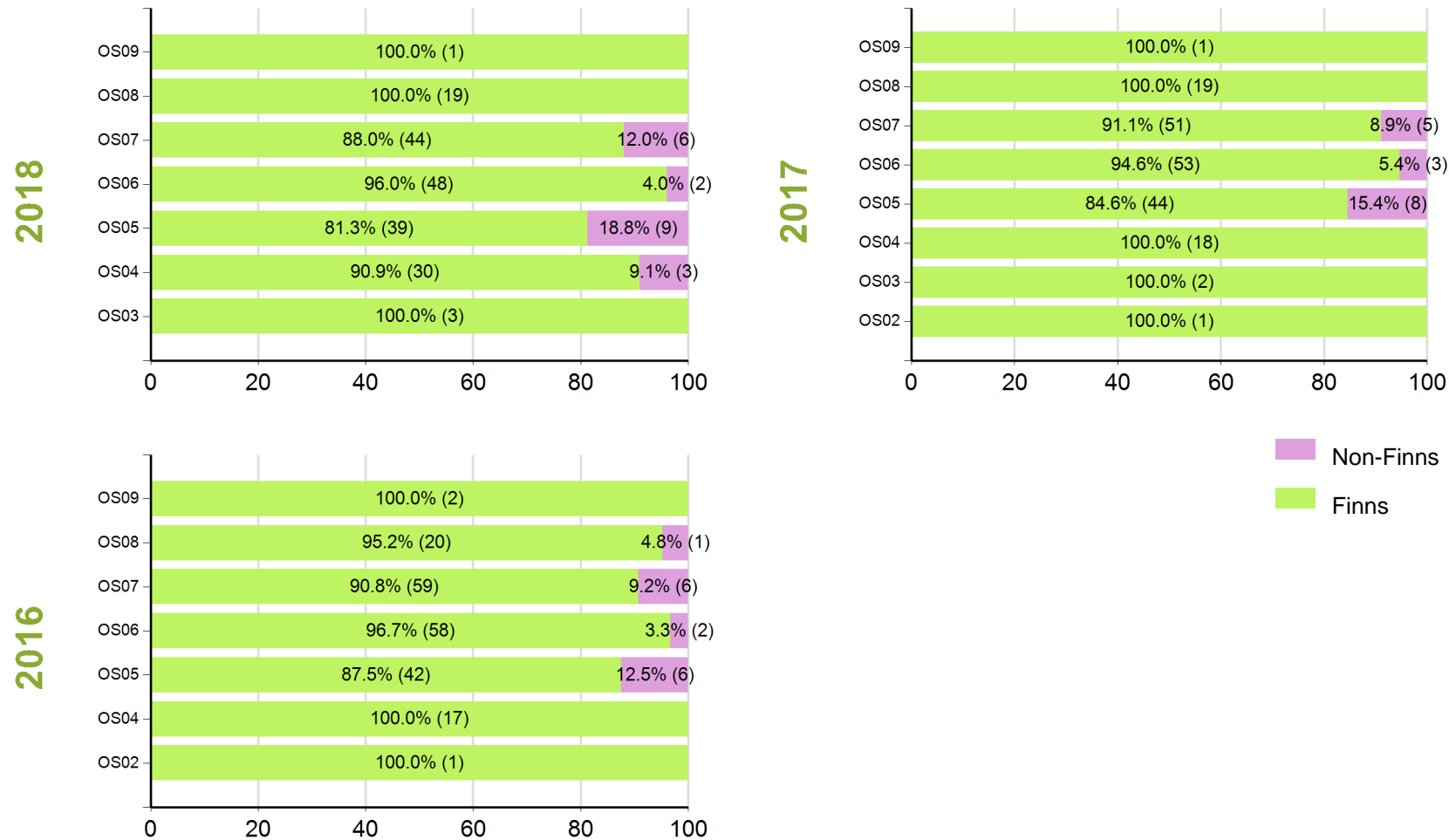
## Teaching and research staff: Individual performance levels (YPJ salary system) by gender



Female  
Male

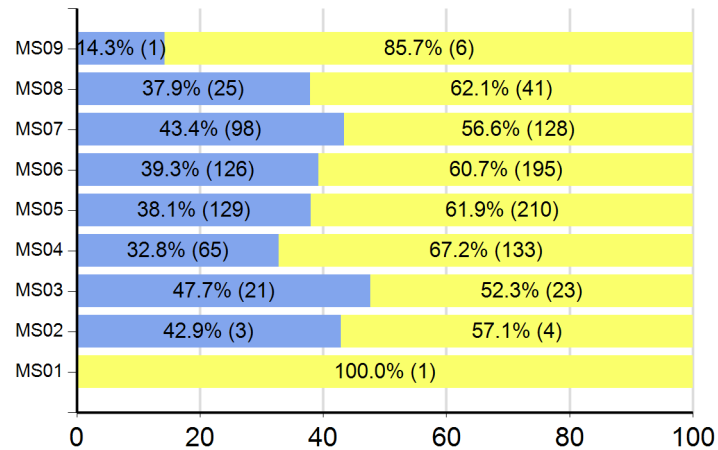


## Teaching and research staff: Individual performance levels (YPJ salary system) by nationality

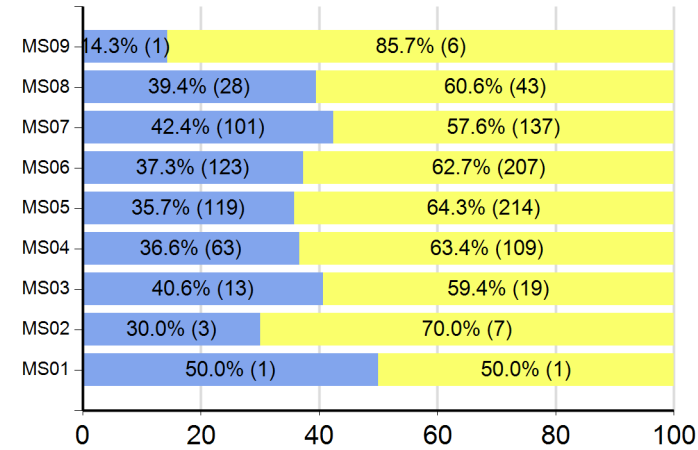


## Other staff: Individual performance levels (YPJ salary system) by gender

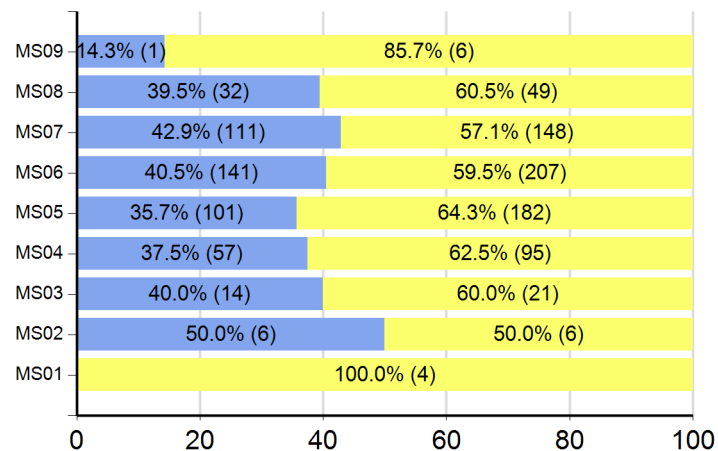
2018



2017



2016

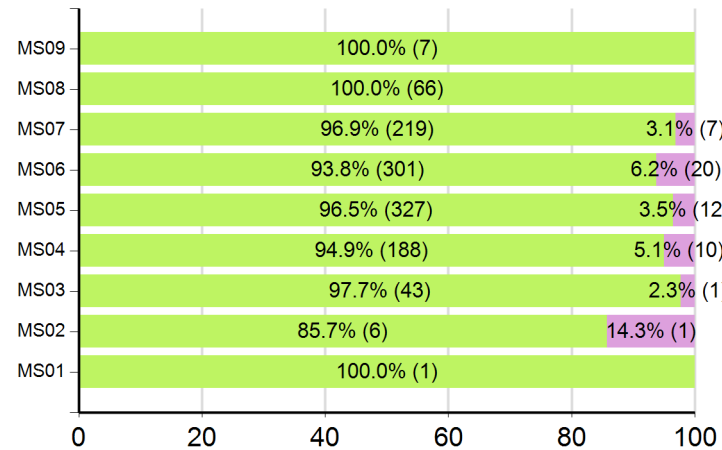


Female

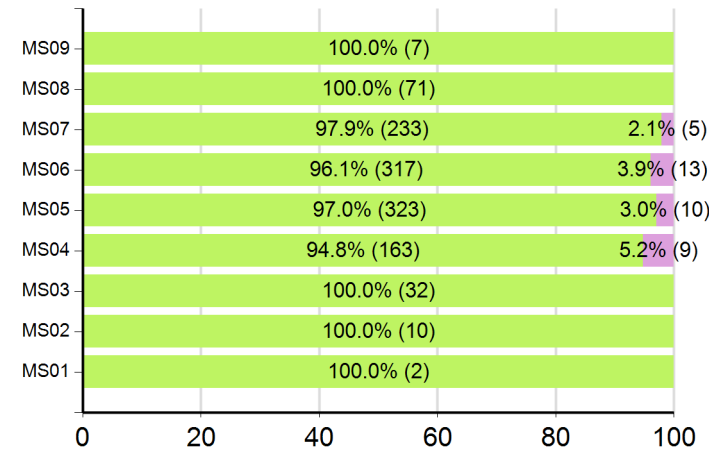
Male

## Other staff: Individual performance levels (YPJ salary system) by nationality

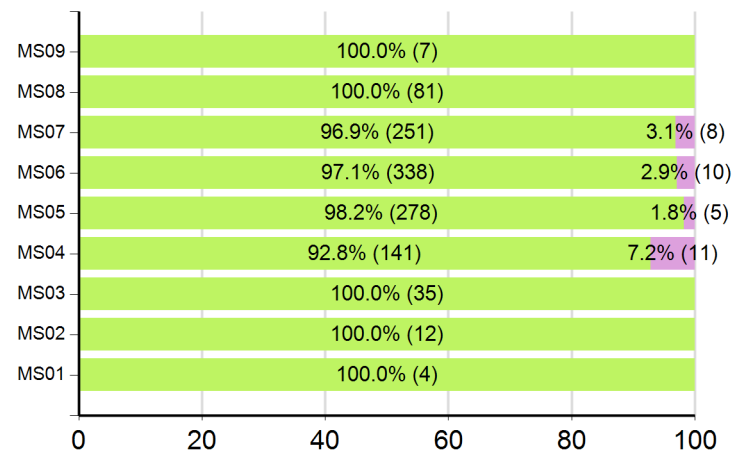
2018



2017



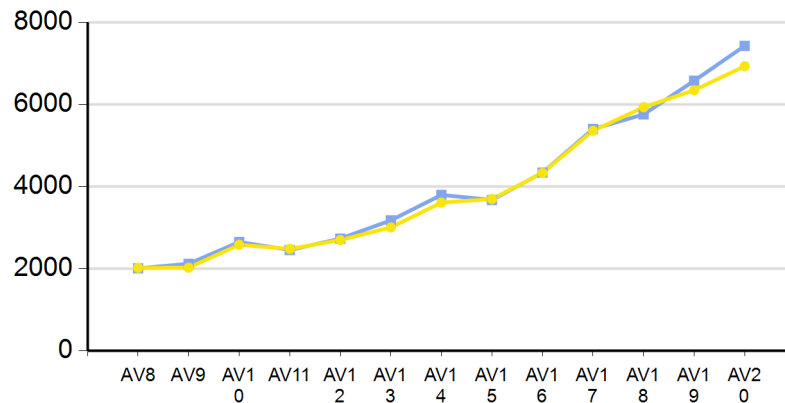
2016



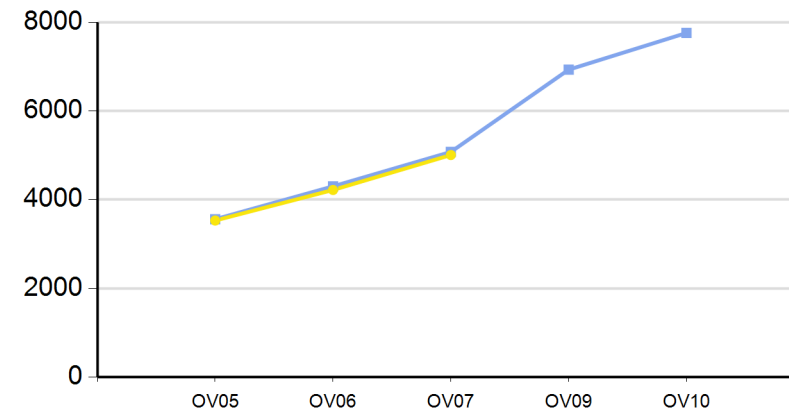
Non-Finns  
Finns

## Average salaries by gender 2018

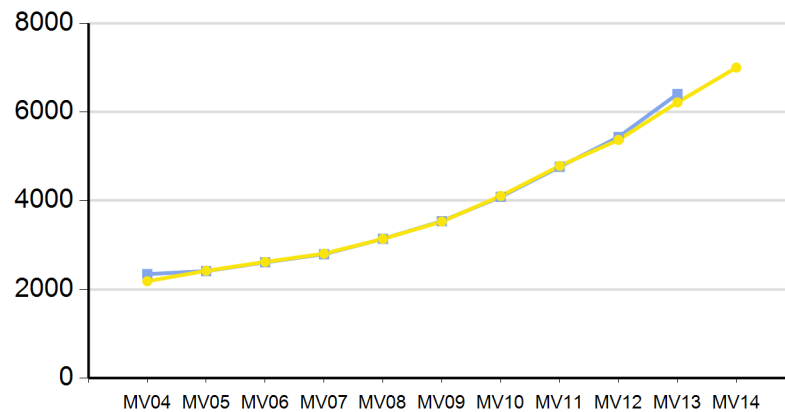
Teaching and research staff (Aalto salary system)



Teaching and research staff (YPJ salary system)



Other staff (YPJ salary system)

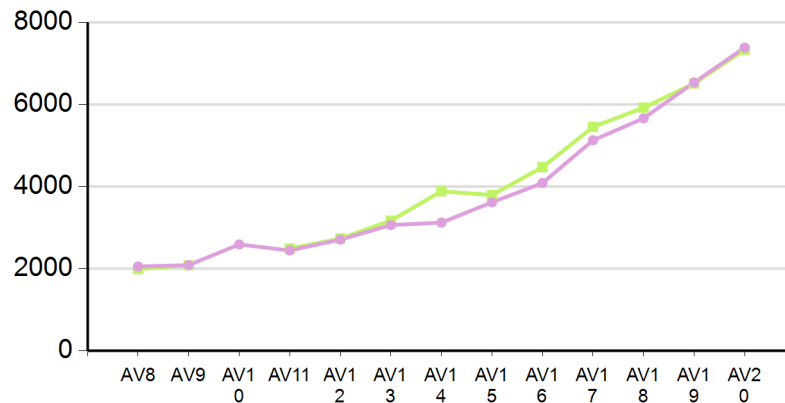


Female  
Male

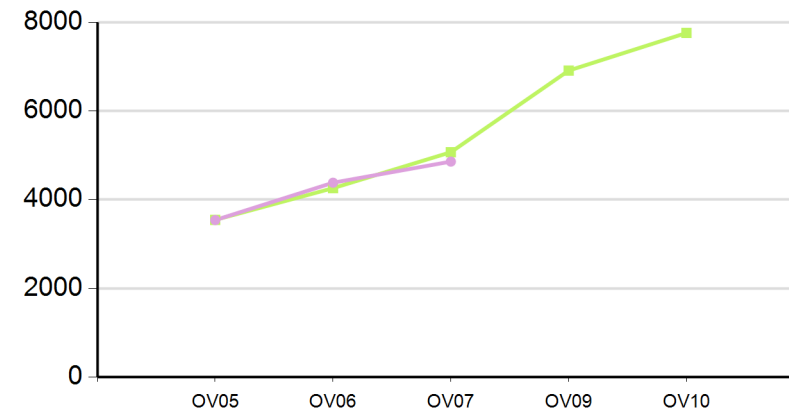
Data points with fewer than 3 individuals omitted.

## Average salaries by nationality 2018

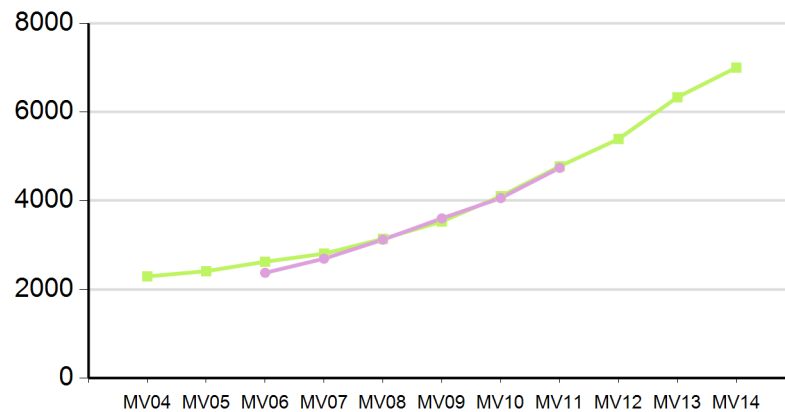
Teaching and research staff (Aalto salary system)



Teaching and research staff (YPJ salary system)



Other staff (YPJ salary system)

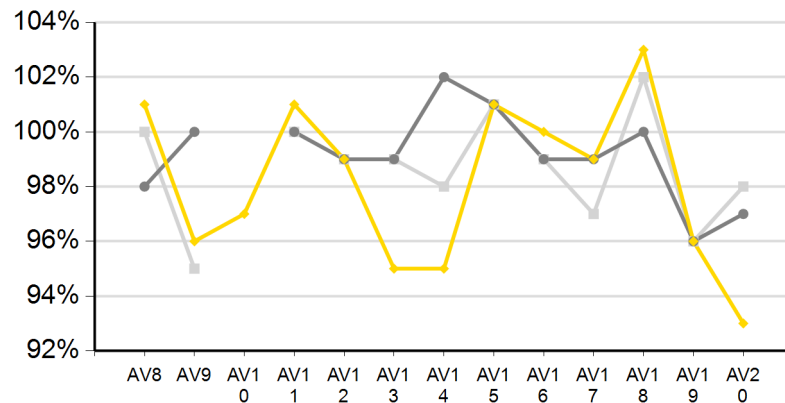


Non-Finns  
Finns

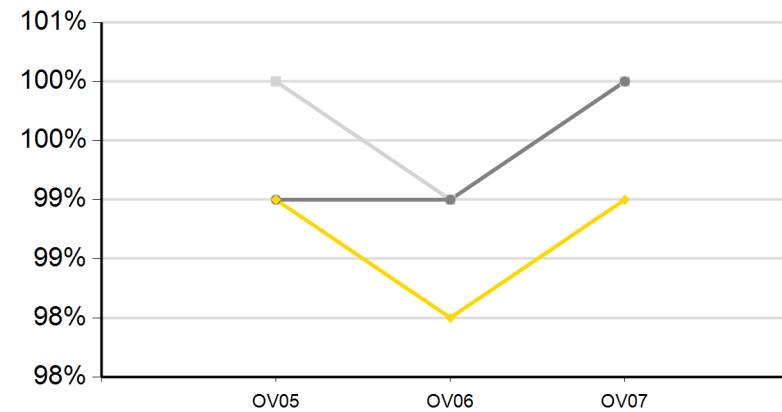
Data points with fewer than 3 individuals omitted.

## Womens's salary as a percentage of men's salary

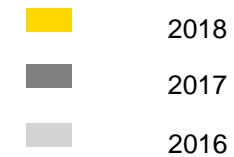
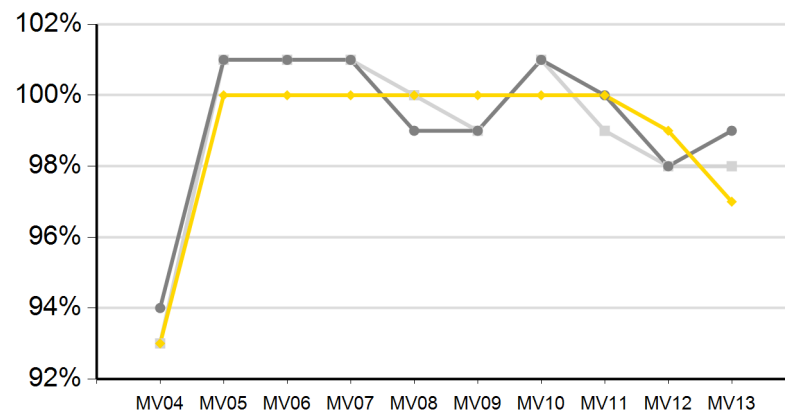
Teaching and research staff (Aalto salary system)



Teaching and research staff (YPJ salary system)



Other staff (YPJ salary system)



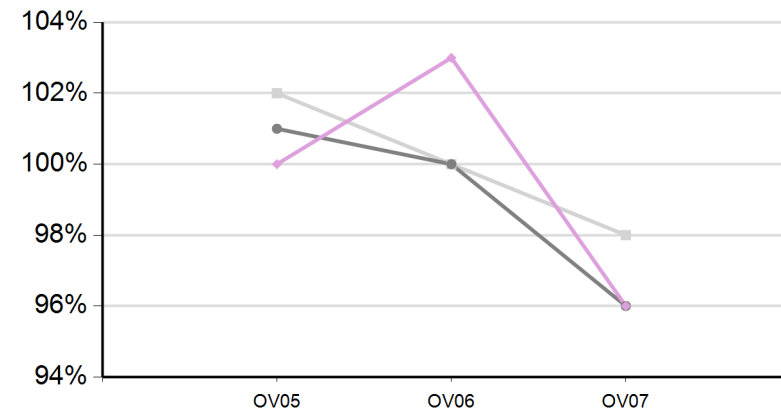
Data points with fewer than 3 individuals of each gender omitted.

## Non-Finns' salary as a percentage of Finns' salary

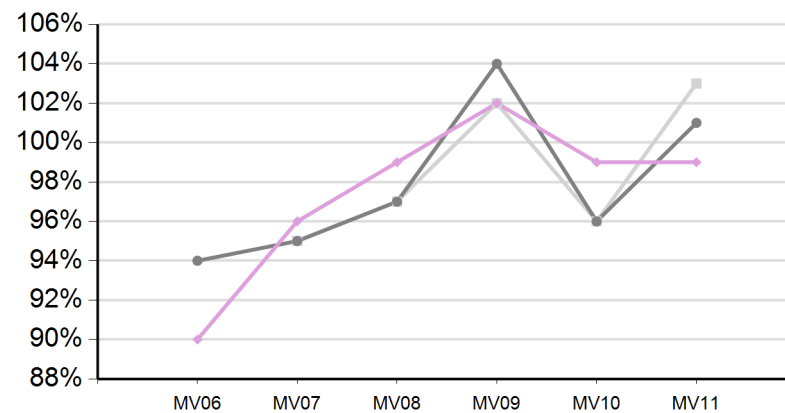
Teaching and research staff (Aalto salary system)



Teaching and research staff (YPJ salary system)



Other staff (YPJ salary system)

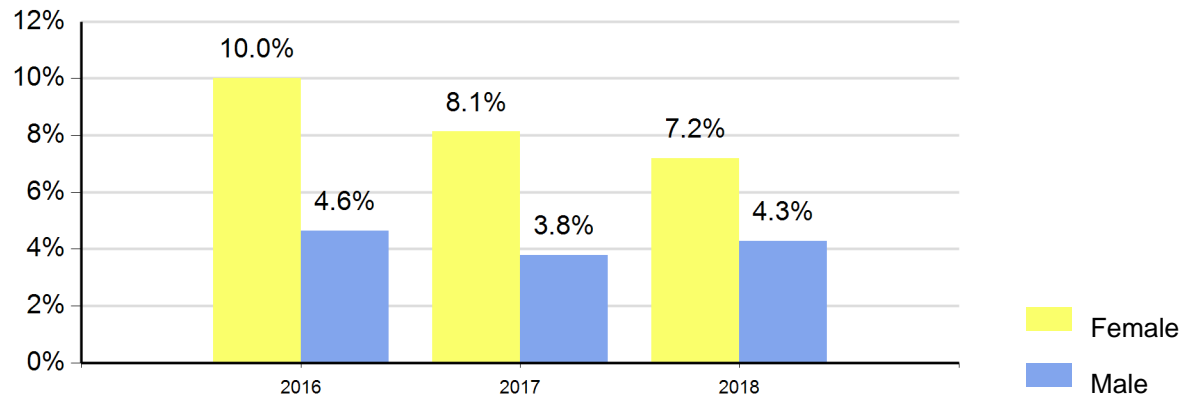


2018  
2017  
2016

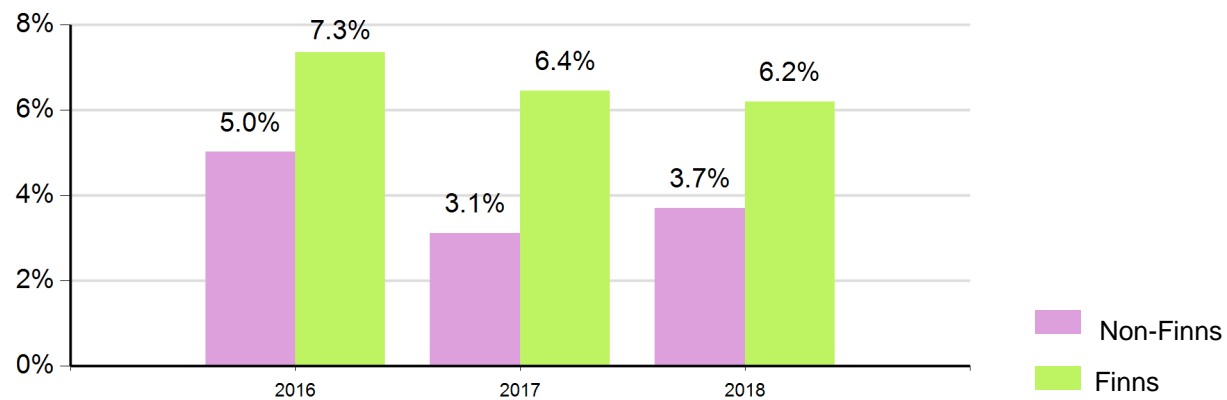
Data points with fewer than 3 individuals of (both) Finns and Non-Finns omitted.

## Usage of family leaves

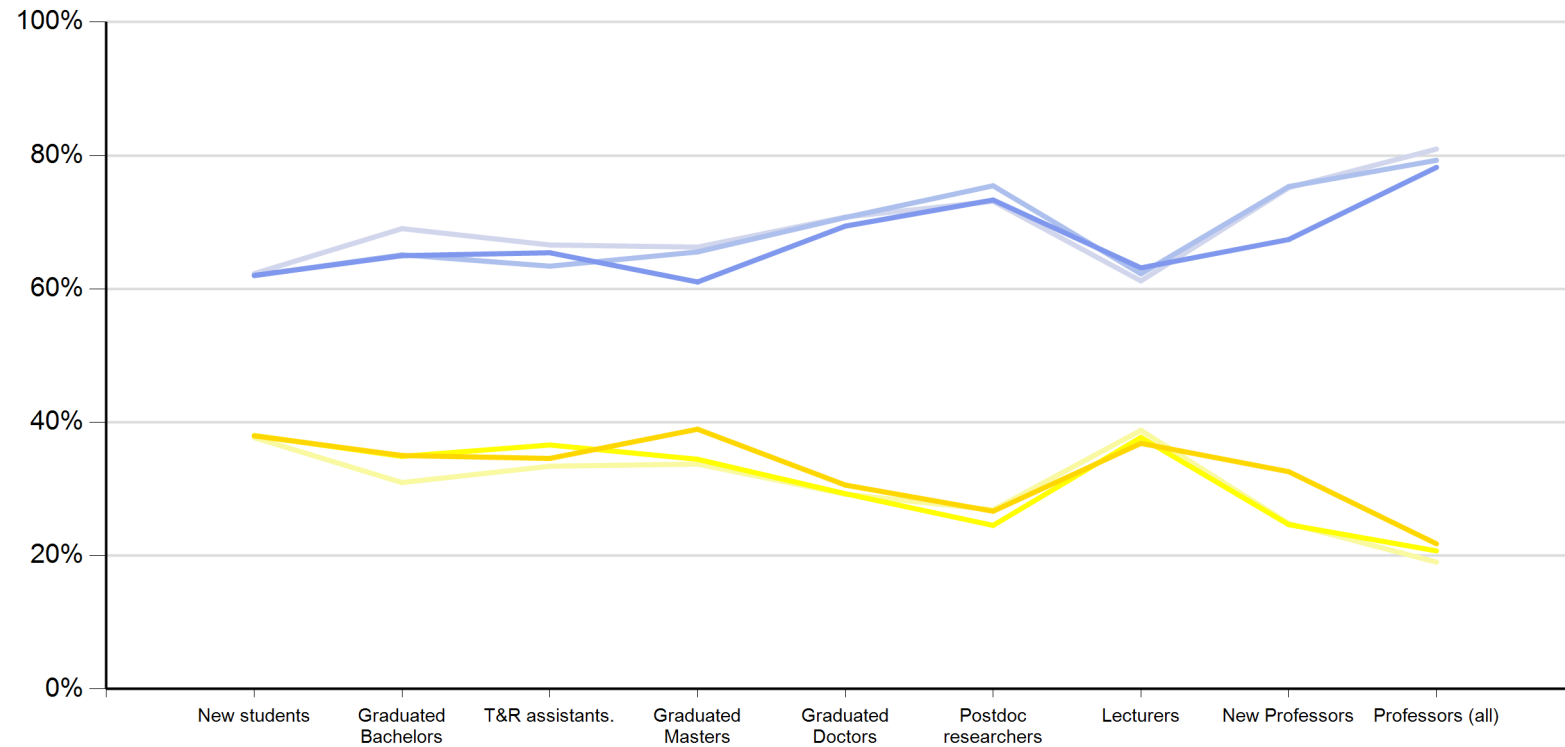
### By gender



### By nationality





*Gender scissors*

*"Nationality scissors"*