

Target figures for gender composition for ITU's Board of Directors and management

According to the Equality Act¹, state institutions and companies must aim for an equal composition of women and men on boards and other collective management bodies and at the highest management levels.

Target figures for the board of directors

ITU's Board of Directors consists of 5 external members, cf. ITU's Articles of Association, where the gender composition is 40/60.

ITU's gender composition among external members of ITU's Board of Directors is, going forward, also 40/60.

Target figures for the Executive Management

ITU's current Executive Management consists of three members, the Rector, the Pro-rector, and the University Director, all of whom are of the same gender.

ITU's long-term aim is that the underrepresented gender in the university's Executive Management should amount to 33 percentage points.

Target figures for the additional management group

ITU's additional management group consists of 3 scientific Heads of Department and 7 administrative Heads of Department. At present, ITU's gender composition of senior management is 30/70.

ITU's long-term aim is that the underrepresented gender in ITU's additional management group should amount to a minimum of 40 percentage points.

Realization of the target figures

The target figures for gender composition for ITU's Board of Directors and management are to be realized through the university's work to promote equality, which is described in ITU's strategic target document for the period 2022-2025².

¹ Bekendtgørelsen af lov om ligestilling af mænd og kvinder, LBG nr. 1575 af 19/12/2022, (§11)

² [ITU-Strategy-2022-2025-pdf.pdf](#)