

The Position of Women Scientists at the Dutch Universities



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ln VH
landelijk netwerk
VROUWELIJKE HOOGLERAREN

dutch network of
WOMEN PROFESSORS
aims to promote the proportionate
representation of women within the
university community

www.lnvh.nl

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Gender vs students, and other ranks in academia

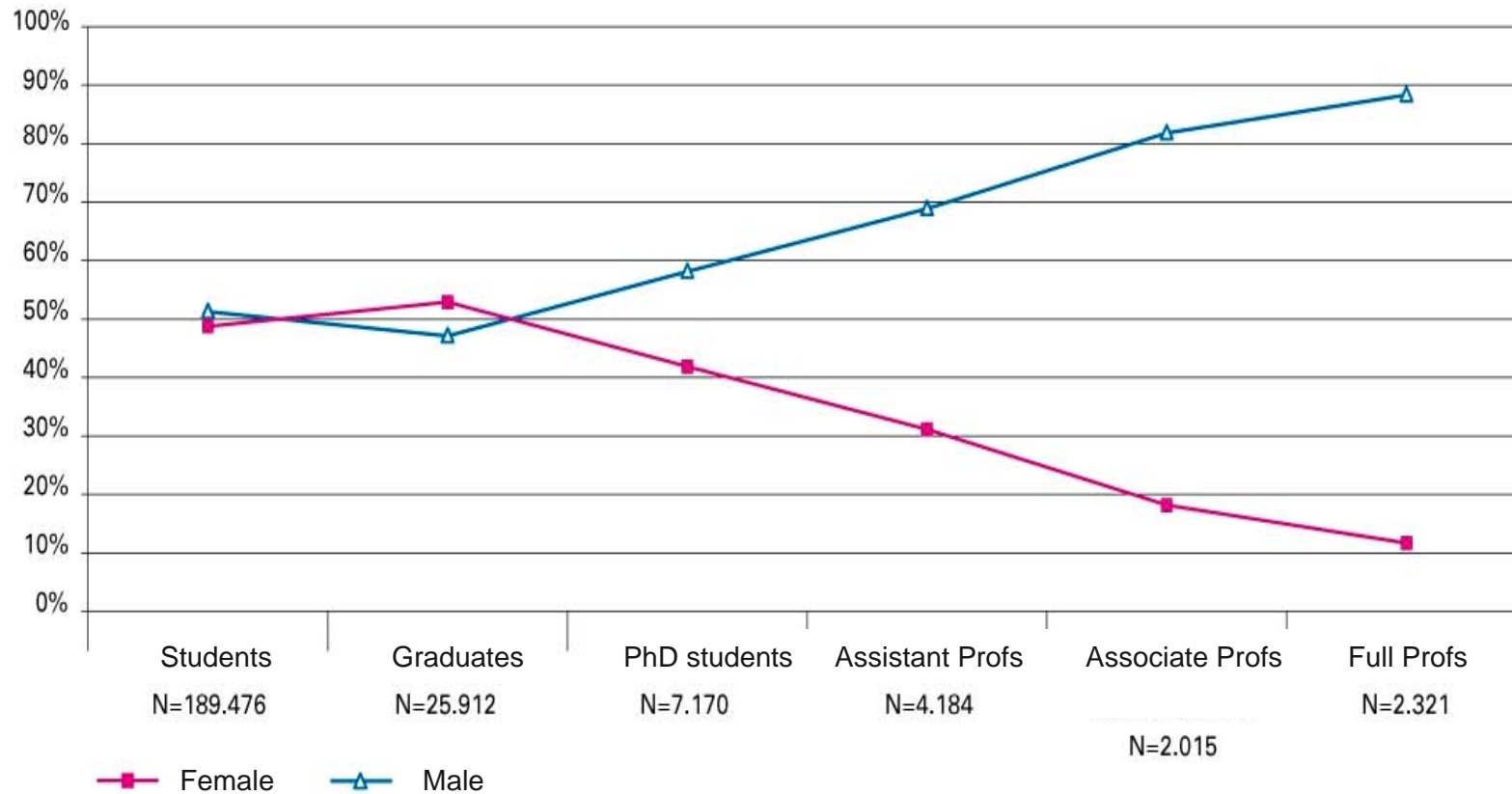


Figure 1.1 from: Monitor vrouwelijke hoogleraren 2009

Gender Percentages per rank in disciplines with a relatively high number of women: Language & Culture, Law, Behaviour & Society, Agriculture

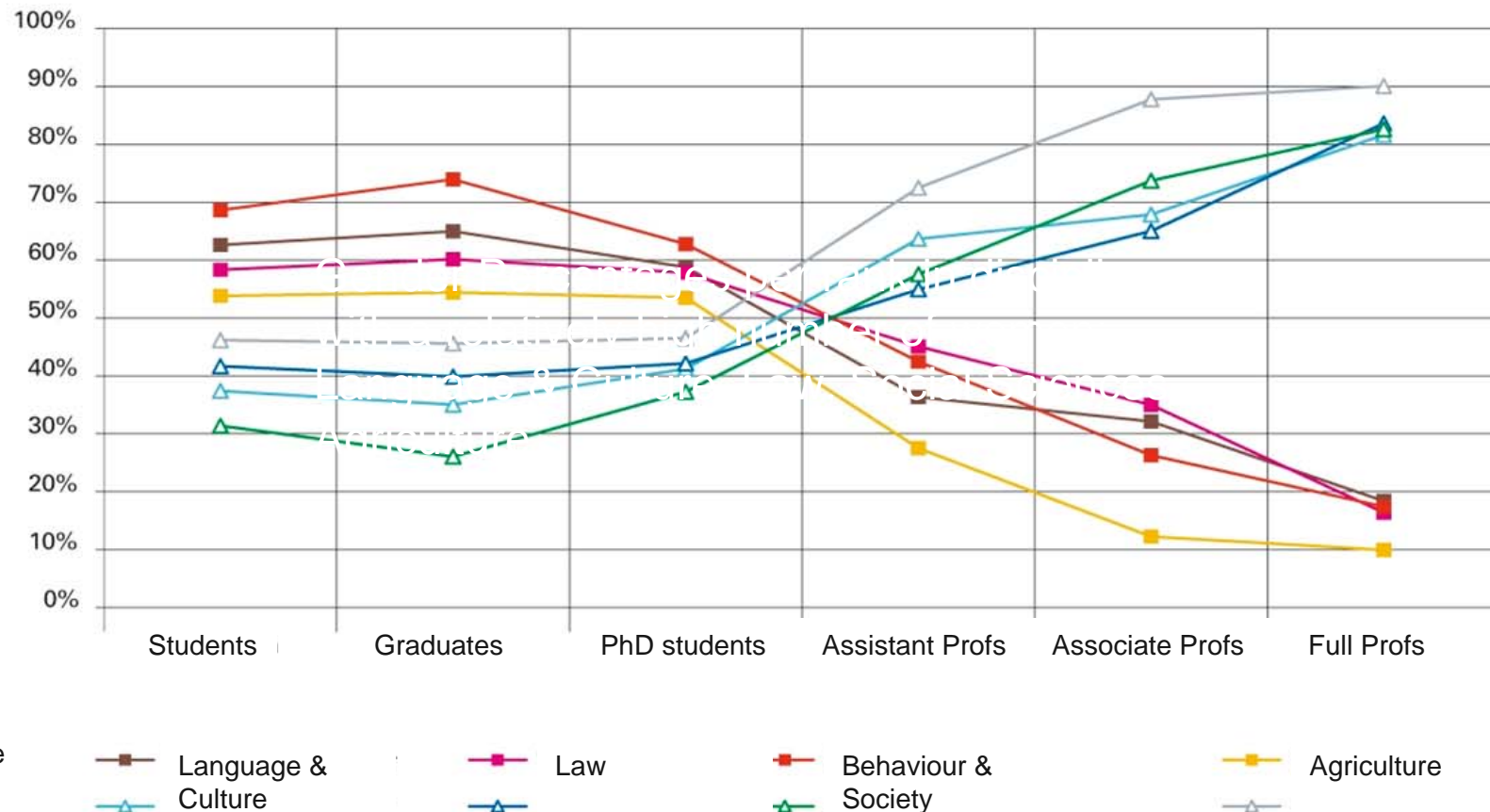


Figure 5.2 from: Monitor vrouwelijke hoogleraren 2009

Gender Percentages per rank in disciplines with a relatively low number of women: Technology, Physics & Chemistry, Economics

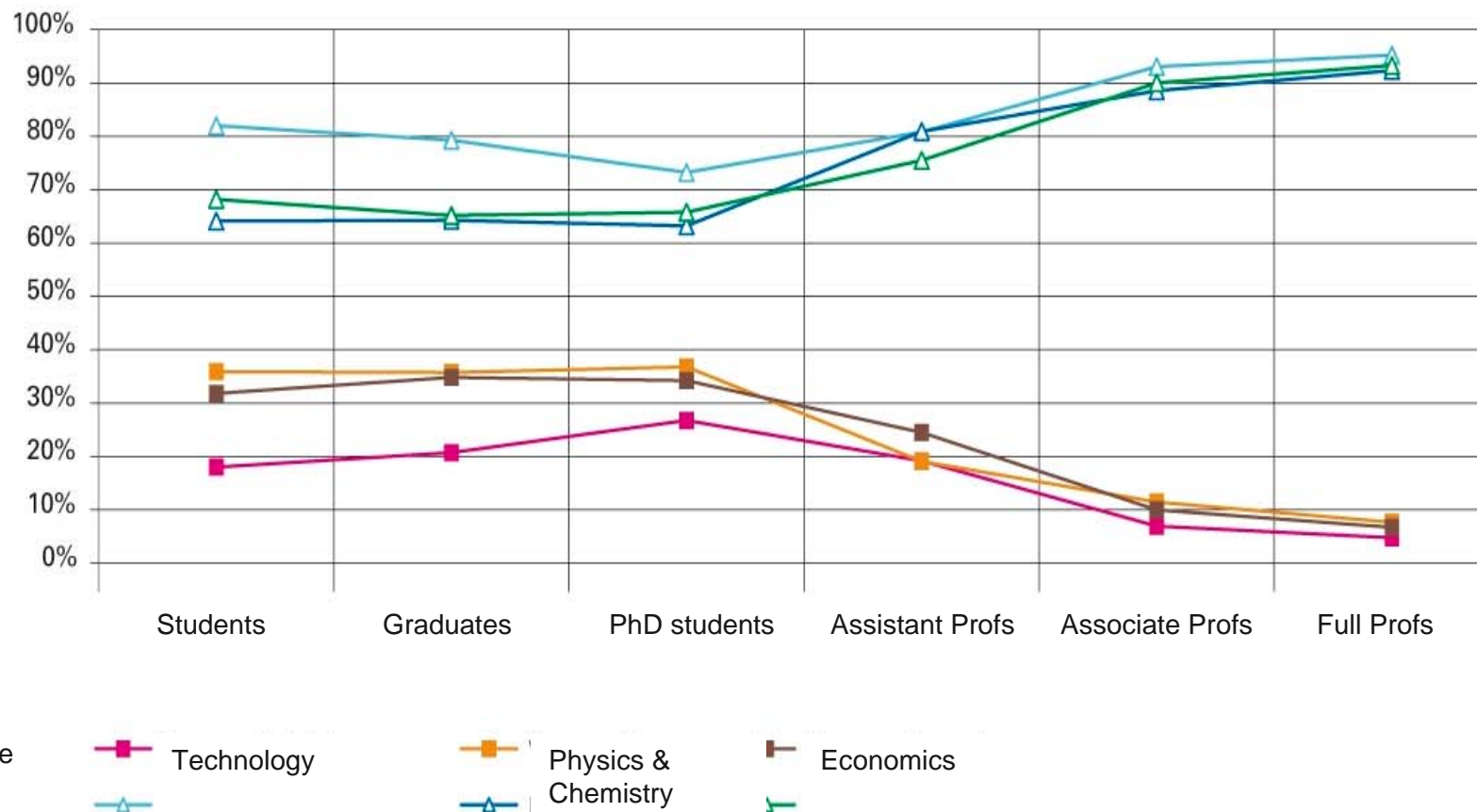


Figure 5.3 from: Monitor vrouwelijke hoogleraren 2009

Money

Salary group	Full professors		Associate professors		Assistant professors	
	Male	Female	Male	Female	Male	Female
<=10	3,8%	4,5%				
11			0,1%	0,3%	34,7%	47,0%
12			0,4%	0,4%	58,5%	47,4%
13			31,9%	46,9%	2,2%	1,0%
14	0,5%	0,1%	64,7%	50,2%	0,6%	0,1%
15	0,5%	1,8%	2,5%	1,5%	0,1%	
16	52,8%	76,9%	0,2%	0,7%	0,1%	
17	0,5%	0,7%	0,1%			
18	40,3%	17,9%				
DIV ²⁰	5,4%	2,6%				
Totaal	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

Full professors: Money and Age



Salary group	Full professors <i>all ages</i>		Full professors <i>60 years and less</i>		Full professors <i>55 years and less</i>	
	Male	Female	Male	Female	Male	Female
<i><=14</i>	<i>0,6%</i>	<i>0,1%</i>	<i>0,7%</i>	<i>0,1%</i>	<i>0,8%</i>	<i>0,1%</i>
<i>15 + 16</i>	<i>53,3%</i>	<i>78,7%</i>	<i>57,0%</i>	<i>80,0%</i>	<i>60,9%</i>	<i>79,5%</i>
<i>17 + 18</i>	<i>40,8%</i>	<i>18,6%</i>	<i>36,6%</i>	<i>18,1%</i>	<i>32,1%</i>	<i>19,1%</i>
<i>DIV²⁰</i>	<i>5,4%</i>	<i>2,6%</i>	<i>5,8%</i>	<i>1,7%</i>	<i>6,2%</i>	<i>1,3%</i>
<i>Totaal</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>



The Netherlands vs EU

%

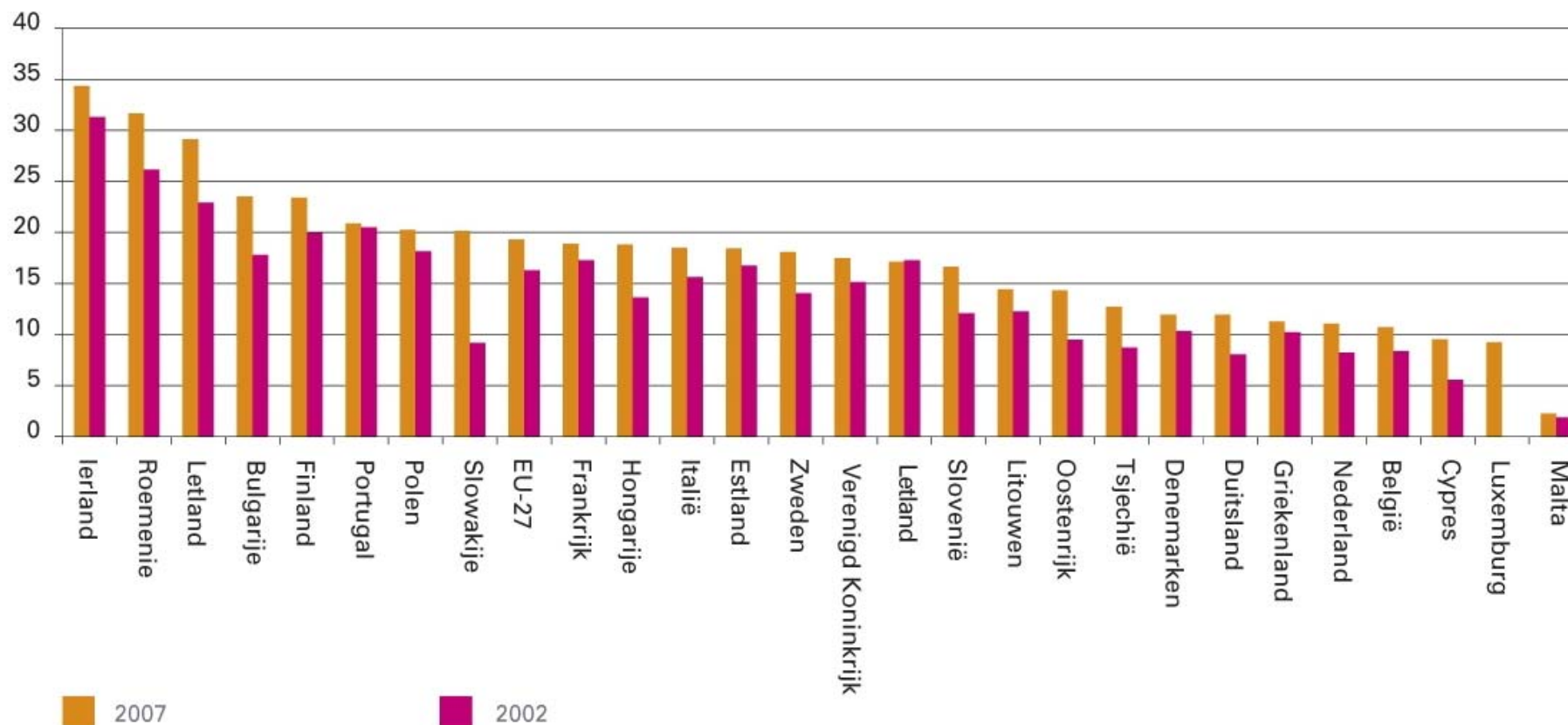


Figure 3.1 from: Monitor vrouwelijke hoogleraren 2009

Not Enough Women??

	Full professors			Associate professors			Female potential replacement
	60 years and older			up to 60 years			
	Male	Female	Totaal	Totaal	Male	Female	
Agriculture	18	3	21	119	101	18	86%
Physics & Chemistry	100	4	104	319	276	43	41%
Technology	110	1	111	415	384	31	28%
Economics	80	2	82	243	214	29	35%
Law	72	6	78	196	129	67	86%
Behaviour and Society	94	7	101	388	269	119	118%
Language & Culture	101	6	107	200	128	72	67%
Other	19	2	21	32	19	13	62%
Totals	594	31	625	1912	1520	392	63%

Table 10.1 from: Monitor vrouwelijke hoogleraren 2009

Gender aspects in recruiting

- Composition of selection committee affects gender of selected candidate
- At least two women in selection committee and their rank should be at least that of the vacancy
- Change in culture & attitude requires at least 20% (check the number) in all positions

Research by Marieke van den Brink



To improve

- Transparency in grant awarding systems
- Special grants for women
- Re-integration fellowships after care tasks (motherhood or other)
- Visibility: talent pool accessible to scouts
- Workshops / courses: Pump your Career, job interviews, presentation skills, negotiation, ...
- Mentoring & coaching
- Appoint female scouts;
- Set quota

Pump your Career



- Personal Presentation
- The Manager as Coach
- Conflict Management
- Practical Networking for Women
- Strategic Networking for Women