



Dutch Research Council: women in scientific careers



Dr. Wilma van Donselaar
Paris 2005

Nederlandse Organisatie voor Wetenschappelijk Onderzoek



What is NWO?

- NWO is the Dutch Research Council and consists of 8 councils: Humanities, Social Sciences, Medical Sciences, Chemical Sciences, Physical Sciences, Physics, Life Sciences, Technical Sciences
- Estimated annual budget M€ 450
- 4300 Researchers employed thanks to NWO funding (but NWO is not the employer)



The Dutch Case – state of the art

In 1999:

20% female assistant professors

7 % female associate professors

5 % female full professors

In 2004:

27% female assistant professors

14% female associate professors

9 % female full professors



NWO policy

- No age limits for grants / extension clause
- Systematic collection of male/female ratio in applications and grants
- Representation of women in committees and boards
- Special programmes for women
- Mainstreaming: women in the Veni-Vidi-Vici scheme
- Communication



No age limits / Extension clause

- No age limitations for grants
- Extension clause in case of seniority rules (like submission within maximum no. of years after PhD):
for extended sick, parental, maternity or care leave within the relevant period

Maximally 5 years!





Monitoring application and grant figures

NWO yearbook gives the granting percentages of male and female researchers:

grants total

_____ **per sex**

applications total



Monitoring application and grant figures

Yearbook 2004

- Veni/Vidi/Vici & talent
- NWO-themes
- Travel grants
- Infrastructure
- New developments (a.o. open competition)
- Other

TOTAL

Granting percentages

MALE

31%

46%

70%

50%

34%

73%

45%

FEMALE

35%

39%

82%

75%

31%

59%

48%






Monitoring application and grant figures

Yearbook 2004

Numbers of applications

MALE

FEMALE

– Veni/Vidi/Vici & talent	563		271 !
– NWO-themes	323		046
– Travel grants	461		157
– Infrastructure	058		004
– New developments (a.o. open competition)	1070		135
– Other	296		079
TOTAL	2770		692



Representation in committees and boards

- Increase in the participation of female members
- Female members hard to get!





Special programmes for women

Aspasia

- All fields
- Aim: promotion of female assistant professors to associate professor level
- Subsidy rounds in 2000 en 2002
- Grants NWO (70): PhD project or two-year postdoc
- Promotions by universities (total 140)
- Direct increase in female associate professors:
(7⇒14%)



Special programmes for women

Aspasia.. *What next?* Evaluation

- Positive effects:
 - direct: more associate professors
 - indirect: more full professors (8 out of 30 within 3 yrs)
- Negative effects:
 - postponement of regular promotions, low status
 - positive action (women-only competition), small budget, low participation in regular competition?



Special programmes for women

Aspasia-new style

Stimulates participation in regular prestigious talent competition (Vidi/Vici)

Universities are asked to promote female laureates to associate or full professor level within 1 year

If so, universities will receive a €100.000 premium per candidate (max. 20 per year)

Premium must be used for the promotion of women scientists (variety of options)



Special programmes for women

Meervoud

- Fields: Life Sciences, Physical Sciences, Chemical Sciences
- Aim: appointment of female post-doc researchers as assistant professors
- Roof tile construction (subsidy 0.6 fte for 4 years)
- Period 2000-2005: 22 grants



Special programmes for women

F0m/v

- Field: physics
- Aim: promote female physicists
- Since 1999
- Roof tile grants (10, incl. 3 prof.), post-doc grants (7), additional grants (7), travel grants
- F0m/v congress (every two years)
- Minerva publication award (every two years)



Mainstreaming: women in Veni/Vidi/Vici

Veni/Vidi/Vici scheme (m/f)

- Aim: Excellent researchers in various career stages get the opportunity to carry out research of their own choice and have better career prospects within academia.
- Since 2001 annually:
 - Veni: 0-3 yr after PhD \Rightarrow 125 grants (k€ 200)
 - Vidi : 3-8 yr after PhD \Rightarrow 75 grants (k€ 600)
 - Vici : 8-15 yr after PhD \Rightarrow 25 grants (k€ 1.250)



Mainstreaming: women in Veni/Vidi/Vici

- Universities will encourage female researchers to participate in this programme
- NWO guarantees that granting percentages for female candidates will be minimally equally high as for male candidates (averaged over several years).
- Ministry provides 2 million euro annually (since 2004) for extra Vidi and Vici grants for women who have been rated as 'very good or excellent'.



Women in Veni/Vidi/Vici

Percentage Applications (A) and Grants (G): (female / total m+f)

	Veni		Vidi		Vici	
	A	G	A	G	A	G
2002	34%	40%	21%	20%	13%	13%
2003	38%	38%	22%	16%	25%	23%
2004	40%	38%	26%	30%	18%	21%
2005	40%		35%	34%	20%	



Communication

- **Publications, activities and PR-materials** attract attention for female scientists and avoid traditional images, gender-neutral language
- Complaints are treated seriously!

CASIMIR PROGRAMMA

Publiek-private uitwisseling van onderzoekers

www.nwo.nl/casimir

NWO
Nederlandse Organisatie voor Wetenschappelijk Onderzoek

platform
Beta Techniek

The poster features a vertical red bar on the left with the text 'CASIMIR PROGRAMMA' in white. The main title 'Publiek-private uitwisseling van onderzoekers' is in red. Below it is a photograph of two female scientists in a laboratory setting. At the bottom, the NWO logo and the 'platform Beta Techniek' logo are displayed.