



Gender Equality Plan
2018 – 2022



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Author of the Gender Equality Plan (GEP)

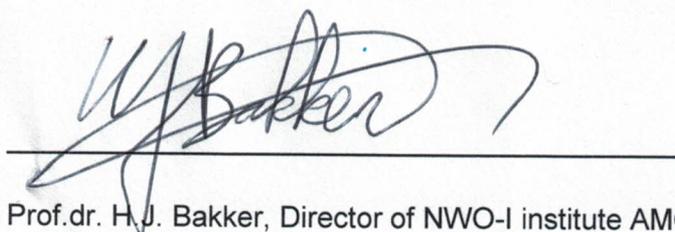
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Signature

AMOLF promotes an inclusive culture and a family-friendly working environment. AMOLF has a good gender balance among the PhD students and postdocs. Unfortunately, a high percentage of these women leave academia at each stage of the academic career, which means that talent is being lost. Therefore, AMOLF's ambition is to increase the proportion of female scientific group leaders.

Committed to the execution of this plan:

Amsterdam, 22 January 2018



Prof.dr. H. J. Bakker, Director of NWO-I institute AMOLF

Introduction

The Netherlands score poorly on international rankings of female participation in science, especially in physics. Indeed, a recent study¹ revealed that nowhere else in the world is science associated more with men than in the Netherlands. That is why it should not surprise anyone that the Netherlands Ministry of Education, Culture and Science has the ambition to create more opportunities for women in science².

NWO-I aims to correct the imbalance between the sexes in certain positions in its organization. This mainly concerns scientific positions, especially in higher positions. NWO-I institute AMOLF will join this effort and is committed to the removal of gender inequality at its institute.

A first step towards a systematic approach was the analysis of the current situation at the institute. In January/February 2017 AMOLF and three other physics institutes (ARCNL, DIFFER and Nikhef) took part in a gender evaluation conducted by external gender experts from Joanneum Research, Austria.

The results show that at the moment gender is defined as element of diversity. There is no formal gender institutionalisation yet, like having a Gender Equality Plan (GEP). In terms of a sustainable gender implementation institutionalized measures are required. Therefore AMOLF has formulated this Gender Equality Plan (GEP). Responsible for implementing this is the Gender Equality Team.

AMOLF has a good gender balance among the PhD students and postdocs, of which $\pm 30\%$ are women, a fraction that roughly corresponds to the fraction of female students taking up physical or technical studies at Dutch universities (40% for physical studies and 23% for technical studies in 2015). Unfortunately, a high percentage of these women leave academia at each stage of the academic career, which means that talent is being lost. In AMOLF's scientific staff, only 2 out of 17 of the group leaders are women as of January 1, 2017 (12%).

¹ Analysis of research performance through a gender lens across 20 years, 12 geographies, and 27 subject areas, [Elsevier](#), 2017.

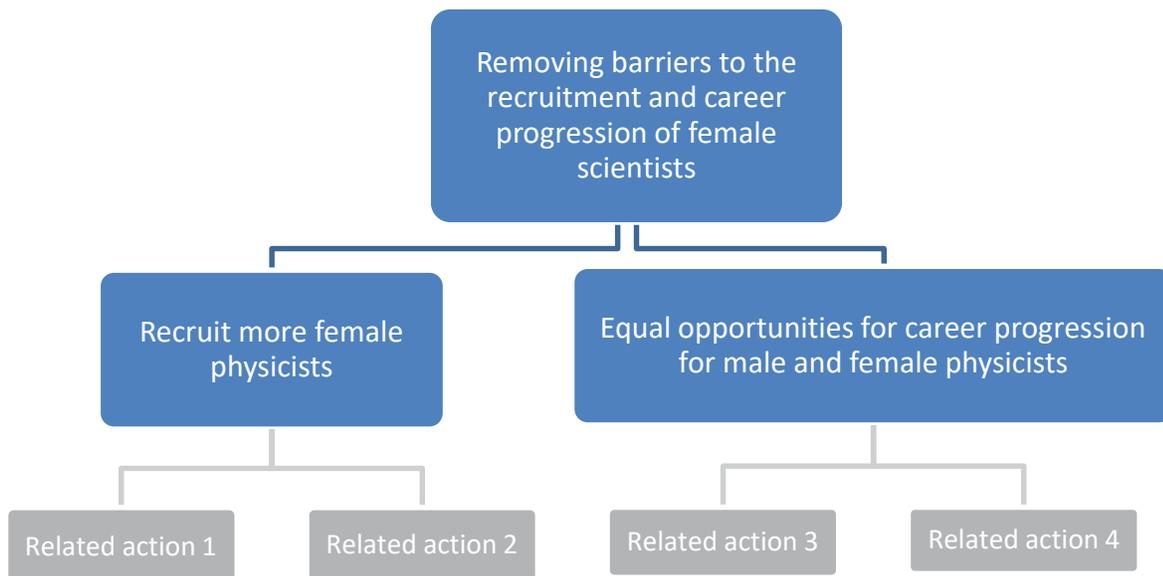
² "2025, Vision for Science, choices for the future", Ministry of Education, Culture and Science of the Government of the Netherlands, December 2014.

Gender Equality work at AMOLF

AMOLF has implemented already a range of gender equality measures. The institute promotes an inclusive culture and a family-friendly working environment. Institute wide regulations are in place for maternity and parental leave, for working part-time, and for working flexible hours or from home. Employees also have the opportunity to buy additional leave days.

Scope, Objectives and Timeframe of the GEP

AMOLF's ambition is to recruit more female physicists, to change the current underrepresentation and increase the proportion of female scientific group leaders to 25% in 2022. Therefore the results of the gender evaluation and data analysis lead to the following objectives for the Gender Equality Plan:





The overarching goal is to remove barriers to the recruitment and career progression of female physicists. For the refinement of the goal it has been broken down into two sub-goals:

- Recruit more female physicists (sub goal 1)
- Establish equal opportunities for career progression (sub goal 2)

To realize this ambition, around 50% of the new group leaders that AMOLF will hire in the coming years must be women. In view of the average turn-over of group leaders at AMOLF, we expect that we will hire circa 5 new group leaders until in the period 2018-2022, of which 2-3 will be women.

Measures related to objectives

To realise our ambition the following measures/actions will be established.

*Measures/actions related to sub-goal 1: **Recruit more female physicists:***

- Gender-sensitive recruiting guidelines: Draft job advertisements will be checked for linguistic gender-coding, with the help of manuals, interactive websites and communication experts. The institute's website will be checked for gender-sensitive language and pictures.
- We will actively scout talented female researchers for tenure-track and other senior scientific positions that will become available in the coming years. Female candidates will be invited beforehand to give seminars at the institute, and will be actively encouraged to apply on an individual basis.
- We will participate in the NWO Women In Science Excel (WISE) program initiated in 2016. This program provides talented female scientists an opportunity to develop or expand their own research group at one of the NWO research institutes. We hope to attract one or two talented female tenure-track group leaders through the WISE program.
- When hiring group leaders, we are sometimes hampered in attracting the preferred candidate due to the two-body problem, which occurs when both partners pursue a career in academia. Although we provide the best assistance we can, AMOLF does not have the

capacity to solve this problem alone and joint efforts from NWO-I, possibly together with the KNAW and Dutch universities, are needed.

*Measures/actions related to sub-goal 2: **Establish equal opportunities for career progression:***

- Unconscious bias training for all leading scientific staff : All who participate in selection of scientific applicants - will join a workshop, to discover their personal unaware gender biases, and how to avoid these in their daily practice.
- If maternity and/or parental leave is taken during the tenure track, the period after which the decision is taken on whether to start the tenure procedure (normally after 4 years) is extended by the amount of leave time taken, up to a maximum of 6 months (i.e. at the latest after 4½ years).
- Each tenure-track group leader is offered a personal coach, with whom he/she can reflect on work issues.
- We will stimulate young female scientists to pursue a career in science after obtaining their PhD or finishing their postdoc term at AMOLF. We will therefore set up mentoring programs for female scientists.
- We will provide senior female role models, e.g. by inviting a substantial number of female speakers for our scientific colloquia and by striving for ~50% female speakers in the summer schools we will organize following the establishment of strategic partnerships with other European institutes

Additional activities:

AMOLF established a gender equality team (GET) to realize the formulated ambition. The GET takes care of implementing the measurements and will monitor the use of them. The GET consists of the management team (MT), supplemented with the HR advisor. Gender equality is a recurring item on the MT agenda every four months.

Analysis

	<u>PhD students</u>		<u>Postdocs</u>		<u>TT group leaders</u>		<u>Tenured group l.</u>	
	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>
31-12-2017	34	19 36%	23	5 18%	4	1 20%	11	1 8%

	<u>MT</u>	
	<u>M</u>	<u>V</u>
31-12-2017	3	2 40%

Budget

The total costs of a tenure-track position for five years (salary of around 450 k€, investments, junior positions, and material budgets) amounts to roughly 1.3 M€. The personnel cost of a WISE tenure-track group leader are subsidized by NWO with ± 0.3 M€. Thus AMOLF will supplement ± 1.0 M€.

Gender bias workshops and personal coaches will be paid from the regular HR budget.

Annex

Statistics

	PhD students		Postdocs		TT group leaders		Tenured group l.	
	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>	<u>M</u>	<u>V</u>
31-12-2017	34	19	23	5	4	1	11	1
		36%		18%		20%		8%

	MT	
	<u>M</u>	<u>V</u>
31-12-2017	3	2
		40%

Organisation Chart

AMOLF

January 2018

