Women in Physics in the Netherlands
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About 25% of the PhD students and postdocs in physics in the Netherlands are female. Still, the overwhelming majority of the full professors (90%) in physics are men. There have been plenty of initiatives to promote women and their prospects to pursue a career in physics, but the presence of women higher up the scientific ladder remains low.

FOM, the physics branch of the Netherlands Science Foundation, is concerned about this issue. FOM thinks that a better gender balance will improve the quality of our organization and the quality of physics in the Netherlands, and provide fairness to female physicists in that they occupy more positions at the levels where decisions are being made. Therefore we have taken a number of actions to realize our goal: Women in 20% of our top management and research positions in the year 2020. The current situation at FOM is only half of this.

In spite of several cultural and educational differences between our countries, gender bias in physics is surprisingly similar, both in terms of participation and in terms of problems encountered. This makes an exchange of ideas and of dos and don'ts especially interesting.

I will present our current initiatives and programmes so far (dos and don'ts, lessons learned, starter mistakes, etc) and discuss the following items:

2. What can we learn from diversity experience in the US? → Input and ideas for new initiatives in physics in the Netherlands
3. How can we become more effective in our actions and measures?

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FOM is a nonprofit organization, founded in 1946, has a 102 million euros (US$ 111M) annual budget (2015). FOM employs about 1100 physicists and technicians/engineers, all with a great passion for research, physics, and science.