

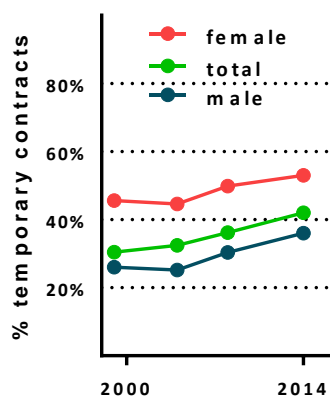
Disposable scientists

Career perspectives of young academics have dramatically decreased over the past decade. Since 2000, there has been a steep increase in the number of PhD students without an increase in subsequent academic positions. In addition, the increasing amount of students, the publication pressure, and decreased chances in obtaining funding for research, has led to numerous undesirable developments with respect to the career perspectives of the academic staff at Dutch universities. Symptomatic has been the increase in temporary positions and increased work load. Another concern is the continuing inequality when it comes to gender differences in career development. Implicit gender bias and the decreased control in finding a feasible work-life balance seem to contribute to this problem, as well as the “female trap”: the current (temporary) teaching positions at universities that further diminish the possibilities on increasing a viable track record with respect to research. Recently, demands towards academics seem to change very rapidly with respect to publication standards, data sharing, valorisation and so forth, creating additional uncertainties for researchers with respect to career planning.

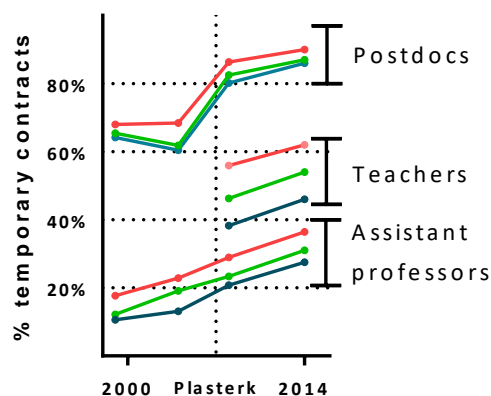
The VAWO has monitored the academic careers in the Netherlands for the past 15 years and has revealed some prominent bottlenecks that has developed during this period. Based on these bottlenecks, the VAWO has formulated several propositions in order to develop sustainable long-term management models to increase the quality of research and teaching at the Dutch Universities and improve the career perspectives of talented researchers.



**Academic staff
(PhD students not included)**



per function



Distribution of scientific staff at Dutch Universities according to age, gender, and position

