
SUMMARIES

- *Pleun van Arensbergen, Inge van der Weijden en Peter van den Besselaar*
Do male researchers still outperform females?

A comparison between generations

There is substantial literature on the underrepresentation of women at the academic top, and its possible causes. An important one is the often observed performance difference between male and female researchers. Using publication and citation records of 852 social scientists, we show that performance differences indeed exist. Among the older generation, men outperformed women in terms of publications and citations. However, this is no longer the case with the younger generation. In other words, the traditional performance differences seem to disappear over time. The data even suggest that female researchers have started to outperform male researchers. This is in line with experiences in other parts of the education system, where female pupils and students are increasingly doing better than male. As publication and citation scores are increasingly influencing academic careers, the disappearing performance differences may be a stimulus for changing gender relations within academia.

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- *Barbara van Balen*
Female talent in Dutch universities

In this article data from a study into determinants of success in academic careers is analysed regarding gender aspects. The analysis leads to the conclusion that there are no major differences between the male and female 'talents' in the study in regard to the factors that made them stay and the factors that contributed to leaving the university. A clear HRM policy, transparent promotion and selection criteria and a system of mentoring are important factors for keeping 'talents' at the university. These factors are equally important for both men and women. However, in one aspect, we could detect a difference between male and female academics: a few of the female interviewees told us that they deliberately choose not to have children to keep their chances for an academic career open. The method used to select the interviewees gave the opportunity to analyse two additional aspects: 1) do female talents have the same chance to be recognised as talent? 2) is social closure in place? Both questions could be answered affirmatively.

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► *Isa Schön*

Quota needed to tackle the academic glass ceiling

The progress in the academic world towards a more equal representation of men and women on all levels of the academic ladder is too slow. I argue that quota and positive discrimination are the most effective measures to tackle the existing underrepresentation of women in upper scientific echelons. Belgium already uses quota in other social domains like public administration, politics and boards of directors of publicly listed companies. In academia, quota have gradually put in place. The peer review commissions of the Flemish Research Council, for example, are obliged to have one third of female members. However, I think that quota for advisory boards and commissions are insufficient: I also make a plea for the use of positive action measures to increase the inflow of female academics on all levels.

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► *Mara Yerkes, Hans Sonneveld en Rens van de Schoot*

Gender inequality in the Dutch doctoral education

An exploratory study

Gender inequality in higher education has steadily declined in recent decades in most Western countries, in large part due to the steady increase in women's participation in higher education. This phenomenon is visible in the Netherlands as well, but important questions about gender inequality remain. This article explores whether gender inequality in higher education is evident at the highest level – that of doctoral education – and what this means for initial employment outcomes. We find a significant increase in the number of women participating in doctoral education in the Netherlands. The number of female PhD candidates has more than doubled over the past twenty years, making the Netherlands a leader in gender equality in higher education participation. However, significant gender differences remain. We find, for example, significant gender differences across disciplines and significant gender differences in initial employment outcomes for recent doctoral graduates. Women, more than men, are more likely to work part-time, are less likely to have a permanent contract outside of academia and are more likely to work in academia rather than the private sector. Implications for further research are discussed.

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