



Affiliates Meeting 2016

Unequal pay in science. The pay gap visualized, analysed and.....bridged?

Programme

December 12th 2016
Muntgebouw, Utrecht

Moderator: Eva Jinek
Working language: Dutch

Programme:

- 15.30h: Registration & Coffee (Eerste Slagruimte)
- 15.50h: Welcome & Introduction by Ingrid Molema, chair LNVH (Auditorium)
- 16.00h: Opening interview with Paulien Osse, WageIndicator and Peter Hein van Mulligen, CBS
'The pay gap in broader perspective: Next steps for progress'
- 16.20h: Keynote speech by Belle Derks, Utrecht University
'Mind the gap: Differential pay of male and female academics at Dutch Universities'
- 16.40h: Thought leaders' panel discussion and exchange of ideas with audience
'Bridging the pay gap in science: how to achieve structural change?'

Belle Derks, Social and Behavioural Sciences, UU
Geert Jan Eissens, Human Capital Group
Marloes van Engen, Tilburg University
Marion Stolp, Rijksuniversiteit Groningen
- 17.15h 'DIY' interactive session with audience
'Detect and bridge unequal pay: tips and tricks'
- 17h30 Closing statement by prof. dr. Ingrid Molema, chair LNVH
- 18.00h Intermezzo by Fiere Vrouwen & Start presentation Monitor 2016



Monitor Vrouwelijke Hoogleraren 2016

Official presentation

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Programme:

- 17h30h: Reception & Registration (Eerste Slagruimte)
- 18.00h: Performance by Fiere Vrouwen (Productieruimte)
- 18.20h: Welcome & Introduction by prof. dr. Ingrid Molema, chair LNVH (Productieruimte)
- 18.30h: Presentation of the Monitor Vrouwelijke Hoogleraren 2016 by prof. dr. Angela Maas, board LNVH
- 18h40h: Minister Bussemaker: view on outcomes of the Monitor 2016
- 18.45h: Official presentation of the first copy followed by a panel discussion

Frank Baaijens, Rector Magnificus, Technische Universiteit Eindhoven
Wilma de Koning - Martens, Vice-President, Radboud Universiteit Nijmegen
Huib Pols, Rector Magnificus, Erasmus Universiteit Rotterdam
- 19.15h: Q&A with the audience
- 19.30h: Closing statement by prof. dr. Ingrid Molema, chair LNVH
- 19.35h: Walking dinner and drinks (Muntplein)
- 21h00h: Fin



Speakers at Affiliate Meeting 2016

Belle Derks is a professor of Social and Organisational Psychology at Utrecht University. Her research focuses on psychological, physiological and neural consequences of the stereotyping that women and ethnic minorities face in work- and educational settings. For her research she acquired several research grants such as the NWO VENI (2008) and VIDI (2015). Since 2016 she is a member of the KNAW Young Academy.

Geert Jan Eissens is Managing Consultant at Human Capital Group and has extensive experience in the corporate sector, as a professional and all round HR executive both as a manager, advisor and expert. He is specialised in HR themes such as compensation and benefits, developing policies and strategies in the field of reward and remuneration and legal cases (mostly labour law and employee participation / works councils). He gradually expanded his horizon the last years towards a more integral HR approach, HR leadership, MD programs, organisational development and cultural change. He is experienced in working for international companies, both Corporate and subsidiaries, and therefore familiar with cultural awareness related topics, such as working together successfully and diversity issues.

Marloes van Engen is assistant professor at the Department of Human Resource Studies, Faculty of Social and Behavioral Sciences at Tilburg University where she lectures in Diversity in Organizations. Marloes is also Gender Policy Advisor for Tilburg University. Her research interests are in the area of work-family issues in organizations, gender and leadership, gender in organizations, gender and careers, diversity in teams and organizations and the management of diversity in organizations. Furthermore, she has a strong interest in methodology, ranging from meta-analysis, multi-level analysis, qualitative research methods and action research methods.

Peter Hein van Mulligen got his PhD in economics at the University of Groningen. He started out as a researcher/methodologist at Statistics Netherlands in 2002, mainly in the field of price index numbers and the measurement of inflation. In 2012, he became chief economist and spokesman on all CBS publications on macro-economics, the labour market and income.

Paulien Osse is (together with prof. Kea Tijdens) co-founder and director of the WageIndicator Foundation. Osse develops gender pay gap research and activities. It all started with the website 'vrouwenloonwijzer' and spiralled into a worldwide initiative: between 2001 and 2016 many global, European and national gender pay gap research and awareness projects were started. Nowadays, WageIndicator has operations in 92 countries. Osse was chairperson National Taskforce Gender Pay Gap 2005-2007. Facts: The national gender pay gap was 21% in 2000, now it is 16%. The Dutch WageIndicator website runs 10 million visitors a year.

Marion Stolp is director Human Resources University of Groningen and program leader of University Groningen Yantai (UGY). She strongly believes that "to be effective as director Human Resources you do not only have to support the goals of an organization as your own goals, but take serious notice of the character of the core business to choose your implementation strategy".