Postdocs are newly qualified researchers with a PhD, working autonomously in research at universities or related institutions but without a tenured contract.

**Respondents**

- **676**
  - Universities: 8
  - Female %: 48
  - Male %: 51
  - Neutral %: 1

**Nationality %**

- Dutch: 46
- Non-Dutch: 54

**Age**

- 34 y

**Postdoc Age**

- 31 months

**Fields %**

- Natural Sciences: 31
- Social Sciences & Humanities: 30
- Medical & Health: 21
- Engineering & Technology: 17

Postdocs are generally satisfied with several elements of their current position, especially the contact with their colleagues and immediate superior. However, they are less satisfied with career perspectives in academia and career guidance from their university.
Training & Career Preparation

Postdocs participate in several training modules and courses. However, 40% do not attend any training at all. Less than half of the postdocs feel encouraged by their supervisor(s) to invest, time and money, in career preparation and development.

Training (self-reported)

- Grant writing (21.43%)
- BKO teaching (16.96%)
- Language course (15.18%)
- Postdoc Career Development Initiative (12.5%)
- Project Management (9.82%)
- Communication (8.93%)
- Leadership (8.04%)
- Personal effectiveness (5.36%)
- Entrepreneurship (1.79%)

Career Preparation Activities (self-reported)

- Networking 51%
- Transferable Skills 32%
- Memberships Board/Council 13%

Mental Health

39% of the postdocs experience four or more mental health problems (GhQ4+). This means that they are at risk of developing a psychiatric disorder, e.g. depression.

- Constant Stress 47%
- Concentration Problems 35%
- Sleeping Problems 33%
- Unhappy & Depressed 30%

POSTDOCS IN THE NETHERLANDS
WORK EXPERIENCES & CAREER PROSPECTS

FEBRUARY 2020

CWTS Meaningful metrics

VU University Amsterdam

INGE VAN DER WEIJDEN & CHRISTINE TEELKEN

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