

Netherlands Interdisciplinary

Demographic Institute

NIDI

NEW BALANCE

Self Assessment 2007

Part I

Report

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Part II Output

Output 2000-2007 (see enclosed CD)

1. Introduction: Aims and Organization of the External Review 2007

As part of the regular quality assessment procedures of the Royal Netherlands Academy of Arts and Sciences (KNAW, hereinafter also referred to as the Academy), an external review of its institutes takes place every six years. The external review of the Netherlands Interdisciplinary Demographic Institute (NIDI) covering the period 2001-2007 will be executed in 2008. The review is carried out following the guidelines of the Standard Evaluation Protocol 2003-2009 for Public Research Organisations (SEP)¹. The current self assessment is part of this evaluation procedure, and will be a major input for the External Review Panel which will visit NIDI on 17-18 January 2008.

The SEP evaluation system has three main objectives: improvement of the *quality of research* through an assessment carried out according to international standards of quality and relevance; improvement of *research management and leadership*, and *accountability* to higher levels of the research organization, funding agencies, government and society at large (SEP o.c. pp. 5). With improvement and accountability as its main objectives, the evaluation is a combination of retrospective and prospective analysis.

According to the protocol (SEP pp. 9) the main criteria to be used in the evaluation are:

- Quality: international recognition and innovative potential;
- Productivity: scientific output;
- Relevance: scientific and socio-economic impact;
- Vitality and feasibility: flexibility, management and leadership.

Noting that the elaboration of these criteria may differ for various disciplines, SEP allows for flexibility. In this regard the specific setting and mission of an institute need also to be taken into account in its evaluation. Given NIDI's specific mission (see paragraph 3.4) the latter will be the case in the current evaluation which will focus on the performance of the institute as a whole.

As an Academy institute NIDI should qualify as a centre of excellence in its field of expertise, offering top-quality scientific research which must be innovative and command international recognition as reflected in peer reviews, publications and international co-operation. The Academy expects its institutes to meet the following criteria:

- a focus of activities on a limited number of carefully selected research areas;
- multi-disciplinarity, enabling innovative research;
- continuity in development and programming;

¹ Standard Evaluation Protocol 2003-2009 for Public Research Organisations, VSNU, NOW, KNAW, January 2003.

- versatility through the flexible allocation of staff and funds to themes and programmes that change over time.

Within this context NIDI research focuses on the ever-changing landscape of population issues which constitutes the population challenge, with demography as its core discipline.

2. Summary: Achieving a New Balance

Our ambition is to strengthen our position in the European Research Area while maintaining our roots in the Netherlands. During the past years, NIDI worked hard to make that ambition come true. We developed and implemented a strategy that prepared the institute for an environment that is changing continuously. Our research focuses on a limited number of research priorities under one overriding theme “Lives in contexts” using theoretical, analytical and empirical frameworks that are integrated and constructed on three pillars represented by the core concepts of “life course”, “generation” and “social interdependence”. The three pillars represent our approach to population studies. A population is composed of individuals and each individual has a characteristic life course that is the outcome of intrinsic factors and contextual factors. That research focus and research approach are manifest in NIDI’s more basic and more applied research and helps taking down traditional barriers between these research types. We believe that our research focus and approach strengthen NIDI’s longtime commitment to policy research. Increasingly social policies are life course policies and policy makers consider a declining solidarity between generations as a major threat to the necessary reforms in the welfare state. The focus and approach lead to the coherence and synergy that are required to make a difference internationally, to produce adequate levels of output of excellent quality, to demonstrate flexibility and leadership, and to be able to anticipate to developments and act strategically. A strong focus, a coherent programme and a unified approach make that possible. This is the key message of our self assessment. Vital for this endeavor is our strategy which:

- Guides our scientific activities with a common approach and a focused program;
- Guides our human resources policy aiming for a professional, flexible and balanced staff;
- Guides our financial policy aiming for a sound and balanced budget;
- Guides our acquisition policy aiming for new sources of funding replacing declining traditional sources, and for diversification of funding sources.

Our focus on a limited number of research priorities under one overriding theme using an integrated framework that encompasses theory, method and data, represents a new balance between NIDI and its environment and between the different types of research (from basic to applied) that have been characteristic of NIDI since its foundation in 1970.

3. Background and Setting of NIDI

3.1. History and Current Setting

NIDI is the national demographic institute of the Netherlands. Founded in 1970 as an interuniversity institute through a joint initiative of Dutch universities, NIDI gained independent status as a foundation in 1987. In 2003 NIDI was affiliated to the Academy and is the only social science institute among the current 17 research institutes of the Academy.

NIDI is one of the largest population research centers in Europe. Our commitment to interdisciplinary research, firmly embodied in our name, is expressed in our approach to the study of population issues and the (inter) national networks in which we participate. Since its creation NIDI has worked on the interface between demographic developments and social trends. NIDI studies past, present and future population trends in their social, economic, spatial and historical contexts, analyzes the determinants of demographic change and investigates their multiple consequences. NIDI research focuses in particular on population-related social issues and issues that are relevant to policy making. NIDI research covers the full range of demographic processes and includes basic and applied studies.

As a national demographic institute NIDI is firmly rooted in science and society and draws inspiration from the interplay between demographic and related social issues. Changes in the growth, size and composition of the population in terms of age, household composition, ethnicity and geographical distribution are closely linked to social trends in a variety of domains, such as the economy, labour market, social security, education, welfare, housing, transport and infrastructure, as well as to socio-cultural trends such as individualization and secularization. These population trends, and the underlying dynamics of demographic change processes, such as fertility, the formation and dissolution of relationships, internal and international migration, morbidity and mortality, directly and indirectly affect a host of policy issues.

In addition to research NIDI also contributes to high level training of population experts in collaboration with major European training and research centers, and disseminates information on population and related issues to the scientific and policy communities and the general public. NIDI has been instrumental in helping to create a European demographic research community and in stimulating population research and training in Europe.

Socially relevant research into population issues is the core of our strategy

NIDI has a multidisciplinary staff of some 50 researchers and other professionals, including demographers, geographers, sociologists, economists, epidemiologists, statisticians and historians. Fellows and students from the Netherlands and from abroad visit NIDI on a regular basis and help carry out its work program.

Towards the end of 2003 and in 2004 a new strategy² was developed to provide a new integrating framework and focus to the activities of the institute. The shared strategic approach emphasizes the key concepts of the life course, generation and social interdependence (see paragraph 3.3). After consultations with the staff and the Scientific Advisory Board, the new strategy was adopted in 2005 and gradually the study of “lives in contexts” developed as a dominant theme in our work program (see paragraph 4.1). In the course of the implementation of the strategy, the year 2006 saw the onset of adjustments in the organization of NIDI. These changes were deemed to be necessary in order to enable the institute to make room for substantive innovations on the one hand and to more effectively respond to new opportunities that come with the development of the European Research Area and the continued globalization of scientific research. The restructuring of the institute became effective as of April 2007 (see paragraph 3.5). Following this restructuring, NIDI currently has two research departments and one supporting department.

Population research, training, dissemination and consulting are our main tasks

3.2. External Review 2000/2001: Lessons learned

At the invitation of the Board of the former NIDI foundation an external review of the institute took place in 2000/2001 covering the period 1992-2000. This review was organized following similar general principles as provided in the current Standard Evaluation Protocol. In January 2001 the international External Review Panel reported the outcome of this assessment of the quality of NIDI’s activities. The Panel observed that the institute had developed into an internationally acknowledged institute for the study of population ‘with a very good reputation’. The Panel also noted that NIDI’s specific mission provided the institute with a special position in the national and international scientific networks. The mission of the institute stressed an interdisciplinary approach to population issues and a focus on mutually reinforcing basic, strategic and applied research as well as strong orientation on social and policy issues. The mission was explicitly taken into account in the assessment.

The Panel made a host of remarks and recommendations including the following:

- The combination of basic, strategic and applied research in one and the same institute resulted in tensions that need to be made explicit, also in order to be able to assess the output of the different scientific groups and departments in the institute;
- The output level was deemed to be acceptable and highly varied across a broad spectrum. Given the character and mission of the institute, the output was seen to range from academic papers to reports of applied research prepared for and submitted to specific clients. The distribution of the output between the research departments was judged to be uneven. The Panel recommended to critically monitor the output and to adopt quality as a guiding principle. It was also recommended to develop output indicators that are quantitative and related to NIDI’s mission;

² Strategic Plan 2005-2008, NIDI, December 2004.

- The Panel noted that NIDI developed a culture of harmony. It signaled that a critical attitude towards the functioning of the institute should be preserved. It recommended (to continue with) regular external reviews;
- The Panel also recommended that analytical and methodological studies and descriptive empirical studies should be complemented with theoretical and explanatory research. Data that are collected or are available at NIDI were viewed to be underutilized; the Panel made a direct reference to data collected in some large scale projects. The Panel recommended that NIDI embarks on economic research and studies of social security issues;
- The Panel observed that the department which focuses on population and development research was predominantly application-oriented. The scientific output was judged to be relatively low but the practical relevance of the activities was thought to be considerable. NIDI inputs in reproductive health research were seen as low and the Panel hoped that this research would develop vitality;
- The Panel observed the marginal position of demographic training at Dutch universities and recommended that NIDI invests more in the training of demographers, both nationally and internationally;
- The Panel recommended giving a higher priority to the systematic training and coaching of staff at NIDI as part of human resources management;
- The Panel recommended a critical monitoring of NIDI's publication program, given the high financial costs and the developments in the field. DEMOS was considered an exemplary publication which should be cherished;
- The Panel congratulated NIDI on the performance of its role as national institute that includes a research-for-policy approach and participation in the knowledge infrastructure. As to the latter also the support NIDI provided to the Netherlands Demographic Society (NVD) and the European Association for Population Studies (EAPS) was gratefully acknowledged;
- The Panel took note of the financial constraints that the institute encountered but stressed that the broad mission of NIDI should be preserved. It observed that its clients are generally very satisfied;
- The Panel also observed that NIDI had a good national and international position and reputation. It recommended strengthening the cooperation with national and international research groups while stressing the "value added" of such cooperation.

Generally speaking the Panel supported the overall direction in which NIDI had developed and provided the institute with solid advice and some words of warning.

NIDI's response to the review reflected the overall positive character of the evaluation³ Major changes in the institute's course and substantive innovations in its scientific program were neither indicated in the external review nor implemented by the institute in the period immediately following the review. Yet a number of substantive and organizational measures were introduced shortly after the review such as the introduction of a management information system and the intensification of project management. On the scientific side, the efforts to

³ Reactie op rapport Evaluatiecommissie, January 2001.

fortify basic research remained modest due to lack of resources. Other scientific and organizational changes took longer to implement. It must be noted that various factors were conducive for this. As a matter of fact, the period following the review can be described as a transition one for NIDI. Managerial changes (such as the subsequent and sometimes sudden changes in the management of the institute), organizational changes (NIDI joining the Academy in 2003) and financial factors (increasing acquisition pressure) provided less room for substantive innovation. The current self assessment will show that it was not until 2004 that a host of the more substantive recommendations of the Panel were taken on board in the context of the drafting and implementation of the new NIDI Strategy. This strategy was developed under the guidance of the new Director of the institute, Frans Willekens who assumed office in August 2003 and within the framework of the Academy's overall Strategy 2005-2008 and the KNAW Strategic Plan 2007-2010.

In more than one way, the new strategy symbolizes the end of the transition period and the turning of a new page in NIDI's history. It is our response to the population challenge as we see it. For that reason we will elaborate a little more on that challenge.

3.3. The Population Challenge: Demography Matters

Population trends are a continuous challenge to society and a concern to us all: they affect our wellbeing and that of our children. Trends that we are witnessing today are often the result of historical achievements. For centuries infectious diseases have dominated the lives of people. Many children did not survive to adulthood and if they did pandemics and injuries could result in premature death. When infections were brought under control, large families transformed from an asset into a burden. Family planning became widespread and the quality of children was considered more important than quantity. Today increasingly families in the world can decide freely on the number of children they have and may be confident that their children have high chances of surviving to adulthood. The decline of child mortality represented a triumph of mankind over infectious diseases. This achievement created a new challenge which was to curb population growth. It called on couples to decide freely and responsibly on their number of children. In most parts of the world this challenge has been met, which is another major achievement. The triumph over diseases is slowly extending beyond infectious diseases to non-communicable diseases, in particular cardiovascular diseases. This achievement, combined with the successful control of reproduction, presents a new challenge: an ageing population.

In the developed world including the Netherlands, the major shifts in the age structure of the population are among the most pertinent social transformation processes which we are facing. Changing relations between the generations and new forms of intergenerational dependencies are related dimensions of this demographic challenge as are changing family and social networks. In addition to population ageing, also declining population growth and the prospect of a shrinking population (and in particular a shrinking labour force), as well as the impact of international migration and the emergence of a multi-ethnic society are key dimensions of the population challenge. At the individual level, diversity in lifestyles combined with socio-

economic and ethnic pluriformity spur new dynamics in individual life courses. Increased longevity and changing partnerships and family formation behaviour (such as low and late fertility, childlessness, cohabitation, divorce, single parenthood and single-hood) are re-shaping the life course and are closely linked to for instance education, work, housing and care decisions.

These demographic changes also have an impact at the macro level of society such as on the labour market, education, social security and (health) care institutions. Behavioral changes at the individual level and their social impacts at the population level call for policy responses and institutional change. Bridging the macro-micro gap is one of the key challenges of (population) research. To understand demographic behaviour, it needs to be studied in a multidimensional and multilevel context. To stress the need to situate demographic behaviour in the context of the life course and to study lives ‘in situ’, i.e. embedded in different contexts, we selected as the overriding focus of our research: “Lives in Contexts”.

Demographic research is indispensable to address the population challenge. How will this challenge develop, which demographic trends may be expected, what are the main driving forces and how can demographic change be explained? What are the consequences of demographic change and how will major stakeholders in the public and private domain be confronted with the population challenge? Which threats and opportunities does the population challenge present and which responses are possible? Both research at the micro level of demographic behaviour and at the macro level is needed and NIDI research aims to integrate both dimensions in a coherent framework.

Demographers are called upon to document, explain and predict population trends based on scientific evidence and to separate fundamental trends from associated developments. Their social duty is it to enlighten the general public and to inform and advise policymakers on policies and reform programmes that curb trends that are considered socially not acceptable or sustainable. The contribution of demographers to meeting the population challenge is often indirect and therefore less visible than that of scientists in the frontline of welfare state reforms.

Demographic research is needed to meet the population challenge

3.4. Mission and Strategy: Outlook for the future

Our Mission

Our mission is to build and maintain a knowledge infrastructure for population issues to address the population challenge. Our aim is to create and share demographic knowledge and to enhance the use of this knowledge. Knowledge creation demands a creative combination of existing knowledge (theories), new empirical evidence (data) and methods of scientific enquiry. Knowing the facts (what), the determinants (why), the consequences (so what) and the underlying mechanisms that link root causes and observed trends (how) is the best approach to taking on the population challenge.

This mission takes shape by conducting high quality scientific research into population issues (our core activity) and disseminating demographic knowledge and information to stakeholders in academia, policy and society at large, including business and non-profit organizations as well as the general public. It follows that our mission involves three target groups: the scientific community, policy makers (in particular civil service) and the general public. Each target group is associated with particular communication channels and indicators of performance (output) and effect (outcome). Currently civil society (non-governmental organizations) and the business community are not significant target groups for NIDI but they may become more important as much of the public response to demographic challenges involve civil society and private enterprises alike (e.g. insurance, health care).

Fact finding (data gathering) and the development of research methods are part of our mission if they significantly strengthen our ability to create knowledge. Critical questions are “what do we learn that we do not know yet?” and “what difference does it make?” The first question relates to the advancement of knowledge, the second to its (envisaged) impact. The impact of our research needs to be assessed in relation to our target groups, as recommended by the Academy in its report Judging research on its merits (2005).

NIDI seeks to further strengthen its position as a unique national and leading international institute for population studies. While continuing to have a solid grounding in the Netherlands we aspire to secure a position as a European centre of excellence in the context of the ongoing globalization of society.

***NIDI research is driven by social relevance, scientific inquisitiveness
and a demand for knowledge***

Our Strategy

3.4.1. Introduction

The NIDI strategy is the logical extension of a long tradition of research programming in the Netherlands, in which NIDI has played a leading role as the country’s national demographic institute. The NIDI strategy has been drawn up in part at the request of the Academy in conjunction with its own strategic planning. At the same time the strategy is a logical next step in NIDI’s ongoing process of professionalization and prepares the institute for the changing academic research environment in Europe which will be a common and highly competitive European academic market, the European Research Area.

Over the years, NIDI developed a fine reputation in Europe, also thanks to its European demographers avant la lettre (such as Gunther Beyer) and pioneers (such as Dirk van de Kaa) and the quality of population research and services offered by NIDI staff. NIDI will continue to reap the benefits of their vision and efforts if it succeeds in meeting the norms and challenges of present-day scientific practice. The strategy aims to reinforce a firm position for NIDI in tomorrow’s Europe.

The NIDI strategy has four characteristics: an approach that is shared by a large number of programmes and projects, an interdisciplinary perspective, an international orientation, and a proper balance between basic, strategic and applied research. Implementation of that strategy involves a number of key strategic choices that are facilitated by a set of core values. The values are made explicit, have been discussed extensively involving all members of the staff, and are considered central to NIDI by the large majority of the staff. The overriding theme “lives in contexts” is part of the NIDI strategy since it contributes to the institute’s identity in the community of population scientists.

3.4.2. Characteristics of the strategy

The NIDI strategy is characterized by a shared approach, an interdisciplinary perspective, an international orientation and a balanced scope. Our core values are professionalism (expressing itself in creativity, quality and productivity), flexibility and team spirit.

a. Our shared approach

Our approach to the study of population and the lives of people ‘in situ’ involves a coherent set of theoretical (explanations of demographic behaviour), analytical (methods and models) and empirical (primary and secondary sources) frameworks. These frameworks are built on three pillars represented by the core concepts “life course”, “generation” and “social interdependence”. Demographic events and behaviour are embedded in the human life course and they cannot be properly understood if isolated from that context and its developmental character. The human life course cannot be properly understood when it is isolated from its historical contexts, including the institutional context. As a consequence, the cohort or generation is a dominant stratification variable, not only in demography but increasingly in other social sciences as well. The lives of individuals in a population are not fully independent although the level of dependence varies. The lives of members of a family and other demographically meaningful social units are linked to a higher degree than lives of unrelated individuals not sharing resources or values.

The three core concepts are central to and provide a structure for our theoretical, analytical and empirical research. They permit to address complex policy issues associated with demographic change such as the new solidarity between generations based on mutual support and the intergenerational transfer of skills, experiences, resources and values, and to mainstream demographic challenges in policy choices. The core concepts which are central to our research are also central to today’s policy responses to demographic change⁴.

⁴ This is for instance illustrated in the Green Paper “Confronting demographic change: a new solidarity between the generations” issued by the European Commission in 2005 and the subsequent EU communication “The demographic future of Europe: from challenge to opportunity” issued in 2006.

b. Our interdisciplinary perspective

Demography is basically an interdisciplinary, the label given by Stycos in 1987⁵. The interdisciplinary character is reflected in NIDI's research and composition of the staff, the network of collaborating institutes and researchers, as well as in the name of the institute. Interdisciplinarity is a research strategy since scientific progress is more likely to occur at the interface between disciplines; some research is purposely positioned at this interface to enhance the likelihood of insight and impact.

c. Our international orientation

Cooperation is vital in science. It is a necessary condition for progress but it is not sufficient. Some research networks are innovative and productive while others do not transcend beyond the initial stage of planning. The external review 2000/2001 rightly pointed out that the value added of cooperation should be stressed. Cooperation serves different functions: i) access to knowledge that is not available in-house; ii) productivity increase through division of labour among partners using their comparative advantage to contribute different expertise and know-how; iii) cost reduction and iv) capacity building (sharing expertise and know-how).

NIDI cooperates with researchers in the Netherlands and abroad. In the Netherlands NIDI has cooperative arrangements with the universities of Groningen, Utrecht and Tilburg and both the Free University of Amsterdam and Amsterdam University. In European projects we collaborate with individual population researchers and research centers throughout Europe. These centers include the Max Planck Institute for Demographic Research (MPIDR) in Rostock, the Institut National d' Etudes Démographiques (INED) in Paris, the Vienna Institute of Demography (VID), the Hungarian Demographic Research Institute in Budapest and the Central European Forum for Migration and Population Research in Warsaw. Our European academic partners include the universities of Southampton, Bocconi (Milan), Rome and Louvain-la-Neuve. Our collaboration also extends to other than demographic institutes like economic and policy research institutes such as the European Network of Economic Policy Research Institutes (ENEPRI). Projects in low- and middle-income countries are executed in cooperation with local research centres. These include the Centre for Multidisciplinary Research (CMDR) in Dharwad (Karnataka, India), the Indian Institute of Health Management Research in Jaipur (Rajasthan, India), the Centre for Research on Environment, Health and Population (CREHPA) in Kathmandu (Nepal), the Health Policy Research Associates (HPRA) in Colombo (Sri Lanka) and the University of Addis Ababa (Faculty of Medicine) in Ethiopia. In the Resource Flows Project, NIDI works with more than 60 local consultants in developing countries and countries in transition. Some projects are executed in cooperation with research organizations in the United States such as Abt Associates, the University of North Carolina, the University of Colorado at Boulder, and Columbia University in New York. Our international orientation is also illustrated by the involvement of NIDI in the

⁵ Stycos writes: "As a field with its own body of interrelated concepts, techniques, journals, and professional associations, demography is clearly a discipline. But by the nature of its subject matter and methods demography is just as clearly an 'interdiscipline' drawing heavily on biology and sociology for the study of fertility; on economics and geography for studies of migration; and on the health sciences for analysis of mortality."

European Association for Population Studies (EAPS) and the International Union for the Scientific Study of Population (IUSSP) (see also paragraph 5.3). A listing of our projects and sponsors is included in Annex 2.

d. Our balanced scope

The NIDI mission implies the need for a proper balance of basic and applied research and a subsequent balance in generating science-oriented and society/policy-oriented knowledge. To achieve this balance, topical specialists and generalists are increasingly working in flexible teams on joint research topics. Aiming for synergies of more basic and applied studies remains one of the major challenges and achievements of NIDI, as was already indicated in the previous external review. Our work program demonstrates that NIDI is able to integrate both basic and applied studies in focused research strands. Current funding conditions with a strong dependency on external funds add to the challenge of finding this proper balance which we continue to meet. As regards basic research, the most recent successful applications in the 7th Framework program of the European Union, where four out of four applications involving NIDI were granted, the recent successful application in the European Science Foundation's EUROCORES programme HumVIB as well as grants from NWO and the Academy are indicative of our ability to acquire basic funds on a competitive basis. The same holds for more applied research grants that are obtained from international and national funding agencies like UNFPA, EU Directorates and government ministries. In a changing and increasingly competitive environment, NIDI continues to achieve its balanced scope.

3.4.3. Implementing our Strategy: Key strategic choices

To implement our strategy various choices were made. They include the following:

- More cohesion in the research approach with the key strategic concepts of life course, generation and social interdependence as mainstays. Projects seek a longitudinal approach where feasible;
- A higher profile by aiming for research programmes (sets of related projects) that have a clear focus in terms of mission, goals, responsibilities and outcomes and that include both basic and applied dimensions;
- A clear position as a European research institute with a solid grounding in the Netherlands.
- A result-driven approach expressing itself in high scientific productivity. Two types of output are aimed for: scientific publications (output in scientific media, such as articles in – refereed - journals) and societal publications (output with a social and/or policy orientation, like research reports and dissemination articles such as for DEMOS). NIDI seeks to strike a balance between generating science oriented and society/policy oriented output.
- A clear identity and presence both in the scientific and public arenas which is also expressed in recognizable products, fostered by the result-driven approach. An illustration of a product that is widely recognized as a NIDI product is LIPRO.
- Professionalism, mobility and development as central to human resource management with a primary goal to align individual and institutional priorities; a balanced staff in terms of expertise, age and gender as well as a balance in temporary and fixed staff;

- Increased efficiency and transparency through further enhancing project-based planning and monitoring of progress and a shift in focus from input oriented to output oriented planning;
- Financial sustainability and transparent management; a balanced budget and sufficient means for scientific innovation and a solid infrastructure;
- An organizational culture and management style that is characterized by professionalism, flexibility and innovativeness.

3.4.4. One overriding theme and several research strands

To enhance our identity and to achieve our ambition to be a leading European population institute with strong roots in the Netherlands, NIDI focuses on a limited number of research priorities in terms of subject matter and research design and aims at identifiable products of research. The overall focus of our research is on “Lives in Contexts” (see also 4.1). The core concepts of the NIDI Strategy: life course, cohort (generation) and social interdependence are the three pillars that support the study of “Lives in Contexts”.

This overall theme is being elaborated in a number of research strands which are the core of our research program. Major life course transitions, such as the transition to adulthood and the process of retirement, as well as intergenerational interdependencies are addressed in the strands “Early stages in the life course”, “Later stages in the life course” and “Intergenerational Relations”. These strands constitute the backbone of the Social Demography Department. They also branch out to the PMH Department where the focus is on future demographic trends in the “Projections and Models” strand and on two major social challenges in the “Migration and Integration” and “Health” strands. Population dynamics, policy and socio-economic contexts are the core of the “Population trends and policies” strand.

Our overall theme and strands provide an increasing degree of coherence and focus to our research projects, which also helps to clarify our profile and identity. In this regard it should be kept in mind that our strategic focus is not meant to limit our research scope or serve as a “straightjacket”. Other topics that are relevant to our mission may and will be taken on board as well. In an institute that is largely dependent on external funding, “market” conditions also play a role; our acquisition efforts are guided by our substantive focus where the aim is to align external funds with our research interests and expertise.

Increasingly we succeed in developing linkages between the various strands, such as the linkages of mortality and ageing studies with health projections and the linkages of intergenerational relations and micro simulation. We intend to further integrate the various strands into a cohesive research program where the various strands will yield joint products. In this respect it should finally be noted that although research projects are carried out in two research departments, this does not obstruct scientific collaboration and exchange. Administrative reasons are viewed as secondary to substantive considerations; scientific collaboration across departments in flexible research teams is seen as key to the future of

NIDI. Chapter 4 describes the past and present performance of NIDI and illustrates the way in which the strategy is gradually reflected in the actual work programme.

3.5. Management and Organization

Directorate

NIDI is led by Director Frans Willekens who is supported by Deputy Director Nico van Nimwegen. The Director has been fully mandated by the Academy to manage the Institute, as set out in the Academy's Mandate Rules for Management. Twice a year the Directors meet with the Academy to discuss overall policy matters, their implementation and evaluation. The Spring meeting ("Voorjaarsoverleg") focuses on the monitoring of progress and substantive issues, while the autumn meeting ("Najaarsoverleg") concentrates on financial planning and budgetary issues.

Management Team

A Management Team supports the Directorate in guiding the Institute and advises on the formulation and implementation of the research programme and other NIDI activities. It also monitors and reviews progress. The Management Team consists of the Director and Deputy Director and the heads of departments Joop de Beer, Kene Henkens and Aat Liefbroer. The Management Team is chaired by the Director; the head of the Finance and HRM unit Wim de Jonge participates in its meetings. Depending on the topics discussed other staff members may be invited to join (part of) its meetings. The Management Team meets once every two weeks.

Departments

After the recent restructuring NIDI currently has two research departments and a support department with a total of some 50 staff members (41.9 full time equivalents, fte as per 1st January 2008). The Social Demography Department (SoDem 8.01 fte) is headed by Kene Henkens and Aat Liefbroer. The new Projections, Migration and Health Department (PMH, 14.03 fte) is headed by Joop de Beer. PMH succeeded the former Projections & Migration Department (ProMig) and the disbanded Population & Development Department (B&O) in April 2007.

The Support Department (14.08 fte) is led by Nico van Nimwegen and is responsible for all services in support of the Institute's research activities (the primary process) and comprises the units Finance & Human Resources Management, Information and Communication Technology, Information and Publications and the Secretariat.

NIDI staff are employed by the Academy. The terms of employment of all Academy staff (about 1,200 in total) are governed by a collective labour agreement (CAO), which sets out the provisions for primary and secondary conditions of employment such as salaries and benefits, holiday entitlements, leave arrangements and the like. In 2005 the Academy joined the collective labour agreement for Dutch Universities (CAO-NU) thereby harmonising its terms of employment with the academic community. The current CAO-NU relates to 2007-2010.

Scientific Advisory Board

The Scientific Advisory Board (“Wetenschapscommissie”) advises NIDI and the Academy on the Institute’s research programme, in particular the nature, the direction and the quality of its scientific research. The Board can give both solicited and unsolicited advice and is appointed by the Academy. The Board meets about once per year and comprises at least three and at most seven members who are appointed for a period of five years and who may be reappointed for the same term once. The Director of NIDI acts as the administrative secretary to the Board and has an advisory vote at the Board’s meetings.

As the Board serves an important function in advising on NIDI’s course of action and reviewing its progress, it is self evident that the Board has a stake in the external review as well. With respect to this review the Board discussed a first draft of this self assessment. At this and other occasions, the Board expressed its great appreciation for our work and repeated its plea that the share of NIDI’s core funding be increased to better equip the institute to fulfil its mission. The Board expressed the wish to be given the opportunity to react to the External Panel’s report and conclusions before their publication.

The Scientific Advisory Board is currently composed of Professor dr Guillaume Wunsch, Emeritus Professor of Demography, University of Louvain (Institute of Demography), Louvain-la-Neuve, Belgium, Chair; Professor dr Han Entzinger, professor of Migration and Integration Studies, Erasmus University (Faculty of Social Sciences), Rotterdam; Professor dr ir Nico Keilman, professor of Demography, University of Oslo (Department of Economics) and Statistics Norway, Oslo, Norway; Professor dr Clara Mulder, University of Amsterdam (Faculty of Social and Behavioural Sciences, Department of Geography, Planning and International Development Studies), Amsterdam; Professor dr Joop Schippers, professor of Labour Economics and the Economics of Equal Opportunities, University of Utrecht (Utrecht School of Economics); Professor dr Jan Vandenbroucke, Professor of Clinical Epidemiology, University of Leiden (Leiden University Medical Centre), Leiden and Professor dr James Vaupel, Director, Max-Planck-Institute for Demographic Research, Rostock, Germany.

To foster the links with other than scientific stakeholders, to strengthen the social and policy inputs in our work programme and to forge commitment of stakeholders and funders, it is envisaged to also establish a Social Advisory Board (“Maatschappelijke Adviesraad”) upon completion of the restructuring of the institute and the further implementation of our scientific course.

Supervisory Committee

When NIDI joined the Academy in 2003 a temporary Supervisory Committee (“Stichting Toezicht Convenant NIDI”) was created to oversee the implementation of the agreement governing the affiliation of NIDI to the Academy. The Committee consists of the members of the former Board of NIDI with drs W.J. Deetman as Chair, dr G. Elzinga as Vice-Chair, drs P.H.M. Kuys as Treasurer and professor dr J.A. van Ginkel and dr A.D. Wolff-Albers as members.

In 2005 the Committee carried out a mid term review of the integration of NIDI in the Academy, observing that the integration went smoothly despite some administrative bottlenecks which were discussed with the Academy. Since the mandate of the Committee ends in 2007, a final review took place in the summer of this year. As in the midterm review, it was reconfirmed that also as an Academy institute, NIDI had been able to set its own scientific course as was witnessed by the new NIDI strategy. The Committee also noted that within its limited financial means, the Academy supported promising initiatives, like the demography-epidemiology-actuarial sciences study (DEA), the family and kinship study (NKPS) and the second generation of migrants study (TIES). Although joining the Academy had increased the possibilities for scientific innovation, the Committee also noted that the relatively small share of core funding (some 40%) in the overall budget limited the possibilities. The Committee fully supported the plea of the Scientific Advisory Board to structurally increase the level of core funding. It was further noted that although the loss of the independent status as a foundation under Dutch law created some confusion among NIDI's stakeholders (while being part of a public body like the Academy in one particular instance resulted in loss of funding), the overall outcome of the integration of NIDI into the Academy was considered to be positive, benefiting from the constructive dialogue with the Academy. Having concluded its endterm review on this positive note, the Committee decided that its task had been completed and was disbanded towards the end of 2007.

NIDI fully supports the positive conclusions of the Committee, and is proud to be an institute of the Academy. Joining the Academy stimulates us to strive for excellence and high quality research and allows us to set and follow our own course. As the only social science institute of the Academy, synergies with other Academy institutes in the life sciences and humanities seemed to be rather limited at first. NIDI has since then identified promising areas for cooperation. They include the development of a data infrastructure for the study of the life course in historical context (with the International Institute of Social History [IISG-KNAW], the Institute for Data Archiving and Networked Services [DANS-KNAW] and the Virtual Knowledge Studio [VKS-KNAW]) and the study of lives and social participation of persons with congenital heart defects (with the Interuniversity Cardiology Institute of the Netherlands [ICIN-KNAW]). Collaboration with universities and other partners remains crucial for us. NIDI's share of external funding/soft money is very large as compared to the other Academy institutes; an increase in our core funding is justified and needed and would allow us to embark more vigorously on scientific innovation. Being part of the Academy was and is expected to result in economies of scale. These economies of scale are limited or develop slowly, also due to the internal restructuring of the Academy proper, and a keen eye is needed to avoid further growth of the administrative burden.

Staff representation

NIDI highly values the involvement of its staff into its business. As for the more formal employee representation, each Academy institute has its own Works Council (Onderdeelcommissie "OC"). A central Works Council (Ondernemingsraad "OR") at Academy level deals with representation issues of a general nature which transcend the individual institutes. OR and OC members must be employees of the Academy. The NIDI

Works Council (OC-NIDI) comprises 5 members which number is determined by the size of the staff. Members are elected by NIDI staff and ideally represent all departments of the institute. Members are being elected for a three year term; after their mandate ends new elections take place. The rights and duties of OR and OC are laid down in the Employees Representation Act (Wet op de Ondernemingsraden). The most recent OC elections at NIDI took place at the beginning of 2006. NIDI was one of few institutes of the Academy with excess candidates to fill the positions, showing the staff's interest in the management of the institute. The current OC-NIDI is composed of Hanna van Solinge (chair), Corina Huisman (secretary), Alinda Bosch, Jolande Siebenga and Judith Soons.

OC-NIDI has at least two regular consultation meetings with the Directorate per year, but additional meetings are scheduled when necessary. In the course of the recent restructuring several of these meetings took place. In addition to meeting with OC-NIDI, regular consultations of the Directorate with the entire staff take place, sometimes at the request of the OC. Issues that are being discussed with the OC include human resources policy, occupational health and safety policy and financial policy including the annual budget and quarterly accounts. While the OC plays a useful role as the representative of NIDI staff and discussions with the Directorate are constructive and effective, both the Directorate and the OC consider direct interactions of management with the entire staff to be an important additional means to further promote staff involvement in NIDI policy. In addition to the OC various other fora exist where staff and management meet and discuss, such as regular departmental meetings, project meetings and ad hoc consultations, reflecting our wish for short lines of communication and a "flat" type of organization. In addition, the Directorate and the entire staff meet twice a year to discuss issues of strategic significance to the institute.

Organizational Restructuring

In the course of the implementation of the NIDI strategy it became clear that changes in the research programme and an adjustment in the organizational structure of NIDI were inevitable. These changes were deemed necessary to enable NIDI to make room for substantive innovations on the one hand and to more effectively respond to new opportunities that come with the development of the European Research Area and the continued globalization of scientific research on the other. A proposal to restructure the institute was developed by NIDI management and towards the end of 2006 its general principles were adopted by the Academy. After consultations with employees' representatives in the Works Council (OR/OC) the restructuring became effective as of early 2007.

The need to make room for substantive renewal of NIDI research was the main reason for the restructuring but also the tight financial situation and structural deficits triggered the need to cut back on some activities and reduce the financial vulnerability. It should be noted that the difficult financial situation increases the already high acquisition pressure, which in its turn limits the possibilities to implement the necessary substantive renewal. Especially where funds for basic research are scarce, a high dependence on external funding as is the case with NIDI, severely limits the pursuit of scientific excellence. Jointly, the substantive and financial reasons necessitated the restructuring.

Based on a critical review of relevance and performance, the NIDI strategy made substantive choices for the entire work programme. Especially for development oriented research, executed in the Population & Development Department (B&O), a scientific reorientation was necessary. In this respect it is worthwhile mentioning that already in the External Review of 2000/2001 (see paragraph 3.2) worries were expressed on the “somewhat exceptional” position of this department at NIDI.

The B&O Department focused on 4 main activities. As for its primarily population census related activities it was decided in the NIDI strategy to discontinue these. Mainly due to the cyclical character of these activities it had not been possible to develop a broad knowledge base and a sound scientific programme in this area while the financial basis was also influenced by its cyclical character. The overriding reason however was the strategic choice that for a scientific institute like NIDI data analysis should take priority over activities, like population censuses, where data gathering is core business.

As for migration research, the second activity of the department, the strategic choice was made to focus primarily on Europe and close down the rather small-scale migration and development research. The latter projects mainly saw NIDI in a coordinating role while external partners took the lion’s share in analytical research. In 2005 the international migration research projects were moved to the Projections Department.

Also with respect to the third B&O activity, reproductive health, it became clear that NIDI did not succeed to create a sufficiently solid knowledge base for future research. The latter was substantiated in the joint review of the collaborative reproductive health research programme (HERA) with the Population Research Centre, University of Groningen (PRC). In addition to the weak outcomes of this research, also the discontinuation of the major funding for population and development and reproductive health activities from the Ministry of Foreign Affairs/Development Cooperation made the decision to discontinue these activities inevitable.

As to the fourth component of B&O, i.e. the research on financial flows for population activities, the need for substantive innovation necessitated strengthening the health economic expertise. The latter was not only indicated by the external funding agencies (UNFPA, UNAIDS) but was principally motivated by the synergies with the emerging new research theme of Health Systems.

It followed that, partly building on ongoing research but principally through introducing health economics, the restructuring implied the introduction of health research with a focus on health systems research as a new leading research theme at NIDI. This strategic reorientation involved the termination of reproductive health research and population census activities and implied that the Population & Development Department was disbanded. Its remaining research was merged with the activities of the former Department of Projections and Migration into the new Projections, Migration and Health Department (PMH). The restructuring implied a reshuffling of posts where three tenured research positions were terminated and two new posts were introduced.

Looking back at the restructuring, which was novel in the history of NIDI, it may be concluded that it has been successful in several ways. The forced staff changes were a painful experience but for two out of the three staff members directly concerned mutually acceptable arrangements could be agreed upon even before the restructuring formally started, allowing them to embark on a new career outside NIDI. For the third member of staff prevailing policies are in place to ascertain that new employment will be found outside NIDI as well. From a scientific perspective the restructuring brought more focus in our activities while financial room was created for innovation: “breaking to allow building”, although the dependence on external funding did not significantly change. Finally it must be noted that the restructuring also involved a change of culture (culture shock) for the institute as a whole which had already been announced in our strategy. Our new human resources policy further describes this change and provides the means to accommodate this process, which is set to benefit NIDI in the years ahead.

Human Resources (HR) Policy

To further implement our strategy a new human resources policy was developed and introduced in 2006 (c.f. Nota Personeelsbeleid 2006-2008, november 2006). The policy starts from the premise that NIDI needs and wishes to aim for excellence in an environment that is highly dynamic and increasingly competitive, both at the national and international level. Especially for NIDI which is largely dependent on external funding/soft money, this competition creates an additional challenge. In order to successfully cope with this competition, creativity in translating social and policy issues into research questions that are attractive to donors/sponsors, scientific professionalism and proven scientific quality (as demonstrated in the track record) were defined as crucial qualities for NIDI staff.

The HR policy further builds on the premise that NIDI wishes to deliver high quality research and services and wants to provide a stimulating, inspiring and open work environment to its staff. The HR policy recognizes that the quality of the outcomes of NIDI directly depends on the quality, professionalism, flexibility and motivation of its staff. Constantly maintaining and improving this quality, as well as the capability to keep abreast with new developments and to innovate, is crucial to the survival of NIDI and thus to the HR policy. To this end core qualities of individuals and teams were recognized and valued and the development of individual qualities is stimulated. “Bringing out the best in people” and facilitating this to the extent possible is central to the HR policy. The overall aim of the HR policy then is to optimally align the objectives of NIDI as a high quality research institute which aims for excellence with its staff, in the perspective of continuous development.

Priorities which were defined in the HR policy include:

- *Enhancing professionalism and result (outcome) orientation.* This implies stimulating scientific quality and productivity and promoting efficient working procedures. Procedures for regular monitoring and evaluation of progress and results are in place; they include individual annual staff evaluations (“functioneringsgesprekken”), regular work consultations of individual staff and teams (“werkoverleg”) and departmental meetings.

Overall monitoring takes place in the Management Team. All staff is evaluated on the results of their activities. In due course, outcome indicators (and possibly impact indicators) will be developed. Balanced outcomes (both scientific and social) at the level of teams will be aimed at where the contribution of individual staff to the team effort will be taken into account;

- *Fostering personal development.* NIDI wishes to stimulate personal development to make the best use of the talents of its staff. Personal development plans (so-called POPs) enabling staff to draw up their individual development scheme and training priorities with management were introduced. NIDI was among the first institutes of the Academy to implement this new scheme which was fully operational by the end of 2006. It is self evident that also before the introduction of POPs NIDI provided training and development opportunities to staff. Training should be fully functional for the professional development of individual staff and institutional priorities and be provided by certified and qualified institutions; training should result in measurable outcomes (diploma, certificate). The so-called “feed back forum” is a recent in-house training activity initiated and organized by junior staff where draft papers are being discussed;
- *Promoting mobility to foster quality, flexibility and innovation.* Both internal and external mobility are stimulated. As the possibilities for internal (vertical and horizontal) mobility are relatively limited in a small institute like NIDI, the possibilities for tenured staff to spend part of their scientific career outside NIDI are being promoted e.g. through secondment of staff to other (research) institutions. Recently three staff members made use of this opportunity. Secondment of staff is also viewed as a possibility to forge long term strategic collaboration with other institutes. As for young talented researchers NIDI will increasingly be an institute where they can spend a part of their research training to prepare for a career outside NIDI. It is neither possible nor desirable for NIDI to offer tenured positions to all of these talents;
- *Aiming for a balanced composition of the staff and more international staff.* In view of the current imbalance of temporary and tenured staff (20:80) the share of temporary staff needs to increase (cf. mobility). In attracting new staff scientific quality takes priority over nationality. Administrative obstacles to employ international staff need to be removed. To promote further internationalization and stimulate young talent NIDI annually provides three fellowships to the European Doctoral School of Demography (EDSD, see also paragraph 5.2). These fellowships are acquired in international competition and stimulate young researchers for a career in demography, possibly also at NIDI. Recently two EDSD alumni continued their PhD research at NIDI. Also high level experts are invited to spend time at NIDI e.g. during their sabbatical;
- *Promoting a change of culture.* The ongoing changes as indicated in the NIDI strategy and partly implemented in the HR policy (innovation, mobility) imply a change of culture for NIDI. Management will stress the positive dimensions of renewal and mobility but also in the course of the recent restructuring it became clear that this cultural change is perceived as threatening by some and needs careful management and good communication. Values that are central to NIDI were defined in the strategy as professionalism expressing itself in creativity, quality, productivity, effectiveness, flexibility and team spirit;

- *Communication and management style.* NIDI works with a management style that favours clear decisions and clarity in responsibilities, which looks for support for decisions to the extent possible, and which aims for stability and steadfastness in execution. Staff is provided with the opportunity to develop leadership and take initiatives; based on our central values, responsibility and ownership are shared with staff at all levels. Good communication is important. Major policy issues (like the new strategy, the HR policy and the restructuring) are discussed with the staff and proposals amended where appropriate. Accountability is crucial in our management style and management is directly accountable through short communication lines. Regular meetings of departments prove to be a good forum for communication. Decisions and information from the Management Team are communicated directly to the staff;
- *Fostering transparency.* At a more operational level administrative transparency was reached through the introduction of a new classification scheme for all positions at NIDI. This scheme (Universitair Functie Ordenen “UFO”) was originally developed for the Dutch universities and subsequently introduced throughout the Academy. Level, qualifications and required skills for all positions are uniformly classified in this system. Although UFO does not optimally fit the research institutes of the Academy, criteria and procedures were harmonized in the process. Also in view of transparency and to enhance communication the whole host of “rules and regulations”, both the formal ones as included in the collective labour agreement (CAO, similar to Dutch universities) as well as the more informal ones, are being provided to staff mainly through NIDI Intranet but also by other means.

4. Research: Past Performance and Future Perspectives

NIDI research is organized in research departments. In the process of restructuring the Population and Development Department (B&O) was disbanded. Currently NIDI has two research departments: the Social Demography Department (SoDem) and the new Projections, Migration and Health Department (PMH). The latter integrates the activities of the former Projections and Migration department (ProMig) and some of the activities of the disbanded B&O department. Research projects are carried out by flexible teams of researchers. The composition of these project teams, which may involve researchers from one or both departments, entirely depends on the subject matter of the project.

NIDI research focuses on a limited number of socially relevant research priorities to enhance our identity and to achieve our ambition.

4.1. The dominant theme: Lives in Contexts

Coherent with the NIDI Strategy, the overriding theme of our research programme is labelled “Lives in Contexts”. Population structure and trends are the result, at the population level, of the behaviour of individuals, couples, families and households. The population which we observe today is the outcome of past demographic processes. To understand demographic trends at the macro level we need to understand demographic behavior at the micro level. For

the latter insights into the influence of the social context on behavior is needed. In short lives need to be studied in their context and since this context consists of many dimensions and has different levels, we speak about contexts.

The lives are operationalized in the life courses and life histories. Traditionally demography operationalizes the context by stratifying the population in birth cohorts to capture historical contexts. The study of demographic behaviour of consecutive cohorts and of ways consecutive cohorts respond to events and interventions sheds light on the impact of contextual factors on demographic change. The mechanisms by which contextual factors influence behaviour cannot be discovered by cohort differentiation only. It requires the study of embeddedness. Lives are embedded in a social context that affects all spheres of life. Shared values, norms and institutions are part of the context, but also kin, friends, peers and other individuals. Individuals interact with the context and the interaction may result in interdependencies that may be fugitive or last a lifetime.

Life course, cohort (generation) and social interdependence are three pillars that support studies of “Lives in Contexts”

This overall theme has been operationalized in a number of research strands. “Early stages in the life course”, “Later stages in the life course” and “Intergenerational Relations” focus on major life course transitions and interdependencies and are the backbone of the Social Demography Department. Social issues that are addressed in these strands include the transition to adulthood, the process of retirement and the social “ties that bind”. In the PMH Department future demographic trends and impacts are dealt with in the “Projections and Models” strand, and two major social issues in the “Migration and Integration” and “Health” strands. The Health strand is relatively new but is partly rooted in existing expertise which it aims to expand with a strong focus on health systems.

Social and policy implications are addressed in all research strands and are an integral part of our research agenda. To emphasize the need for evidence based decision making and also to raise population awareness in general, special emphasis is put on the transfer of knowledge from science to society and the analysis of policy implications of current and future demographic trends. This research is concentrated in the research strand on “Population Trends and Policies” which feeds on the inputs from both the SoDem and PMH departments and is organizationally located in the first.

The main activities and perspectives of the research departments (including the former Population and Development Department) are described below (in paragraphs 4.2, 4.3 and 4.4). First a general introduction of the departments’ overall remit is presented. The research themes and strands are presented next where in each strand key projects are briefly described and four key publications are listed. In view of our mission, two scientifically oriented and two socially oriented key publications are presented. Summary information on the scientific output of NIDI is given in the concluding paragraph 4.5 of this chapter, while a full listing of the output is given in the Annexes.

4.2. The Social Demography Department (SoDem)

Research in this department is guided by major demographic changes in the Netherlands and other parts of the developed world. Examples are the postponement of childbearing, the increase in separation and divorce, and the changing household structure among older adults due to increased longevity and increased residential independence. The aim of the research programme that is carried out by the Department is threefold. First, it wants to describe these changes by monitoring changes in the occurrence and timing of separate events and in the interrelatedness of events. Second, it wishes to explain these changes by using the life-course perspective as a theoretical frame to integrate contributions from several scientific disciplines, by applying state-of-the-art methodology and by collecting and analysing longitudinal datasets. Third, it wants to illuminate the societal impacts of these changes by focussing both on the micro- and the macro-consequences of changing life courses.

Theoretically, the programme is inspired by the life-course perspective that serves as a general theoretical frame to lend coherence to the research activities of the Department. Within the life-course perspective, the emphasis is on the fact that demographic behaviour occurs within different time dimensions (biographical time, historical time, social time) and occurs in connection with events in the lives of important others (linked lives). Inspired by these ideas the research programme pays attention to such topics as the individual life-course precursors of demographic events, the impact of institutional arrangements on life-course decisions and the influence of family members on demographic behaviour. Methodologically, the programme uses state-of-the-art data-analytic procedures to arrive at answers to pertinent demographic questions. A wide variety of multivariate techniques, including event history analysis, multi-level analysis, simultaneous equation analysis and sequence analysis are applied. With regard to data, the programme uses a double strategy. On the one hand, use is made of official data and large datasets collected by other institutions. On the other hand, data are collected by NIDI itself. These data-collection efforts often include a longitudinal and multi-actor dimension.

Based on this general strategy the activities of the SoDem department are structured in four research strands as was indicated above. The first two strands focus on the study of two demographically and socially dense periods in the life course: the early stages of the life course, with the transition to adulthood at its core and the later stages of the life course, with the so-called “third age” i.e. the life phase starting with retirement at its core. The third strand focuses on intergenerational relationships. The common denominator of these strands is the ‘linked lives’ dimension of the life-course perspective. A fourth strand addresses the interplay of population trends and policies (the ‘social time’ and ‘historical time’ dimension of the life-course perspective). In this section the highlights of these research strands are briefly presented, but first the future perspectives of the research programme are discussed.

Looking back, the research programme did yield important scientific insights and is expected to continue to do so. It is envisaged that at least two important new developments will have an impact.

First, more attention needs and will be paid to the life course as a developmental trajectory. Much of life course research focuses on specific life events. The dynamic facets of the life course receive much less attention. In the coming years the aim is to strengthen this part of the research programme. This will be done in several ways. First, attention will be paid to new and promising ways to conceptualize and measure life trajectories as sequences of life events. This allows, for instance, not only the study of factors that influence the occurrence and timing of major events in the transition to adulthood, but also the study of factors that influence the whole trajectory into adulthood. In addition, such an approach offers opportunities to study the impact of trajectories on the future life course and life chances in mid and later life. Specific attention will be paid to so-called bifurcations in the life course and to cumulative advantages and disadvantages. Second, specific events will be conceptualized as processes rather than as events. This has already been implemented in the NWO VIDI programme on the “The Process of Retirement: a dynamic and multi-actor perspective”. In this project, retirement is viewed as a process that evolves during the course of several years, where both precursors and consequences of this process are studied.

Second, the issue of human agency versus structural constraints will receive more attention. In the last two decades the importance of human agency in understanding demographic behaviour has been stressed in theoretical literature. Processes of individualization and secularization are thought to have led to much more individual control over one’s demographic behaviour. This has led to less attention (in particular theoretically but also in policy development) to structural constraints that might influence demographic behaviour as well. However, this alleged shift towards human agency has seldom been tested. In the coming years this issue will be particularly important in our research programme. The availability of panel data allows for causal analysis that will offer fresh insights about the importance of factors like self-efficacy, values and attitudes that could be viewed as indicating human agency relative to factors like income and social background that act as constraints on human behaviour. In addition, the increasing availability of contextual data will allow studying the importance of contextual circumstances like economic conditions, characteristics of the labour market and welfare state arrangements as well. Another field in which this issue of context will be studied is by using multi-actor data that allow a better understanding of the extent to which and the ways in which the family has an influence on the attitudes and behaviour of its members. As for policies, attention will be paid to the possibilities and limitations of policies that are highly individualized, like the Dutch ‘levensloopregeling’ (‘life course savings scheme’) that allows for individual flexibility in deciding how to combine paid work and childcare and how to prepare for one’s retirement. The issue is whether people are ready, willing and able to use such individualized arrangements to their full advantage.

The following research strands are being explored in the SODEM department

4.2.1. The Early Stages of the Life Course

Young adulthood is a crucial life phase in which men and women make decisions in the family and work domains which have far-reaching consequences for their future life course. NIDI research on the life courses of young adults takes both the micro- and macro-context of

demographic decisions into account and focuses on the processes of leaving home, union formation, parenthood and divorce.

A first line of research studies the individual-level determinants and consequences of the timing and sequencing of life-course transitions during young adulthood. This research particularly benefits from the availability of long-term panel data from the Panel Study of Integration of Young Adults in the Netherlands (PSIN). This panel study started in 1987 among young adults aged 18-26. A sixth wave of data collection (carried out in collaboration with the Departments of Sociology of Tilburg University and Utrecht University) took place in 2005, completing information over an 18 year period. This dataset is used in an international project that studies the realization of fertility intentions funded by the European Commission. These data are also used in a study supported by the national science foundation NWO on the consequences of the occurrence and sequencing of demographic events for the well being of young adults. Most recent is the successful application in the 7th Framework Program where NIDI participates in an international project led by the Vienna Institute for Demography; in this study a comparative analysis of reproductive decisionmaking in a macro-micro perspective is undertaken (REPRO).

Another line of research is executed in collaboration with researchers from Statistics Netherlands (CBS) and the Department of Social Research Methodology of the Free University Amsterdam (VU). Since 2004, Liefbroer has been appointed as a part-time professor of Demography of Young Adulthood at the VU. Within this line of research the emphasis is on the influence of parents on the demographic decisions of their children. Intergenerational transmission is an understudied topic that offers good opportunities to increase our understanding of the ways in which the lives of parents and children are linked. Multi-actor data, like those available in the Netherlands Kinship Panel Study (NKPS), are used to study this issue.

Finally, there is a clear international dimension to this research theme. In a study commissioned by the European Commission, changes in the living arrangements within Europe during the last 20 years have been analysed using data from the European Labour Force Surveys (LFS) and the European Community Household Panel (ECHP). In this project the societal context of demographic behaviour is of key relevance. For instance, the determinants and consequences of having children were found to depend both on the compatibility of family and work roles and on the level of economic security in a country. This societal context is also central in a module with questions on the organization of the life course that has been incorporated in the 2006 European Social Survey (ESS). This module was developed in collaboration with international colleagues and will enable us to analyze cross-European differences in demographic norms and behaviour with sophisticated multi-level models.

Selected Publications

Scientific

Liefbroer, A.C. & E. Dourleijn (2006), Unmarried cohabitation and union stability: testing the role of diffusion using data from 16 European countries. *Demography* 43 (2): 203-221.

Billari, F.C. & A.C. Liefbroer (2007), Should I stay or should I go? The impact of age norms on leaving home. *Demography* 44 (1): 181-198.

Societal

Liefbroer, A.C. & J. Puy (2005), De transitie naar volwassenheid en de rol van het overheidsbeleid: een vergelijking van institutionele arrangementen in Nederland, Zweden, Groot-Brittannië en Spanje. WRR serie Webpublicaties 11. Den Haag: Wetenschappelijke Raad voor het Regeringsbeleid, 135 p.

Fokkema, T., & A.C. Liefbroer (2007), Households in transition: A policy oriented analysis. Report to DG Employment, Social Affairs and Equal Opportunities of the European Commission. The Hague: NIDI, 178 p.

4.2.2. The Later Stages of the Life Course

The Third Age is an eventful period in the life course where older adults experience transitions in several life domains such as work and family. NIDI research on this life stage focuses on the causes and consequences of the transition from work to retirement. Set against the backdrop of an ageing population and work force and policies to raise labour force participation of the elderly, individual retirement planning is an important issue in the Netherlands also in view of increasing individual responsibility of workers for their retirement planning and savings. NIDI research in this strand explicitly pays attention to the social context of the labour market behaviour of older adults.

To study work-retirement decisions in a changing societal context and the way organizations manage increasing diversity and flexibility, a large scale Retirement Survey was carried out in 2001-2003. This study was financed by the private sector and multi-actor data were collected among 3000 older workers (and their partners), as well as from their supervisors in multinational organizations such as Unilever, VendexKBB, IBM, Rabobank as well as the civil service. This project provided data that were analyzed in a NWO-funded PhD-project on the consequences of retirement (Hanna van Solinge defended her dissertation in 2006). The project also fuelled the development of the current VIDI⁶-programme on the Process of Retirement, granted by NWO in 2005. For this project a second round of data collection took place in 2006 in the same organizations. These unique multi-actor panel data are used by a PhD and a postdoc to study retirement as a process and not as a single one-time event.

The work organization is a significant part of the context in which retirement decisions are shaped. In order to study the way in which organizations deal with an ageing labour market, several projects were undertaken on the demand side of the labour market using large scale surveys among employers. These studies (in which NIDI was involved in 2000, 2002 and 2005) enabled to study topics like stereotypes towards older workers, recruitment behaviour of employers and organizational (HRM) policies to increase labour force participation of older workers.

⁶ VIDI is an NWO personal grant program aimed at young excellent researchers.

The international dimension of our retirement research is strengthened by a collaborative project with experts from North America on cross-cultural differences in retirement planning between the US and the Netherlands. This cooperation will be extended in the near future and is facilitated by a successful grant for a NIAS fellowship for Douglas Hershey in 2007-2008. Most recent is the successful ASPA proposal in 7th Framework Program, led by Utrecht University, in which NIDI coordinates the development of a large scale comparative employers survey in eight European countries to study the behaviour of employers in an ageing labour market.

Within this research strand various policy oriented studies and related consultancies were carried out. These initiatives link insights from ongoing research projects with public policy and organizational issues. Some of these studies, such as the analysis of the gap between macro level urgency of raising elderly participation rates and micro level behaviours of employers and older workers, were carried out at the request of Dutch ministries, including the government initiated Task Force Older Workers. Others were initiated by NIDI and were funded by private stakeholder foundations (Stichting voor Psychotechniek, Stichting Management Studies, Stichting Instituut GAK, Stichting Pensioenwetenschap). An example of the latter is the study on the development of new work arrangements for the elderly, which research was accompanied by actual experiments on the work floor.

Selected Publications

Scientific

Henkens, K. (2005), Stereotyping older workers and retirement, the managers' point of view, *Canadian Journal on Aging*, 24(4): 35-48.

Van Solinge, H. & Henkens, K. (2005), Couples' adjustment to retirement: A multi-actor panel study. *Journal of Gerontology: Social Sciences*, 60B(1), S11-S20.

Societal

Henkens, K. & Van Solinge, H. (2003), Het eindspel: werknemers, hun partners en leidinggevenden over uittreding uit het arbeidsproces. Assen: Van Gorcum/Stichting Management Studies.

Dalen, H.P van, Henkens, K. & J.J. Schippers (2007), Oudere werknemers door de lens van de werkgever, NIDI-rapport 74.

4.2.3. *Intergenerational Relations*

A third major strand concerns intergenerational relations. This strand of research has benefited substantially from the data of the Netherlands Kinship Panel Study (NKPS). In this large-scale survey of family relationships in the Netherlands, data from various family members were collected twice over the course of a period of three years. In the year 2000, the NKPS received financial support for a six-year period from the Netherlands Organisation for Scientific Research (NWO). Financial and institutional support for NKPS also comes from NIDI which initiated the project, and where the directorship of the NKPS resides, the Academy, the Faculty of Social Sciences of Utrecht University, the Faculty of Social and Behavioural Sciences of the University of Amsterdam, and the Faculty of Social Sciences of Tilburg

University. The first wave of the NKPS survey took place in 2002-2003 (N=9500 primary respondents aged 18-79), while the second wave was executed in 2006-2007. Wave 1 data were released to the public in the summer of 2004, whereas wave 2 data were released in the fall of 2007.

The panel design allows studying how and to what extent intergenerational relations and solidarity manifest itself and change within families. From a demographic point of view the NKPS offers a host of leads for further research into themes such as changes in the structure of family networks, the influence of family circumstances on demographic choices, and the implications of changing demographic circumstances on the way in which family networks function. Examples are PhD projects that focus on the influence of families on decisions relating to family formation taken by adolescents of foreign and Dutch descent (Helga de Valk from NIDI defended her dissertation in September 2006), on the co-occurrence of solidarity and conflict within families (Ruben van Gaalen from NIDI defended his dissertation in October 2007), on intergenerational influences on work-family patterns, and on the antecedents and consequences of childlessness. As per December 2007, a total of five NKPS PhD dissertations have been defended (including two dissertations of candidates from NIDI), and 40 articles have been or will be published in refereed journals (of which 16 involve at least one author from NIDI). Over 190 researchers have registered as users of NKPS-data. Approximately 20% of data users are from outside the Netherlands.

The multi-actor design makes it possible to address new sets of questions. What do differences between family members in the way they perceive their relationship tell us about the quality of their relationship and their family? How can life course information from members of successive family generations inform us about patterns of social reproduction? To what extent is people's behaviour and well-being influenced by family-level factors and by individual-level factors?

From the onset NIDI has been involved in the Generations and Gender Program (GGP), a system of nationally comparative surveys and contextual databases, which aims at improving the knowledge base for policy-making in UNECE countries. In some ways NKPS can be viewed as a forerunner and a source of inspiration for GGP. In 2007 NKPS joined GGP. Participation in GGP enables analyses of Dutch family networks and demographic behaviour in an international context. Furthermore, the impact of policy and welfare regimes on demographic behaviour, labour market participation, and care to older and younger family generations can be studied. Given that NKPS preceded GGP the questionnaires are not fully comparable. To enhance international comparability NKPS data are currently being harmonized with GGP as part of NIDI's ongoing commitment to this international programme. Late 2007 NIDI was part of an international consortium that succeeded in acquiring multi-year funding in the 7th Framework Program of the EU to further elaborate the GGP program (GENDER2007) coordinated by the Population Activities Unit of the UN Economic Commission for Europe in Geneva.

This strand of research also includes an ageing focus. Here a central research question is how individual experiences and the events that take place during the life course affect well-being in later life. The causes and implications of the diversity in life courses of older adults are studied as well as intergenerational relations. Included in the ageing research is the study of older adults who have no vertical ties, i.e. the childless. The results of a seven-country comparison of childless older adults appeared in a special issue of the *Journal of Family Issues*, edited by Pearl Dykstra and Gunhild Hagestad, in the fall of 2007.

Other international comparative studies dealt with the interrelations of ageing and gender (the MAGGIE project in the 6th Framework Program of the European Union), the EU study on the European Landscape of Variations in Intergenerational Solidarity (ELVIS) and the study on Future Elderly Living Conditions in Europe (FELICIE, in the 5th Framework Program). Most recent is the successful MULTILINKS project in the 7th Framework Program which is led by NIDI. This project will make use of both NKPS and GGP data to study the various linkages between generations in a comparative perspective. At the national level the impacts of various policy interventions aimed at the prevention and alleviation of loneliness among the elderly were analyzed in a long term, comparative evaluation study. As the effectiveness of such interventions is rarely investigated, the comparative study is unique, not only from a national but also from an international perspective.

Selected Publications

Scientific

Gaalen, R.I. van & P.A. Dykstra (2006), Solidarity and conflict between adult children and parents: a latent class analysis. *Journal of Marriage and Family* 68 (4): 947-960.

Valk, H.A.G. de & A.C. Liefbroer (2007), Timing preferences for women's family-life transitions: intergenerational transmission among migrants and Dutch. *Journal of Marriage and Family* 69 (1): 190-206.

Societal

Dykstra, P.A., M. Kalmijn, T.C.M. Knijn, A.E. Komter, A.C. Liefbroer & C.H. Mulder (2006), *Family solidarity in the Netherlands*. Amsterdam: Dutch University Press. 158 p.

Fokkema, T. & T. van Tilburg (2006), *Aanpak van eenzaamheid: helpt het? Een vergelijkend effect- en procesevaluatieonderzoek naar interventies ter voorkoming en vermindering van eenzaamheid onder ouderen*. NIDI report nr. 69. Den Haag: NIDI. 168 p.

4.2.4. *Population Trends and Policies*

The social context in which the life course develops is partly shaped by policy interventions which necessitate studying the interplay of demographic trends and demographic behaviour and policy. From a micro perspective issues which are addressed include how government policies may (intentionally or unintentionally) affect demographic behaviour and how policies are being perceived by the population. From a macro perspective the policy implications of current and future demographic trends are analysed partly in collaboration with the PMH department. Attitudes about population issues and in particular their policy implications are studied in the ongoing NIDI population policy acceptance survey of Opinions and Attitudes

on Aspects of Population Issues (MOAB). Over the years this general survey was extended with specific studies on issues like emigration (2005), ageing labour markets and pension reforms (2003 and 2006). The most recent large scale opinion survey was held in 2002, the seventh since its inception. This survey focused on policies in a European context as part of the international project Dialog under the 6th EU Framework Programme.

As regards the monitoring and analysis of the policy implications of demographic trends, NIDI is heading the Working Group for the Periodic Reporting on Population Issues (WPRB) which further involves the major planning agencies, Statistics Netherlands and observers from various government departments. The 3-yearly monitoring reports describe general demographic trends at the world and European level and in more detail for The Netherlands. Each report then addresses a particular policy relevant population issue. Following the reports in 1985, 1988, 1991, 1994 and 1997, the 2000 report focussed on international migration issues, the 2003 report dealt with the work-family/care balance and the 2006 report focussed on urbanisation highlighting population issues on the four largest cities in The Netherlands. WPRB reports are presented to the government and aim to provide an evidence base for policymakers. The WPRB Reports plays an important role in raising NIDI's policy profile.

The issue of the societal and policy impacts of demographic change is increasingly being posed at the European level as well. To strengthen its international position in this respect, NIDI since 2005 conducts research within the framework of the 'European Observatory to inform the Social Policy Debate and to Provide Analytical Input for the Report on the Social Situation in the European Union'. This study, published as the Demography Monitor, is commissioned by the Employment, Social Affairs and Equal Opportunities Directorate-General of the European Commission. The study is designed to inform the European Commission about demographic and socio-economic trends and related policy issues in Member States and candidate members of the European Union and in Turkey. The Demography Monitor summarizes demographic and related socio-economic trends (labour market, education and pensions) from a policy perspective. In addition to the monitoring report, special Policy Briefs and thematic studies are carried out. For this study a Demography Network was created, consisting of a consortium of demographic and economic research institutes and a team of national experts, headed by NIDI. This project has much common ground with WPRB and can be seen as a first step towards the implementation of the strategic goal to set up a European counterpart of the WPRB.

Selected Publications

Scientific

Dalen, H.P. van & K. Henkens (2005), The rationality behind immigration policy preferences. *De Economist* 153 (1): 67-83.

Dalen, H.P. van & K. Henkens (2007), Longing for the good life: understanding emigration from a high-income country. *Population and Development Review* 33 (1): 17-45.

Societal

Nimwegen, N. van & I. Esveldt (2006), *Bevolkingsvraagstukken in Nederland anno 2006; grote steden in demografisch perspectief*, Werkverband Periodieke Rapportage Bevolkingsvraagstukken (WPRB). NIDI report nr. 71. Den Haag: NIDI. 340 p.

Fokkema, T. & I. Esveldt (2006), *Child-friendly policies*, Dialog, Population Policy Acceptance Study, Wiesbaden: Bundesinstitut für Bevölkerungsforschung, 135 p.

4.3. The Projections, Migration and Health Department (PMH)

This department was newly created in 2007 following the reorganization of the institute. The research programme of the department builds on the strengths of its two forerunners (the ProMig and B&O departments) aiming for synergy and innovation. As to the latter the new research strand of Health was introduced. The life course perspective serves as a common denominator both in the development of models for projections and scenarios as well as in the analysis of migration and integration and health. Like the SoDem Department, PMH places an emphasis on the fact that demographic events occur within different time dimensions (biographical time, historical time, social time) and are influenced by events in the lives of important others (linked lives). The latter is manifest in event-based family and household models.

In the PMH department the overall theme of “Lives in Contexts” is being elaborated in three related research strands: Population Projections and Models, Migration and Integration and Health. The models and methods that are developed and applied in the department serve a function in improving population and health projections as well as in estimating international migration flows and estimating the impact of (health) interventions.

Demographic changes are not independent of the economic, social, cultural, and political context. On the contrary: changes in the societal context have important consequences for changes in fertility, mortality, and migration and thus have an impact on the outcomes of projections. Similarly, changes in the size and composition of the population have important consequences for society in the next decades. Population growth, population ageing and the growing number of migrants have significant implications for economic growth, labour markets, pensions, health care, housing, integration, social cohesion, traffic, infrastructure, the environment and the like. For this reason our research focuses on interdisciplinary analyses that take the multiple causes and consequences of demographic change into account. This is the core of the research strand Population Projections and Models. Making projections requires models describing demographic changes as well as substantive knowledge about the causes of changes. Therefore the research activities include the development and application of demographic models as well as analyses of the causes of demographic changes. The models are applied both for making demographic projections and for assessing the economic and social consequences of demographic changes. The projection models that are developed are multistate models (such as LIPRO). In the current MicMac project, the multistate model is extended to generate entire biographies of cohorts and individuals.

International migration is playing a major part in shaping the demographic future and thus the second research strand focuses on international migration and the integration of migrants in Europe. Both substantive and methodological issues are addressed. International comparative data on the process of integration is scarce. Our research on the rapidly increasing numbers of second generation migrants in large European cities tries to amend this. International comparisons in this research may also help to identify “best practices” of policies aimed to foster integration. The TIES project (The Integration of the European Second Generation) is at the core of this strand. To improve the reliability and completeness of international migration statistics, NIDI will further be engaged in developing and applying estimation methods to yield estimates of international migration flows and population numbers by nationality and country of birth. Here the MIMOSA project (Modelling of statistical data on migration and migrant populations) is a core activity as well.

The third research strand concentrates on Health. In this strand a major emphasis is on the study of health systems and how they affect the availability and affordability of health care. Affordable health care means the provision of health care at a reasonable cost, both for governments and the private sector (companies, households). Financial information is crucial to understand the performance of health systems; ongoing research on financial resource flows, health information and health accounting in the UNFPA/UNAIDS/NIDI Resource Flows project and the Aruba project provide a solid basis for this strand. The new strategic focus will enable to delve more deeply into the subject matter and yield new scientific insights and create greater relevance to society. For the new focus to be successful, the research will have to be supplemented with broadening its financial basis and strengthening its health economic expertise. The new DEA-project (Demography-Epidemiology-Actuarial Science) analyses the impact of risk factors on health and healthcare costs. The focus on data analysis and the development of models (for health indicators and intervention analysis) runs parallel with the MicMac-project (see below).

The following research strands are incorporated in the PMH work program.

4.3.1. Population Projections and Models

In this research strand the development of population projections and models is the focus, with the further development of multistate projection models as its core. The first models which were developed by NIDI were purely demographic and focused on population movements between regions and on household dynamics. In later models an economic dimension was added by developing models for projecting the labour force. This research strand will be further elaborated by including health transitions and financial security throughout the life course. The main reason for this choice is that population ageing will have a large impact on the future demand of health care and that this will have major financial implications. The MicMac project is at the core of this theme. Related projects are a study on the decomposition of life expectancy changes by cause of death aiming to understand the impact of various causes of death on the life expectancy in European countries to be used in future projections of life expectancy, an analysis of European regional mortality differentials and some small scale studies (e.g. micro simulation of the demography of firms).

Projections of the population by age and sex have a long tradition. By making assumptions on the distribution of the population over various characteristics, such as living arrangement, employment status, or health status, the consequences of changes in the composition of the population for the housing market, labour supply, and public health used to be calculated. However, this method does not explain the underlying mechanisms of changes in these distributions. In order to improve the quality of projections of the population by various characteristics, NIDI research has focused on the development and application of multistate models. In these models the distribution of people among so-called “states” (marital status, employment status etc.) is the outcome of transitions people make in their life course. Multistate models are ‘dynamic’ models: individuals move between states (e.g. from being single to married, from unemployed to employed, from healthy to unhealthy) and as a consequence the structure of the population changes. In contrast, in ‘static’ models people of a certain age and sex are allocated to states using a distribution function such as for example so-called ‘headship rates’. A major advantage of dynamic models is that they reflect more closely the process of demographic change in the real world. As a result they are better suited for integrated population projections and for assessing the impact of behavioural change on population dynamics. As multistate models project the population on the basis of transitions that individuals make in life, such models fit well with the NIDI strategy where the life course approach is central to the explanation of demographic behaviour.

NIDI has extensive experience in developing multistate models. In the 1980s the MUDEA model was developed to produce multiregional population projections, and around 1990 the internationally widely applied LIPRO model was developed for modelling household dynamics. Also in the 1990s the KINSIM micro simulation model was developed to model kinship networks. Current and future research activities of NIDI focus on the development of MicMac, a multistate model that combines macro and micro approaches for demographic projections. MicMac is developed by an international consortium of research institutes, funded by the European Commission and coordinated by NIDI. Rather than only projecting numbers of persons, MicMac is aimed to project characteristics of individuals over the entire life course, with particular attention to living arrangement, level of education and health status. The model will produce cohort biographies at the macro level and individual biographies at the micro level. One benefit of projections based on individual biographies is that they provide information on the distribution of intervals between successive transitions and thus on the time spent in the various states and on the proportion of the population that experience certain states during their life. For example, MicMac will show how many times and how long individuals live alone, are unemployed, or are unhealthy. Micro simulation models cannot only be used to model the life course of persons but also to model the life cycle of firms. In collaboration with the University of Groningen NIDI has been developing the micro simulation model SIMFIRMS that describes the origin, growth, and decline of firms.

In accordance with the NIDI strategy to combine basic research with applied research, in addition to developing new models NIDI has also applied these models to produce demographic scenarios. In collaboration with the European Commission (Eurostat), for instance, NIDI has been involved in preparing population projections for all member states of

the European Union (EUROPOP2004). The LIPRO model was used for this purpose. NIDI made demographic scenarios for the new member states and supported Eurostat in developing population scenarios for the 15 EU member states. The focus of the new NIDI strategy is on developing new models (such as MicMac) and to demonstrate how they can be applied rather than to produce new extensive sets of demographic scenarios. Thus the aim of the MicMac project is to provide a better instrument for national and international statistical institutes and other agencies to make their own scenarios.

In addition to models and data, population projections are based on assumptions on future changes in fertility, mortality, and migration. This requires substantive knowledge on the causes of changes in these demographic components. In the NWO sponsored programme 'Towards a dynamic scenario model for economic determinants of European population dynamics' which was led by NIDI, explanatory models of changes in migration, mortality, and migration in European Union countries were developed. This programme resulted in three doctoral dissertations.

As for the consequences of demographic change NIDI research focuses on the two major changes in the demographic structure of the population that have important policy implications, viz. population ageing and the increased size and changing composition of the migrant population. More specifically, the impact of population ageing on the labour force is analyzed, building on the extensive experience of NIDI in analyzing labour market behaviour of persons aged 50 or over and in analyzing the process of retirement (cf. Linked Lives). Using the CalcStaf model, which was derived from LIPRO, NIDI has made projections of the impact of population ageing on the size and composition of the work force of Dutch government agencies. Using the MicMac model future research will focus on the impacts of population ageing on pension systems and the health status of the population.

Selected publications

Scientific

Beer, J. de & I. Deerenberg (2007), An explanatory model for projecting regional fertility differences in the Netherlands. *Population Research and Policy Review* 26: 511-528.

Willekens, F. (2005), Biographic forecasting: bridging the micro-macro gap in population forecasting. *New Zealand Population Review* 31: 77-124.

Societal

Crujjsen, H., N. van der Gaag, E. van Imhoff & L. van Wissen (2004), EUROPOP 2003: national outcomes for the 10 new EU member states and 2 accession states: final report. The Hague: Netherlands Interdisciplinary Demographic Institute, 80 pp.

Ekamper, P. (2006), Ageing of the labor market in the Netherlands: an overview. In: T.S. Rocco and J.G.L. Thijssen (eds.), *Older workers, new directions: employment and development in an ageing labor market*. Miami: Center for Labor Research and Studies, Florida International University, p. 41-54.

4.3.2. *Migration and Integration*

Making population projections does not only require models but also reliable data. NIDI has contributed extensively to the improvement and availability of internationally consistent data. Funded by Eurostat, NIDI has collected and checked national and regional demographic and migration statistics. As the new strategy focuses more on research than on collecting data, NIDI activities have shifted from producing statistics to providing technical advice on how to improve the quality of statistics, particularly in the field of migration statistics of which the quality in many European countries is still poor. A clear example of this approach is NIDI's participation in the EU project Towards Harmonized European Statistics on International Migration (THESIM), which study aimed at providing an overview of national sources of migration and asylum statistics. In this project NIDI demonstrated how asylum statistics may be improved by using a longitudinal approach. Another example was the seconding of a NIDI researcher to Eurostat for improving the quality and comparability of asylum statistics and statistics on illegal entry. Whereas research on international migration used to be addressed by the Population & Development Department, in the course of a strategic reorientation it was transferred to ProMig in 2004 to give it a stronger European focus. After the transfer, international migration research became more integrated with the research strand 'Population Projections and Models'. Work on the quality and comparability of migration statistics is complemented with the development of methods to accurately estimate missing data in order to generate a synthetic database on international migration in Europe. The research is carried out in the MIMOSA (Modelling of statistical data on migration and migrant populations) project, which is funded by EUROSTAT.

An important consequence of the increased number of migrants is that society and policy increasingly have to deal with immigration and integration issues. This was also reflected in NIDI research where immigration and integration gained importance. To benefit from exchanging experiences with researchers in different European countries NIDI has participated in the European Network of Excellence on International Migration, Integration and Social Cohesion in Europe (IMISCOE). In this network 22 research institutes in 10 European countries collaborate in developing a multidisciplinary research programme. Many immigrants have a relatively low level of educational attainment and a high rate of unemployment. This does not only affect the integration of the immigrants themselves but also of their children (the so-called second generation). In order to examine which types of policy may be effective in improving the opportunities of the second generation of migrants it is useful to compare the demographic and socioeconomic situation of the second generation in different European countries with different institutional settings. For this reason NIDI participates in the project 'The Integration of the European Second Generation' (TIES) which aims to assess integration issues of the second generation on the basis of surveys in 16 large cities in eight European countries. NIDI co-ordinates the surveys and organised the Dutch survey (in Amsterdam and Rotterdam) of which the fieldwork was completed in 2007.

Selected publications

Scientific

Valk, H. de, A.C. Liefbroer (2007), Timing preferences for women's family life transitions: intergenerational transmission among migrants and Dutch. *Journal of Marriage and Family* 69 (1), p. 190-207.

Valk, H. de & F. Billari (2007), Living arrangements of migrant and Dutch young adults: the family influence disentangled. *Population Studies* 61(2): 201-217.

Societal

Crul, M. & L. Heering eds. (2007), The integration of the European second generation (TIES): a survey in Amsterdam and Rotterdam. The Hague etc.: Netherlands Interdisciplinary Demographic Institute etc., 155 p.

Naerssen, T. van, E. Spaan & A. Zomers eds. (2007), Global migration and development. New York etc.: Routledge, 2007. 256 p.

4.3.3. Health

The focus of this new theme is on health systems with an emphasis on the performance of these systems and interventions aimed at health systems reform. As financial transactions are a major component of the functioning of health systems, the analysis of financial flows, notably with respect to reproductive health, will be important in this theme. The revamped Resource Flows project (see above) is at the core of this theme while a closely related project is the study on health information systems in Aruba. The project team works closely with staff of major international stakeholders like the United Population Fund (UNFPA), UNAIDS and the World Health Organization (WHO).

To analyze the impact of interventions as well as risk factors on health and healthcare costs, the recently started DEA project (Demography-Epidemiology-Actuarial science) is set to make innovative contributions. DEA was initiated with the support of the Academy and will explore the linkages of these disciplines and develop models that can be used for making scenarios for healthcare, disability and health insurance. Risk factors that are being analyzed are smoking and obesity. In this context also research into the influence of life course factors on health and mortality, making use of historical cohorts needs to be mentioned. Historical data-sets covering a long time period have advantages compared to prospective birth cohort studies and retrospective studies. Building on earlier NIDI research, partly financed by the Wellcome Trust, in which the impact of micro socio-economic conditions and cultural factors during infancy and childhood on childhood survival was analyzed with historical data, an international comparative research project, funded by the US National Institute of Health, combined and widened these perspectives and aimed to link the common historical approach to flourishing research in epidemiology. This has been done by using historical data for cohorts born between 1850 and 1922 to study the effect of circumstances in early childhood and adolescence on survival in adult and old age and by linking micro-level survival data to macro-level social and economic conditions. The research draws on both NIDI data and data provided by the Historical Sample of the Dutch Population (HSN). The historical approach to health and mortality and its links with epidemiology adds to the new strategic orientation of NIDI. It also turned out that the linkage of the information on historical cohorts with those on contemporary surveys might shed new light on the changing life course of children. A comparison of the living arrangements of children born between 1850 and 1922 with those observed in the cohorts born after 1922 (data from NKPS) showed interesting parallels but

also clear differences: more children lived in one-parent families in the past than today and more live now with a step-father than in the past. We hope to be able to further explore these and related long-term changes in living arrangements by linking both data sets in a structural way.

As was stated above NIDI has charted global resource flows for population activities since 1997 in the context of reviewing progress towards the achievement of goals set at the International Conference on Population and Development (ICPD, Cairo 1994) and its follow-up. This project, commissioned by and carried out in cooperation with the United Nations Population Fund (UNFPA) and -since 1999- with UNAIDS, is known internationally as the UNFPA/UNAIDS/NIDI Resource Flows Project (see also 4.4.4). The resource flows relate to spending on four areas of population activities in developing countries and countries in transition: family planning, reproductive health, sexually transmitted diseases (including HIV/AIDS), and population policy and the collection and analysis of demographic data. The project was evaluated by UNFPA (2003) and UNAIDS (2005) and the recommendations of these evaluations were taken on board. A major recommendation was to incorporate the resource flows into a broader system of Health Accounts. Research today tends to approach healthcare as a system. The actors, activities and financial transactions in this system are increasingly being studied with the aid of Health Accounts (RHA). In response to this, NIDI developed a system of Reproductive Health Accounts in 2004-2005 and fieldwork for the first RHA began in the Indian state of Karnataka at the end of 2004, in cooperation with the Centre for Multidisciplinary Research (CMDR) in Dharwad (Karnataka, India). That led to the request by WHO to prepare guidelines for RHAs. The Guidelines for Producing Reproductive Health (RH) Subaccounts within the National Health Accounts Framework are being produced in cooperation with several international partners and will be published in 2008 by the WHO. The RH subaccount documents the financial flows in RH policies and programmes.

In view of the new strategy and in full agreement with the project sponsors, also in the RF project a shift from data collection to data analysis and research was introduced which will be continued in the future. RF data collection in developing countries and countries in transition already was outsourced to the Indian Institute of Health Management Research. Based on its 2005 evaluation, UNAIDS decided to reduce its financial commitment to the RF project for 2007 and pursue other means of data collection. UNAIDS remains a partner in the RF project and continues to use the RF database and other results of the RF project.

Since 2005 NIDI collaborates with the Public Health Department (DVG) of the Ministry of Public Health and the Environment of Aruba. Coherent with the new strategy and the stronger focus on data analysis NIDI and DVG are jointly developing a health information system for policy purposes. This project includes research into medical consumption and socio-economic differences as well as the extension of the health information system with a National Health Account.

Selected publications

Scientific

Alter, G., M. Dribe & F. van Poppel (2007), Widowhood, family size and post-reproductive mortality: a comparative analysis of three populations in nineteenth century Europe. *Demography* 44 (4), p. 785-806.

Bonneux, L. (2007), From evidence based bioethics to evidence based social policies. *European Journal of Epidemiology* 22: 483-485.

Societal

Bonneux, L. & M. Reuser (2007), Overgewicht op middelbare en oudere leeftijd gaat niet gepaard met hogere sterfte: een review. *Nederlands Tijdschrift voor Geneeskunde*, 151(50): 2764-2769.

Bonneux, L. (2007), De huisarts heeft weinig aan toponderzoek. *Huisarts & Wetenschap* 10: 474-476.

4.4. The former Population and Development Department (B&O)

The research of the former Population and Development Department focused on global development issues with a prominent demographic component and sought to contribute to the realization of development objectives through a program of mainly policy oriented studies. In terms of subject matter, the department concentrated on reproductive health and migration. Also the provision of basic demographic information, e.g. through census and related projects, was included in the work program as were policy studies. Note that as this department was disbanded, its research has been either terminated or integrated in the other departments.

4.4.1. Basic Demographic Information

Demographic information is key to develop and implement policies in a host of social sectors like the labour market, housing, education, health care and the like. Statistical offices are providing this information, but especially in developing countries may lack sufficient expertise. NIDI research aimed to support these activities which included population and housing censuses, labour force and household budget surveys and demographic surveillance systems. Examples are NIDI's involvement in the Solomon Islands 1999 Population and Housing Census, which was concluded in 2002, and its involvement in the census and related policy activities in the Netherlands Antilles and Aruba. Of a more recent date was NIDI's involvement in the maintenance of demographic surveillance systems in Bangladesh that was terminated in 2005. Most of these projects were small-scale involving one or a few researchers and capacity building at NIDI was limited. Noting that the cyclical character of especially census activities prohibited creating a solid knowledge base and taking into account that a shift from data collection and data handling to data analysis was needed, the strategic reorientation of 2005 implied that this topic was discontinued as a separate entity in the work programme.

Selected publications

Scientific

Groenewold, G., J.van Ginneken, B. de Bruijn & J. de Beer (2007), Estimation de la mortalité par la méthode projection intercensitaire par génération: application aux îles Salomon. *Population*, 3: 451-486.

Imhoff, E. van, H. van Solinge & B.J. Flim (2001), A reconstruction of the size and composition of Jewish holocaust survivors in the Netherlands, 1945. *Population Research and Policy Review* 20 (6): 457-481.

Societal

- Bruijn, B. de (2002), Report on the 1999 Solomon Islands Population and Housing Census: analysis. Honiara: Statistics Office.
- Groenewold, G. & J. Schoorl (2006), The living conditions of refugees in Armenia: millennium development indicators and coping behaviour: UNHCR country report. The Hague: Netherlands Interdisciplinary Demographic Institute, 86 p.

4.4.2. *Reproductive Health*

This research topic was developed jointly with the Population Research Centre (PRC) of the University of Groningen. It addressed reproductive health research from a common theoretical perspective (the process-context approach) and had a clear action-oriented approach in the joint research programme HERA (Healthy reproduction: Research for Action). NIDI projects that were carried out included studies on adolescents in rural Bangladesh (2005), husband involvement in maternal health in Nepal (2004) and population and development dynamics of fishing communities in Asia and Africa (2000). A joint evaluation of HERA demonstrated that its principal objective which was to develop substantive reproductive health expertise at NIDI through collaboration with PRC experts was not achieved. Again concluding that a substantive knowledge base in the field of reproductive health had not been developed, the strategic reorientation carried out in 2005 implied the phasing out of reproductive health research at NIDI.

Selected publications

Scientific

- Bosch, A., F.J. Willekens, A.H. Baqui, J. van Ginneken & I. Hutter (2007), Association between age at menarche and early life nutritional status in rural Bangladesh. *Journal of Biosocial Science* 40(2): 223-237.,
- Alam, N., J. van Ginneken & A. Bosch (2007), Infant mortality among twins and triplets in rural Bangladesh in 1975-2002 *Tropical Medicine and International Health* 12 (12): 1506-1514.

Societal

- Padmadas, S., J. Dias, F. Willekens (2006), Disentangling women's responses on complex dietary intake patterns from an Indian cross-sectional survey: a latent class analysis. *Public Health Nutrition* 9 (2): 204-211.
- Willekens, F. (2005), Towards a system of reproductive health accounts. The Hague: Netherlands Interdisciplinary Demographic Institute, 103 p. (NIDI report; 68)

4.4.3. *International Migration*

NIDI research in this field focused on the backgrounds, trends and impacts of international migration as well as the demography of migrant populations. Projects that were carried out include the large scale project Push and Pull factors of international migration (2000) and its various follow-up studies (on migration networks, migrant remittances, migration intentions and migration potential). As regards the impacts of international migration and the interactions of migration and development, the study on Asian Immigrants and Entrepreneurs in the European Community (2004) needs to be mentioned. Special emphasis was placed on vulnerable groups, more in particular refugees. Studies on Afghan Refugees in Pakistan (2003) and on the Implications of Displacement in the Solomon Islands (2004) were carried

out. In 2005 NIDI and the United Nations High Commissioner for Refugees (UNHCR) embarked on a study of the living conditions and coping mechanisms of refugees in four countries: internally displaced persons in Sri Lanka, illegal asylum seekers in Ecuador and refugees in Armenia and Pakistan. Special attention was given to studying refugees' living conditions in terms of the United Nations Millennium Development Goals (MDGs). Suffering from a too broad scope and anticipating the strategic reorientation of 2005, the core of international migration research was moved to the ProMig department in 2004 and subsequently integrated into the new PMH department in 2007 with a new focus on European migration and integration issues.

Selected publications

Scientific

Dalen, H. van, G. Groenewold & J. School (2005), Out of Africa: what drives the pressure to emigrate? *Journal of Population Economics* 18: 741-778.

Dalen, H. van, G. Groenewold & T. Fokkema (2005), The effect of remittances on emigration intentions in Egypt, Morocco and Turkey. *Population Studies* 59: 375-392.

Societal

Dalen, H. van & A. Bosch (2006), Internationale migratie: convergentie en gevolgen. *Internationale Spectator* 60 (7-8): 354-357.

Spaan, E., F. Hillmann & T. van Naerssen eds. (2005), Asian migrants and European labour markets: patterns and processes of immigrant labour market insertion in Europe. London etc.: Routledge, 337 p.

4.4.4. *Financial Resource Flows and Health information*

NIDI has charted global resource flows for population activities since 1997 in the context of reviewing progress towards the achievement of goals set at the International Conference on Population and Development (ICPD, Cairo 1994) and its follow-up. This project, commissioned by and carried out in cooperation with the United Nations Population Fund (UNFPA) and -since 1999- with UNAIDS, is known internationally as the UNFPA/UNAIDS/NIDI Resource Flows Project. The RF project produces unique data on health system financing and performance (see also above).

Since the introduction of the 'status aparte' in Aruba in 1986 when the island gained independence from the Netherlands, the government of Aruba has involved NIDI in the development of a statistical system for the island. NIDI assisted for instance with the population and housing census. NIDI initially collaborated with the Central Bureau of Statistics and since 2005 with the Public Health Department (DVG) of the Ministry of Public Health and the Environment. Coherent with the new strategy and the stronger focus on data analysis NIDI and DVG are jointly developing a health information system for policy purposes. This project includes research into medical consumption and socio-economic differences as well as the extension of the health information system with a National Health Account.

NIDI research on financial resource flows and health information is continued in the PMH Department in the Health strand.

Selected publications

Scientific

Dalen, H. van (2007), Designing global collective action in population and HIV/AIDS programs, 1983-2002: has anything changed? *World Development* 36(3):362-382.

Dalen, H. van & M. Reuser (2006), What drives donor funding in population assistance programs? In: "Studies in family planning" 37 (3), p. 141-154.

Societal

Mahesh, P., R.G. Horstman, M. Shrestha & E. Pradhan (2006), Out-of-pocket expenditure on sexual and reproductive health and HIV/AIDS among the urban population of Nepal. The Hague: Netherlands Interdisciplinary Demographic Institute, 104 p.

Pers, M. van der & E. Beekink (2007), Projections of funds for population and AIDS activities, 2006-2008, UNFPA/UNAIDS/NIDI Resource Flows Project. The Hague: NIDI, 48 p.

4.5. Scientific Output

This paragraph summarizes the aggregated results of NIDI over the period under review. A full listing of our output is given in part two of this report. Note that the output also includes data for 2007.

The scientific production of NIDI is increasing, as is demonstrated in *table 4.1* which provides an overview of our output classified according to the criteria of the Standard Evaluation Protocol.

NIDI is happy to report an overall increase in productivity over the period under review. Within this overall increase, several trends can be discerned. As regards the Academic publications (1), including both refereed and non-refereed journals, book chapters, books and PhD theses, the overall growth in the number of publications from a level of around 80 in 2001 to some 100 in 2007 can be noted. Within the category of refereed journals, especially the rise in the number of our publications in the refereed top-Journals (Social Science Citation Index) is worth mentioning. Also the number of book chapters shows a growing trend; as these chapters very often are written on invitation, this also reflects our position in (inter-)national networks. Notwithstanding the growing importance of articles in scientific publishing, the number of Monographs/Books (2) shows a rather stable trend. For PhD theses produced at NIDI, the current level of 1-2 theses per year is expected to continue, especially when the share of temporary staff will increase. The numbers of PhDs which are supervised by NIDI staff is significantly larger averaging between 20-30 theses per year. This represents a major share of the total production in population studies and reflects the fact that the number of academic chairs held by NIDI staff (including fellows) currently is 4. The overall harvest of other professional publications and products (4), also shows a significant increase. This part of our production is mainly driven by the growth in reports on the one hand, and articles in other media on the other. The number of reports reflects the large share of externally funded projects

in the NIDI portfolio. The production in “other media” pertains to professional publications aimed at a broad audience and illustrates the importance we adhere to knowledge transfer and dissemination.

The broad mission of NIDI is also clearly reflected in the other professional output (5), where a distinction between science-oriented and society/policy oriented is made. As regards the science-oriented output the involvement in publishing activities (editorships, refereeing) stands out, as well as our teaching activities (PhD supervision, research trainees) which also includes part of the lecturing registered under society/policy oriented output.

This output also shows a marked share of networking activities (committees, boards) reflecting our mission to build and maintain a knowledge infrastructure with respect to population issues and our central position in this infrastructure. Finally our extensive contribution to the public debate on population issues is visible under media coverage.

To further highlight two specific dimensions of our mission to create and share knowledge on population issues as well as to enhance its use in addressing the population challenge, *figure 4.1* and *figure 4.2* provide additional information on the scientific and societal dimension respectively. To increase comparability the period of observation was extended in these figures and also includes the period immediately preceding the current review.

Table 4.1 Overview NIDI output 2000-2007

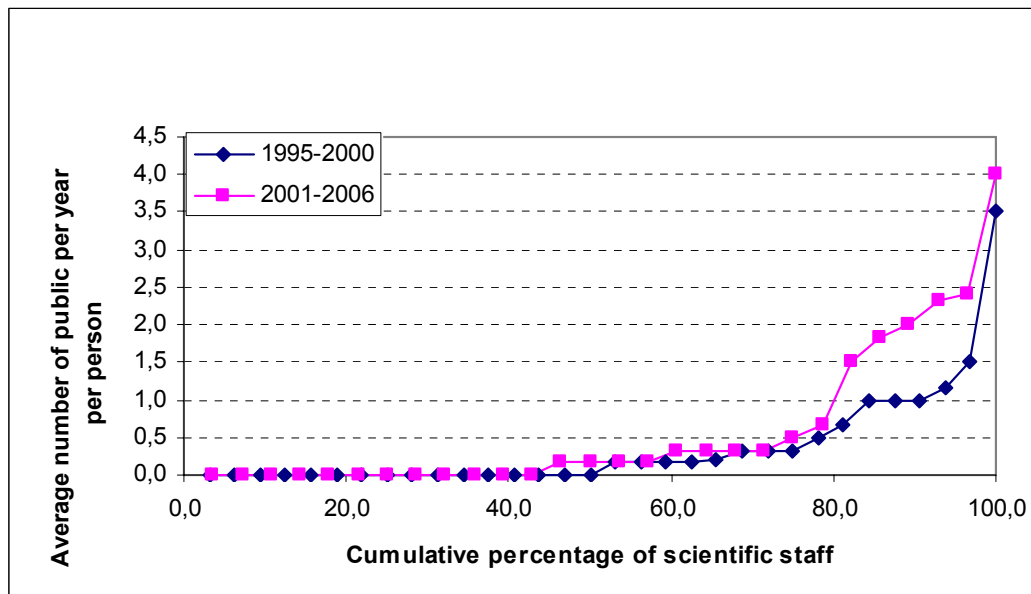
	2000	2001	2002	2003	2004	2005	2006	2007 ¹
1 Academic publications²								
a in refereed journals								
of which in SSCI ³ indexed (top) journals	10	8	11	9	16	16	19	30
of which in other refereed journals	10	19	18	18	23	21	12	12
b in other journals	10	8	14	20	20	11	21	10
c book chapters	25	30	28	31	21	26	23	39
2 Monographs²								
books	11	14	13	13	16	14	14	9
3 PhD theses²					2	1	2	1
	66	79	84	91	98	89	91	101
4 Professional publications and products²								
scientific dissemination articles (Demos)	17	24	20	27	16	14	19	13
other reports	46	40	37	27	19	31	31	38
software/databases/CD's/questionnaires	5	8	3	2	2	8	7	5
book reviews	1	3	4	5	2	1	4	4
articles in other media	3	11	7	9	8	22	43	42
	72	86	71	70	47	76	104	102
5 Other professional output								
a science oriented								
academic chairs	3	2	3	5	4	4	4	4
editorship journals/books	17	19	22	21	19	20	20	28
referee/discussant	16	14	31	59	22	36	39	35
courses/classes taught	13	16	12	16	18	23	21	20
PhDs supervised	7	11	23	41	35	36	38	19
research trainees supervised	3	6	4	7	11	9	9	5
workshops/seminars organised	10	16	14	13	7	11	11	7
working -/conference papers	34	58	19	22	23	24	20	4
research proposals submitted	3	3	9	11	30	13	16	4
b society/policy oriented								
committees and boards	19	36	31	58	37	56	66	51
advising and consultancies	6	8	14	8	7	3	5	7
lectures and presentations	51	64	38	36	34	76	82	71
press releases/newsletters	2	3	3	3	5	5	6	6
media coverage (NIDI in the media)	123	105	66	207	175	153	113	206

¹ Until 1 December 2007.

² In accordance with the Standard evaluation protocol 2003-2009 for public research organizations.

³ Social science citation index.

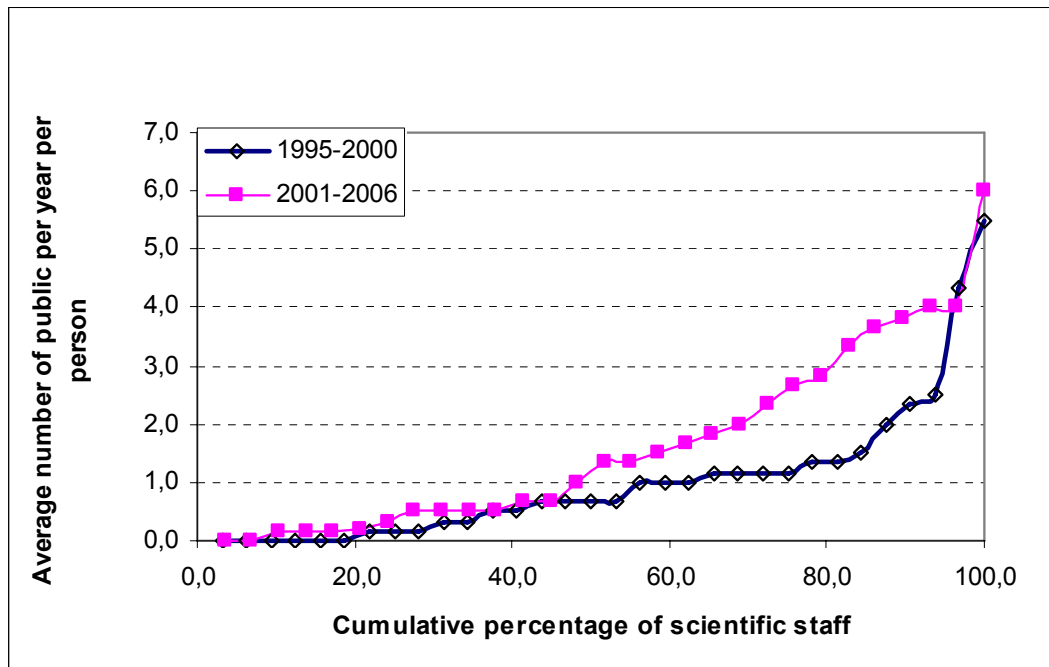
Figure 4.1. Average number of publications in peer reviewed (top) academic journals listed in the Social Science Citation Index, 1995-2000 and 2001-2006



The overall conclusion of these data is that more NIDI staff are contributing to the highest level of scientific production. Figure 4.1 shows that, compared to the previous period (1995-2000), the average number of publications by NIDI staff in the top journals in the field has substantively increased in the review period 2001-2006. It is worthwhile noting that this increase has been achieved by a larger share of NIDI staff: in the period 2001-2006 this production in the highest ranked journals was achieved by 60% of NIDI staff, while this share was about 50% in the period 1995-2000. Viewed against the backdrop of the overall general increase in scientific production as shown in table 1, it may be concluded that in the most recent period more staff than before are contributing to the highest ranked scientific output. Some 40% of staff do not publish in the top Journals and find other outlets for their work. It should be noted that in our strategy two types of publications are distinguished: scientific publications and societal publications. The latter are aimed at a policy and a broader audience and may have an impact that exceeds that of academic publications. Ultimately, what matters is impact. Reviewing this outcome it should also be kept in mind that NIDI is largely dependent on external funding, which more often than not limits the possibilities for scientific publication.

As to the scientific production for a broad audience including policy, figure 4.2 shows a comparable trend as was observed for the top-journals. Compared to the previous period, a larger share of the staff is producing more output.

Figure 4.2. Average number of publications for a broad audience, 1995-2000, 2001-2006



All research departments contributed to the production of NIDI, but as is indicated in *table 4.2*, clear differences between the three old departments existed. It is envisaged that, as a result of the restructuring, the output will be more evenly distributed over the departments in the future. The most recent data for 2007 suggest that the distribution between SODEM and PMH indeed is becoming more even, although SODEM still shows a higher output, especially in the highest ranking academic media.

Table 4.2. NIDI output by department, 2000-2007

	SoDem	%	ProMig	%	B&O	%
SSCI	75	(14)	33	(9)	11	(7)
Other refereed	96	(18)	29	(8)	4	(2)
Other Journals	70	(13)	39	(11)	1	(1)
Book Chapters	136	(26)	73	(20)	15	(9)
Books	52	(9)	41	(11)	11	(7)
Dissemination	86	(16)	47	(13)	15	(9)
Reports	63	(12)	110	(30)	98	(60)
Other Media	4	(8)	94	(25)	8	(5)
Total	622	(100)	466	(100)	163	(100)

5. External Relations

As part of its specific mission NIDI carries out activities that are closely related to its research task and its role as a national institute. These activities are designed to strengthen the knowledge infrastructure for population issues.

5.1. Science for Policy: supporting evidence-based decision making

Although the Netherlands does not have an explicit population policy, population issues regularly attract public and policy interest. Successive governments recognized that population trends are closely related to a host of policy domains and that complex linkages between population and policy exist. For this reason a viable knowledge infrastructure which focuses on these linkages, monitors demographic trends and probes their multiple impacts is needed to underpin policy development and public debate. Thus, the dissemination of demographic knowledge and information to policymakers plays an important part in evidence-based policymaking. NIDI has a long track record of analyzing demographic trends and processes in their social contexts and studying the potential policy implications. A major activity in this field is the Working Group for the Periodic Reporting on Population Issues in The Netherlands (WPRB) and the work on the European Observatory on the Social Situation in the European Union (see also paragraph 4.4).

NIDI also provides scientific policy advice through its contribution to the activities of various committees and advisory bodies such as the Commission on Population and Development of the United Nations (CPD), the Council of Europe's European Population Committee (CAHP, dissolved in 2005), the United Nation's Economic Commission for Europe (UNECE) and the the European Commission. In The Netherlands NIDI staff participates in the work of the Social Science Council (Sociaal Wetenschappelijke Raad) of the Academy, the Council of Economic Advisors (Raad van Economische Adviseurs) of Parliament, and the Demography Platform of Statistics Netherlands. Director Frans Willekens and Pearl Dykstra are members of the Academy and its Social Science Council; recently Frans Willekens was also elected Secretary of the Behavioural and Social Science section of the Academy. A full listing of committees is given in the annexes.

5.2. Training

Although NIDI is primarily a research institute, it also contributes to the training of population experts with a view of maintaining and strengthening population expertise. Training demographic researchers is seen as an important dimension of building and maintaining a viable knowledge infrastructure for population issues. Many of NIDI's activities in training and education are carried out in close cooperation with universities in an effort to strengthen demography and population studies in higher education. Our training and education activities also have a strong international dimension.

Currently NIDI staff holds academic chairs at three Dutch universities: Aat Liefbroer (Demography of young adults and intergenerational transfers) at the Free University of Amsterdam; Pearl Dykstra (Kinship Demography) at the University of Utrecht and Frans Willekens (Population Studies) at the University of Groningen. Formerly also other chairs (Leo van Wissen at the University of Groningen and Frans van Poppel at the University of Nijmegen) were held. Guest lectures by other staff are given on an ad hoc basis (see annexes). Ongoing training is provided for student trainees of Dutch and foreign universities.

NIDI wishes to increase its collaboration with universities and create better synergies. Building and maintaining reciprocal and sustainable relations is the aim, where activities are primarily focused on graduate level training and the coaching of PhD candidates. A “research master in demography” remains high on our wish list. The number of PhD candidates at NIDI has substantively increased in recent years and currently amounts to 8⁷.

Since 1999 NIDI has been involved in the training programme of the Institute of Actuaries which is associated with the Netherlands Actuarial Society. NIDI provides the ‘Demography and Demometry’ module in this actuarial vocational training course.

NIDI’s activities in the domain of international post-graduate training are largely conducted within the context of the new European Doctoral School of Demography (EDSD). Through director Frans Willekens NIDI was one of the initiators of the EDSD which was established in September 2005. EDSD operates under the auspices of the European Association for Population Studies (EAPS) and aspires to offer the best possible training programme for demographic researchers in tomorrow’s Europe. EDSD places demographic processes in a European perspective and raises the identity of new generations of demographic researchers. The training programme extends and builds on existing programmes for researchers offered by International Max Planck Research School for Demography (IMPRSD) and a number of European universities with a critical mass of PhD students in demography. EDSD offers an eight-month core training programme for about twenty PhD students. The Max Planck Institute in Rostock (MPIDR) has hosted the programme during the first years of its existence. As of the academic year 2007/2008 EDSD is hosted by INED in Paris. From the onset NIDI has provided three scholarships per year to EDSD and contributed to its training programme. In view of NIDI’s strategic goal to raise its profile as a European institute, EDSD also serves a useful purpose as a recruitment pool for future NIDI staff. In 2006 two former EDSD students started their PhD research at NIDI.

NIDI also participates in the Research Training Networks sponsored by the Marie Curie programme of the European Commission. The RTN network Demographic Sustainability and European Integration (RTN-DEMOG), funded under the Fifth Framework Programme of the European Commission, brought together the major European population research institutes and was coordinated by the Max Planck Institute for Demographic Research (MPIDR). The programme offered young researchers an international research position at one of the

⁷ In addition to regular PhDs (aio) on the NIDI payroll, this figure includes two staff members writing a dissertation and one external PhD who is seconded at NIDI.

participating institutes. The scholars selected were supervised by senior researchers and offered the opportunity of taking part in training courses and seminars. RTN-DEMOG ran from 2002-2006 and NIDI hosted 4 RTN trainees during this period. Jointly with the University of Southampton an RTN Workshop on “The estimation of international migration in Europe: issues, models and assessment” was organized in 2005. As of 2006 NIDI participates in the new Research Training Network “The Integration of the Second Generation” (RTN-TIES). This network is coordinated by the Institut National d’ Etudes Démographiques (INED) and comprises 11 European migration research institutes. Currently 1 PhD student of the RTN-TIES network is hosted by NIDI.

5.3. Scientific Cooperation

Another way in which NIDI aims to support and build the knowledge infrastructure for population issues is through its support of professional scientific associations. As a rule these associations play an important role in promoting the study of population and in raising public and policy awareness of population issues.

NIDI has always provided administrative and substantive support to the Netherlands Demographic Society (NVD), one of the oldest professional demographic associations in the world. Currently the position of NVD Secretary is held by Tineke Fokkema, while NIDI has two further seats on the Board with Joop de Beer and Nico van Nimwegen. NIDI staff is regularly involved in organizing scientific activities for this professional association, such as the annual conference and specialized seminars. In 2005 NIDI participated with the Groningen Population Research Centre in the organization of the first Dutch Demography Day. This first full-fledged parallel-session conference of the NVD attracted some 100, mostly young participants. In 2007 this successful conference was organized again with similar success, indicating vivid interest in the study of population also among young scholars. To stimulate young students to pursue a career in population studies, a NIDI award is being presented to the best master thesis presented at these NVD conferences.

Since the European Association for Population Studies (EAPS) was established in 1983, NIDI has been actively involved in this professional association. The secretariat of EAPS is hosted by NIDI and the institute provides administrative support including the maintenance of the EAPS website and the production of the Newsletter. NIDI staff have always served as Executive Secretary, most recently Gijs Beets and currently Helga de Valk. NIDI is also represented on the EAPS Council, currently with Nico van Nimwegen as Vice President. NIDI staff are engaged in various activities of EAPS. The EAPS Committee on Education is chaired by Frans Willekens, the Working Group on International Migration in Europe was co-chaired by Jeannette Schoorl, while the Working Group on the Second Demographic Transition is co-chaired by Aat Liefbroer. NIDI is also directly involved in two publications produced under the auspices of EAPS, with currently Frans van Poppel as co-editor of the European Journal of Population (a position previously also held by Evert van Imhoff) and Gijs Beets as book review Editor of EJP and Secretary of the European Studies of Population series. The bi-annual European Population Conferences of EAPS have gained their place on

the international scientific agenda and have become the main European scientific population conferences, attracting increasing numbers of participants from Europe and beyond. The upcoming EPC2008 in Barcelona is expected to attract some 800 participants. NIDI's continuing and substantive support of EAPS is indispensable to EAPS and is gratefully acknowledged by the consecutive EAPS Councils.

In addition to NIDI's commitment to strengthen the infrastructure for population studies, NIDI's involvement in EAPS is also seen as instrumental to achieving its strategic goal of raising the Institute's international profile. The activities for the only global association of population scientists, the International Union for the Scientific Study of Population (IUSSP) may also be seen in this perspective. Nico van Nimwegen was elected as Secretary General and Treasurer of the IUSSP Council and assumed office in 2006. Currently Frans Willekens is chairing the IUSSP Scientific Panel on Forecasting Demographic Change, Frans van Poppel is member of the IUSSP Scientific Panel on Historical Demography and Aat Liefbroer is member of the IUSSP Scientific Panel on the Transition to Adulthood in Developed Countries. As is the case with participation in EAPS and other committees, these positions reflect the international scientific standing of NIDI staff and reinforce NIDI's international reputation.

6. Infrastructure

From its inception in 1970 NIDI has always functioned independently although during a part of its history it has been attached to other institutions, most recently the Academy. Partly because of this long history of independence but also because the need of a solid infrastructure has always been recognized, NIDI is proud to have a sound and viable infrastructure which allows the Institute to efficiently fulfil its functions. Of vital importance is the supporting staff, organized in a separate Department, which is responsible for supporting the primary scientific process of the Institute. This part of the infrastructure comprises several facilitating units responsible for financial, administrative and secretarial support, ICT, library, documentation and information facilities and our publication programme. Our office facilities are another crucial part of the infrastructure.

Finance and Human Resources

This unit is in charge of financial affairs, personnel management and facility management (reception, housekeeping and other infrastructural affairs). In addition to supporting the Directorate in matters relating to personnel (collective labour agreements, legal status, conditions of employment, training and education, health and safety management, sick leave and other forms of leave, and legislation and regulations regarding social security, pensions and taxation), the unit is the staff's primary point of contact for all questions and assistance relating to personnel matters.

Secretariat

NIDI's secretarial staff provides administrative and secretarial services for the Institute's directorate, its various departments, fellows and the scientific associations that are hosted by

NIDI. NIDI secretaries also contribute to the organisation of scientific events such as workshops and conferences and to the development and maintenance of our house style, website, Intranet, project archives and publications.

ICT

ICT serves NIDI's primary (scientific) and secondary (supporting) processes. Although ICT is not considered as a goal in its own right it is recognized as essential for all NIDI-activities, be it scientific (data collection, data processing, data analysis), internal and external communication (websites, library), administration or secretarial services.

Priorities for investment decisions in hardware and software, maintenance, security, data storage and retrieval, are based on policy proposals drafted by the ICT group and updated on a regular basis. An ICT Committee of staff representatives from all departments is regularly consulted on ongoing or emerging policy issues.

Regular replacement of hardware (servers, workstations, printers etc.) takes place on the basis of a fixed depreciation schedule. All workstations at NIDI are fully equipped with up to date software. Updating software is a regular process. Migration to the operating system MS Windows Vista and office suite MS Office 2007 will be made when stable service packs are available.

Internet access is vital to the NIDI and in 2008 our access will be broadened from the current 2 Mbit to 150 Mbit, enabling faster and wider use. If necessary the bandwidth will be expanded to 1 Gbit in the near future.

Plans to contract out parts of server maintenance and administration and to backup externally are prepared as a means to strengthen continuity. This also gives our ICT staff the opportunity to focus more on research related ict issues.

The increasing number of projects where (international) groups of researchers collaborate, requires extra facilities to share documents and other information.

Information and Publication

NIDI activities in this area focus on making demographic information available and on disseminating this information among a variety of target groups within and outside the Institute. Instruments to disseminate demographic information include a library collection and documentation facilities as well as a publication programme that is open to third parties, the NIDI website and Intranet.

The NIDI library has an extensive collection of scholarly books, journals, conference proceedings, statistics and articles on demography and related subjects. It seeks to develop and maintain an accessible and comprehensive collection of demographic publications by Dutch authors as well as demographic publications about the Netherlands which is unique in its kind. The library and its documentation facilities are freely accessible to anyone interested in population issues. Improving and carrying out the library's core activities in this digital age is an ongoing task. The NIDI website and its Intranet offer good opportunities for this. NIDI is exploring the possibilities of making the growing collection of e-documents full-text searchable.

A major weakness however is the lack of access of NIDI researchers to external international library databases. Such access is considered to be of vital importance and as compared to for instance the universities, NIDI is structurally handicapped in this respect. Arranging and financing this access by far transcends the capabilities of an individual institute like NIDI and hence should be arranged at the level of the Academy, to benefit all Academy institutes. This is considered to be a top priority.

Publication programme

NIDI research outcomes are published in national and international journals and books. Our publication programme is also open to external authors and includes:

- DEMOS, Bulletin on Population and Society. DEMOS is considered NIDI's most important popular publication and contributes significantly to raising the awareness about our identity. The bulletin has ten issues a year and a circulation of over 5000 copies. It is aimed at a broad, general audience in political, policy and education circles. DEMOS is also available online at the NIDI website. The bulletin occasionally appears in English. To extend its reach, an electronic newsletter targeted at the media is published monthly. This newsletter posts press release-style references to upcoming DEMOS articles and provides information about other NIDI publications. We intend to investigate the possibilities of a European "DEMOS" style periodical, to be published in collaboration with MPIDR, INED and VID;
- NIDI Reports are published in-house. Although the reports primarily disseminate research findings of NIDI projects, external authors may also contribute to this series. An internal editorial committee oversees the quality of manuscripts. Since NIDI sets great store by an open-access approach to scientific information NIDI Reports are also published on the NIDI website. To increase visibility and access, possibilities to involve an external publisher are currently being investigated;
- NIDI has a series of Working Papers which are also posted on the NIDI website;
- NIDI also publishes one-off publications, such as the Population Atlas of the Netherlands (2003). An interactive version of the Population Atlas is available online at the NIDI website.

The publication programme is regularly reviewed and in the past years two publications were terminated. The first was the Dutch language journal *Bevolking en Gezin*. This scientific journal was published jointly by NIDI, the Flemish Centre for Population and Family Studies (CBGS) and the Netherlands and Flemish Demographic Societies. Attempts to revitalise this journal, which had been ailing for several years, such as attracting new partners and actively trying to increase the number of submitted articles, were of no avail. Together with its negative cost-benefit ratio and low circulation, this prompted the ultimate decision to discontinue the journal's publication. The last issue of *Bevolking en Gezin*, the third edition in the 33rd year of its publication, was published in 2005. Also the NIDI/CBGS Publications series was published jointly with the former Population and Family Study Center of Belgium (CBGS). In view of available alternatives in our publication programme NIDI discontinued its active acquisition for this series in 2004. The series was however kept dormant to be used for

occasional publications at the specific request of the CBGS. When CBGS was disbanded in 2006, the series was discontinued.

NIDI's involvement in the *European Journal of Population* has already been mentioned. With Pearl Dykstra, NIDI is also involved in the leading Dutch social science journal *Mens en Maatschappij* (Man and Society).

Public relations and information

The dissemination of demographic information including the outcomes of demographic research is important to raise public awareness about population issues. Demographic information not only concerns policy makers, but is also interesting for education, the media and the general public. NIDI staff therefore frequently contributes articles to popular publications such as DEMOS and to the printed and broadcast media in addition to publishing their research findings in scholarly books and journals for learned audiences.

Website

The NIDI website is targeted at scholars, policy-makers, students (in secondary and tertiary education) and the general public, including the media. In addition to providing general information about the Institute itself, the website posts full-text publications (DEMOS, NIDI Reports, Working Papers, etc.) in PDF format and, serving as a portal provides weblinks to other - mainly international - demographic organisations and sources of information.

The website also provides information on all ongoing and some concluded research projects. The website presents information on demographic developments in the Netherlands in the form of an interactive demographic atlas. The current content management system (CMS) of the website will be replaced to enable new features, like an interactive demographic dictionary/glossary and an online library catalogue. NIDI plans to develop the website into a central instrument for the implementation of its mission, i.e. to build and maintain a knowledge infrastructure fully equipped to address the population challenge. Recent and ongoing changes in the CMS introduced by the Academy delay the realization of that objective but open new perspectives for an enhanced portal.

Intranet

The NIDI Intranet provides all sorts of in-house information for internal use in a systematic and accessible way. An electronic agenda is linked to the Intranet.

Housing

NIDI cherishes its premises at Lange Houtstraat 19 in the centre of The Hague where it moved on April 1st 1986. The origins of the NIDI building date back to the early 17th century when, in 1611, Reinout van Brederode sold part of his orchard to Gijsbrecht Ruijsch who then built a house and became its first inhabitant⁸. Although our building definitely still has some of the peculiar charms of a historical building, it has also been renovated repeatedly by its various owners, lastly by NIDI around the turn of the century. When NIDI joined the Academy in

⁸ The full story of Lange Houtstraat 19 and its inhabitants was documented at the occasion of our third lustrum: NIDI 1986, Lustrumviering in het teken van verandering. NIDI, 1986.

2003, ownership of Lange Houtstraat 19 passed from NIDI to the Academy. The office space measures some 1,200 m² and holds about 60 workspaces, not to mention the garden (although the original orchard has long been gone). Our offices are fully equipped with all amenities, including meeting rooms and a library. Although the basement floor is prone to flooding (not uncommon in the centre of The Hague) which calls for constant surveillance, the current and recently upgraded water management facilities suffice to contain the situation. A more structural solution is incorporated in the Academy's Housing Plan 2008.

NIDI is attached to its office building, as also became apparent in a survey taken two years ago and more recently in discussions with the OC. We highly appreciate the specific, partly immaterial value of our offices as a pleasant and attractive working environment. Recently, the housing of NIDI has gained relevance, as the Academy in an effort to economize on operational costs is considering various options, including a so-called clustering of its institutes located in The Hague. If NIDI would be involved in this clustering, this would imply the removal of NIDI from its current premises, which we would most seriously regret. We understand that the Academy, also forced by budget cuts, is exploring possibilities to economize, also on housing costs. NIDI is willing to play its part in the search for a more cost-effective operation of the Academy institutes. In this respect collaboration with other Academy institutes in the region, for instance in the fields of ict, documentation, administration and hrm can be investigated. NIDI strongly prefers to remain at its current location which has fully acceptable housing costs.

7. Resources, Funding and Facilities

7.1. Resources

A healthy financial position is a prerequisite for successfully implementing our strategy and executing our work programme. NIDI is largely dependent on external funding. In 2006 some 60 percent of our budget had to be acquired externally, while the remaining 40 percent was provided by the Academy as core funding.

Table 7.1 provides an overview of the development of NIDI resources over the past years. Our tight financial situation is reflected in the largely negative operating results. As to the latter it should be mentioned that, in 1999, the Ministry of Education, Culture and Science (OCW) awarded NIDI so-called millennium funds (about € 1.1 million) to prepare for the transition to the new millennium; in 2002 the remainder of € 400.000 000 of this one-off windfall was added to the operating result. In 2003 NIDI joined the Academy and on that occasion the Ministry of OCW increased its contribution to NIDI. Part of this increase was used by the Academy to cover extra overhead costs. As regards resources, it should be mentioned that over the past few years a fundamental shift in funding has taken place. From the last decade of the previous century onwards, a large share of NIDI's financing was obtained from various government departments as semi-structural funding (so-called "target financing"). As a result of overall budget cuts and a retreat of government departments from research, this type of

financing was phased out. The largely negative trend in the operating results, thus was mainly caused by the withdrawal of Dutch government departments from (population) research which could not be compensated for by the Academy and thus increased our acquisition pressure. Recently the negative trend in the operating results has levelled of which indicates that due to increased acquisition as well as the restructuring a new financial balance is being achieved. As was reported before, NIDI is successful in attracting research funds both for basic and applied research in an increasingly competitive environment.

Table 7.1 Funding and expenditure 2000-2007 (in thousand)

<i>Funding:</i>	2000	2001	2002	2003	2004	2005	2006	2007
LumpSum								
Academy	1.167,5	1.222,5	1.272,0	1.559,5	1.755,3	1.791,3	2.000,3	1.941,0
Research Council								
(NWO)	472,2	511,9	617,3	346,9	226,9	403,0	1.172,5	1.009,3
Contracts	2.157,9	1.967,4	3.059,0	2.795,9	2.165,1	1.852,6	2.073,3	2.040,1
Other	73,5	215,0	610,1	85,3	63,0	185,0	74,3	37,0
Total	3.871,1	3.916,8	5.558,4	4.787,6	4.210,3	4.231,9	5.320,4	5.027,4
<i>Expenditure:</i>	2000	2001	2002	2003	2004	2005	2006	2007
Personnel costs	2.819,6	3.070,3	3.287,5	3.382,4	3.374,3	3.076,1	2.954,2	3.214,9
Other costs	946,2	999,3	1.771,1	1.689,2	1.048,8	1.256,9	2.356,6	1.812,5
Total	3.765,8	4.069,6	5.058,6	5.071,6	4.423,1	4.333,0	5.310,8	5.027,4
Operating Result	105,3	-152,8	499,8	-284,0	-212,8	-101,1	9,6	0,0

Staff

At 1st January 2008 NIDI had about 50 staff (41.9 fte) on its payroll (excluding Fellows, Trainees and PHDs that were seconded by other organizations). The total research staff amounted to 27.8 fte while the support staff totalled 14.1 fte. Table 7.2 and *figure 7.1* provide an overview of staff development over the past years. As was indicated before we strive to reach a better balance in the skewed relationship between core and temporary financing on the one hand, and tenured and non-tenured staff on the other. As tenured staff ensures the continuity of our activities and the effective mentoring and guidance of non-tenured staff, a somewhat higher share of tenured staff than the share of core funding is considered acceptable. This presupposes that tenured staff will be successful in acquiring sufficient external funding. In order to ensure sound business operations and to stimulate flexibility, the share of non-tenured research staff needs to be increased.

Table 7.2. NIDI staff by category, 2000-2008

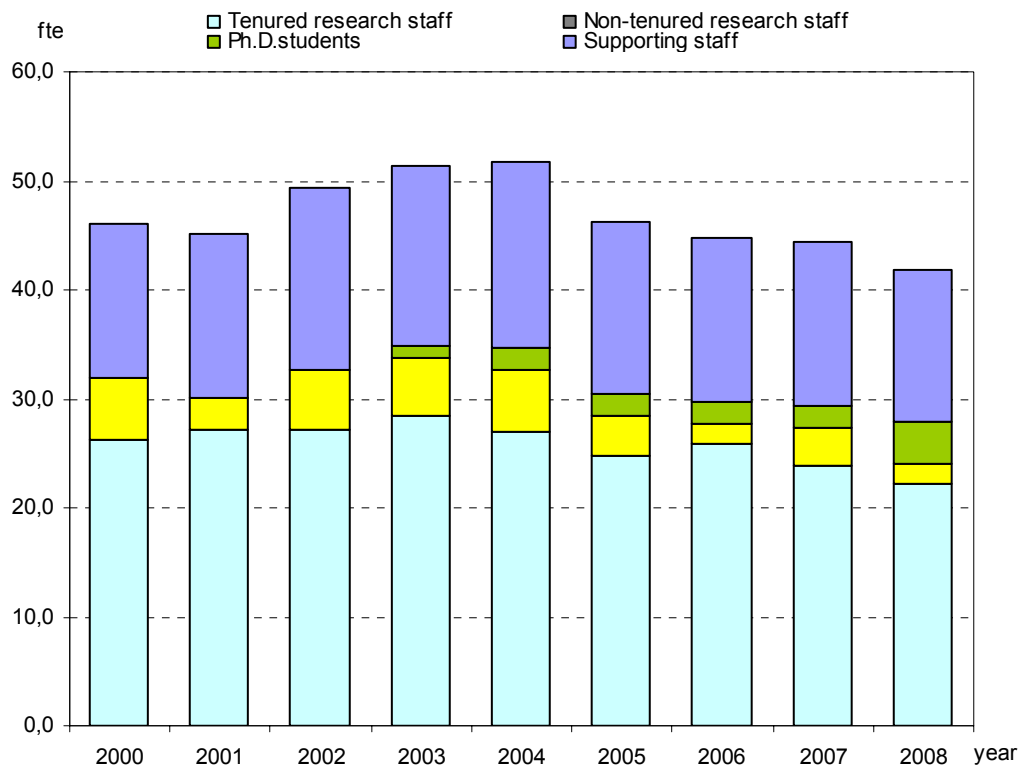
Name and present title		2000	2001	2002	2003	2004	2005	2006	2007	2008
<i>Institutional level</i>										
Tenured research staff	entire institute	26.3	27.1	27.1	28.4	26.9	24.7	25.9	23.8	22.2
Non-tenured research staff	entire institute	5.7	3.0	5.6	5.4	5.8	3.8	1.8	3.6	1.8
Ph.D.candidates	entire institute	-	-	-	1.0	2.0	2.0	2.0	2.0	3.8
Total research staff	entire institute	32.0	30.1	32.7	34.8	34.7	30.5	29.7	29.4	27.8
Supporting staff	entire institute	14.1	15.0	16.6	16.6	17.0	15.7	15.1	15.0	14.1
Total staff	entire institute	46.1	45.1	49.3	51.4	51.7	46.2	44.8	44.4	41.9

In the period 2004-2008 the research staff declined while funding remained at the same level. These trends are associated with our policy to increase the participation of tenured staff in externally funded research. With regard to the number of PhD candidates it should be noted that most of our PhDs are funded by external sources. In addition to the 3.8 fte given in the table, two more PhDs are seconded by other organizations while two regular staff are also engaged in a PhD, bringing the total at 8, which is the highest number ever in the history of NIDI.

The mean age of NIDI staff is 46 years and is expected to further increase to a maximum of 48 years in 2012 (assuming retirement at 65 and new staff member's age at entry same as age at entry of retiring staff member). On average the supporting staff is older (50 years) than the research staff (44 years), which is caused by the fact that non-tenured research staff are relatively young. In the current age composition the middle (45-54 years) age group makes up 35% and the older (55-plus) age group 25% of our staff. Looking ahead, scenario calculations of trends in NIDI manpower indicate that tenured research staff will be the oldest staff category; the rise in the mean age will mainly be caused by the strong increase of 55-plus staff to 40% in 2012. In 2010 two thirds of the staff is expected to be 45 and older. The projections also indicate that the share of young researchers will increase, slowly first and more rapidly after 2012. As a consequence the share of the age groups in the middle will decrease. By the year 2018, 60-plus staff would be the largest age category. The irregularities in the age

structure would become smaller when staff would retire early, as is shown in a scenario which assumes retirement at the age of 63 in stead of the current age of 65. When all retiring staff (age 65) would be replaced by temporary staff on 4-year contracts, the irregularities in the age composition would hardly decrease, as is shown in a final scenario. The ageing of the staff gives rise to concern and human resources policy will increasingly need to address this. Although the staff is motivated and dedicated, the pressure is considerable to keep up with new developments in science and to further develop or acquire the skills that are part of demographic research in the 21st century.

Figure 7.1. NIDI staff by category in fte's, 2000-2008



8. Self-assessment: Perspectives and Expectations (SWOT)

An overall analysis of the strengths (S), weaknesses (W), opportunities (O), and threats (T) is part of the evaluation process. The SWOT analysis summarizes major dimensions of our self assessment and provides insights into the directions of future change.

Strengths:

1. **The NIDI mission.** Our mission has a broad scope and a focused approach. The broad scope is the study of population issues which are socially relevant. This scope implies

strong links with and a potentially large interest of society. Our mission has a focused approach: scientific, interdisciplinary and international, embodied in a clear strategy. Serving science and practice, including policy, with mutually reinforcing basic and applied research.

2. **Impact.** NIDI research has a strong impact because of our societal focus. A large share of externally funded projects keeps us in tune with societal needs and priorities and our capability to keep up this external funding indicates that we are serving a social function. This is reinforced by our capability to deliver proper scientific output.
3. **Staff.** NIDI has a motivated and dedicated scientific and supporting staff working with shared objectives in a good team spirit and with a solid infrastructure. The institute offers an attractive research environment both for junior and senior experts.

Weaknesses:

1. **Financial vulnerability.** NIDI is largely dependent on external funding (60%); the relatively small share of core funding limits full fledged innovation. The loss of semi-structural funding (target financing) by the Dutch government has weakened the base for applied research, at least in The Netherlands.
2. **Qualitative mismatch.** The capacities to cope with an increasingly competitive context which poses ever higher demands are unevenly distributed in the staff. Part of this mismatch can be attributed to the ageing staff. An unbalanced distribution of competences with a lack of scientific capabilities at midlevel results in an overburdening of leading staff. High acquisition pressure adds on to this pressure.
3. **Mobility.** Low mobility of staff also due to past policy and current (but slowly changing) Dutch labour laws which still tend to favor tenured positions. This limits mobility and has created an imbalance in the staff to the advantage of tenured positions which also limits internal career opportunities. Because of ageing, leading staff will leave the institute in the foreseeable future. Structural funds to recruit (international) new talents, especially at mid and senior level are lacking.

Opportunities:

1. **Population awareness.** Population issues are high on policy agendas, especially at the European level. Population studies are included in specific financial instruments such as the EU Framework programmes. The internationalization of science and policy offers challenging opportunities.
2. **Strategic fit.** Our strategic scope, approach and methodology fit well with both scientific and policy interests. The longitudinal perspective gains relevance, as does the interdisciplinary approach and the life course focus. Our mission of social relevant research supports this.
3. **Attractiveness.** NIDI is an attractive partner for national and international scientific collaboration, both for basic and applied (contract) research. Our mission, approach and sound infrastructure enhance strategic alliances, based on added value.

Threats:

1. **Harsh climate for research.** Public support for research, also on population issues, has become smaller. The overall policy interest in population issues does not translate into sufficient and structural financial public means for research. Dependence on ad hoc support limits scientific agenda setting. Counter balancing by Academy is limited.
2. **Competing disciplines.** The high profile of population-related social issues (such as the sustainability of pension systems, health care financing, integration of migrants), attracts other disciplines like economics, epidemiology and public health which study similar social issues. In the resulting competition, demography could be pushed into a limited and supporting role.
3. **Next generation.** Careers in academic research are less attractive to young talents than careers in the private sector. Smaller disciplines, like demography, can offer fewer career opportunities to young scholars than larger disciplines, also in research. Demography competes in a shrinking scientific market.

Annex I

NIDI Staff composition 1st January 2008⁹

⁹ Including both staff on NIDI payroll and other staff, fellows and trainees.

Directorate

Professor dr ir Frans Willekens	Director
Drs Nico van Nimwegen	Deputy Director

Social Demography Department (SoDem)

Dr Kène Henkens	Head of Department
Professor dr Aat Liefbroer	Head of Department
Drs Gijs Beets	Researcher
Dr Harry van Dalen	Researcher
Professor dr Pearl Dykstra	Researcher
Drs Ingrid Esveldt	Researcher
Dr Tineke Fokkema	Researcher
Drs Chantal Goes	PhD candidate
Doreen Huschek, MA	PhD candidate
Drs Renske Keizer	PhD candidate
Dr Frans van Poppel	Researcher
Dr ir Hanna van Solinge	Researcher
Drs Judith Soons	Ph D candidate

Projections, Migration and Health Department (PMH)

Drs Joop de Beer	Head of Department
Drs Erik Beekink	Researcher
Dr Luc Bonneux	Researcher
Dr Alinda Bosch	Researcher
Dr Frank Eelens	Researcher
Drs Peter Ekamper	Researcher
Drs Rob van der Erf	Researcher
Dr Nicole van der Gaag	Researcher
Drs George Groenewold	Researcher
Drs Liesbeth Heering	Researcher
Drs Corina Huisman	Researcher
Drs Mieke Reuser	PhD candidate
Drs Jeannette Schoorl	Researcher
Dr Ernst Spaan	Researcher
Dr Helga de Valk	Researcher

Fellows

Prof. dr Dirk J. Van de Kaa	Honorary Fellow
Prof. dr Jenny Gierveld	Honorary Fellow
Prof. dr Jeroen van Ginneken	Honorary Fellow
Drs Carlo van Praag	Fellow

Trainees

Drs Anne van Putten	PhD candidate (SoDem) Utrecht University
Beate Nowok	PhD candidate (PMH) Groningen University
Kris Noam	Masters trainee Free University
Niels Schenk	PhD candidate (SoDem) Utrecht University
Ting Li	Masters trainee Utrecht University

Support Department

Nico van Nimwegen	Head of Department
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Research Support

Drs Susan ter Bekke	Research assistant
Renée Wetters	Research assistant

Finance and Human Resources

Wim de Jonge	Head
Vanessa Hage	Controler
Ragna van der Kolk	Finance assistant
Maria Koens	Bookkeeping assistant
Monique van der Plas	Reception
Hans Uytenhout	Finance assistant
Amrietpersad Niranjan	Housekeeping

ICT

Drs Jeroen Berkien	Head/System manager
Dr Mathieu Starink	ICT Engineer

Secretariat

Vera Holman	Head/ Magement assistant
Jeannette van der Aar	Secretary
Tonny Nieuwstraten	Secretary/ Reception
Jacqueline van der Helm	Secretary

Information & Publication

Harry Bronsema	Editor
Jolande Siebenga	Library/Documentation

Annex II

NIDI Research Projects

2000 - 2007

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Social Demography		
1.100.00	Fertility trends in the Netherlands and Europe		
1.100.02	Late and low fertility: childlessness	-2007	NIDI
1.100.03	The Second Demographic Transition	2000 -	NIDI/European Science Foundation
100.04	The timing of the first child	-2000	Ministerie van Sociale Zaken en Werkgelegenheid
1.100.06	Gender and Generations Programme	2001-2005	NIDI
1.100.07	Relationship dissolution in Europe	2004-2006	NWO, NIDI
1.100.08	Fertility Intentions and Outcomes (Fertint)	2006-2007	European Commission (DG Employment)
1.100.09	Generations and Gender Programme (Gender 2007)	2008-2010	European Commission (FP7)
1.101.00	Fertility and life courses		
1.101.02	Preferences, values and norms regarding the formation of relationships and fertility behaviour	-2006	NIDI
101.07	From youth to adulthood: The Netherlands in a European perspective	2004-2005	WRR, European Commission/RTN
1.101.08	Life course trajectories and well-being among young adults	2005-	NWO
1.101.09	Demography of young adults and intergenerational transfer	2004-	NIDI/Vrije Universiteit
1.101.11	Households in transition - a policy-oriented analysis (HIT)	2005-2006	European Commission (DG Employment)
1.101.12	Reproductive decision-making in a macro-micro perspective (REPRO)	2008-2010	European Commission (FP7)
1.102.00	Family formation from a historical perspective		
102.01	Hofstee Archives	-2004	NIDI
102.02	Family formation and household formation in the town of Woerden, 1815-1930	-2002	NIDI
1.102.03	Nuptiality in the Netherlands, 1815-1970	-2006	NIDI
102.05	Leavers and stayers in households in Eurasian societies	2003	European Science Foundation
1.103.00	Demography of family relationships		
1.103.01	Netherlands Kinship Panel Study (NKPS)		NWO, NIDI, Departementen (BKF)
1.103.02	Family ties and the behavioural choices of young people: a survey among migrant and non-migrant population groups in the Netherlands	2002-2006	NIDI
1.103.03	Solidarity and conflict in family relationships	2002-2006	NIDI
1.103.04	From generation to generation; transmission of work-family patterns and exchange of support between parents and children	2004-2006	NWO, NIDI
1.103.05	Antecedents and consequences of childlessness	2005-2009	NWO/ BKF

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Social Demography		
1.200.00	Living arrangements of the elderly		
200.01	Living arrangements and social networks of the elderly (NESTOR-LSN)	-2001	Ministeries van Onderwijs, Cultuur en Wetenschappen en Volksgezondheid, Welzijn en Sport VWS
200.04	Institutional households	2002	NWO
200.05	The implications of divorce for old age	2003	NWO
200.08	Informal care for the elderly: an analysis of supply and demand	2002	Ministerie van Volksgezondheid, Welzijn en Sport
1.200.09	Diversity in late life	2001-2005	NWO
1.200.10	Comparative effectiveness study of interventions to prevent and alleviate loneliness among the elderly	2001-2005	Stichting Sluysterma van Loo
1.200.12	Major ageing and gender issues in Europe (MAGGIE)	2006-2009	European Commission (FP6)
1.200.13	Personal support norms: willingness to give and to receive	2006-2006	Sociaal en Cultureel Planbureau
1.200.14	European landscape of variations in intergenerational solidarity (ELVIS)	2006-2007	European Commission (DG Employment)
1.200.15	Demographic changes, intergenerational solidarity, well-being and social integration (Multilinks)	2008-2010	European Commission (FP7)
1.201.00	International research into living arrangements and ageing	-2005	
	Global ageing	-2003	NIDI
201.04	Network for integrated population studies (NIEPS)	2001-2003	European Commission (FP6)
1.202.00	The long-term development of public health		
1.202.01	Infant mortality in Europe	-2006	NIDI
1.202.03	Religious denomination and infant and child mortality	-2006	NIDI
1.203.00	Health differentials	2003-	
203.03	Marital status and living arrangements	-2000	NIDI
1.203.05	Inequality in longevity from a life course perspective: The Netherlands 1850-2000	2002-2006	US National Institute of Ageing, NIDI
1.205.00	Demographic studies of population groups		
205.01	Socio-demographic research among Jews in the Netherlands	-2002	Stichting Joods Maatschappelijk Werk
205.02	Estimating the number of potential beneficiaries of the Holocaust compensation fund	-2000	Centraal Joods Overleg
205.03	Demography of the Dutch Indonesians	2001-2004	Stichting Het Gebaar
205.04	Demographic Atlas of the Netherlands 1850-2000	2002-2003	NIDI

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
Social Demography			
1.400.00	Periodic surveys on population issues		
1.400.02	Survey of Opinions and Attitudes on Aspects of Population issues (MOAB)	-2006	Ministerie van Onderwijs, Cultuur en Wetenschappen (doelfinanciering)
1.400.03	Population Policy Acceptance in Europe (PPA)	2000-2006	Ministerie van Onderwijs, Cultuur en Wetenschappen (doelfinanciering)
1.401.00	Periodic reporting on population issues		
1.401.04	Population issues in the Netherlands (WPRB)	-2009	Ministerie van Onderwijs, Cultuur en Wetenschappen (doelfinanciering)
1.401.05	Monitor social situation in the European Union (European Observatory 2007)	2005-2008	European Commission (DG Employment)
Education on population issues			
402.01	Survey of students' opinions on population issues	-2000	NIDI
402.02	PopTrain, an educational demographic software programme	-2002	NIDI
402.04	Demographic trends and their implications for education	-2001	NIDI
1.500.00	Demography and the labour market		
1.500.01	Labour force participation and the income position of the elderly	-2006	SSHRS- Canada; Stichting Pensioenwetenschap, NIDI, Ministerie Sociale Zaken en Werkgelegenheid
500.03	Retiring from the labour force: from collective schemes to tailor-made solutions	2001-2002	Stichting Management Studies
500.04	A structural approach to bottlenecks in the labour market	2001-2002	Organisatie voor Strategisch Arbeidsmarktonderzoek (OSA)
1.500.05	Early retirement: determinants of and implications for health, personal relationships and well-being	2002-2006	NWO, NIDI
500.06	Opening the labour market for older adults: desirable or taboo	2003	Ministerie van Sociale Zaken en Werkgelegenheid
500.07	The joy of working longer	2004-2005	Nederlandse Stichting voor Psychotechniek en Stichting Instituut GAK

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
Social Demography			
1.500.10	The process of retirement: a dynamic and multi-actor perspective	2005-2007	NWO
1.500.11	Emigration and the labour market	2007	Ministerie van Financiën
1.500.12	Employers' attitudes towards ageing	2006-2006	Ministerie van Economische Zaken
1.500.13	Activating Senior Potential in Ageing Europe (ASPA)	2008-2010	European Commission (FP7)
Models and Projections			
2.700.00 Developing and applying models			
700.01	Regional population dynamics and regional-economic development in north-west Europe	-2001	Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieu (doelsubsidie)
2.700.02	Simulation models for manpower planning in the civil service	-2006	Rijks Gebouwendienst
700.08	Regional labour markets and migration	-2000	Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieu (doelsubsidie)
700.09	Population ageing in Noord-Brabant	-2000	Provincie Brabant
700.1	Demographic developments VROM	-2001	Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieu (doelsubsidie)
700.13	Explorative research on household factors influencing moving behaviour	2001-2004	Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieu (doelsubsidie)/ Centaal Bureau voor de Statistiek
700.15	Projections on international education	2002-2003	Berlage Lyceum, Stichting Dyade en Stichting Internationaal Onderwijs
2.700.16	Projections of the manpower of the police workforce	2004-2005	Ministerie van Binnenlandse Zaken
2.700.18	Evaluation of demographic scenarios for city of The Hague	2005-2005	Haagse Stadspartij
2.700.19	Digital historical maps	2006-	Groene Hart Archieven / Provincie Utrecht

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Models and projections		
701.00	Household projections	-2000	
2.702.00	European population projections		
702.03	Analyzing and forecasting international migration in Europe	-2001	European Commission (Eurostat)
702.05	Forecasting mortality by sex, age and cause of death: working towards methods and hypotheses	-2000	European Commission (Eurostat)
702.1	Regional international migration and migrant populations	-2000	European Commission (Eurostat)
702.14	Demographic projections Eurostat	2001-2003	European Commission (Eurostat)
702.15	Stochastic population forecasts for the European Economic Area	2001-2004	European Commission (Eurostat)
2.702.16	Research training network on demographic sustainability and European integration (RTN-DEMOG)	2002-2005	European Commission (FP5)
2.702.17	Future elderly living conditions in Europe (FELICIE)	2003-2006	European Commission (FP5)
702.18	Past and future interregional migration trends and patterns within EU countries	2002	European Commission (Eurostat)
702.19	Compilation of national and regional long-term population scenarios for the 12 EU Candidate Countries	2002	European Commission (Eurostat)
2.702.25	Bridging the micro-macro gap in population forecasting (MicMac)	2005-2009	European Commission (FP6)
2.702.26	Demography and Vocational Education and Training (VET)	2006	European Commission (CeDeFop)
2.703.00	Demography of firms		NIDI
2.703.01	Developing a simulation model SIMFIRMS 3	-2006	Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieu (doelsubsidie)/NIDI
704.00	Mortality projections	-2000	
704.04	Regional mortality differences by cause of death in the European Union, 1994-1996	-2001	European Commission (Eurostat)
705.00	Economy and demography	-2004	
705.01	Economic determinants of mortality differentials in Europe	-2004	NWO
705.02	Economic determinants of international migration in Europe	-2004	NWO
705.03	A dynamic economic-demographic scenario model for Europe	-2004	NWO
705.04	Economic determinants of regional migration in Europe	-2004	NWO
705.05	Compilation of demographic scenarios based on time-series analyses and expert opinions	2002-2003	NWO
2.706.00	Population statistics Eurostat		
2.706.01	Eurostat's National and Regional population statistics	2003-2006	European Commission (Eurostat)

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
Models and Projections			
706.02	Asylum and migration statistics Eurostat	2001-2004	European Commission (Eurostat)
706.03	Completion of Eurostat's national and regional demographic database for the 1990s	2002-2003	European Commission (Eurostat)
2.706.07	Towards Harmonised European Statistics on International Migration (THESIM)	2004-2005	European Commission (FP6)
2.706.08	Decomposition of life expectancy changes by cause of death	2006- 2007	European Commission (Eurostat)
2.706.09	Modeling of statistical data on migration and migrant populations (MIMOSA)	2006-2006	European Commission (Eurostat)
2.706.10	Atlas on Mortality	2007-2008	European Commission (Eurostat)
2.706.11	The Health Status in the European Union	2007	Pictures Travel Conference Division
707.00	Population and sustainable development: phoenix plus	-2001	NIDI
707.01	Demographic scenarios for the VISIONS project	2001	RIVM
502.00	Demography and public spending	-2003	
502.01	A sustainable system of senior worker schemes	2003	Ministerie van Onderwijs, Cultuur en Wetenschappen
502.02	Ageing scenarios for the education sector	2001	Ministerie van Onderwijs, Cultuur en Wetenschappen
Population, Migration and Development			
2.300.00	Consequences of international migration		
300.01	International migration networks and choice of spouse	-2000	Ministerie van Buitenlandse Zaken/Ontwikkelings samenwerking (doelsubsidie)
300.04	Old and new migrant groups in the Netherlands	-2001	WRR
300.05	Non-recent migrants in perspective	-2000	NIDI

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Population, Migration and Development		
2.300.06	Asian immigrants and entrepreneurs	2001-2005	Ministerie van Buitenlandse Zaken/Ontwikkelingssamenwerking (doelsubsidie)
300.07	Survey Afghan refugees in Pakistan	2002-2002	UNHCR
2.300.08	Migration policy and attitudes	2003-2005	Ministerie van Buitenlandse Zaken /Ontwikkelingssamenwerking (doelsubsidie)
2.300.10	Determinants and consequences of Antillean/Caribbean migration	2004-2005	NIDI
2.300.11	International Migration, Integration and Social Cohesion in Europe (IMISCOE)	2003-2009	European Commission (FP6)
2.300.12	The integration of the European Second generation (TIES)	2003-2009	Volkswagen Stiftung, Ministerie van Justitie, Gemeente Rotterdam
2.300.13	Moroccans in the Netherlands	2006-2006	Ministerie van Justitie
2.300.14	Children of immigrants in school (CIS)	2006-2007	Nuffield Foundation UK
2.300.15	Research Training Network Union Formation (RTN-TIES)	2007-	European Commission (FP6)
2.300.17	Children in migrant families	2007-	UNICEF
301.00	Backgrounds of international migration	-2002	
301.01	Push and pull factors of international migration	-2000	European Commission (Eurostat)
301.03	Push and pull factors of international migration: migration and non-migration in the future	-2000	NIDI/Ministerie van Buitenlandse Zaken (doelsubsidie)
301.04	Push and pull factors of international migration: migration and development	-2000	NIDI/Ministerie van Buitenlandse Zaken (doelsubsidie)
301.06	Push and pull factors of international migration	2002-2005	NIDI/Ministerie van Buitenlandse Zaken
2.302.00	International migration trends		
2.302.06	Asylum seekers and refugees in Europe	-2006	European Commission (Eurostat)
302.07	Demographic characteristics of immigrant populations	-2001	NIDI/Council of Europe
302.08	Medstat/Medmigr: Mediterranean migration statistics	-2003	European Commission (Eurostat)
2.302.09	Database High Level Working Group on Asylum and Migration	-2005	Ministerie van Buitenlandse Zaken (doelsubsidie)
2.302.10	Estimation of international migration flows in Europe	2006-2009	University of Groningen

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Population, Migration and Development		
2.302.11	Modeling of Migration and Migrant Populations (MIMOSA)	2007-2009	European Commission (Eurostat)
303.00	Databases on international migration and migrants	-2001	
303.06	Improvement of international migration statistics in Turkey	-2001	UNFPA
304.00	International migration trends	-2003	
304.08	Displacement in the Solomon Islands	2002-2003	Ministerie van Buitenlandse Zaken (doelsubsidie)
2.304.10	Migration-development policies in Africa	2006	Ministerie van Buitenlandse Zaken (doelsubsidie)
3.600.00	Key demographic statistics	2002-	
600.01	Solomon Islands 1999 population and housing census	-2002	European Commission
600.02	Training in population and development, Surinam	-2002	UNFPA
600.03	Census Yemen	-2000	European Commission
600.04	Census Netherlands Antilles / Commission for Population and Development	-2003	Regering Nederlandse Antillen
3.600.06	Demographic surveillance systems, Bangladesh	2002-2005	Nederlandse Ambassade Bangladesh
600.07	Development of mortality estimation techniques	2002-2004	NIDI
600.08	Training on Population, Health and Development in Eritrea	2002-2003	UNFPA
3.600.09	Research and Integration, Health Information Aruba	- 2010	Government Aruba
3.600.13	Population and Foreign policy	2006-2007	Ministerie van Buitenlandse Zaken
3.601.00	Reproductive health	-2005	
601.03	Strengthening research and training in population dynamics of rural fishing communities in Asia and Africa	-2000	FAO
3.601.04	Adolescent reproductive health in Bangladesh	2000-2005	NWO, NIDI

NIDI RESEARCHPROJECTS 2000-2007			
Code		Period	Contractors
	Population, Migration and Development		
3.601.05	Healthy reproduction: Research for action (HERA)	2002-2006	
3.601.06	Spandana: reproductive health in Dharwad, India	2000-2005	Bernard van Leer Foundation/ IDPAD (Indo-Dutch Programme on Alternatives in Development)
6001.07	Reproductive health in Africa/ Male involvement in reproductive health.	2001-2004	Ministerie van Buitenlandse Zaken (doelsubsidie)
601.08	Women and development in Bangladesh	-2000	NIDI
3.601.13	Poverty, gender and HIV/AIDS risk behaviour	2003-2005	NIDI
3.604.00	Monitoring and policy		
2.604.01	Financial resource flows for population and AIDS activities (Resource Flows + HIV/AIDS)		UNFPA, UNAIDS
604.02	Reproductive Health Initiative, Asia	2003	UNFPA, UNAIDS
3.604.03	Reproductive health monitoring and evaluation	2004-2005	Ministerie van Buitenlandse Zaken (doelsubsidie)
604.04	Population effects of war in view of compensation payments	2003	UNEP
3.604.05	Millennium Development Goals for refugees and IDPs	2005-2006	UNHCR
605.02	Evaluation of multilateral organisations	2001	Ministerie van Buitenlandse Zaken (doelsubsidie)
2.606.01	Demography , Epidemiology and Actuariat (DEA)	2007-2009	KNAW (Strategiefonds)