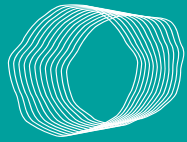




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NORDICORE: Nordic Centre for Research on Gender Equality in Research and Innovation

Mari Teigen

Brussels, 8th November, 2016

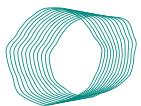
«Blockages» to women's advancement in science

- Coincidences – children & productivity
- Segregation across disciplines and fields
- Differences in access to informal networks
- Gender biased evaluation procedures and research funding
- Gender differences in motivation and self-confidence
- Self-limiting gender stereotypes



Gender equality challenges studied in a Nordic context

- Assessment of grant proposals (Wenneras and Wold, 1997)
- Productivity puzzle (Kyvik & Teigen 1996)
- Gender bias and «non-events» (Husu 2001)
- Reallocation of research funding (Sandstrøm et al. 2010)
- Gendered conceptions (Powell 2016, Lund 2015)
- Consequences of research and political trends or shifts (Nielsen 2015)



Nordic gender equality challenges in academia – complex and multifaceted

Crucial gaps in existing knowledge:

- Consequences of general welfare-state policies – and equality measures for career opportunities
- Consequences of cultural norms maintaining or changing gender imbalances in career advancement

Pillars of NORDICORE

- I. Assess impact of equality policies
- II. Identify barriers and ways to overcome barriers
- III. Understand gender equality in research within the larger labour market context
- IV. Engaging stakeholders at all stages
- V. Knowledge exchange
- VI. Research ambitions comprise of six work-packages



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WP 1: Evaluation of gender equality policy

Principal Investigator:

Charlotte Silander

Senior Lecturer

Department of Education, Linnaeus University

Evaluation of gender equality policies

To what extent is there a correlation between the gender equality and diversity policies and the composition of the work staff over time?

Data and Method

- Data-base of institutional gender equality and policies – and match with register data on gender balance in top research positions
- Mapping of policies through survey to HR and chief executive officers





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WP 2: Gender equality from below

Principal Investigator:
Vivian Anette Lagesen

Professor

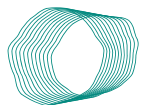
Science and Technology Studies, NTNU

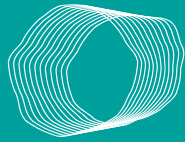
Gender equality from below

Develop equality measures at *department level* and aims at changing the *culture* in research communities.

Data and method

- Department management and research directors understanding of challenges





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WP 3: Research careers, gender and family dynamics

Principal investigator:
Guðbjörg Linda Rafnsdóttir
Prof. of Sociology
University of Iceland

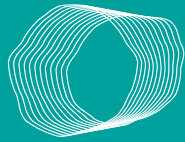
Research careers, gender and family dynamics

Do Nordic family-friendly policies contribute to a greater acceptance of lagged careers – with increasing negative consequences for gender balance as expectations to academic careers intensifies?

Data and method

- Longitudinal register data
- In-depth interviews





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WP 4: Gendered patterns of competence and hireability

Principal Investigator:
Arnfinn H. Midtbøen
Senior Research Fellow
Institute for Social Research, Oslo

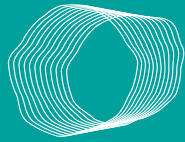
Gendered patterns of competence and hireability

Can gender inequality be explained by systematic differences in the perception of women's and men's competence and hireability? Is there a gendered child penalty for academic promotions and research grants?

Data and method

- Survey experiment





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WP 5: Evaluative cultures and practices in recruitment.

Principal Investigator:

Mathias Wullum Nielsen

Postdoctoral Fellow

Stanford University/Institute for Social Research, Oslo

Evaluative cultures and practices in recruitment

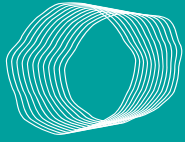
How are meritocratic ideals played out?

- How do academic gatekeepers think about scientific excellence?
- How do evaluative practices vary across organizational contexts?
- What do we learn by studying recruitment through a gender lens?

Data and method

- Multi-method approach
- Follow all stages from vacancy to the final hiring decision is made.





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WP 6: Labour markets and policy contexts: comparing across sectors

Principal Investigator:
Liza Reisel
Research Director
Institute for Social Research, Oslo

Labour markets and policy contexts: comparing across sectors

- Comparative reflections about the potential for change.
- Explore Nordic variation in the institutionalization of research and innovation and the progress towards gender equality.
- Gender equality cultures in context of Nordic variations in the institutionalization of gender equality policies.

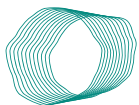


Nordic comparisons per work-packages

	Norway	Sweden	Iceland	Finland	Denmark
WP 1	X	X		X	
WP 2	X				
WP 3	X	X	X		
WP 4	X				X
WP 5	X	X	X		
WP 6	X	X	X	X	X

Communication and dissemination

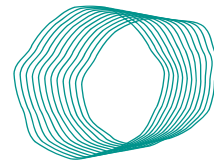
- Workshops, seminars and discussion forums with relevant stakeholders
- Facilitate user-involvement
- From practice to research and from research to practice



Concluding remark

- Nordic comparison
- Stake-holder engagement beyond the “usual suspects”
- Contribute to solve the paradox

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