

# Gender Initiatives in Europe, the Nordics and Norway

**Hans M Borchgrevink, The Research Council of Norway (RCN)**

EU Gender Impact Assessment Expert Advisory Group

EU Marie S Curie Advisory Group

ERA Communication Expert Advisory Group (subgroup gender)

Science Europe Task Force on Gender and Diversity

ERA SG on Human Resources and Mobility

Chair ERA SGHRM WG Monitoring and Indicators

EURAXESS TOP2 FP7 project

ERA-Net GENDERNET project

# Current research policy initiatives in Europe where gender must be addressed

## Preparing

- **EU HORIZON 2020**
  - **the new framework programme for research and innovation 2014-2020**
  - covering only 6-7% of European governmental R&D funding
  - includes ERC, Marie Sklodovska Curie Actions
  - Helsinki Advisory Group, EU **Gender** Impact Assessment Expert Advisory Group
- **Science Europe**
  - **the new policy arena for European research funding organisations**
  - covering most of the remaining governmental R&D funding
  - establishing WGs in all major research policy areas
  - includes Task Force on **Gender and Diversity**, WG being established
- **European Research Area (ERA 2020) initiatives**
  - to facilitate knowledge and brain circulation and fight fragmentation
  - state-of-play statistics: Innovation Union Scoreboard, ERA Progress Report 2013, Researchers' Report 2013, MORE2 survey (15,000 researchers)
  - includes ERA Communication Expert Advisory Group (**subgroup gender**)
- **European Science Foundation (ESF) terminates 2015**
- **EU projects: ERA-Net GENDERNET, COST-Action genderSTE**

# ERAC - European Research Area Committee

- **reporting directly to the European Council**
  - consists of the political Heads of the Member States, its President, and the President of the Commission
  - defines the general political directions
- **ERA WGs reporting to ERAC:**
  - **GPC** Joint Programming Initiatives (proposed: 10 JPIs, financed outside HORIZON 2020)
  - **ESFRI** Research infrastructure
  - **KT** Knowledge Transfer and IPR
  - **SFIC** Strategic Forum for International Coordination of Science and Technology, i.e. coordination of European countries' research collaboration with big 3. countries and emerging economies (BRIC, USA...)
  - **SGHRM** Steering Group for Human Resources and Mobility, **includes researcher recruitment and gender; EURAXESS**
  - **Helsinki group** Gender perspectives

# EURAXESS in Horizon2020 calls

## H2020 WORK PROGRAMME 2014 – 2015

### 17. Science with and for Society (SwafS)

- **SEAC.3.2014** – Trans-national operation of the EURAXESS Service network

Scope: The objective.....the EURAXESS Service Centres to take care of the career development....with a **particular focus on female students/ researchers**.... In addition, a **EURAXESS section will be dedicated to gender-specific issues**....., programmes aimed at female researchers, Universities and research organisations...(to set up) **Gender Equality Plans (GEP)**

**SEAC.4.2015** - EURAXESS outreach to industry

Scope: This action aims at providing EURAXESS service centres with tools to increase the uptake/use of the EURAXESS portals and services by the industry sector. **Gender equality shall also be taken into account in the activities.**

# Important gender initiatives to be focused

- **SHE Figures 2012:** Still only 20 % women in Grade A researcher positions, although  
~50% women PhDs - a **waste of talent!**

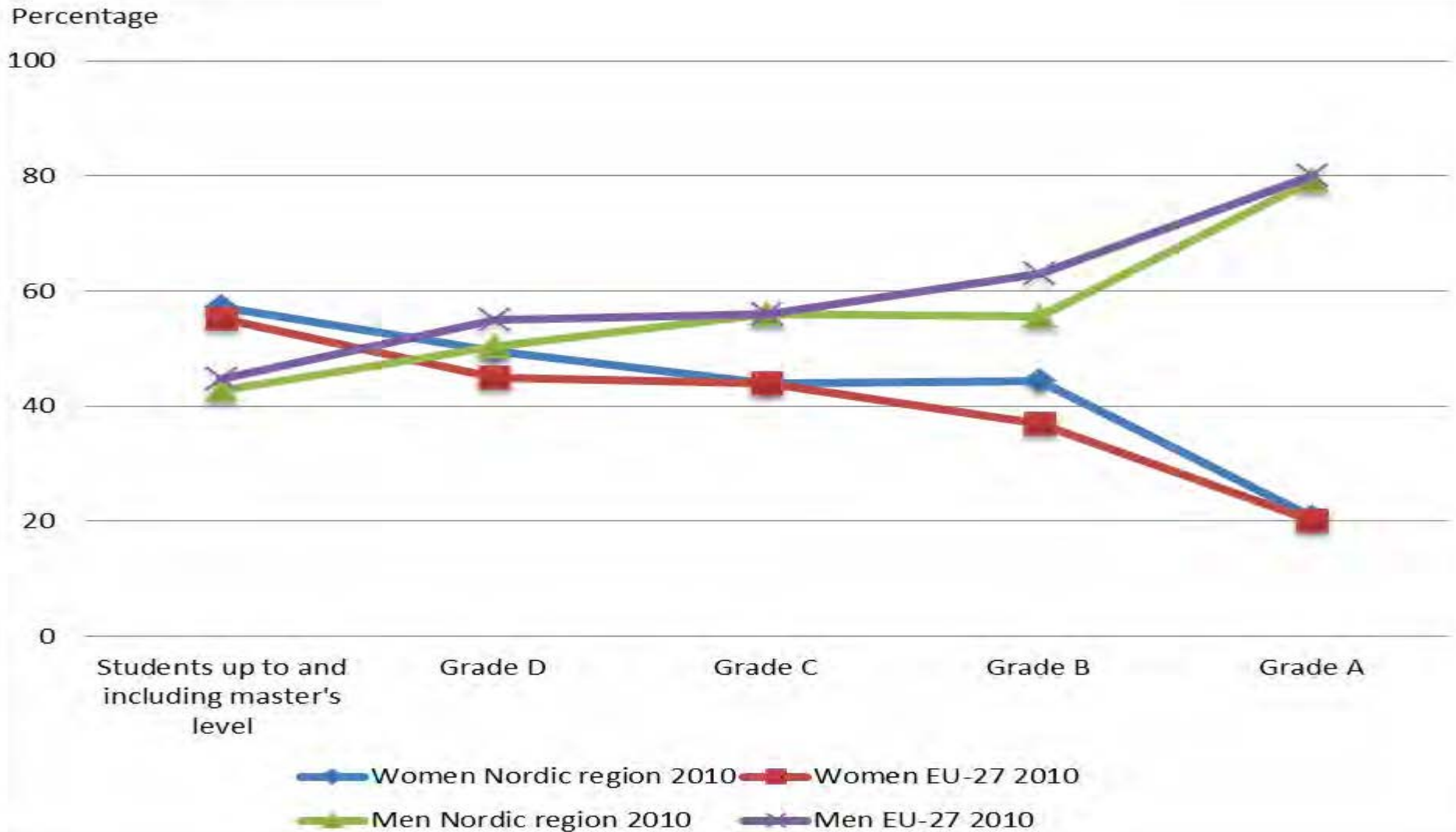
**To make this politically visible**, we need to

- **introduce a Gender Indicator into the EU Innovation Union Scoreboard**
- **«% women in Grade A researcher positions»**  
- indicator proposed by the SGHRM, its WG Monitoring, the European Gender Summit 2012, the Helsinki Group, the ERA Communication Group – **also by Gender Summit 2013?**

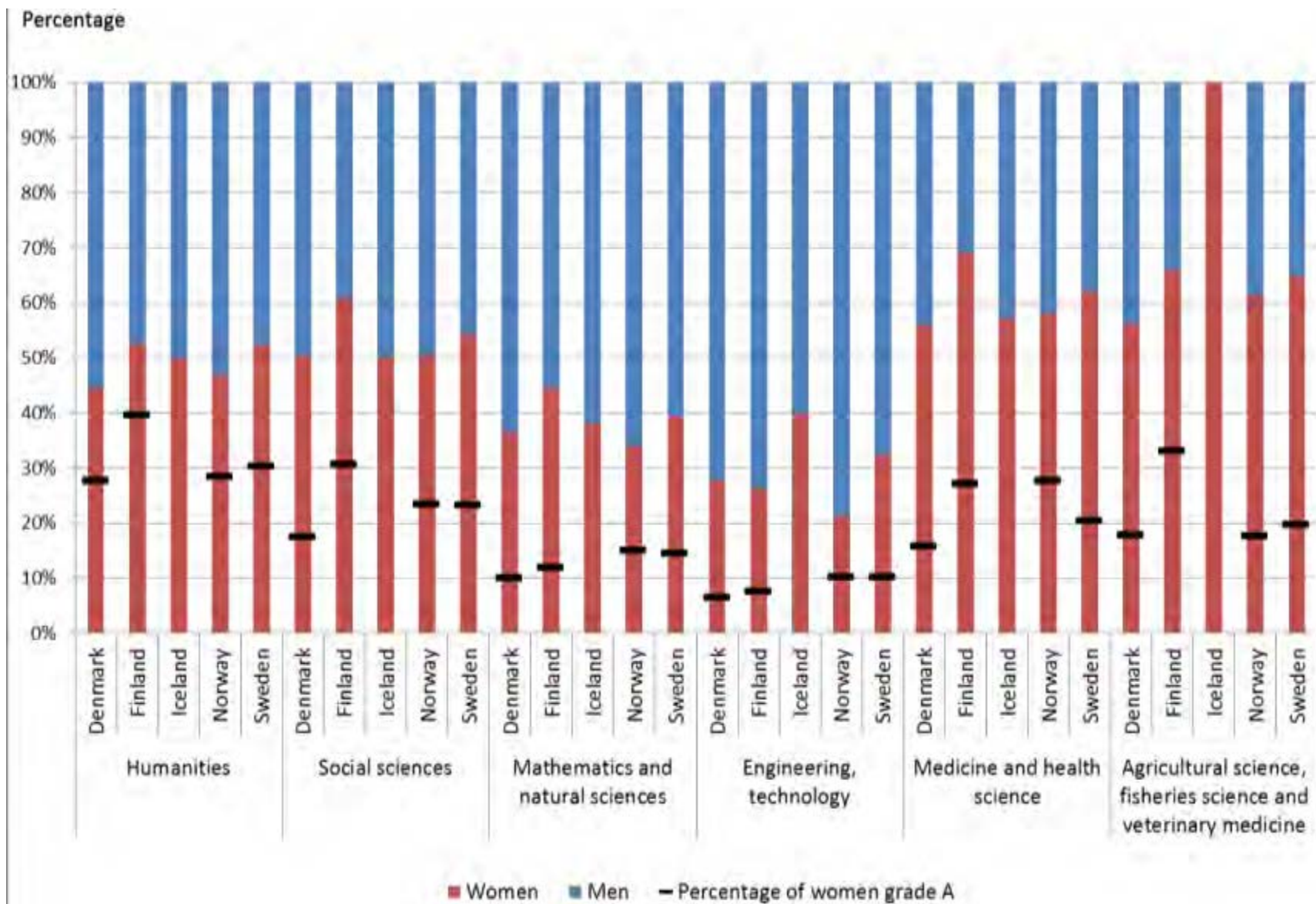
**Need for**

- **Structural change:** >40% gender balance in boards, committees, evaluation bodies, peer review, panels. **ERC**
- Gender perspectives demanded in **research content**

# % women researchers in the Nordics



# % Nordic women Grade A researchers by field



## Percentage of women and men on the research council boards, and rectors at higher education institutions in the Nordic region in 2010 – and European ranking

Country	Board representation		Ranking	Per cent rectors		Ranking
	% women	% men		% women	% men	
Denmark	35	65	7	14	86	13
Finland	45	55	3	25	75	3
Iceland	40	60	4	20	80	7
Norway	46	54	2	32	68	1
Sweden	49	51	1	27	73	2

- **Gender quotas have been instrumental**
- <http://www.norden.org/no/publikationer/publikasjoner/2013-544>



- **Norway – RCN initiatives**

# «Soft push»RCN initiatives for Gender Equality in Norwegian Centers of Excellence in 3 calls

## «Soft push» gender equality initiatives:

The applicants were asked how they would

- integrate gender issues
- stimulate recruitment of women researchers and research leaders

No gender  
initiative

Slightly stronger  
gender initiatives  
in call-text

2003

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013

# «Soft push» increased % of women leaders in Norwegian Centres of Excellence

Women Centre leaders:

0 % of engaged

13 % of engaged

23 % of engaged

Professors/researchers:

17 % of engaged

23 % of engaged

PhD-grantees:

35 % of engaged

53 % of engaged

Post-docs:

27 % of engaged

44 % of engaged

2003

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013

# RCN initiatives which increased % women in research Centres of Excellence and YFF

## Without "gender initiatives"

### CoE call (2003):

- Women Centre leaders:  
3% appl, **0% of engaged**

### Engaged at start of CoE:

- Professors/researchers: 17%
- PhD-grantees: 35%
- Post-docs: 27%

### Young Excellent Researchers (YFF) Call 2003:

- Women 24% appl, 15% of engaged

## With "gender initiatives"

### CoE call (2007):

- Women Centre leaders:  
14% appl, **13% of engaged**

### Engaged at start of CoE:

- Professors/researchers: 23%
- PhD-grantees: 53%
- Post-docs: 44%

### Young Excellent Researchers (YFF) Call 2006:

- Women 36% appl, 40% of engaged

### CoE Call (2013):

- Women Centre leaders:  
**23 % of engaged**

-

# Other RCN gender balance initiatives

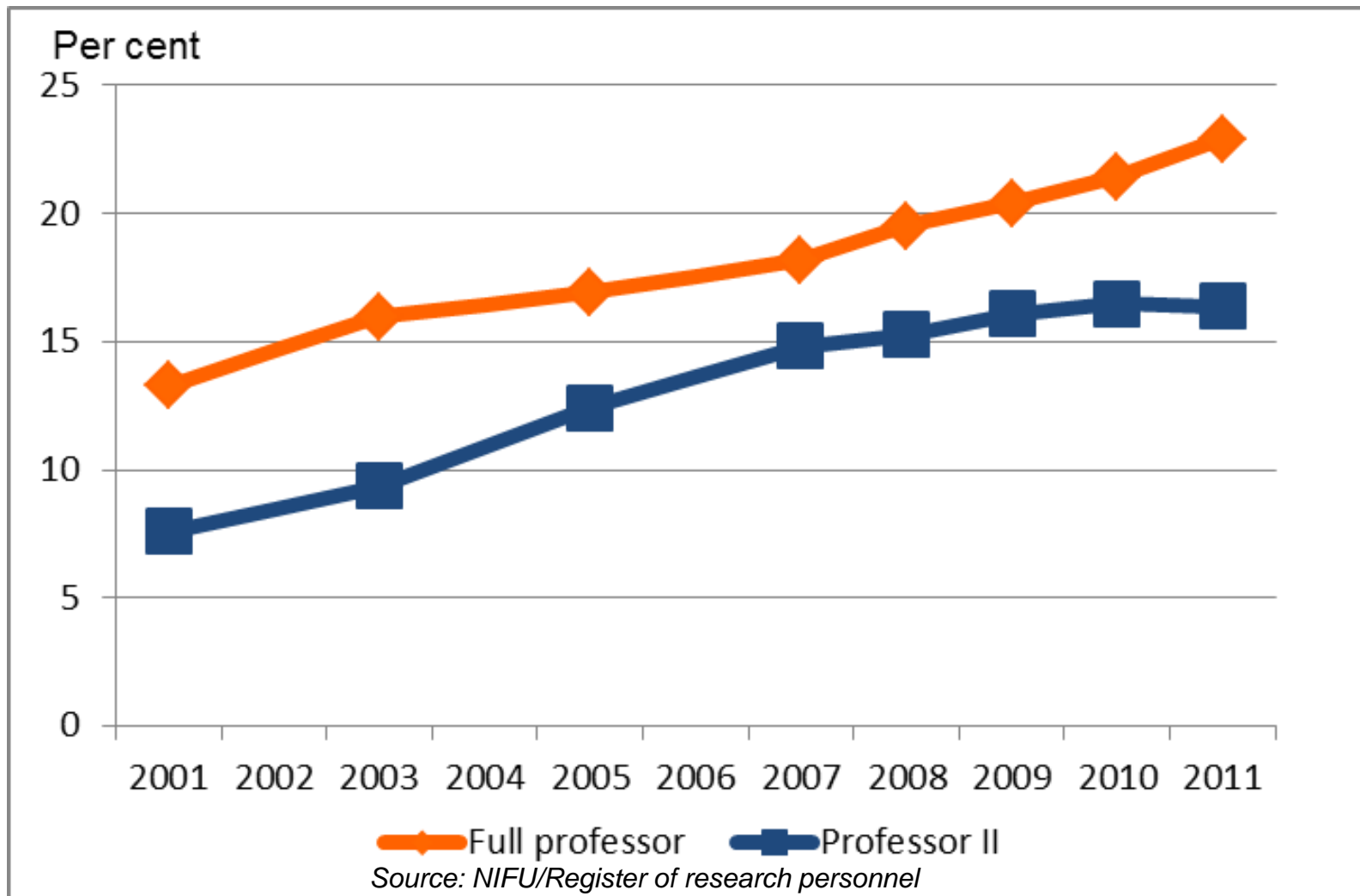
## RCN General application requirements

- «Gender perspectives are to be incorporated as an integral part of the research funded by the Research Council» (since years)
- «Research funded by the Research Council is to be performed in accordance with the principles of set out in the EU «Charter & Code for Researchers» (from 2013)  
[http://www.forskningsradet.no/en/General\\_application\\_requirements/1184159007037](http://www.forskningsradet.no/en/General_application_requirements/1184159007037)
- «Assuming all qualitative factors are essentially equal, priority will be given to projects led by women project managers.2»" (in call texts from 2013)
- **Assessment criteria** (since 2011) include
  - recruitment of women to higher positions in general, and to mathematics, science and technology in particular
  - gender balance in the project
  - gender perspective in the content of the project

## Other gender balance initiatives in Norway

- **At least 40% women** in governmental boards and committees, including research, demanded for decades, and since 2005 for larger enterprises
- **The KiF Committee** (“Gender balance in research” <http://eng.kifinfo.no/> - an autonomous advisory body appointed by the Ministry of Education and Research (since 2004) which also regularly visits research institutions and leaders
- The “Ressursbanken” – a web-based infoservice on gender issues linked to the KiF website <http://eng.kifinfo.no/c62450/seksjon.html?tid=62496>
- Combined, these initiatives have proved effective

## Increasing shares of female full professors and female professor II (20%) 2001-2011 (%)



## Women project leaders in all RCN-funded projects 2008-2012

	2008	2009	2010	2011	2012
% Women leaders	26 %	29 %	30 %	31 %	32 %



## Women project leaders by field in all RCN-funded projects 2008-2012

	2008	2009	2010	2011	2012
Humanities	44%	44%	48%	45%	48%
Social sciences	37%	39%	38%	38%	38%
Maths/Natural sci	<b>20%</b>	<b>23%</b>	<b>23%</b>	<b>27%</b>	<b>27%</b>
Technology	19%	19%	20%	20%	19%
Medicine	<b>33%</b>	<b>34%</b>	<b>35%</b>	<b>37%</b>	<b>40%</b>
Agriculture/fish	28%	29%	30%	28%	29%

# Women professors at the University of Tromsø increased from 9-30% 2002-2012

**The Rector demanded** all research institute leaders to **talk to each woman researcher** and

- **identify their qualifications** versus professorship
- offer reduced teaching obligations, courses in how to write scientific papers etc
- **stimulate them to apply for professorship** (in Norway an associate professor may apply for her position being converted to full professor)
- **offer pre-evaluation** of whether they would qualify for professorship to identify where they had to improve, and also to avoid «losing face» and avoid «quarantene period» before they could apply next

# Sweden: dedicated research programme stimulating women to be research leaders

- The Swedish **VINNMER programme** paying 50% of a researcher's salary if mobile, to improve merit (cofunded by EU MSCA)  
<http://www.vinnova.se/en/misc/menues-functions/Search-the-Website/?quicksearchquery=mobility+for+growth+programme>

**Results as of 2012:** of 92 women fellows,  
42 achieved merits corresponding to associate professor

- 26 " " full professor
- 6 " " research director

- **Actual positions achieved by fellows :**

- 13 full professors
- 1 university rector
- 4 recruited to industry

- **Norway** started a **new RCN programme "BALANSE"** (2013-) cofunded by EU MSCA, resembling VINNMER  
[http://www.forskningsradet.no/prognett-balanse/Home\\_page/1253964606519](http://www.forskningsradet.no/prognett-balanse/Home_page/1253964606519)

**To push politicians we need an indicator in Innov. Union Scoreboard: «% women in Grade A researcher positions»**