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The Nordic Gender Paradox

**Gender Summit
Berlin 7 November 2015**

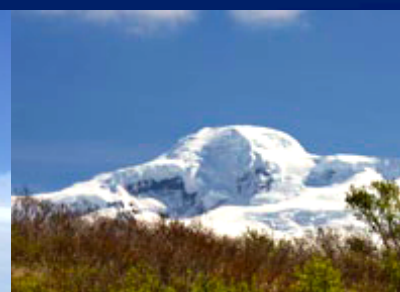
Director Gunnel Gustafsson, Professor



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2469



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Hvannadalshnjúkur
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Gunnbjörn Fjeld
3700

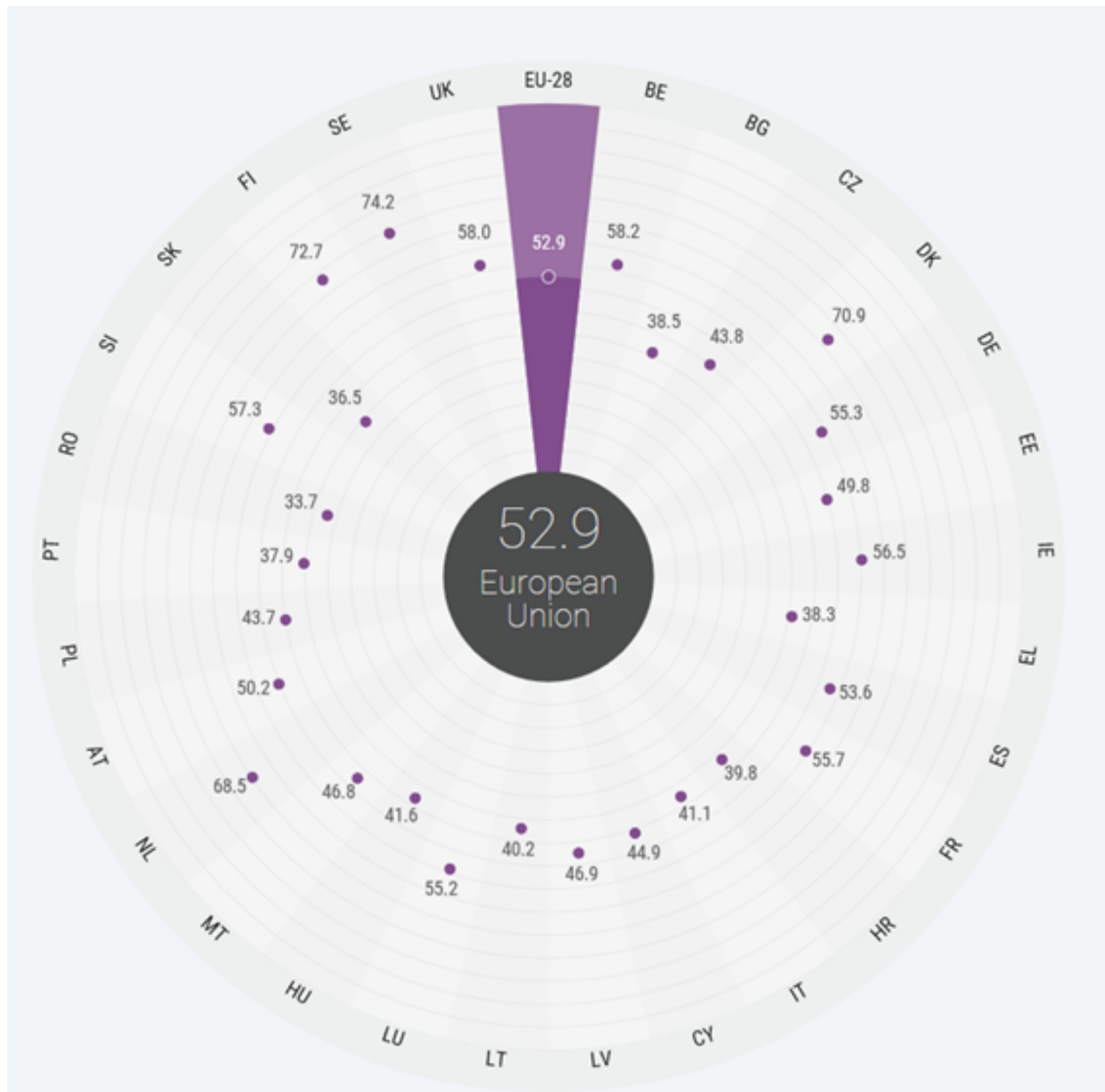


Halti
1328

EIGE – Gender Equality Index

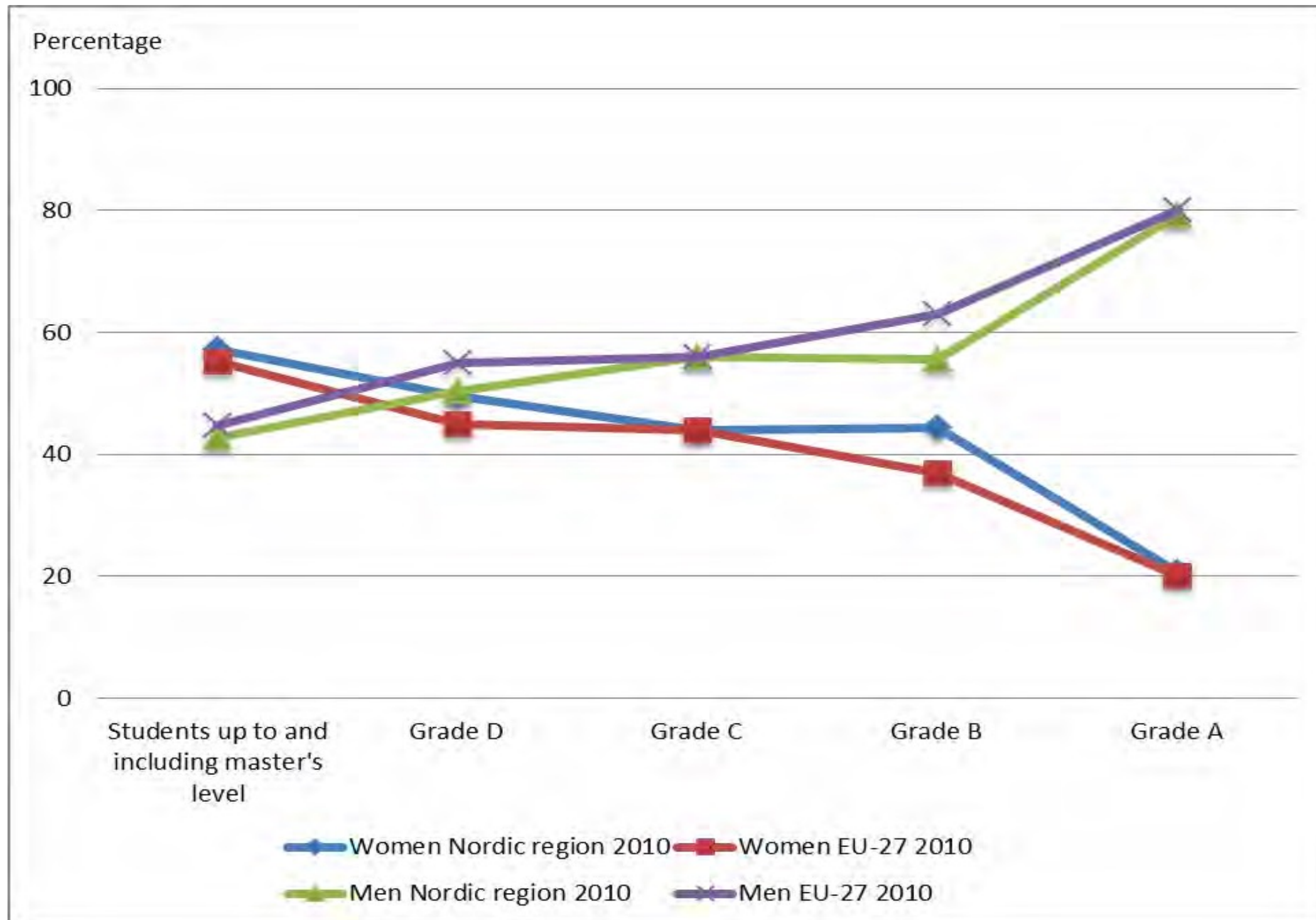


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The three Nordic EU member countries are clearly the most gender equal countries in the EU.

The leaky pipeline



Gender in Nordic Research and Innovation Area (NORIA)



Situation today

Gender imbalance among professor A's in NORIA

Denmark	15 %
Finland	24 %
Iceland	24 %
Norway	21 %
Sweden	20 %

For every female professor there are 3-5,5 male professors

Actions to fix the situation

Solving the Nordic Gender Paradox
– Gender Gaps in the Nordic Research and Innovation Area



The Nordic Gender Paradox



Why NordForsk?

Societal challenge

- To get the research and innovation area en par with the rest of the society.
- Why does the research and innovation area not follow the trend of the rest of the society?
- How can we fix it?

Solving the Nordic Gender Paradox

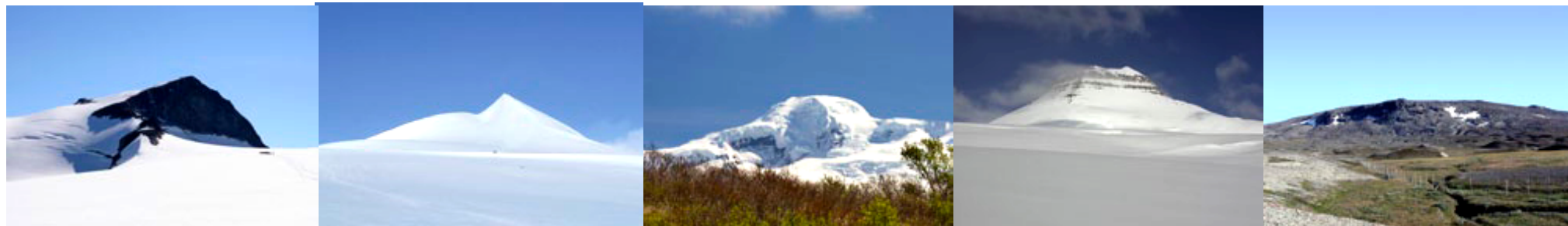


On 5 March 2015 NordForsk Board approves a joint Nordic initiative:

Solving the Nordic Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area

Executive Director in the Research Council of Norway Jesper Werdelin Simonsen was appointed chair of the Programme Committee

- common pot with no fair return
- politically initiated





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Thank you for your attention!

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