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The Committee on Women's Rights and Gender Equality
in cooperation with
Gender Summit 9 Europe

Quality Research and Innovation through Equality

“The role of policy in achieving societal well-being
through science and technology - The Nordic approach”

Marja Makarow
Brussels, 8 November 2016

The Nordic region



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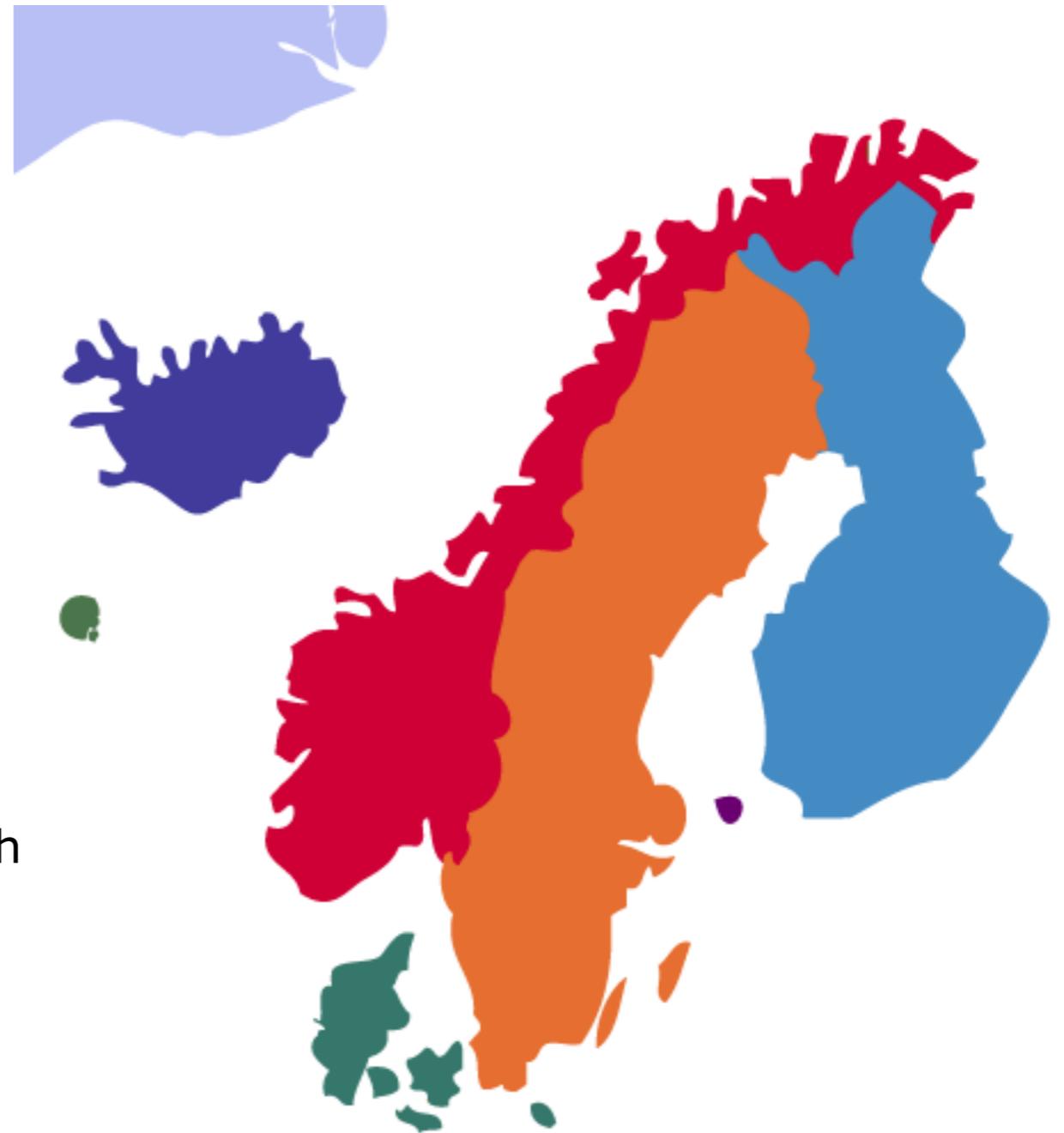
Five countries

Denmark (EU), Finland (EU), Iceland, Norway and Sweden (EU)

Three autonomous areas

Åland, Faroe Islands and Greenland

- 26 million people
- The world's 10th largest economy
- Many eras of shared history
- Similar welfare state values and research systems



The Nordic Paradox



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Nordic countries - *most gender equal MSs of EU at large*

European Gender Equality Index 2015

Indicators: Work – Money – Knowledge – Time – Power – Health

Scores

Sweden	74.2
Finland	72.7
Denmark	70.9
EU average	52.9

Paradox - *no gender equality in academia*

Since 30 years half of graduates are women, still grade A women professors:

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

Women underrepresented

University rectors

Heads of research funding and research performing organisations

Science policy

- >> Decisions taken by only half of researcher community on
 - Higher education and research priorities
 - Volume and targetting of resources

- >> Collective intelligence of decision-taking bodies deficient due to lack of diversity

Report 2013

“The Nordic region – a step closer to gender balance in research”

Main findings

Progress in gender equality stagnated

No difference in quality of women’s research, volume is somewhat smaller than men’s

The more prestigious the research programme, the less women apply and succeed

NordForsk: facilitator organisation of cross-border research collaboration between the Nordic countries operating under the Nordic Council of Ministers

NordForsk launches in 2016 two Nordic Centers of Excellence on gender equality

“Solving the Nordic Paradox: Gender Gaps in Research and Innovation”

Highlights of research themes

Analysis of regional knowledge and innovation systems

Identification of barriers

Understanding challenges for gender equality in labour market context

Assessment of impact of equality policies

Tackling the Paradox through LEGISLATION

Finland's Equality Act and gender quota since 1995



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Bodies exerting DIRECT or INDIRECT power over public funds ***Minimum of 40% of minority gender***

Research Councils (funding decisions): at least 40% of female members

Results: Share of women applicants of research funds risen to ~ 50%

Share of women awardees risen considerably

Post-doctoral positions 56%

Grants to launch independent career 45%

Most prestigious professorships 27%

Directors of Centers of Excellence 17%

Gender balance achieved in research except in STEM

Still only 24% of female professors

Tackling the Paradox through MAINSTREAMING POLICY

Swedish Government



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Policy statement of Swedish Government in 2015

"Women and men must have equal power to shape society and their own lives. The world's first feminist government is implementing policies that increase equality between women and men"

Gender perspective to be mainstreamed into all policy-making and decision-making, as well as in resource allocation through gender-responsive budgeting

More by Director of Swedish Secretariat for Gender Research in GS9 panel session tomorrow

Urgent challenge

Lack of women in STEM



Women underrepresented in STEM education

Consequences

>> Women miss out the fastest growing job market

125,000 jobs created annually in the ICT sector in Europe

Digital Single Market expected to create some new 800,000 jobs by 2020

>> No STEM education >> No women STEM researchers

>> Lack of women STEM researchers >> Lack of women innovators

Without policy measures to support women in academia and STEM research:

Half of talent missing in creation of innovations supporting societal well-being and economic growth in Europe



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Thank you for your attention!

<http://www.nordforsk.org/>