



Recommendations & measures to improve gender balance in academia

Given Norway's overall commitment to gender equality, it is a paradox that less than one-third of the professorships in the country are held by women. The Research Council of Norway (RCN) has therefore drawn up 12 recommendations and measures for improving gender balance.



RCN's BALANSE programme

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The Programme on Gender Balance in Senior Positions and Research Management (BALANSE) is a policy-oriented programme at the Research Council with a ten-year programme period (2012–2022) and a total budget of 15 million €.



RCN's BALANSE programme

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The main objective of the programme is to promote gender equality and gender balance in Norwegian research. The programme will help to bring about structural and cultural change in the research system through new knowledge, learning and innovative measures.



RCN's BALANSE programme

It is becoming increasingly clear that gender imbalance is not a problem that will automatically right itself and that measures are therefore needed to address it. The Research Council's BALANSE programme is a response to this.



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The results and experiences of the BALANSE programme has been collected and summarized as “Recommendations & measures to improve gender balance in academia”. The material has been gathered through reports, papers, seminars, conferences and close co-operation with the projects.



6 recommendations to improve gender balance in academia



Get the
management
on board



Target
figures



Openness



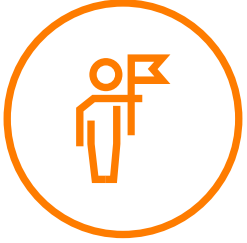
Flexibility



Career
planning



Knowledge
about gender
equality



Get the management on board

Take responsibility! The involvement, willingness and clear ambitions of the management are critical for success.





Target figures

Map the current situation and set clear targets for what you wish to achieve.





Openness

Create an open atmosphere around calls for proposals, career paths and requirements – what it takes to succeed, what will be evaluated and how.

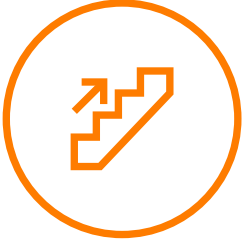




Flexibility

Find solutions that accommodate different ways of being a researcher, not just a single ideal that everyone strives to fulfil.

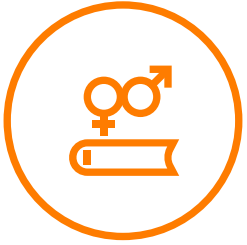




Career planning

Draw up a system for career development, and make this a mandatory component of employee performance appraisals.





Knowledge about gender equality

Decide whether this is expertise that your organisation needs to hire in or develop internally. Knowledge about gender issues and gender equality are essential to targeted, effective efforts to improve gender balance.





6 examples of measures to implement gender balance in academia

1

Analyse your organisation's specific challenges

2

Actively cultivate the right environment

3

Advancement courses, professor assessments and pre-assessments

4

Publication support

5

Mentor schemes

6

Search-and-find committees



1

Analyse your organisation's specific challenges

You need to find the problem areas before you can identify where to implement measures. Investigate the actual causes underlying gender inequality.





2

Actively cultivate the right environment

Take active steps to build an inclusive working environment and professional community that can accommodate the different needs of different life phases and promote balance between working life and personal life for all employees.





3

Advancement courses, professor assessments and pre-assessments

Conduct advancement courses regularly,
with pre-assessments of CVs and competence.
Greater insight into what it takes to become
a professor benefits women and men alike.





4

Publication support

Establish schemes for publication support, either in the form of writing workshops, or extra time and focus on writing. Publications drive a researcher career forward.





5

Mentor schemes

Mentor schemes are a tried-and-true method for developing and transferring knowledge.





6

Search-and-find committees

Find and encourage qualified women to apply for relevant positions.





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of Norway

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