

GENDERED R&D

Experiences from SINTEF

Ernst Kristiansen
Executive Vice President



Dr. Unni Steinsmo, President & CEO

- President and CEO in 2004
- Top management since 1998
- Member of ERAB

- Gender balance an integrated part of management
 - Female share of academic staff increased from 15% in 1992 to 26% in 2010
 - Female share of managers increased from 3% in 1992 to 35% in 2010

Aims for women in SINTEF

- Increase the number of women in research and administrative positions.
 - SINTEF strives to recruit women and to develop female managers from our own ranks.
- Equal opportunities is a responsibility of management.
- Our personnel policy states that we wish to recruit more female researchers and managers in order to increase diversity of experience, approaches and perspectives.
- The proportion of female research staff should correspond to the proportion of women educated in relevant academic institutions, and the proportion of female managers should at least correspond to the proportion of women among researchers and engineers.





Margit Hermundsgård, researcher

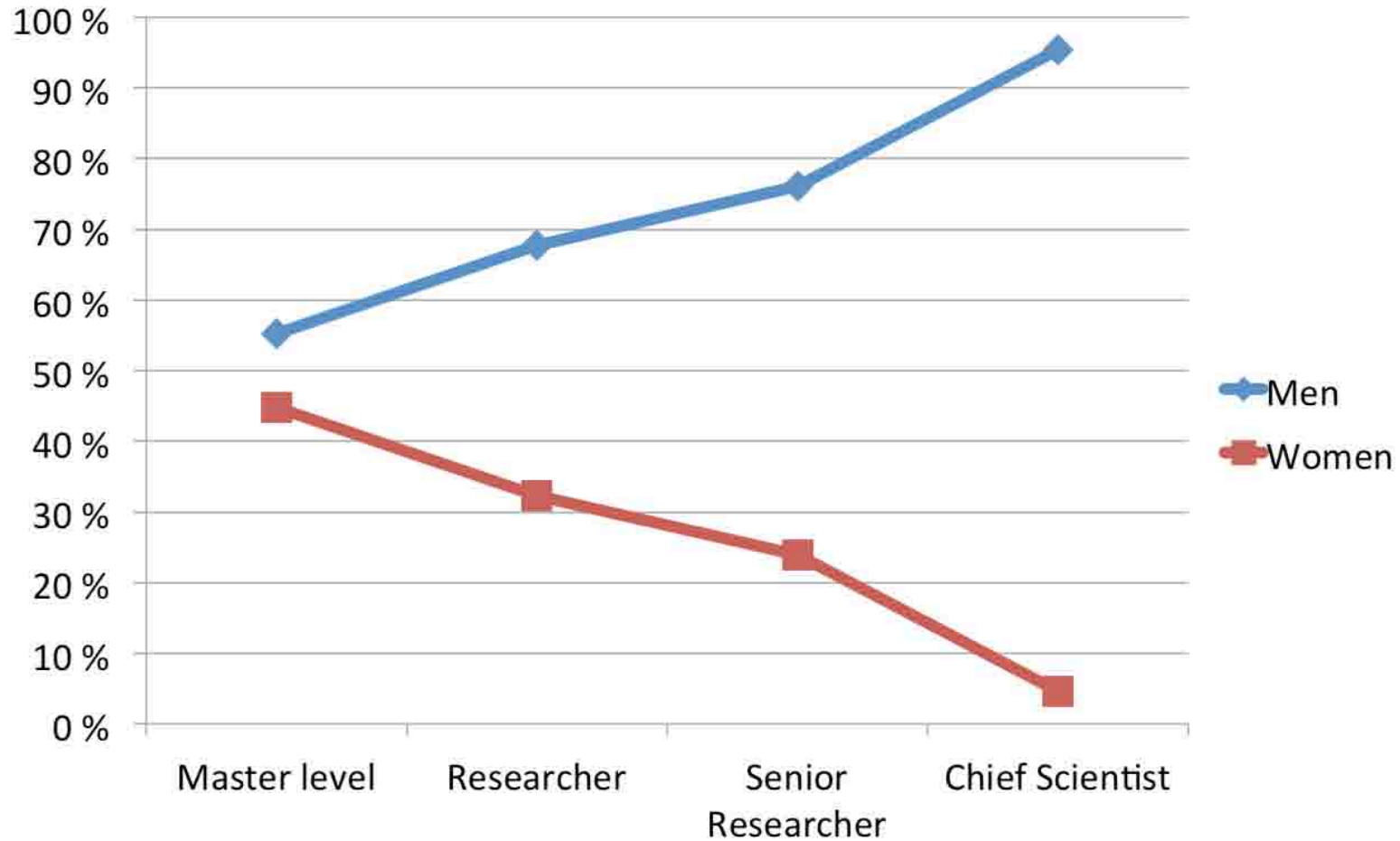
- Chair, Female Engineers and Researchers in SINTEF (KIFS)
- Since established in 1988 KIFS has studied a number of relevant topics
 - relationship between gender and salary
 - salary development during maternity leave
 - seniority following leaves of absence
 - recruit female colleagues to key positions
 - women as project managers

Female projects managers in 2010

- 23% of all projects had female project managers
- 25% of all project revenue came from projects with a female project manager
- 29% of all project managers were women
- 33% of all employees are women
- 70% of all female employees were project managers
- 80% of all male employees were project managers

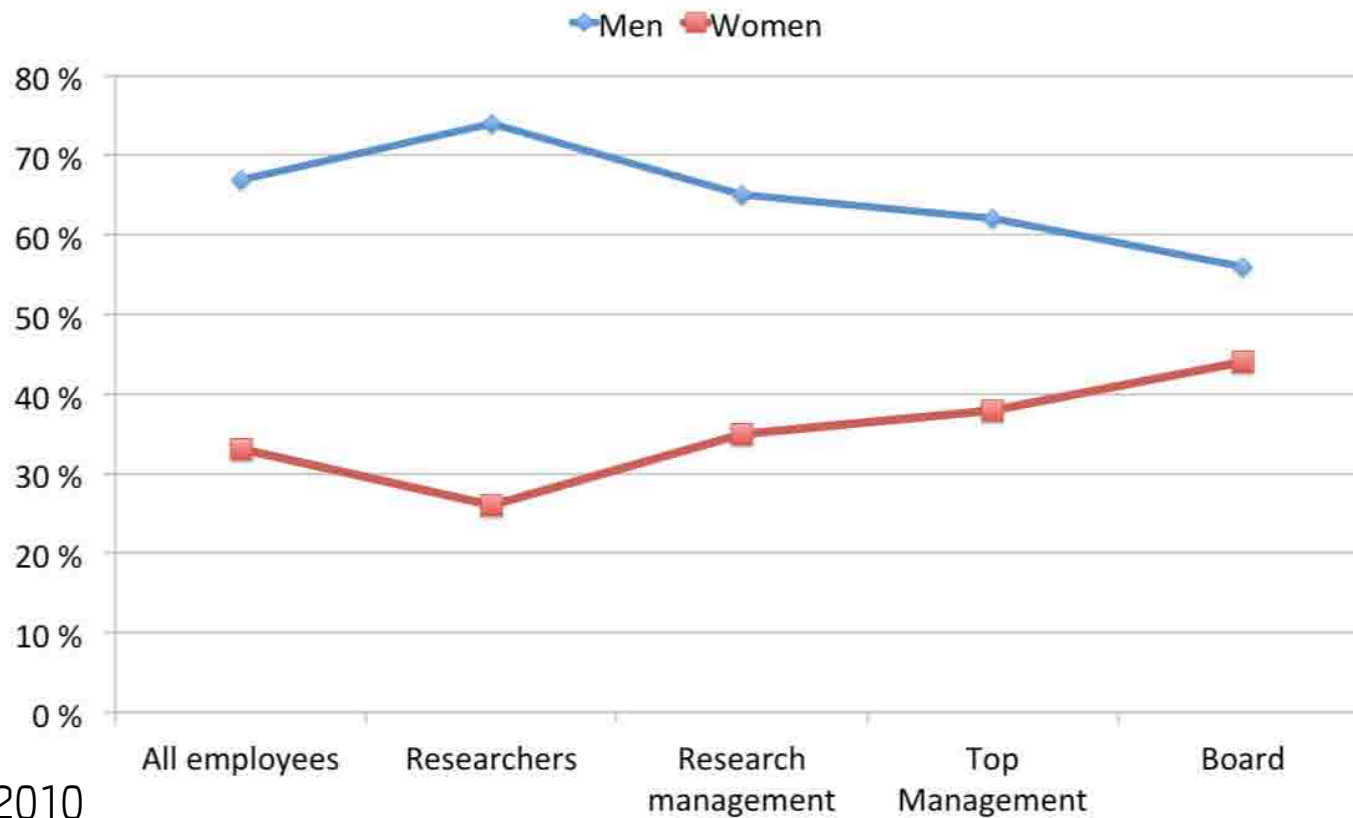
- i.e. Female project managers on average are leading fewer, but larger projects than their male colleagues

Gender distribution of academic staff



SINTEF 2010

Gender distribution of staff and management level



SINTEF 2010



Dr. Vivian Meløysund, Research Manager

- Building technology, SINTEF Buildings and Infrastructures
- 14 employees, 5 women
- The group possess expertise in building technology, building physics, building materials, building defects and recycled materials in buildings.
- Vivian was the building expert in a Norwegian TV-series. She explained serious failures in peoples homes, due to bad work from building companies/carpenters.

Marit Aursand, Research Director

- Process Technology, SINTEF Fishery and Aquaculture
- 25 employees, 13 women
- The fish processing group delivers industrial solutions for the marine value chain, focusing on the interactions between raw materials, processes and products.



A full-length portrait of Eldfrid Øvstedal, a woman with short brown hair and glasses, wearing a dark blue blazer over a red top and dark trousers. She is standing with her hands behind her back, smiling slightly.

Eldfrid Øvstedal, Research Director

- Software Engineering, Safety and Security, SINTEF ICT
- 46 employees, 8 women
- The department focuses on
 - Information security.
 - System safety.
 - Software architectures
 - Software process improvement and knowledge management.
 - Health informatics.
 - Intelligent transport systems (ITS).
- Spin-off companies from the department

Conclusions

- Long time focus on gender balance and equal opportunities gives results
 - Better working environment
 - Able to build excellent scientific groups
 - Better results, both academic and economic
 - An attractive workplace

- Gender balance makes a difference