Between governmental and institutional level - unique opportunities for action?

The Norwegian Committee for Gender Balance in Research
Committee for Gender Balance in Research an in-between position

- Appointed by the Ministry of Education and Research for a third period (2010-2013).

- Members from higher education institutions (4), research institutes (2), students’ organization (1), and the Research Council of Norway (1).

- Annual budget is 3 mill NOK (375 000 €)

- The secretariat is placed at the Norwegian Association of Higher Education Institutions.
Mandate

• Raise **awareness**, give **support** and **recommendation** for measures that promote the gender balance at the higher education institutions and research institutes.

• Offer **assistance** and **advice** to players and institutions in the university and university college sector and the independent research sector, the ministries and the Research Council of Norway upon request.
Tasks

• National coordinator and promotor
  – for mainstreaming gender equality in higher education and research

• Create dialogue and contact-points with, and between:
  – higher education institutions and the research institute sector
  – The Ministry of Education and Research
  – The Research Council of Norway

• Be in the forefront, and to give advice on national and institutional levels

• Consciousness raising, production of knowledge and information.
Some concrete examples:

Meetings with top leadership at the institutions, discussing:
- Strategies and challenges
- Gender action plans

Annual equality award:
- On behalf of the Ministry of Education and Research
- 250 000 €

Developing tools:
- Website – agent for change
- Booklet - motivating leadership to work for gender balance
Criteria and guidelines
- How the institutions have worked to promote women in research.
- How well anchored gender issues are among the leadership.
- Whether the institution can show that it has implemented specific measures and carried out its gender action plan.
- Resources (HR and financial) spent on gender mainstreaming.
Our website

- Promote action
- Create debate
- Tool for the Committee
- Independent role

- [http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75848](http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75848)
- [http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75406](http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75406)
- [http://eng.kifinfo.no/c62414/sekjon.html?tid=62429](http://eng.kifinfo.no/c62414/sekjon.html?tid=62429)
- [http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=71614](http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=71614)
- Making news, interviews with i.e. leaders and policymakers
- Gathering statistics, information, gender action plans, best practice and measures.
- Monthly newsletter, subscribe!
- Channel to the international community.
Talent at stake. Changing the Culture of Research. Gender Sensitive Leadership

• Contribution to increase excellent leadership:

• Collected good examples of leaders who had made an effort to improve the gender balance at their institution.

• Both men and women as role models.

• The examples are concrete and could be proved to have had good results.

• The booklet has been used in leadership programs at the institutions.
• Thank you for your attention
• More information? http://eng.kifinfo.no