Gender Initiatives in Europe, the Nordics and Norway

Hans M Borchgrevink, The Research Council of Norway (RCN)
EU Gender Impact Assessment Expert Advisory Group
EU Marie S Curie Advisory Group
ERA Communication Expert Advisory Group (subgroup gender)
Science Europe Task Force on Gender and Diversity
ERA SG on Human Resources and Mobility
Chair ERA SGHRM WG Monitoring and Indicators
EURAXESS TOP2 FP7 project
ERA-Net GENDERNET project
Current research policy initiatives in Europe where gender must be addressed

Preparing

- **EU HORIZON 2020**
  - the new framework programme for research and innovation 2014-2020
  - covering only 6-7% of European governmental R&D funding
  - includes ERC, Marie Sklodovska Curie Actions
  - Helsinki Advisory Group, EU Gender Impact Assessment Expert Advisory Group

- **Science Europe**
  - the new policy arena for European research funding organisations
  - covering most of the remaining governmental R&D funding
  - establishing WGs in all major research policy areas
  - includes Task Force on Gender and Diversity, WG being established

- **European Research Area (ERA 2020) initiatives**
  - to facilitate knowledge and brain circulation and fight fragmentation
  - includes ERA Communication Expert Advisory Group (subgroup gender)

- **European Science Foundation (ESF) terminates 2015**

- **EU projects:** ERA-Net GENDERNET, COST-Action genderSTE
ERAC - European Research Area Committee

- reporting directly to the European Council
  - consists of the political Heads of the Member States, its President, and the President of the Commission
  - defines the general political directions

- ERA WGs reporting to ERAC:
  - GPC Joint Programming Initiatives (proposed: 10 JPIs, financed outside HORIZON 2020)
  - ESFRI Research infrastructure
  - KT Knowledge Transfer and IPR
  - SFIC Strategic Forum for International Coordination of Science and Technology, i.e. coordination of European countries’ research collaboration with big 3. countries and emerging economies (BRIC, USA...)
  - SGHRM Steering Group for Human Resources and Mobility, includes researcher recruitment and gender; EURAXESS
  - Helsinki group Gender perspectives
EURAXESS in Horizon2020 calls

H2020 Work Programme 2014 – 2015
17. Science with and for Society (SwafS)

- **SEAC.3.2014** – Trans-national operation of the EURAXESS Service network
  Scope: The objective......the EURAXESS Service Centres to take care of the career development....with a particular focus on female students/ researchers.... In addition, a **EURAXESS section will be dedicated to gender-specific issues**...., programmes aimed at female researchers, Universities and research organisations...(to set up) **Gender Equality Plans (GEP)**

- **SEAC.4.2015** - EURAXESS outreach to industry
  Scope: This action aims at providing EURAXESS service centres with tools to increase the uptake/use of the EURAXESS portals and services by the industry sector. **Gender equality shall also be taken into account in the activities.**
Important gender initiatives to be focused

- **SHE Figures 2012**: Still only 20% women in Grade A researcher positions, although ~50% women PhDs - a *waste of talent*!

To make this politically visible, we need to

- introduce a Gender Indicator into the EU Innovation Union Scoreboard

- «% women in Grade A researcher positions» - indicator proposed by the SGHRM, its WG Monitoring, the European Gender Summit 2012, the Helsinki Group, the ERA Communication Group – also by Gender Summit 2013?

Need for

- **Structural change**: >40% gender balance in boards, committees, evaluation bodies, peer review, panels. ERC

- Gender perspectives demanded in *research content*
% women researchers in the Nordics

![Graph showing the percentage of women researchers in the Nordics across different grades and compared to EU-27.](Image)
% Nordic women Grade A researchers by field
Percentage of women and men on the research council boards, and rectors at higher education institutions in the Nordic region in 2010 – and European ranking

<table>
<thead>
<tr>
<th>Country</th>
<th>% women</th>
<th>% men</th>
<th>Board representation</th>
<th>% women</th>
<th>% men</th>
<th>Ranking</th>
<th>Per cent rectors</th>
<th>% women</th>
<th>% men</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>35</td>
<td>65</td>
<td>7</td>
<td>14</td>
<td>86</td>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finland</td>
<td>45</td>
<td>55</td>
<td>3</td>
<td>25</td>
<td>75</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Iceland</td>
<td>40</td>
<td>60</td>
<td>4</td>
<td>20</td>
<td>80</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norway</td>
<td>46</td>
<td>54</td>
<td>2</td>
<td>32</td>
<td>68</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sweden</td>
<td>49</td>
<td>51</td>
<td>1</td>
<td>27</td>
<td>73</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Gender quotas have been instrumental
Norway – RCN initiatives
«Soft push» RCN initiatives for Gender Equality in Norwegian Centers of Excellence in 3 calls

«Soft push» gender equality initiatives:

The applicants were asked how they would
• integrate gender issues
• stimulate recruitment of women researchers and research leaders

No gender initiative

Slightly stronger gender initiatives in call-text

«Soft push» increased % of women leaders in Norwegian Centres of Excellence

Women Centre leaders:
- 0 % of engaged
- 13 % of engaged
- 23 % of engaged

Professors/researchers:
- 17 % of engaged
- 23 % of engaged

PhD-grantees:
- 35 % of engaged
- 53 % of engaged

Post-docs:
- 27 % of engaged
- 44 % of engaged
RCN initiatives which increased % women in research Centres of Excellence and YFF

**Without “gender initiatives”**

CoE call (2003):

- **Women Centre leaders:** 3% appl, 0% of engaged

Engaged at start of CoE:

- Professors/researchers: 17%
- PhD-grantees: 35%
- Post-docs: 27%

Young Excellent Researchers (YFF) Call 2003:

- **Women** 24% appl, 15% of engaged

**With “gender initiatives”**

CoE call (2007):

- **Women Centre leaders:** 14% appl, 13% of engaged

Engaged at start of CoE:

- Professors/researchers: 23%
- PhD-grantees: 53%
- Post-docs: 44%

Young Excellent Researchers (YFF) Call 2006:

- **Women** 36% appl, 40% of engaged

CoE Call (2013):

- **Women Centre leaders:** 23% of engaged
Other RCN gender balance initiatives

**RCN General application requirements**

- «Gender perspectives are to be incorporated as an integral part of the research funded by the Research Council» (since years)
- «Research funded by the Research Council is to be performed in accordance with the principles of set out in the EU «Charter & Code for Researchers» (from 2013) [http://www.forskningsradet.no/en/General_application_requirements/1184159007037](http://www.forskningsradet.no/en/General_application_requirements/1184159007037)
- «Assuming all qualitative factors are essentially equal, priority will be given to projects led by women project managers.2» (in call texts from 2013)
- **Assessment criteria** (since 2011) include
  - recruitment of women to higher positions in general, and to mathematics, science and technology in particular
  - gender balance in the project
  - gender perspective in the content of the project
Other gender balance initiatives in Norway

- **At least 40% women** in governmental boards and committees, including research, demanded for decades, and since 2005 for larger enterprises

- **The KiF Committee** ("Gender balance in research" [http://eng.kifinfo.no/](http://eng.kifinfo.no/) - an autonomous advisory body appointed by the Ministry of Education and Research (since 2004) which also regularly visits research institutions and leaders

- The “Ressursbanken” – a web-based infoservice on gender issues linked to the KiF website [http://eng.kifinfo.no/c62450/seksjon.html?tid=62496](http://eng.kifinfo.no/c62450/seksjon.html?tid=62496)

- Combined, these initiatives have proved effective
Increasing shares of female full professors and female professor II (20%) 2001-2011 (%)
### Women project leaders in all RCN-funded projects 2008-2012

<table>
<thead>
<tr>
<th>% Women leaders</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>26</td>
<td>29</td>
<td>30</td>
<td>31</td>
<td>32</td>
</tr>
</tbody>
</table>
### Women project leaders by field in all RCN-funded projects 2008-2012

<table>
<thead>
<tr>
<th>Field</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities</td>
<td>44%</td>
<td>44%</td>
<td>48%</td>
<td>45%</td>
<td>48%</td>
</tr>
<tr>
<td>Social sciences</td>
<td>37%</td>
<td>39%</td>
<td>38%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>Maths/Natural sci</td>
<td>20%</td>
<td>23%</td>
<td>23%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Technology</td>
<td>19%</td>
<td>19%</td>
<td>20%</td>
<td>20%</td>
<td>19%</td>
</tr>
<tr>
<td>Medicine</td>
<td>33%</td>
<td>34%</td>
<td>35%</td>
<td>37%</td>
<td>40%</td>
</tr>
<tr>
<td>Agriculture/fish</td>
<td>28%</td>
<td>29%</td>
<td>30%</td>
<td>28%</td>
<td>29%</td>
</tr>
</tbody>
</table>
Women professors at the University of Tromsø increased from 9-30% 2002-2012

The Rector demanded all research institute leaders to talk to each woman researcher and

- identify their qualifications versus professorship
- offer reduced teaching obligations, courses in how to write scientific papers etc
- stimulate them to apply for professorship (in Norway an associate professor may apply for her position being converted to full professor)
- offer pre-evaluation of whether they would qualify for professorship to identify where they had to improve, and also to avoid «losing face» and avoid «quarantene period» before they could apply next
Sweden: dedicated research programme stimulating women to be research leaders

- The Swedish VINNMER programme paying 50% of a researcher’s salary if mobile, to improve merit (cofunded by EU MSCA)
  

Results as of 2012: of 92 women fellows,
42 achieved merits corresponding to associate professor
- 26 " " full professor
- 6 " " research director

Actual positions achieved by fellows:
- 13 full professors
- 1 university rector
- 4 recruited to industry

Norway started a new RCN programme "BALANSE" (2013-) cofunded by EU MSCA, resembling VINNMER

http://www.forskningsradet.no/prognett-balanse/Home_page/1253964606519

To push politicians we need an indicator in Innov. Union Scoreboard: «% women in Grade A researcher positions»