The Nordic Gender Paradox

Gender Summit
Berlin 7 November 2015

Director Gunnel Gustafsson, Professor
The three Nordic EU member countries are clearly the most gender equal countries in the EU.
The leaky pipeline
Gender in Nordic Research and Innovation Area (NORIA)

Situation today

Gender imbalance among professor A’s in NORIA

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>15 %</td>
</tr>
<tr>
<td>Finland</td>
<td>24 %</td>
</tr>
<tr>
<td>Iceland</td>
<td>24 %</td>
</tr>
<tr>
<td>Norway</td>
<td>21 %</td>
</tr>
<tr>
<td>Sweden</td>
<td>20 %</td>
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</tbody>
</table>

For every female professor there are 3-5.5 male professors

Actions to fix the situation

Solving the Nordic Gender Paradox – Gender Gaps in the Nordic Research and Innovation Area
Why NordForsk?

Societal challenge

- To get the research and innovation area en par with the rest of the society.
- Why does the research and innovation area not follow the trend of the rest of the society?
- How can we fix it?
On 5 March 2015 NordForsk Board approves a joint Nordic initiative:

**Solving the Nordic Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area**

Executive Director in the Research Council of Norway Jesper Werdelin Simonsen was appointed chair of the Programme Committee

- common pot with no fair return
- politically initiated
Thank you for your attention!

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