Gender balance as a critical component of Research Council activity

Jesper W. Simonsen, The Research Council of Norway
STEM Gender Equality Congress, Berlin June 8-9, 2017
Gender equality → Gender balance

Equal rights
Fight discrimination

Equal opportunities
Fight structural discrimination

Gender balance
Why should balance in research be a goal?

... for the society?
- Contribute to a less segregated labour market
- Research is an important sector
- Higher education is an important sector
- Role model for other sectors

... for the research sector?
- Attract the best talents
- Attain diversity (quality, relevance, democracy)
- Develop modern knowledge intensive organizations
- Be sure there is no structural discrimination
# Gender balance grade A

<table>
<thead>
<tr>
<th>Country</th>
<th>2013</th>
<th>Growth per year 2002-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Norway</td>
<td>25 %</td>
<td>+ 0,9 %</td>
</tr>
<tr>
<td>Finland</td>
<td>27 %</td>
<td>+ 0,6 %</td>
</tr>
<tr>
<td>Iceland</td>
<td>26 %</td>
<td>+ 0,9 %</td>
</tr>
<tr>
<td>Sweden</td>
<td>24 %</td>
<td>+ 0,9 %</td>
</tr>
<tr>
<td>Denmark</td>
<td>19 %</td>
<td>+ 0,8 %</td>
</tr>
<tr>
<td>EU-28 (-27)</td>
<td>21 %</td>
<td>+ 0,5 %</td>
</tr>
</tbody>
</table>

She Figures 2012, She Figures 2015; EGEI 2012

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# The Nordic Gender Paradox
6 misconceptions about gender balance

1. It is just a matter of time

2. Promoting gender balance is harmful to excellence

3. Gender equality is in place

4. We should do something about this - to help the women

5. We have to fix the women

6. What once worked, will always work
Concrete action works (1)
Centres of excellence

The applicants asked to:
• Nominate women project leaders
• Explicit plans for recruitment and career building for women
• Impact and results part of mid term evaluation
• Funding of GE initiatives

No gender initiative

Similar to 2008 call

RCN initiatives which increased % women 2003-2008-2013

Women Centre leaders:

Professors/researchers:

PhD-grantees:

Post-docs:
Concrete action works (2)
University performance

Uni-Oslo
Uni-Bergen
NTNU
Uni-Tromsø
The Research Council’s roles

- Adviser to the government
- Research funding
  - Fundamental research
  - Strategic research/national thematic priorities
  - Industrial innovation/private R&D
- Networking and dissemination

The Research Council’s goals

- Excellence
- Industrial competitiveness
- Meet societal challenges
- Improve research sector structure
- Good policy advice
The RCN actions

Targets – statistics – transparency
= shame and blame
Programme documents – Calls
Panels and boards
Funding schemes

Balance-programme
Innovation projects
Mutual learning
Research
Three problematic areas
Likelihood to integrate gender perspectives - percentage of budget per sex - 2015

- All disciplines
- Medicine/Health
- Social Science
- Humanities
- Science
- Engineering
- Agriculture

Male PIs
Female PIs
Jeffrey Mogil

Epidemiology of Chronic Pain States by Sex

Is All This Male-Specific?

Do Mammals Have an Inborn Fear of Males?

It is about quality
Thank you for your attention !