



norden

NordForsk

Gender in Science initiatives at NordForsk

**GENERA Kick-off
Brussels 17 September 2015**

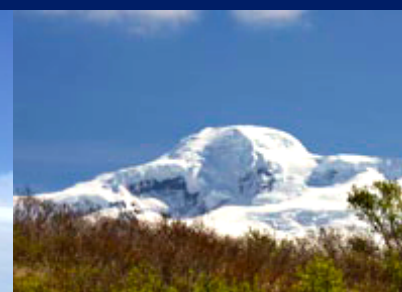
Lotta Strandberg



Galdhøpiggen
2469



Kebnekaise
2102



Hvannadalshnjúkur
2110



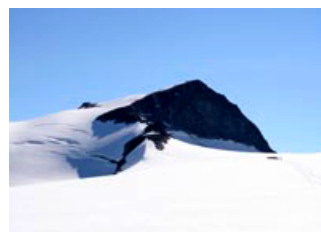
Gunnbjørn Fjeld
3700



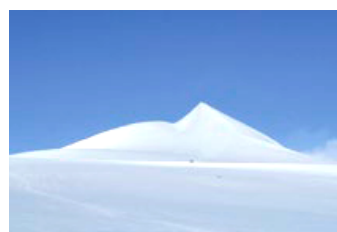
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- ✓ NordForsk
- ✓ Gender Equality in the Nordic countries
- ✓ NordForsk and Gender Equality
- ✓ NordForsk, Gender Equality and Physics - ideas

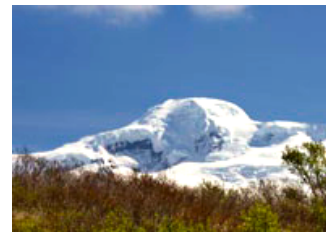
- NordForsk is a *platform* for joint Nordic research and research policy development in the Nordic countries.
- It was established by the Nordic Council of Ministers in 2005.
- The aim of the organisation is to *facilitate* cooperation in all fields of research when this *adds value* to work being conducted nationally.
- Basic funding is provided by the Nordic Council of Ministers and additional funding by stakeholders especially the Research Councils in the different countries (“The 2/3 principle”).
- The Board approved a new strategy for 2015 – 2018



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New strategy - Strategic priorities for 2015-2018



Nordic cross-border research cooperation

Strengthening integrated cross-sectorial research with the aim to tackle societal challenges and ensure sustainable development

Nordic research infrastructure cooperation

Increasing cross-border access to and joint use of existing research infrastructures in the Nordic region and globally

Impact of Nordic research and research infrastructure cooperation

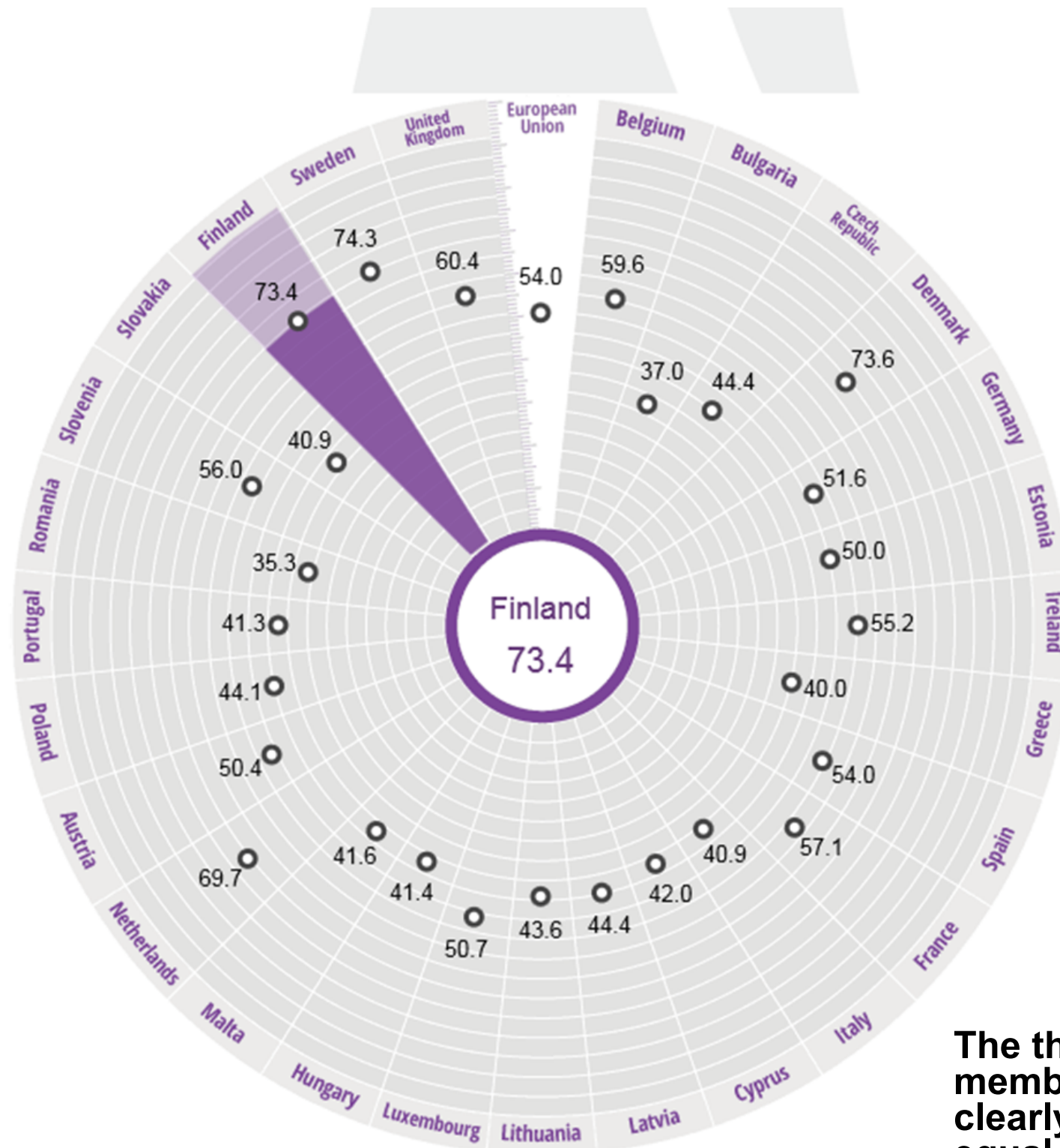
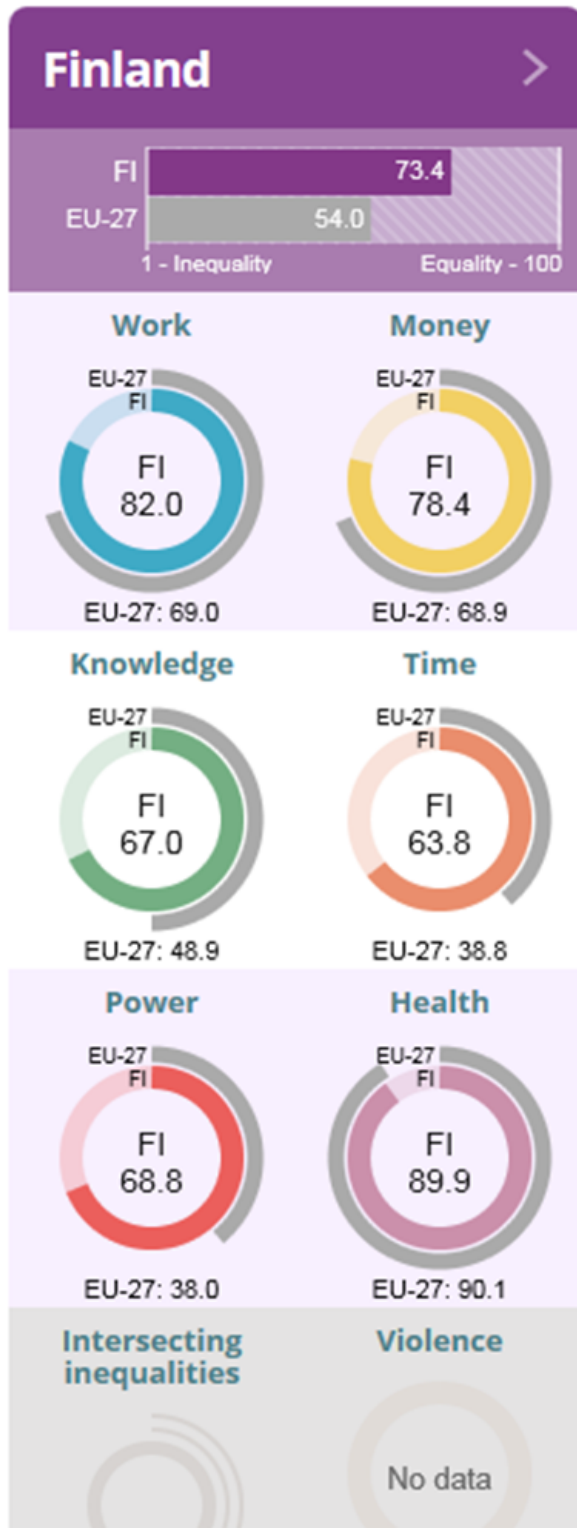
Increasing cross-border access to and joint use of existing research infrastructures in the Nordic region and globally

EIGE – Gender Equality Index



NordForsk

Index



The three Nordic EU member countries are clearly the most gender equal countries in the EU.

Gender balance



NordForsk

However...

In 2013, The Norwegian presidency to the NCM together with NordForsk and other stakeholders produced a report

The Nordic Region – a step closer to gender balance in research?

The report clearly demonstrated that the gender equality reached in other areas did not extend to the research community.

The Nordic countries were not significantly different from the European average. As in the rest of Europe, women fall out from path after the PhD.

For the last 30 years half or more of the graduating students have been women. Yet, this has not resulted in more women among the academic staff at the universities. **Currently, about 80 % of Grade A professors are men.**

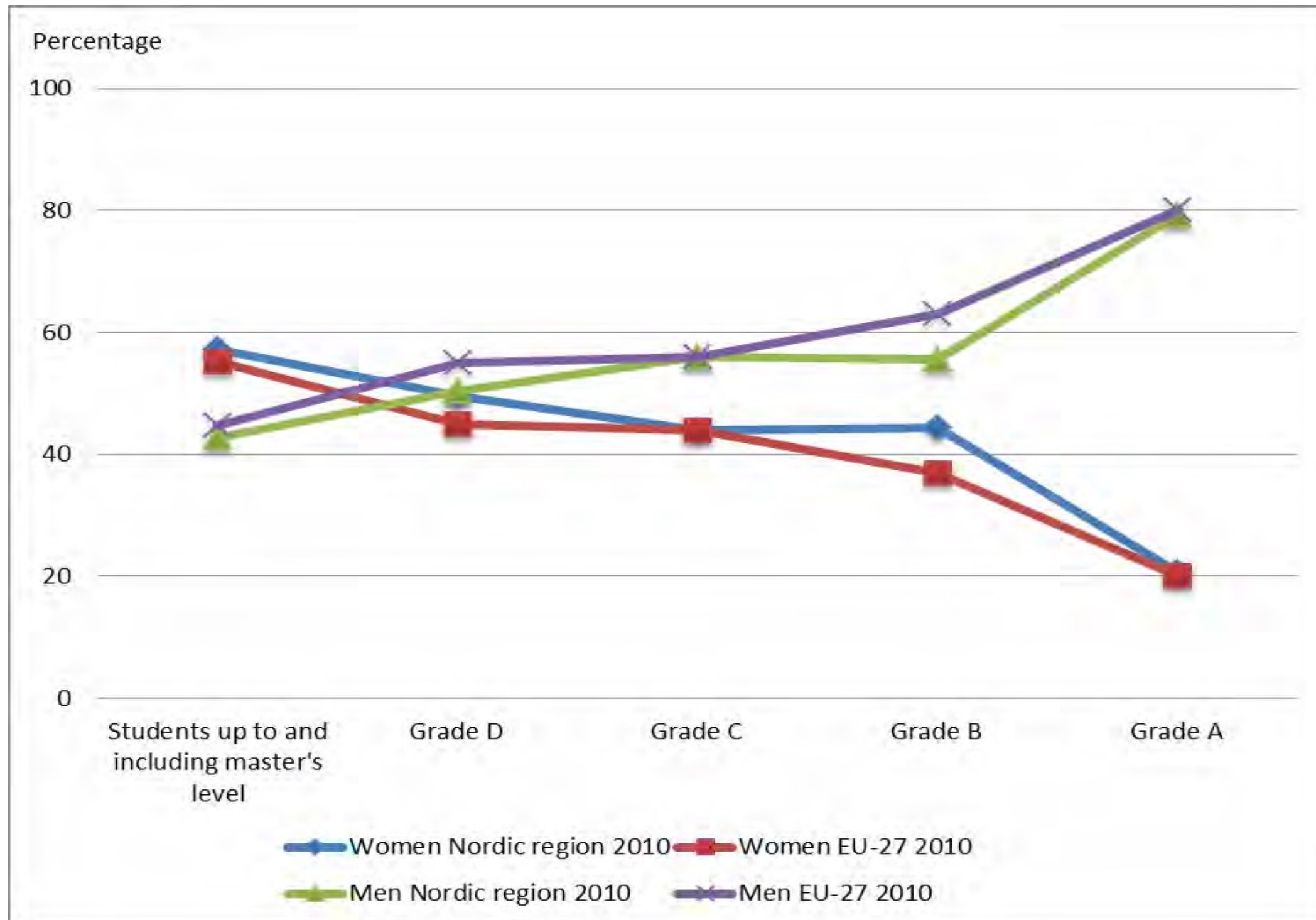


The Nordic region – a step closer to gender balance in research?

Joint Nordic strategies and measures to promote gender balance among researchers in academia



The leaky pipeline



In NordForsk magasin 2014

Focus on gender

The Nordic region is often associated with gender equality and equal opportunity. The new NordForsk Chair sees this issue both in a European and a Nordic perspective.

“I was surprised when I came back from Strasbourg. The trend was no better than when I left Finland in 2008, and it seems like the development has stopped. It is important now that we work on this.”



NordForsk's Gender Policy



In 2013 NordForsk adopted a gender policy

The aim is to make visible how gender awareness improves the quality of Nordic research and research collaboration. Both **gender balance** among researchers and **gender perspectives** on research topics increase the quality of research and of policy decisions with implications for society as a whole.

The Policy assures that

- all committees, groups or panels appointed by NordForsk should include at least 40% of each gender. They should also include gender expertise on the research topic.
- NordForsk will analyse how men and women perform in NordForsk's competitive funding (gendered success rate), what the gender balance is in the funding processes (both competitive and other-wise), and how the implementation of a gender perspective in the funded activities is achieved.
- NordForsk shall have a visual expression that is gender balanced and reflects the diversity of society.

Gender in the Nordic Research and Innovation Area



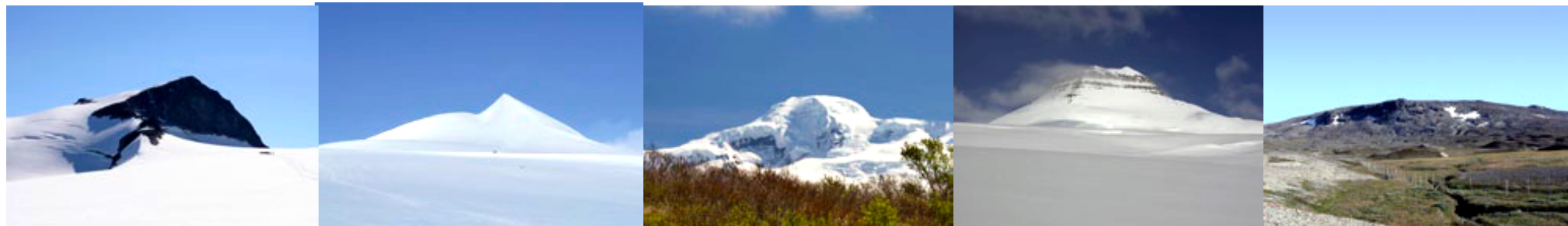
On 5 March 2015 NordForsk Board approves a joint Nordic initiative to address the gender the research and innovation area in the Nordic region.

Gender Gap in the Nordic Research and Innovation Area

(working title)

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



Gender in the Nordic Research and Innovation Area



The programme rests on three pillars:

Research

- Nordic research programme (envisioned research themes are the processes, sites and concepts which affect the gender balance)

Nordic She figures

- Compilation of gendered statistics for the Nordic research and innovation area

Competence enhancement or training

- Results of the conducted research are disseminated. Joint Nordic enhancement of knowledge and awareness



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Thank you for your attention!

www.nordforsk.org