

Nordic governmental initiatives to promote women and gender equality in science

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The Nordic region

map: Kort & matrikelstyrelsen, Denmark



Nordic countries

- 25 million inhabitants
Denmark, Greenland, Faroe Islands
- Finland and Åland islands
- Iceland
- Norway
- Sweden
- Denmark, Finland, Sweden members of the **European Union**

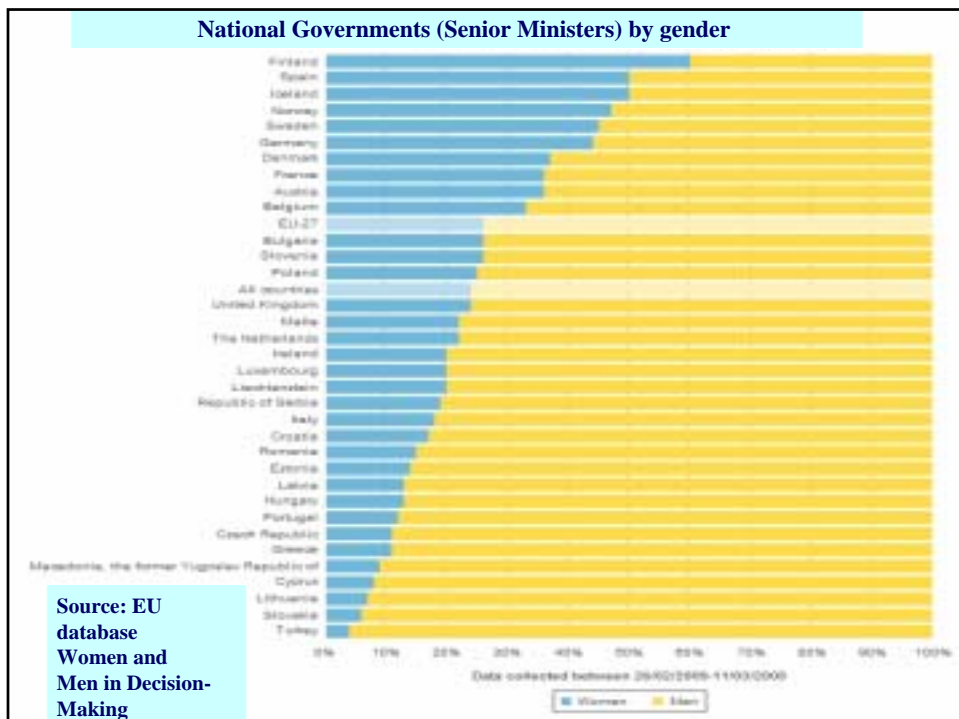
Smallest gender gap globally

- World Economic Forum:
- **Global Gender Gap index 2008** (130 countries) 1 = total equality
- economic participation, education, political empowerment, health and survival

- 1. Norway 0.824
- 2. Finland 0.820
- 3. Sweden 0.814
- 4. Iceland 0.800
- 7. Denmark 0.754

Women in politics and government

- Finland, Norway, Iceland, Sweden **the global top four** in political empowerment (WEF subindex)
- Women as **head of state**: Finland 2000-, Iceland 1980-1996
- Women **Prime Ministers**: Brundtland (NO) 1981, Sigurdardottir (IC) 2009
- **Women legislators: Parliament**: Nordic average **41.4%** (IPU): Sweden 47%, Iceland 43%, Finland 41.5%, Denmark 38 %, Norway 36 %

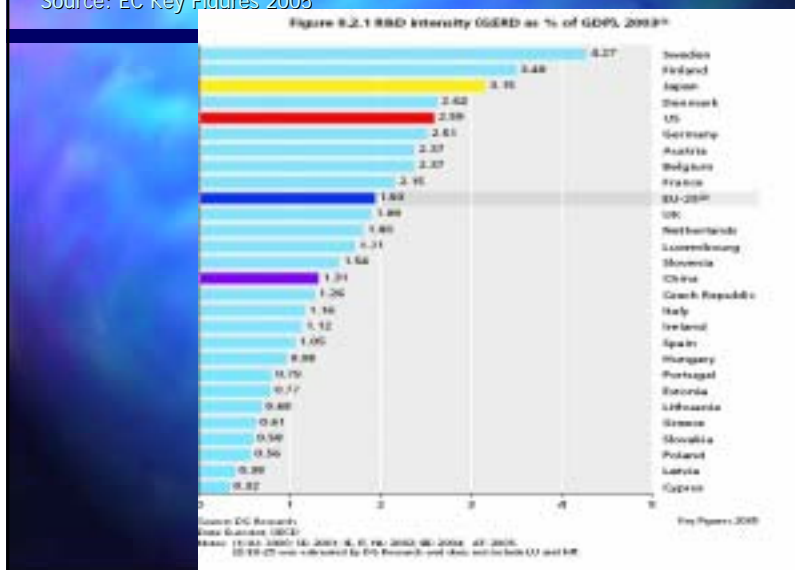


Political will to promote gender equality in society and sciences

- Equality legislation from the late 70s
- Societal provisions for parenting at high level
- "Women in science" to the political agenda: late 70s – early 80s
- Ministry level committees and reports on women and science/academia since the early 1980s (S, FI)

High R&D intensity

Source: EC Key Figures 2005



Nordic measures

- Gender equality and Higher Education **legislation**
- Equality **planning obligatory**
- **Earmarking** positions and funding
- **Quotas** for decision-making bodies
- **Targets** for women's proportion in the professoriate

...Nordic measures

- Governmental financial support to **knowledge production and information activities** on gender issues
- **New infrastructures** for promoting gender equality in academia and research
- Support for **networking** of women scientists
- Gender **statistics and indicators**

- **Equality legislation** forms in all Nordic countries the basis for promotion of gender equality in science, technology and academia

- *DENMARK 1978* *NORWAY 1978*
- *SWEDEN 1980* *FINLAND 1986*

- Prohibition of gender discrimination
- Active promotion of gender equality, positive action, equality planning

Gender mainstreaming

- launched in UN conference on women, Beijing 1995, adopted by EU
- Adopted as an approach in gender equality promotion nationally, in universities and research councils
- But: organisations of technological research lag often behind

Higher Education Legislation

- Norway, University Act 2005, section 6.2.
- "Universities and university colleges shall make active, targeted and systematic efforts to ensure gender equality in all categories of employment in the institution"

Higher education legislation

- Norway, University act, appointments:
- " --- If one sex clearly under-represented in the category of post in the subject area in question, applications from members of that sex shall be specifically invited"

... Norway, university act

- Both sexes shall be represented among the experts conducting assessments of applicants
- In appointments, gender equality considerations "should be taken into account"

Swedish legislation

- "In the activity of universities equality between women and men shall always be taken into account and promoted"
(**University Act** 2005)
- Universities and other educational institutions shall actively work to promote equal rights and prevent and interfere harassment related to gender, ethnicity etc.
(**Antidiscrimination Act** 2008)

Sweden

- Active promotion of equality in HEIs
- Educational institutions have to produce annually an **equality plan** including practical measures to promote equality and prevent harassment related to gender, ethnicity, religion, disability and sexual orientation (Antidiscrimination Act)

Earmarking and quotas

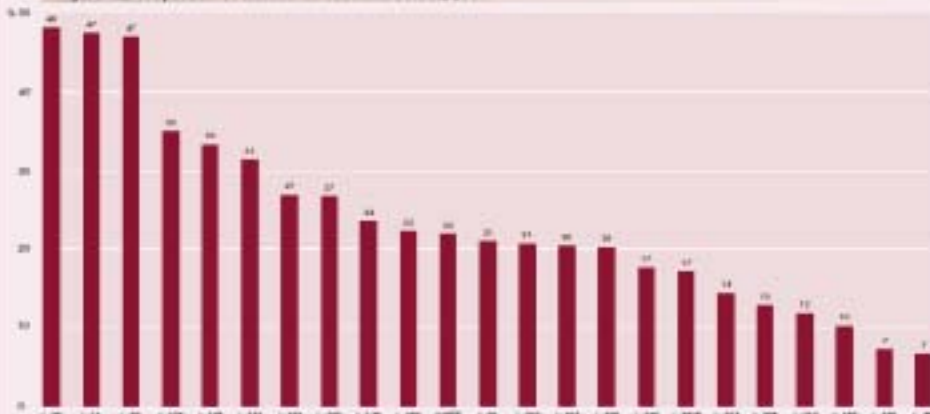
- Sweden: 30 professorships for "underrepresented gender" (late 1990s) → EU court case
- Norway: 20 earmarked professorships for women → EFTA court case
- Finland: 8 Women's Studies professorships, one Academy professorship, late 1990s, not earmarked for women only
- Norway considers earmarking at different levels, more specified conditions: very male-dominated fields, qualification positions

- **Gender quotas** in public committees and boards: FI, NO, IC (Equality law), SW (policy)
- Impact on National Research Councils and Scientific and Technology Councils -> gender balance

Women in scientific boards

Source: EC She Figures 2006

Figure 4.2: Proportion of women on scientific boards, 2004



Source: ISI database ISI Research
 Exclusion to the reference pop: FR, PL, SE, 2002-04, N, U, 2005
 Data non-reliable: AT, SI, ES, LU, BE, FI, NO, TR, S
 BE: French community only
 Data are not necessarily comparable between countries due to differences in coverage and definitions

Governmental financial support to knowledge production and information services

- Financial support for Gender Research and Women's Studies in all Nordic countries since 1970s/1980s
- Funding for infrastructure, networks, research programmes, coordination and information

More visibility to women's expertise: databases of women experts

- **KVINFO, DENMARK** : Information service on women and gender issues
- KVINFO's database of women experts contains easy-to-access bibliographical information on professionally qualified women in Denmark (in Danish). The database contributes to the strengthening of the public image of women and to increasing the visibility of their knowledge, experience and expertise.
- Over 1200 experts (scholars, business women, politicians, cultural figures etc.)
- Free on-line search by field, organisation, keyword
- Supported financially by the Ministry of Culture
- www.kvinfo.dk

... databases

- **KILDEN, NORWAY:**
 - Norwegian Information and Documentation Centre for Women's Studies and Gender Research, funded by Norwegian Research Council (KILDEN = SOURCE)

- **KILDEN'S RESEARCHER DATABASE**
 - Free on-line use
 - Information on 2000 **female researchers**, all fields
 - funding: Ministry of Church, Education and Research
 - started 1999
 - in close co-operation with KVINNEBASEN

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Norway: Committee for Mainstreaming - Women in Science

- Set up by the Ministry of Education and Research 2004
- Broad mandate to advise the Ministry on women in science
- Dialogue with sector stakeholders
- Proposes earmarking of posts
- Resource data bank for gender equality promotion in the academic sector
- <http://kvinneriforskning.no/english/>

Universities

- Public institutions (only a few private universities), no tuition fees
- University level Gender Equality Committees (FI, NO, SWE, ISL, less in DK); Equality Advisers and Officers (FI, NO, SWE)
- National networking of gender equality advisers and committees (FI, NO, SW)
- Equality Action Plans at University and Faculty level, anti-discrimination and anti-harassment policies (FI, NO, SWE)

Research Councils

- Gender balance in boards
- Equality Action Plans
- Internal gender equality working groups or committees
- Reports, regular gender monitoring, indicators

New initiatives

- Sweden:
- Vinnova : Swedish Governmental Agency for Innovation Systems
- **Vinnmer** program 2007-2014, total budget 600 Million SEK
- Qualification (future leaders) program for women Ph.D.s and postdocs, both for Swedish and international scholars

- Norway:
- Ministry of Education:
2 million NOK (260 000 euros) **institutional award** to university or institution which has done the most to promote women in science
- Funding for **networks of women scientists** (2009)

Summing up

- Political will – beyond the EU level
- Generous societal provisions for reconciliation of work and parenting
- Gender balance approached in boards
- Pro-active role of the National Research Councils
- Gender mainstreaming
- Long equality agendas
- Some measures challenged EU legislation
- Institutional transformation aimed through equality planning