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EWORA 5th Conference

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

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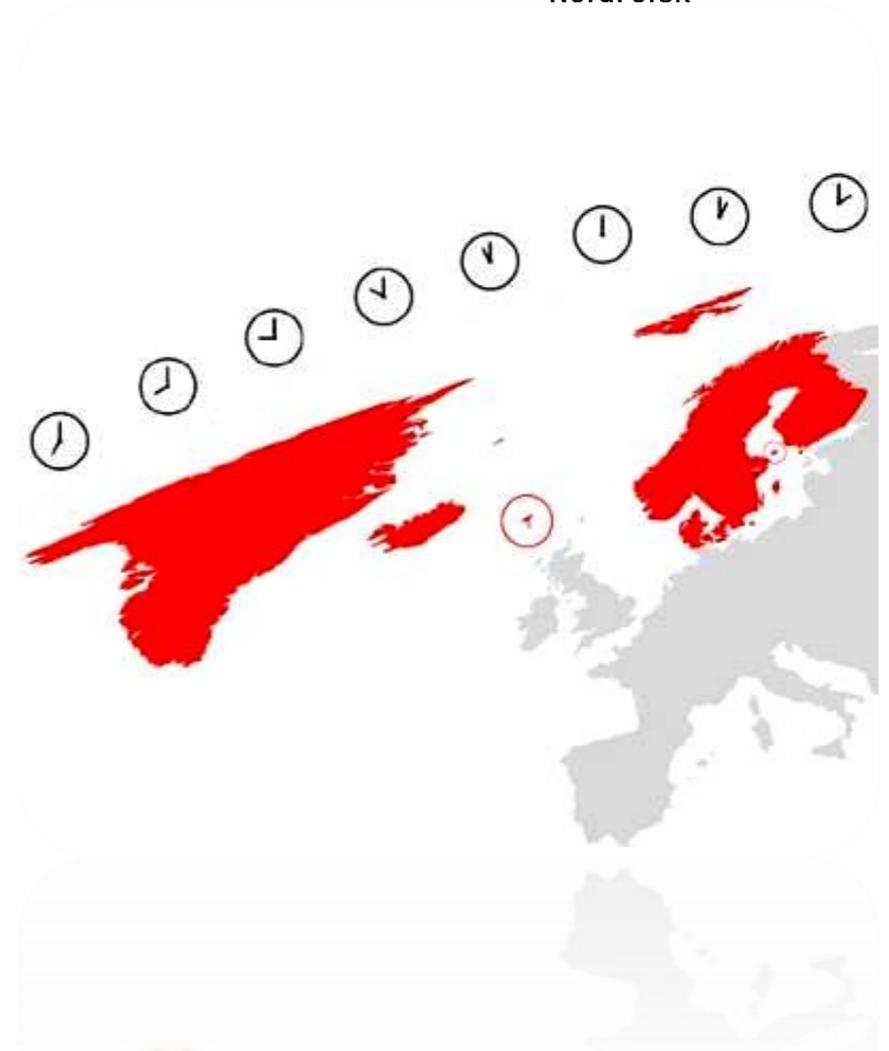
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The Nordic Region



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- 26 million people
- The world's 10th largest economy
- Similar welfare state values
- Nordic Council (parliamentarians) since 1952 and the Nordic Council of Ministers since 1971



Generally the most gender equal countries in Europe

European Gender Equality Index

(Work – Money – Knowledge – Time – Power – Health)

Sweden 74,3 – Denmark 73,6 – Finland 73,4

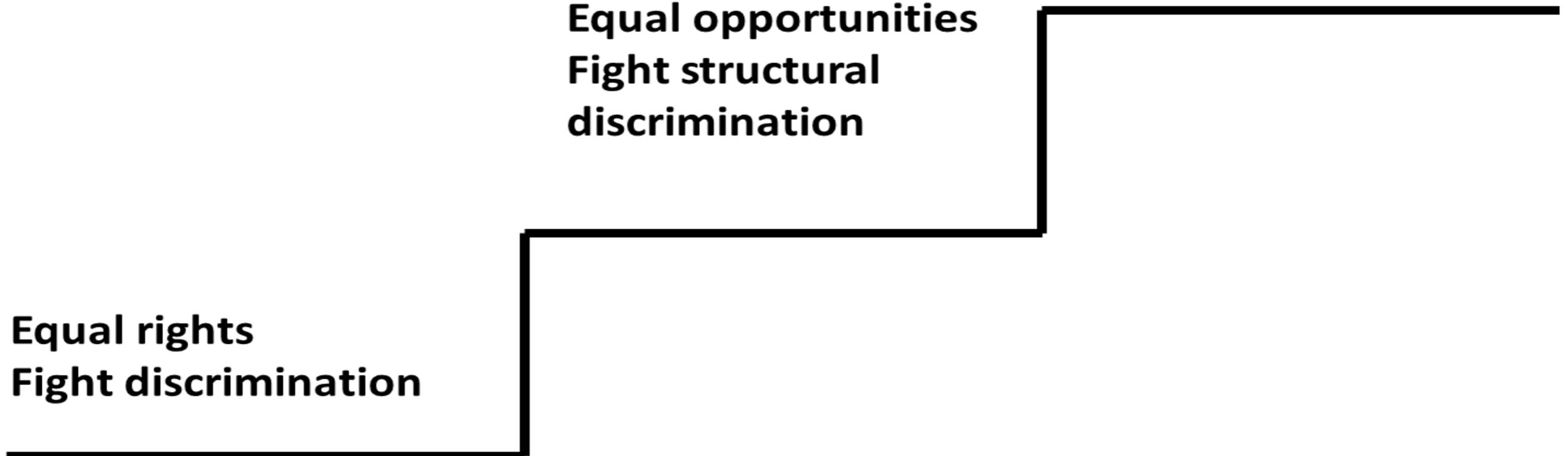
The Netherlands 69,7 – UK 60,4 – Belgium 59,6 – **EU28 54,0**

Gender equality → Gender balance

Equal rights
Fight discrimination

Equal opportunities
Fight structural
discrimination

Gender balance



Why should balance in research be a goal?



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... for the society?

- **Contribute to a less segregated labour market**
- **Research is an important sector**
- **Higher education is an important sector**
- **Role modell for other sectors**



... for the research sector?

- **Attract the best talents**
- **Attain diversity – relevance of the research**
- **Develop modern knowledge intensive organizations**
- **Be sure there is no structural discrimination**

Gender in Nordic Research and Innovation Area (NORIA)



Situation today

Gender imbalance among professor A's in NORIA

	2013	Annual growth
Denmark	19 %	+1.0
Finland	27 %	+0.6
Iceland	26 %	+0,7
Norway	25 %	+0,8
Sweden	24 %	+0,5

For every femal professor there are 3 - 4 male professors

EU-28 21 % +0,5

Actions to fix the situation

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



Therefore: Nordic Research programme



“Solving the Nordic Paradox: Gender Gaps in Research and Innovation”

Three pillars:

- **Research:** Seeking thorough research explanations for the Nordic paradox – strengthening the knowledge base for decision making
- Establishing a data base of **“Nordic She Figures”**/research and innovation indicators/data to serve as source of information and as infrastructure for gender research
- **Competence building and training**



Thematic framework of the programme



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The research funded will be interdisciplinary, and deploy qualitative or quantitative methods in addressing issues such as:

Hierarchies, structural power relations and innovation cultures

National policies and institutional structures

Preconceptions, language and norms in research and innovation

Implicit gender bias

Leadership and management

Research careers, work-life balance and the Nordic welfare system

Differences between the public and private sectors

Career progression, international mobility and competition

Two Nordic Centers of Excellence started



Collaboration between NordForsk, the Academy of Finland; the Swedish Research Council for Health, Working Life and Welfare - FORTE; the Research Council of Norway; and the Icelandic Centre for Research – RANNÍS.

Two Nordic Centers of Excellence

- “Nordic Centre for Research on Gender Equality in Research and Innovation” (**NORDICORE**)
- Beyond the Gender Paradox: Women’s Careers in Technology-driven Research and Innovation in and outside of Academe” (**NORDWIT**)

- Assess the **impact of equality policies implemented in Nordic academic institutions**
- **Identify barriers**
- Understand challenges to gender equality in research and innovation within the **larger labour market contexts** in the Nordic countries.
- **Engaging stakeholders** at all stages of the research, to ensure better and more relevant results.
- Encourage **knowledge exchange** among national and international experts, researchers, students, policy makers, stakeholders, managers, equality workers and other interested parties, through a range of activities such as workshops, seminars, conferences and researcher education

- Study **emerging innovation work contexts** where female-dominated concerns (e.g. health care; the humanities) intersect with technology.
- It will test the gender paradox of few women in top positions, against a backdrop of new **non-linear portfolio careers**, such as they are increasingly common in technology-driven work scenarios.

The Nordic She Figures



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Nordic collaboration on statistical research and innovation data between the research financiers, national statistical bureaus and other stakeholders.

The envisioned final product is a **research tool** consisting of an open access searchable research and innovation data e-infrastructure that will cover the entire Nordic research and research-based innovation area and allow for a continuous **mapping of the trends**, developments, and progresses.

This collaboration will significantly improve the quality of data, its comparability as well as the access to it.

Work is in the planning phase.



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Thank you for your attention!

<http://www.nordforsk.org/>