

On the way to the top:
*providing equal opportunities for men and women in
science and technology*

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*Gerd Bjørhovde, Professor emerita UiT the Arctic University of Norway
Chair Norwegian Committee for Gender Balance in Research*

The Norwegian Committee for Gender Balance in Research (the **Kif Committee) and its in-between position**

- Appointed by the Ministry of Education and Research for a third period (2010-2013), new committee to be appointed any day now.
- Members from higher education institutions (4), research institutes (2), students' organization (1), and the Research Council of Norway (1).
- Annual budget is 3 mill NOK (375 000 €)
- The secretariat is located at the Norwegian Association of Higher Education Institutions.

Mandate

- Raise **awareness**, give **support** and **recommendation** for measures that promote gender balance at higher education institutions and research institutes.
- Offer **assistance** and **advice** to players and institutions in the university and university college sector and the independent research sector, the ministries and the Research Council of Norway upon request.



Tasks

- National coordinator and promotor
 - for mainstreaming gender equality in higher education and reseach
- Create dialogue and contact-points with, and between:
 - higher education institutions and the research institute sector
 - The Ministry of Education and Research
 - The Research Council of Norway
- Be in the forefront, and give advice on national and institutional levels
- Consciousness-raising, production of knowledge and information.

Monitoring

Its mandate gives the Kif Committee a “direct” line to the Ministry, but at the same time Kif is expected to be independent and free-spoken – and express criticism if necessary, of government as well as institutions.

The “**watchdog**” function of the Kif Committee is crucial.

Some concrete examples:



Meetings with top leadership at the institutions, discussing:

- Strategies and challenges
- Gender action plans



Annual equality award:

- On behalf of the Ministry of Education and Research
- 250 000 €



Developing tools:

- Website – agent for change
- Booklet - motivating leadership to work for gender balance

<http://www.eng.kifinfo.no>

- Making news, interviews with i.e. leaders and policymakers
- Gathering statistics, information, gender action plans, best practice and measures.
- Monthly newsletter, you may **subscribe!**
- Channel to the ***international*** community.

Our website

-  [Promote action](#)
 - <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75848>
-  [Create debate](#)
 - <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=75406>
-  [Tool for the Committee](#)
 - <http://eng.kifinfo.no/c62414/seksjon.html?tid=62429>
 - <http://eng.kifinfo.no/c62967/nyhet/vis.html?tid=71614>
-  [Independent role](#)

The Ministry of Education and Research Equality award

Criteria and guidelines:

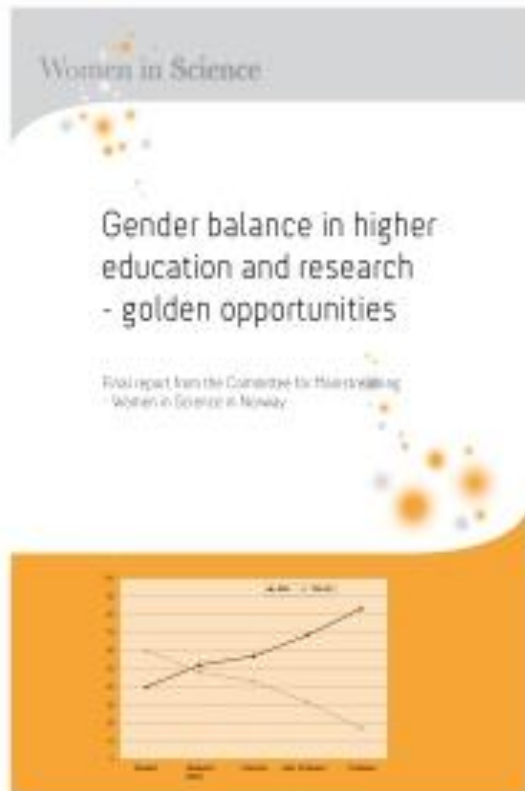
- ✓ How well anchored gender issues are with the leadership .
- ✓ Whether the institution can show that it has implemented specific measures and carried out its gender action plan.
- ✓ Resources (HR and financial) spent on gender mainstreaming.
- ✓ How the institutions have worked to promote women in research.

Other outcomes/initiatives - publications

Some examples of publications which we have been able to produce thanks to input from and cooperation with the sector – universities, colleges and research institutes.

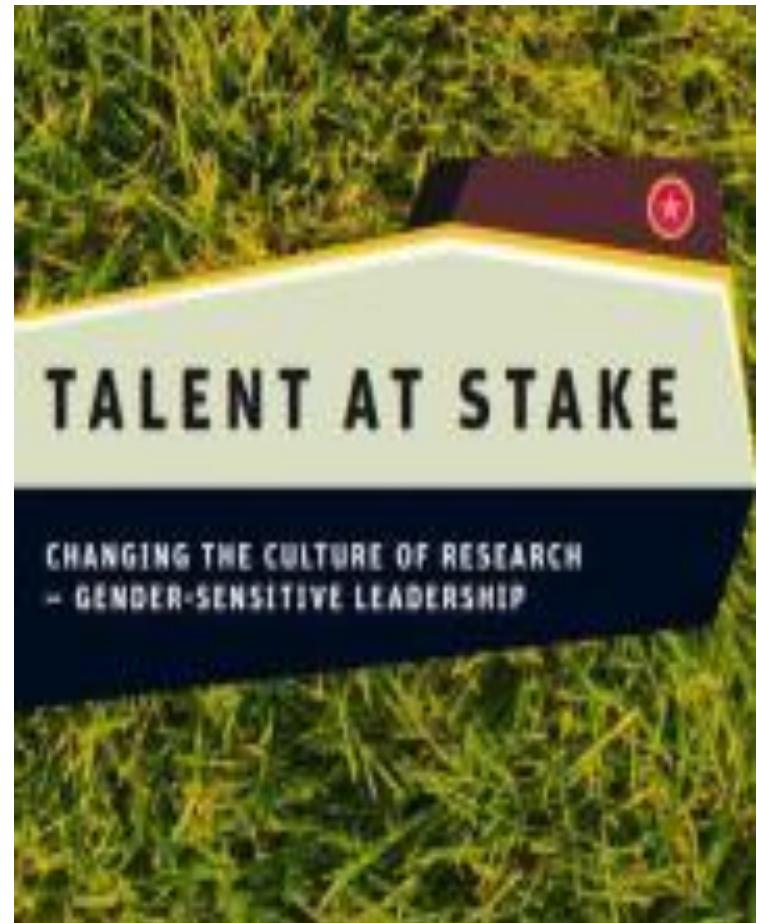
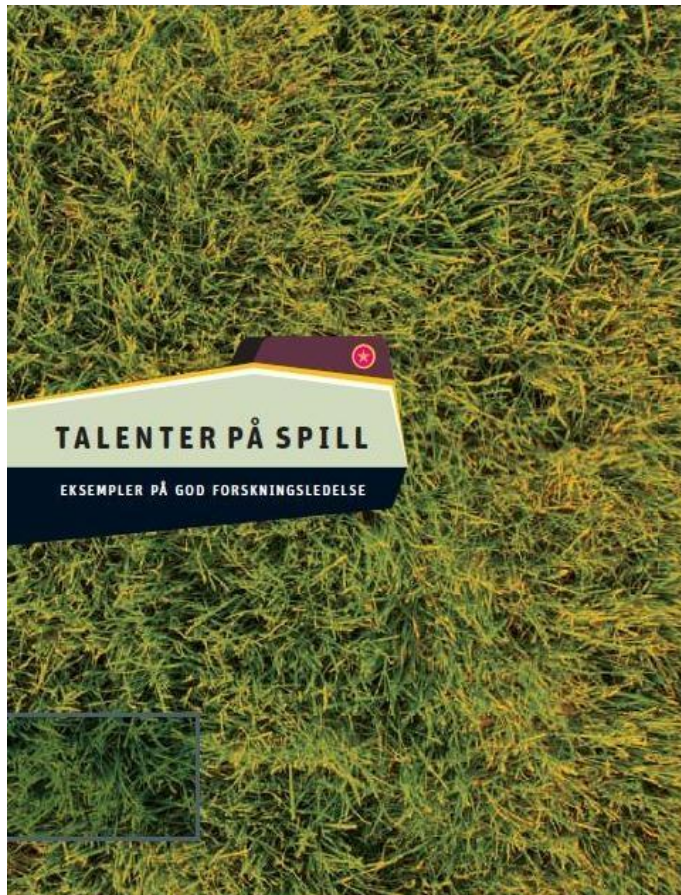
- **Information** for inspiration and argument
- **Reports** from seminars and conferences
- **Statistics** to support arguments
- **Advice** on actions and procedures

Recommendations to the *Ministry of Education and Research*, available to the public in both paper and web versions:



Talent at Stake:

Changing the Culture of Research – Gender-Sensitive Leadership (2010),
a Kif publication in both Norwegian and English, both paper and web version



Report from a Nordic expert seminar in November 2012 and followed up with facts and figures on the status of gender equality in the Nordic countries



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

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



Norden – et steg nærmere kjønnsbalanse i forskning?

Fellesnordiske strategier og tiltak for å bedre kjønnsbalansen blant forskere i akademia



What works?

- ✓ The **networks** (national, institutional, and thematic), annual meetings for people working in the sector.
- ✓ **Conferences and seminars** that focus on relevant issues, such as ‘what is quality’, or ‘excellence’, and how do we improve gender awareness in the sector generally, among leaders particularly?
- ✓ **Government involvement:** Clear messages and dedication from the government are needed, too.

What works?

- ✓ **Stimulate good examples:** Best practice awards help improve gender awareness and dedication.
- ✓ **Leadership involvement and dedication** (a continuous challenge, but we see great improvement: competition works in this sector.)

What works?

- ✓ **Involvement by both men and women** is crucial for a more gender balanced world of research
- ✓ **Commitment:** a dedicated Kif Committee remains crucial. We are happy to have a mandate which specifies the need for committee members with **strong commitment!**

Difficulties/challenges?

- ✓ **Funding?** The Kif budget has remained unchanged since 2004. This may seem to suggest that our work is not given enough attention, or priority.
- ✓ A sector undergoing rapid changes – the trend towards **more autonomy** means giving more power to individual institutions. Can we trust that the sector will keep the positive focus that we have seen these last years, if they are left to their own devices?