

**The Gender Gap in Research.
Danish National Research
Foundation. Annual Meeting
2014**

Gender and Excellence in the Making

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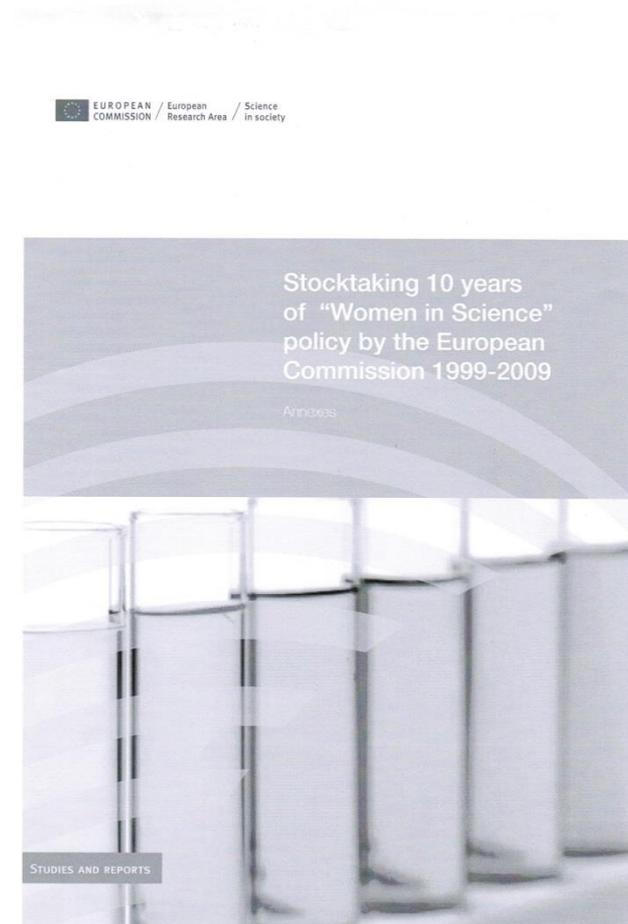
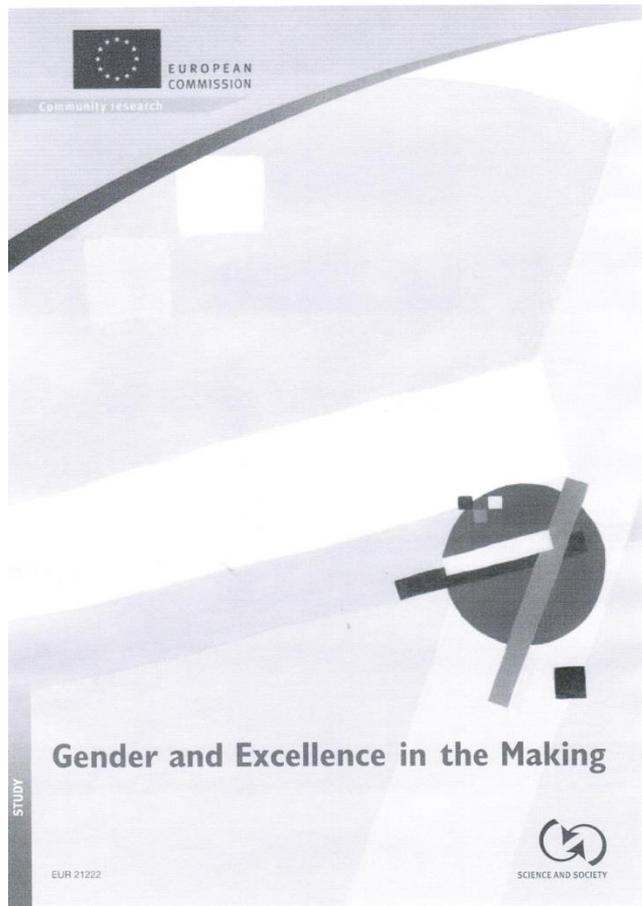


HAR VIDENSKABEN KØN? KVINDER I FORSKNING

Bente Rosenbeck

Museum Tusulanums Forlag

Women in science policy European Commission 1999-





HAR VIDENSKABEN KØN? KVINDER I FORSKNING

Bente Rosenbeck

A succes and a paradox

History

- Women were allowed to enrol at the university in Denmark in 1875
- The odd woman student
- The first women students achieved better grades than their male counterparts, but they were not welcomed in research

To-day

- The majority of university students in Denmark – like in many other countries – are women (true since 1994).
- The proportion of women among those obtaining a master's degree from a Danish university has increased to more than 50% in 2002.
- The percentage of women who successfully complete PhDs is also increasing. 57 % in 2009 at CPHU.
- The average growth in the proportion of women at professorship level has been very slow.

Learned women

- Universities: Professional colleges: theology, medicine and law – men
- The soul does not have a gender
- The body and womanhood/femininity
- Convents, centres of learning – women
 - Hildegard von Bingen (1098–1179) and Birgitta of Vadstena (approx. 1303–1373).
- “supra sexum”: Danish women scholars: Leonore Christine, Birgitte Thott, Sophie Brahe, Charlotte Dorothea Biehl.
- Women had access to the salons, but not to the scientific societies (before 1968)

Modernisation of science – naturalisation of gender

- The Humbolt University: integrating the natural sciences
 - Closer link between research and teaching
 - Knowledge as a product of research
- Secularisation challenged the religious view of women
- New myths in medicine: linking women and nature
- Complementarity and polarisation: private-public, women-men, nature-culture

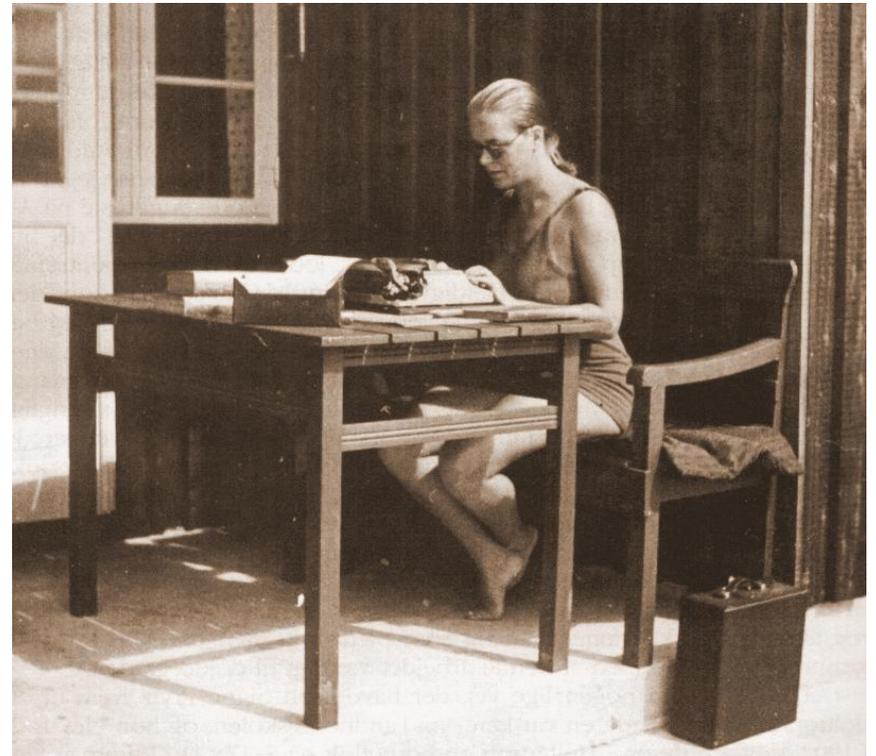
Clash between femininity and science

- Nature – culture - Private – public
 - The private and female were defined in opposition to the public, the scientific and the male.
- Public women: Women a contrast to the scientific sphere
 - The discourse about women's inferior intellectual capacity
- Natural sciences represent the norm
- Changes?

**Marie Krogh. Physiologist and
physician**

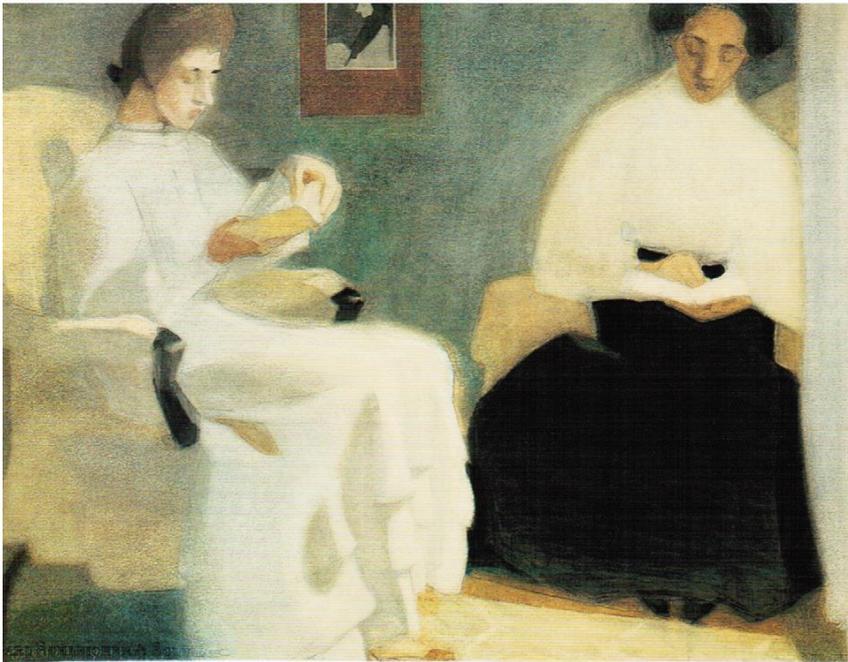


**Signe Prytz 1937. The fourth
dr.phil in history**



Frauen, die lesen, sind gefährlich

**Helene Schjerfbeck: Läsande flickor
1907**



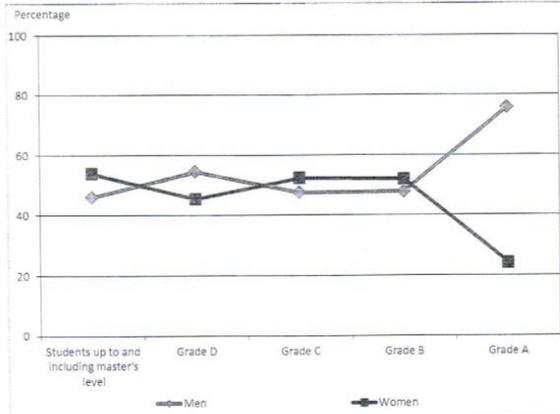
Gerhard Richter: Lesende 1994



She-figures 2010

- Female professors
 - Iceland: 24 %
 - Finland: 20 %
 - Below EU average
 - Norway: 21 %
 - Sweden: 20 %
 - Denmark 15 %
- 80 % of all professors in the Nordic region are men.
 - Scissors-shaped figures: Finland and Denmark

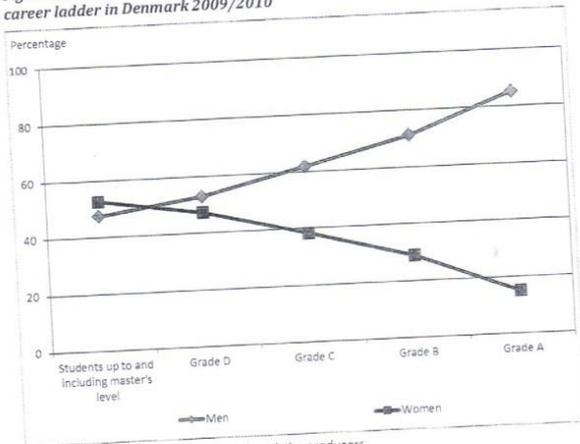
Figure 1.2. Proportion of women and men at various rungs of the academic career ladder in Finland 2010*



*Statistics for Finland include administrative positions, which affect the gender distribution for the individual categories in the figure.

Sources: She Figures 2012 and national statistics producers.

Figure 1.1. Proportion of women and men at various rungs of the academic career ladder in Denmark 2009/2010



Sources: She Figures 2012 and national statistics producers.

The latest Danish statistics (2007-2009) – women in research

The proportion of women in overall researcher headcount grew by almost two percentage points from 27% to 29% from 2007 to 2009.

37 % of assistant professors and post docs

29 % of associate professors

16 % of full professors

29 % of the total scientific staff was women

Surveys since 1994 (Bertel Ståhle) regarding recruitment processes for all academic positions in Denmark (6 reports 1994-2009).

More about the Danish surveys

- For almost half of the academic positions (46 %) there was only one qualified candidate (drop in competition for post in all three job categories)
- Internal recruitment: 6 out of 10 (62 %) positions were given to internal applicants (a decline)
- Most positions were awarded to male candidates (without qualified female candidates and without competition between the sexes)
- No female applicants for 40 % of all appointments
- Assessment committees: 21 of the members were women and 79 % men

What to do?

- *New employment system*
- *Recruitment of personnel.*
 - *E.g. Balance the number of men and women represented in the selection committees.*
- *“Women in science” unit*
- *Learn from other countries and EU*
 - *Gender equality included in the university law, the development contracts, institutional accreditation*
- *Other proposals?*

The Academy of Finland

The Academy of Finland has had several Equality Plans

Target: increasing the proportion of the minority gender among appointees to research posts to at least 40 per cent.

Academy professorships. Nomination of more women

Academy of Finland Equality Plan

1 January 2014–31 December 2016

Norway. KIF

2004: Committee for
Mainstreaming – Women in
Science

2007: Committee for Gender
Balance in Research

2014: Committee for Gender
Balance and Diversity in Research.

- The committee will support and provide recommendations on measures that can contribute to the mainstreaming of the gender equality efforts at the institutions within the university and college sector as well as research sector,
- Contribute to an overall awareness-raising around issues connected to the skewed gender balance
- Give advice to actors and institutions

The Norwegian Research Council

A new Policy on Gender and Equality and Gender Perspective in Research (2007-2013)

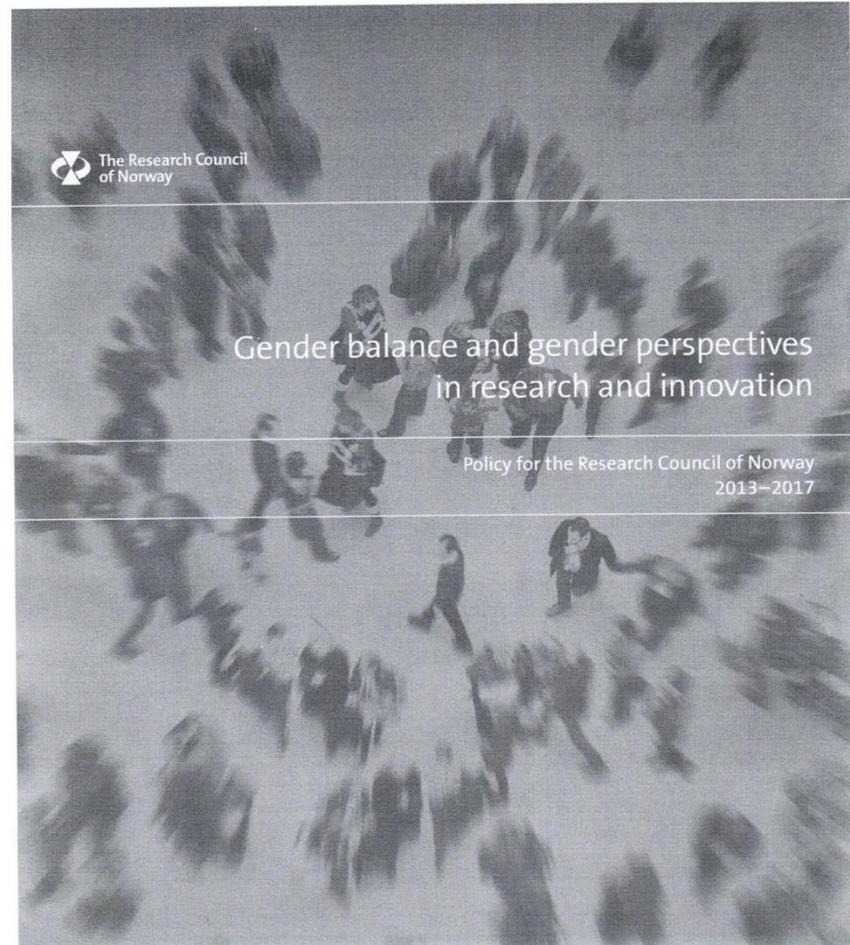
- The aim is to enhance the overall quality of research

Balance project 2013

- The Research Council will work in a systematic, strategic and innovative manner to promote gender balance as well as gender perspectives in research and fundamental knowledge about gender.
- Centre of Excellence (SFF) From 2003 emphasis was placed on gender balance
 - Three Challenges
 - Excellence in research initiatives
 - Internationalization measures
 - Industry-oriented measures
- The research council will increase the proportion of female project managers and women in key academic positions and set a target of over 40 per cent women in such positions for new projects by 2017
- Apply moderate gender quotas in the distribution of research funding

Programme on Gender Balance in Senior Positions and Research Management (Balanse): 2013-

- Provide funding for innovative measures to improve the gender balance.
- Strengthen the efforts of the research institutions and research environments in this area, in part through grants for career-promoting measures for researchers and for the development of leadership and organizational culture at the institutions, and help to develop research-based knowledge in the field (nok 58 mill)
 - A national learning arena
 - Knowledge development
 - New research on the processes that promote and obstruct gender balance



The Nordic Countries and Denmark

- *The Nordic region – a step closer to gender balance in research 2013.*
 - a Nordic program and action plan, that sets specific recruitment targets for top-level positions in academia,
 - the establishment of a Nordic policy oriented network
 - a Nordic research program and a pilot project in Nordic education and research statistic.

Equality is important for excellency

- The knowledge society with its increased focus on research see in women an underutilized resource.
- Equality is important for excellency
- Diversity: Research benefits when both genders participate and contribute with their expertise, creativity and experience.
- Equality as a fundamental right
- The lack of gender balance is not only a serious problem for research. It is also a problem for democracy.

New literature

- Mathias Wullum Nielsen:
New and persistent
challenges to gender
equality in academia
ph.d.- project

The Danish Centre for Studies
in Research and Research
Policy

