



Norwegian Committee for Mainstreaming - Women in Science

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National Gender Equality Policy

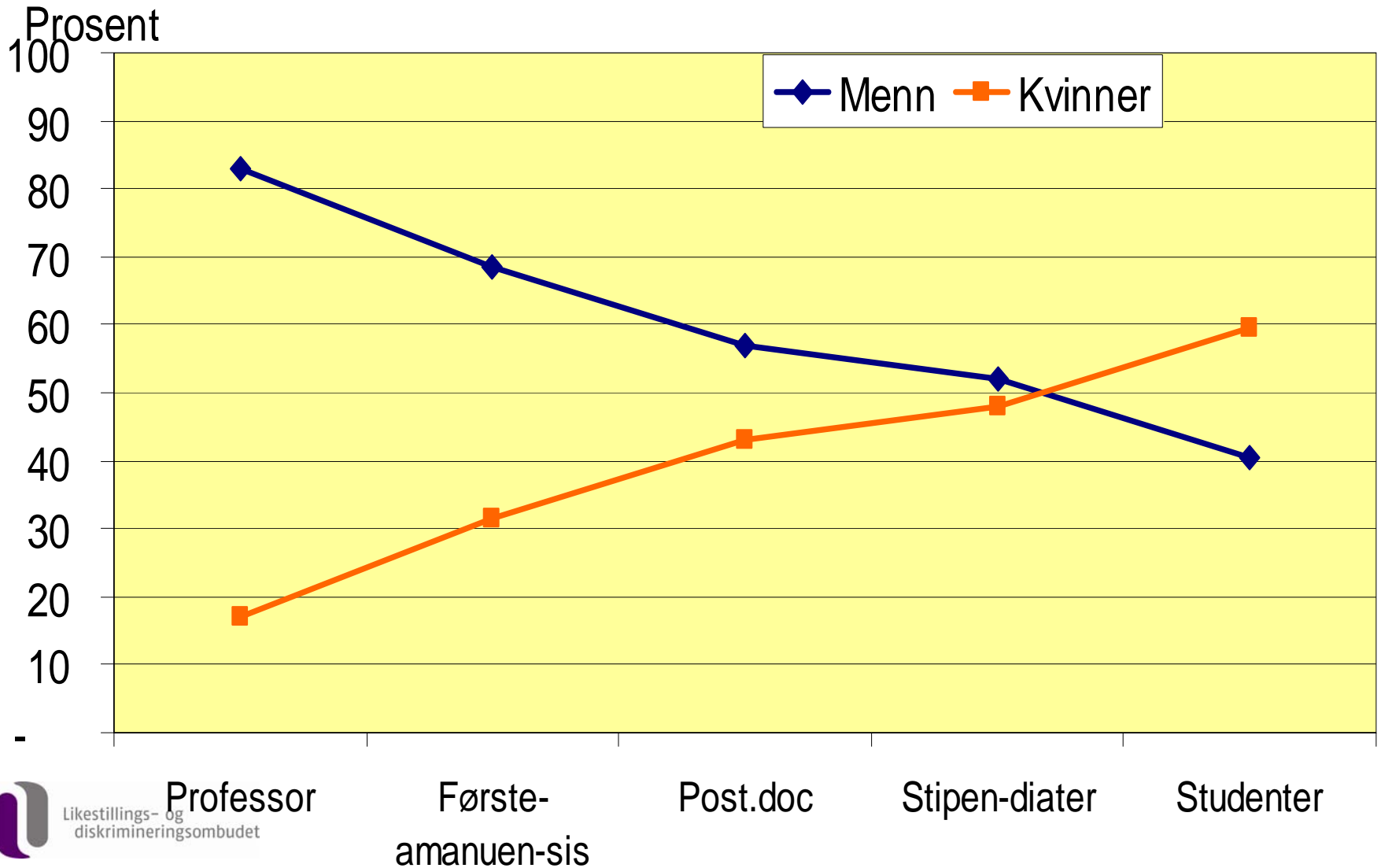
The Equality and Anti-Discrimination Ombud

- Enforcing the Gender Equality Act and the Anti-Discrimination Act.
- National agency for achieving gender equality and working against discrimination.

The Ministeries

- Develop and initiate equal opportunities policy within the respective department's area of responsibility.

The situation in Norway



Background of the Committee for Mainstreaming – Women in Science

- **Established by the Ministry of Education and Research in January 2004**
- **A report by The Research Council of Norway (2002) which examines the situation of women in science, evaluates the measures taken to promote gender equality and the effects of these measures.**
- **Funding: 3 million NOK per year for a three-year period**
- **Secretariat:
The Norwegian Association of Higher Education Institutions**

The Committee's main goals:

- To promote mainstreaming of gender equality work in the general activities of the academic institutions.

And to:

- Contribute to increasing the general knowledge of issues related to gender imbalance in the academic world.
- Promote action.

Activities by the Committee so far:

The main priority initially was to establish a dialogue between the Committee and the academic institutions and other relevant parties. The means employed have included:

- o Seminars/conferences
- o Network for equal opportunities in academia
- o Institutional review/study
- o <http://www.kvinneriforskning.no/english/>

Gender equality and research

- Rights
- Developing democracy
- Inter/national research goals

Challenge:

Changing recruitment practices from homosocial to heterosocial, characterised by diversity

Research should have:

- Relevance; but who defines relevance?
- Quality; but what is quality?
- These questions are both *political* and *scientific*.

Strategies on these areas today

- Grants towards gaining professor qualification
- “Start packages” for newly recruited women
- Mentor schemes for women in research fellowships and associate professorships

The Committee's recommendations to the Ministry

- **Clearer and stronger demands from the Ministry to the institutions regarding integration and gender equality.**
- **Implement gender equality related incentives in the financing system.**
- **Evaluation of changes in research policy, e.g. the Quality reform.**

The Committee's recommendations to the Ministry

- **Requests that the Research Council of Norway:**
 - evaluates its own programmes, e.g. Centres of Excellence, Outstanding Young Researchers.
 - Develops a multifaceted incentive program, see e.g. EU's 7th Framework program.
- **Research program on gender and equality in academia.**