Rolling out systematic approach to gender mainstreaming in academia in Sweden (GMA) GS9 Plenary: Strategic priorities for regional STEM gender equality policy

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www.genus.se/en/



Gender Equality and HE in Sweden

- 26% women professors, lower in STEM
- Gender = women and representation = GE
- Curing current symptoms, not the disease
- Feminist government, societal challenges





A unique position

- o GMGA 2013-2018
- o GMA 2016-2019
- 75 000 employees,400 000 students,7 doing the job...

Swedish Secretariat for Gender Research





Gender bias as a cumulative process

Equal terms?

Resources

Sick leave

Sexual harassment

Motivation

Quality?

Career paths

Criteria

Research fields

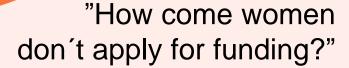
Meritocracy?

Bibliometrics

Peer-review

Academic culture

"Excellence in Research"





GMA, in theory

- Problem-based intervention (Bacchi)
- Redistribution of resources (Fraser)
- Gendering intersectional realities
- Gender mainstreaming reorganization...
- ...and reorganizing gender mainstreaming





GMA, in practice

- Governance and management
- Resource allocation
- Peer-review and career paths
- Gender in research and education
- Academic leadership
- Widening participation



Guidelines for gender mainstreaming Academia



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