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The Committee on Women's Rights and Gender Equality  
in cooperation with  
Gender Summit 9 Europe

*Quality Research and Innovation through Equality*

“The role of policy in achieving societal well-being  
through science and technology - The Nordic approach”

Marja Makarow  
Brussels, 8 November 2016

# The Nordic region



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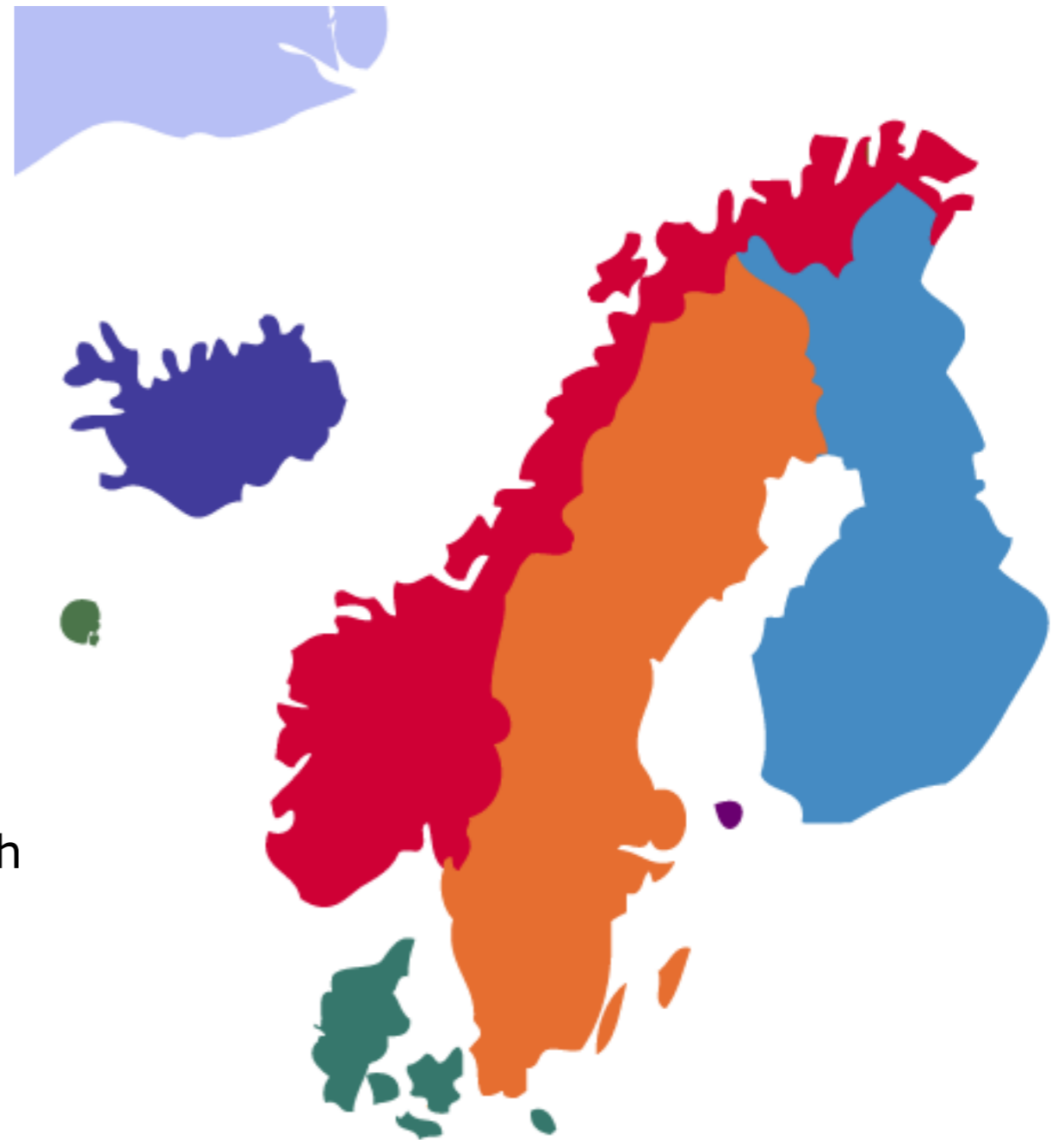
## Five countries

Denmark (EU), Finland (EU), Iceland, Norway and Sweden (EU)

## Three autonomous areas

Åland, Faroe Islands and Greenland

- 26 million people
- The world's 10th largest economy
- Many eras of shared history
- Similar welfare state values and research systems



# The Nordic Paradox



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## **Nordic countries - *most gender equal MSs of EU at large***

European Gender Equality Index 2015

Indicators: Work – Money – Knowledge – Time – Power – Health

### **Scores**

Sweden	74.2
Finland	72.7
Denmark	70.9
EU average	52.9

## **Paradox - *no gender equality in academia***

Since 30 years half of graduates are women, still grade A women professors:

Denmark	15%
Finland	24%
Iceland	24%
Norway	21%
Sweden	20%
EU average	20%

## Women underrepresented

University rectors

Heads of research funding and research performing organisations

Science policy

- >> Decisions taken by only half of researcher community on
  - Higher education and research priorities
  - Volume and targetting of resources
  
- >> Collective intelligence of decision-taking bodies deficient due to lack of diversity

## **Report 2013**

### **“The Nordic region – a step closer to gender balance in research”**

#### **Main findings**

Progress in gender equality stagnated

No difference in quality of women’s research, volume is somewhat smaller than men’s

The more prestigious the research programme, the less women apply and succeed

*NordForsk: facilitator organisation of cross-border research collaboration between the Nordic countries operating under the Nordic Council of Ministers*

NordForsk launches in 2016 two Nordic Centers of Excellence on gender equality

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

### **Highlights of research themes**

Analysis of regional knowledge and innovation systems

Identification of barriers

Understanding challenges for gender equality in labour market context

Assessment of impact of equality policies

# Tackling the Paradox through LEGISLATION

## *Finland's Equality Act and gender quota since 1995*



### **Bodies exerting DIRECT or INDIRECT power over public funds** ***Minimum of 40% of minority gender***

Research Councils (funding decisions): at least 40% of female members

Results: Share of women applicants of research funds risen to ~ 50%

Share of women awardees risen considerably

Post-doctoral positions 56%

Grants to launch independent career 45%

Most prestigious professorships 27%

Directors of Centers of Excellence 17%

Gender balance achieved in research except in STEM

Still only 24% of female professors

# Tackling the Paradox through MAINSTREAMING POLICY

## *Swedish Government*



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### **Policy statement of Swedish Government in 2015**

*"Women and men must have equal power to shape society and their own lives. The world's first feminist government is implementing policies that increase equality between women and men"*

Gender perspective to be mainstreamed into all policy-making and decision-making, as well as in resource allocation through gender-responsive budgeting

More by Director of Swedish Secretariat for Gender Research in GS9 panel session tomorrow



# Urgent challenge

## *Lack of women in STEM*



### **Women underrepresented in STEM education**

#### **Consequences**

>> Women miss out the fastest growing job market

125,000 jobs created annually in the ICT sector in Europe

Digital Single Market expected to create some new 800,000 jobs by 2020

>> No STEM education >> No women STEM researchers

>> Lack of women STEM researchers >> Lack of women innovators

**Without policy measures to support women in academia and STEM research:**

**Half of talent missing in creation of innovations supporting societal well-being and economic growth in Europe**



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# Thank you for your attention!

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