

Gender balance policies and action plans in Norwegian academia

Ivana Suboticki
ProGender Seminar
09.11.2021

Aim

What policies and laws are framing gender balance work in research and higher education at different levels?

EU: Gender equality in research and innovation

Horizon Europe:

1. having a Gender Equality Plan (GEP) in place becomes an eligibility criterion for certain categories of legal entities,
2. the integration of the gender dimension into research and innovation content is a requirement by default, an award criterion evaluated under the excellence criterion,
3. increasing gender balance throughout the programme is another objective, with a target of 50% women in Horizon Europe related boards, expert groups and evaluation committees, and gender balance among research teams set as a ranking criterion for proposals with the same score



Legislation

- Equality and Anti-Discrimination Act (LOV-2017-06-16-51) demands that employers take proactive measures and planning to improve equality and stop discrimination, and evaluate the results of such work
- University College Act (LOV-2005-04-01-15) demands that universities and university colleges work actively, purposefully and systematically to promote gender equality in all positions
- Higher education institutions are obliged by law to develop gender equality action plans

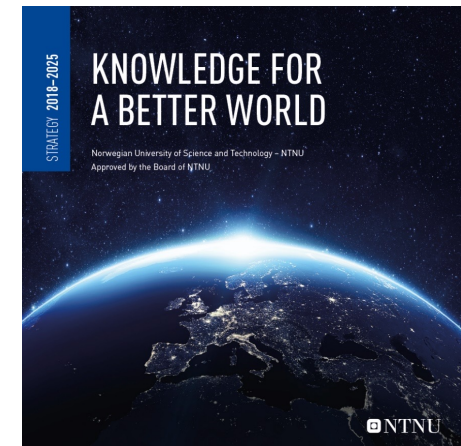
→ Gender mainstreaming approach

National policies, programs and bodies

- Long term plan for research and higher education 2019-2024: “In order to succeed in developing more world-leading professional communities, we must use the talents of the entire population. Managers at all levels have a responsibility to work for a better gender balance and greater diversity among the employees” (Meld.St. 4, p. 30).
- Policy for gender balance and gender perspectives in research and innovation (2019)
- Research Council Program: Gender Balance in Senior Positions and Research Management (BALANCE)
- Committee for Gender Balance and Diversity in Research
- The National Budget – award letters (with a gender equality clause)

University strategies

- The NTNU Strategy aims to “(i)mprove gender balance in top-level academic positions” (NTNU Strategy 2018-2025, p.33)
- University of Bergen Strategy aim to “stimulating and inclusive work environment” (UiB Strategy 2019-2022, p.22)



**KNOWLEDGE THAT
SHAPES SOCIETY**

OCEAN, LIFE, SOCIETY / STRATEGY 2019-2022



Gender equality and diversity action plans

- Improve representation of women in top positions: search committees, moderate gender quotas, qualification grants, startup packages, close calls, employee interviews, mentorship programs, media training courses for women etc.
- Improve gender balance among students: gender perspectives in education, networks for students of the underrepresented gender, role models in teaching, gender points in recruitment etc.
- Improve gender balance in leadership: equality committees, yearly activity plans based on Action Plan, leadership training, gender equality and diversity competences when recruiting leaders etc.
- Prevent harassment: channels for reporting harassment, awareness raising