



ANNUAL REPORT 2017

NORDICORE – NORDIC CENTER FOR RESEARCH ON
GENDER EQUALITY IN RESEARCH AND INNOVATION



NORDICORE'S FIRST YEAR

NORDICORE has been up and running for about a year.

Our first year has been busy: processing and planning the work packages, collecting data, doing fieldwork and analyzing data.

We have participated in conferences and seminars – scholarly, as well as with stakeholders. Ongoing and highly stimulating research policy debates are keeping us alert, emphasizing the important gender aspects of research policies!

This report is based on NORDICORE's annual report to Nord-Forsk and is available for anyone interested in keeping updated on NORDICORE's research and activities.

We expect that our next annual report will highlight our research results as the work packages progress.

Mari Teigen & Liza Reisel

Center Director and Deputy Director

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1 | ABOUT NORDICORE

QUICK FACTS



27 RESEARCHERS

NORDICORE consists of 27 top-researchers from all the Nordic countries.



4 NORDIC COUNTRIES

NORDICORE conducts comparative research in Norway, Sweden, Iceland and Finland.



FIVE-YEAR PROJECT

NORDICORE started up in 2017 and will be finalized in 2022.

A CENTRE OF EXCELLENCE

NORDICORE is a single-site Nordic Centre of Excellence located at the Institute for social research (ISF) in close collaboration with researchers at partner institutions across the Nordic countries.

The centre is funded by NordForsk and led by Mari Teigen and Liza Reisel.

NORDICORE is organized around six work packages targeting different research questions concerning continued male-dominance and gender balance in academia.

2 | GENDER BALANCE IN ACADEMIA

Despite the fact that the Nordic countries have comparatively strong gender equality records, major challenges exist related to gender balance and equality in academia, research and innovation.

NORDICORE studies key issues to help us understand and explain what promotes and inhibits gender balance and gender equality within academia and research.

NORDICORE AIMS TO ...



.. Establish new knowledge about the Nordic gender equality paradox in research and innovation, and the mechanisms producing, maintaining and changing gender inequalities.



.. Establish a database with impact on the progress of gender balance and gender equality. NORDICORE also aims to create an open-access database of equality and diversity policies in the Nordic countries.



.. To identify and distinguish what challenges to gender balance and equality are specific to academia and what challenges are related to general aspects of the Nordic labour markets.



.. To disseminate our findings to stake-holders and policy-makers in the Nordic countries, as well as to engage in knowledge-exchanging processes.



.. Establish knowledge about the benefits and challenges of Nordic family and welfare policies for gender differences in academic careers, of importance for the international debate on work- life balance.



.. Stimulate international collaboration and research mobility, as well as utilizing the excellent competence of NORDICORE's Expert Advisory Board.

OUR WORK PACKAGES

Our research design combines quantitative and qualitative methods, as well as observational and experimental data, and thus allows us to pinpoint specific mechanisms behind gender inequalities. NORDICORE's data consists of a wide range of data sources: questionnaires, vignette surveys, field experiments, administrative registers, documents and interviews.

EVALUATION OF GENDER EQUALITY POLICIES

MAIN OBJECTIVE: To examine the relationship between gender equality policies and the composition of the research and teaching staff over time.

METHOD AND DATA: Establishing a data-base of institutional gender equality policies – and match the development with institutional-level data on gender balance in top research positions. Mapping of policies through survey among HR and chief executive officers in Norway, Finland and Sweden.

RESEARCH CAREERS AND FAMILY

MAIN OBJECTIVE: To study gender differences in research careers – and alternatives to such careers in the public and private sector in the Nordic countries. Central questions are: Where in the life-course and how do the research careers of women and men diverge? How do men and women perceive and experience possibilities and constraints of work-family dynamics in relation to demands and opportunities inside and outside of academia?

METHOD AND DATA: Longitudinal register data and in-depth interviews in Iceland, Sweden and Norway. Mapping research careers, and analyse the impact of age and family situation on career progressions.

GENDERED PATTERNS OF COMPETENCE AND HIREABILITY

MAIN OBJECTIVE: To examine whether gender inequality can be explained as the result of systematic differences in the perception of women's and men's competence and hireability.

METHOD AND DATA: Survey experiment among tenured academic staff in Iceland, Norway and Sweden.

GENDER EQUALITY FROM BELOW

MAIN OBJECTIVE: To develop a better understanding of equality measures at department level and aims at changing the culture in research communities.

METHOD AND DATA: Interviews with researchers at all levels at the Norwegian University of Science and Technology (NTNU), develop equality measures and follow the different departments and their work on gender balance.

EVALUATIVE CULTURES

MAIN OBJECTIVE: To analyse how meritocratic ideals are played out through examining how academic gatekeepers think about scientific excellence and how evaluative practices vary across organizational contexts. What do we learn by studying recruitment through a gender lens?

METHOD AND DATA: Interviews and follow all stages from vacancy to the final hiring decision in three disciplines (history, biology, political science).

LABOUR MARKET AND POLICY CONTEXTS: COMPARISONS ACROSS SECTORS

MAIN OBJECTIVE: To compare and synthesize main findings in all work packages in light of existing knowledge about the mechanisms producing, maintaining and changing gender segregation in different parts of the Nordic labour markets.

METHOD AND DATA: Based on all the work packages.

3 | WHO ARE WE?

27 researchers from all the Nordic countries contribute to NORDICORE's research objectives.



MARI TEIGEN

Role: Director of NORDICORE

Research professor, Director of CORE – Centre for Research on Gender Equality, Institute for Social Research, NORWAY.



LIZA REISEL

Role: Deputy Director of NORDICORE

Research Director, Equality, integration, migration, at the Institute for Social Research, NORWAY.



CHARLOTTE SILANDER

Role: Principal investigator

Senior lecturer, Deputy Head of Department, Department of Pedagogy and Learning, Linnæus University, SWEDEN.



IDA DRANGE

Role: Researcher

Senior Researcher, Centre for Welfare and Labour Research, OsloMet – Oslo Metropolitan University. NORWAY.



MARIA PIETILÄ

Role: Postdoctoral Fellow

Department of Political and Economic Studies, University of Helsinki, FINLAND.



TURO VIRTANEN

Role: Advisor

University lecturer, Department of Political and Economic Studies, University of Helsinki, FINLAND.



VIVIAN ANETTE LAGESEN

Role: Principal investigator

Professor of Science and Technology Studies,
Department of Interdisciplinary Studies of Culture,
NTNU. NORWAY.



SIRI ØYSLEBØ SØRENSEN

Role: Researcher

Associate Professor, Department of
Interdisciplinary Studies of Culture, NTNU,
NORWAY.



KNUT HOLTAN SØRENSEN

Role: Researcher

Professor of Science and Technology Studies,
Department of Interdisciplinary Studies of Culture,
NTNU, NORWAY.



GURO KORSNES KRISTENSEN

Role: Researcher

Associate Professor, Department of
Interdisciplinary Studies of Culture, NTNU,
NORWAY.



SOFIA MORATTI

Role: Postdoctoral Fellow

Department of Interdisciplinary Studies of
Culture, NTNU, NORWAY.



GUÐBJÖRG LINDA RAFNSDÓTTIR

Role: Principal investigator

Professor of Sociology at the Faculty of Social
and Human
Sciences, University of Iceland, ICELAND.



SIGTONA HALRYNJO

Role: Researcher

Senior Research Fellow, Institute for Social
Research, NORWAY.



KARIN HALLDÉN

Role: Researcher

Associate professor, Swedish Institute for Social
Research, Stockholm University, SWEDEN.



CHARLOTTA MAGNUSSON

Role: Researcher

Associate professor, Swedish Institute for Social
Research, Stockholm University, SWEDEN.



MARJAN NADIM

Role: Researcher
Senior Research Fellow, Institute for Social
Research, NORWAY.



KJERSTI MISJE ØSTBAKKEN

Role: Researcher
Senior Research Fellow, Institute for Social
Research, NORWAY.



ANNE GRØNLUND

Role: Researcher
Professor at Department of Social Work, Umeå
University, SWEDEN.



FREDRIK SNELLMANN

Role: Researcher
Senior lecturer at Department of Social Work,
Umeå University, SWEDEN.



MAYA STAUB

Role: Doctoral Graduate Student
Faculty of Social and Human Sciences, University
of Iceland, ICELAND.



ARNFINN H. MIDTBØEN

Role: Principal investigator
Senior Research Fellow, Institute for Social
Research, NORWAY.



MAGNUS CARLSSON

Role: Researcher
Associate professor, Department of Economics and
Statistics, Linnæus University, SWEDEN.



ØYVIND SKORGE

Role: Researcher
Senior Research Fellow, Institute for Social
Research, NORWAY.



HENNING FINSERAAS

Role: Researcher
Research Professor, Institute for Social Research,
NORWAY.



JULIA ORUPABO

Role: Principal investigator
Senior Research Fellow, Institute for Social
Research, NORWAY.



MARTE MANGSET

Role: Researcher
Postdoctoral Fellow, Centre for the Study of
Professions, OsloMet – Oslo Metropolitan
University, NORWAY.



MATHIAS WULLUM NIELSEN

Role: Advisor
Assistant Professor, Department of Political
Science, Aarhus University, DENMARK.

4 | RESEARCH HIGHLIGHTS

... SO FAR



NORDICORE has recently started up and we are at this stage able to report some early findings from the work package "Gender Equality from Below". This work package is based on a Research Council of Norway financed project on the BALANSE program, which has been running for a couple of years.

We will also highlight results from a study comparing the gender balance situation in top positions in four society sectors: business, academia, public administration and civil society organizations.



RESEARCH HIGHLIGHTS FROM: **GENDER EQUALITY FROM BELOW**

Since the mid-1990s, the percentage of women has increased in all job categories at the Norwegian University of Science and Technology (NTNU). However, there are still far fewer women professors than men. The proportion of women professors is also slightly lower at NTNU than at the other major universities in Norway. In this project, twelve NTNU departments have been invited to participate in a series of three workshops, where they discuss and implement gender-inclusive initiatives at their own department.

“There is no general recipe for creating gender balance. Measures need to be based on local conditions at the institutions.

In April, the project group published an overview of tools for achieving gender balance, which are relevant for the NTNU departments participating in the project. The first results from this report were published in April 2018, but will be further developed going forward. Here are some of our main results about how departments can achieve gender balance:

KEY FINDINGS:



Demands a more focused gender perspective

Uneven gender balance dynamics at the department level demands a more focused perspective on gender balance at the department level in academia.



Action research is effective

Action research projects are effective in achieving better gender balance at department level.



Management needs to be involved

Gender balance work needs anchoring in both top level management and at the department level.



Agents of change

Department heads can, with a little help, be made into effective and important agents of change for gender balance work in academia.

RESEARCH HIGHLIGHTS FROM:

GENDER EQUALITY FROM BELOW



When working with diversity and gender balance, departments need to implement a realistic strategy and action plan, as well as an analysis of the situation.

In the report, you will find more information on how departments can work on gender balance and diversity. Here are some highlights:

A REALISTIC STRATEGY AND ACTION PLAN

A strategy for better gender balance should contain the following points:

- Institutions need to get an overview of the situation, set goals and discuss and anchor this at the department. Group leaders have an important role to play in decisions affecting gender balance. It is imperative that they consider the goals to be important.
- Departments need to choose some gender balance tools, preferably a combination of measures aimed at individuals and at conditions at the department.
- Assessment of the impact of measures over time. What works and what does not work?
- Criteria for implementing new measures. What should we continue with? What should we rethink?

MAPPING, UNDERSTANDING AND ANALYSIS OF THE SITUATION

In order to succeed in creating a better gender balance and choosing measures, it is necessary with an overview and understanding of the actual situation at the departments.

Several departments will find that the situation is more complex, with different issues affecting gender balance within different categories of employees and/or research groups.

KEY AREAS

To ensure long-term and positive effect of measures, experience from other types of organizations show that measures should, as far as possible, be a natural part of the day-to-day work. Studies of research environments with gender balance have also shown that transparency and gender awareness in employment processes are important. Key areas for working on creating gender balance are thus:



Recruitment

At all departments, recruitment should start by assessing the gender composition of the students. Is it necessary to implement relevant measures at the student level as well?

Furthermore, it is important to look at what happens at the transition from doctoral degree to postdoc/ researcher or permanent scientific position. Are there any gender differences?

Work environment

A good working environment is particularly important for minority groups to thrive and work well.

Support for career development

It is important to encourage women (and/or other minorities) employed at the department. Relevant measurements include encouragement and visibility of minorities. However, it is also important that they are given advice and assistance in their professional work and when developing a career strategy.



RESEARCH HIGHLIGHTS

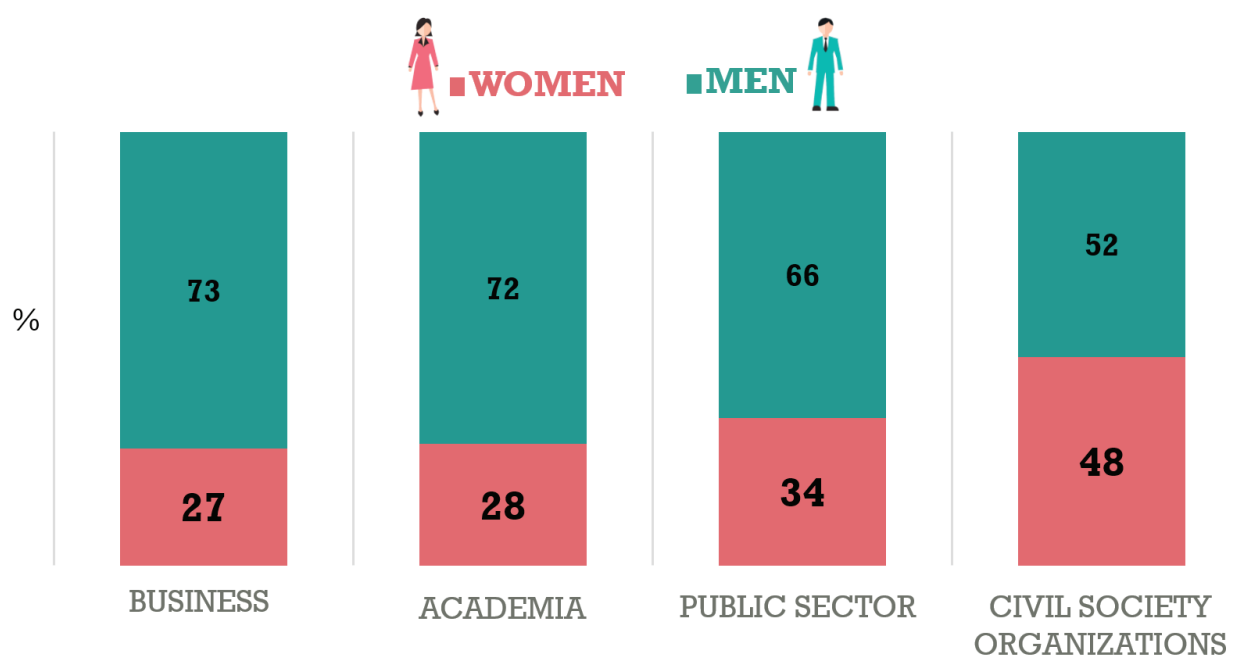
As a part of NORDICORE's activity we have published the report “Gender balance at the top? Sector variation in business, academia, public administration and civil society organizations” (in Norwegian), as well as a policy brief with main results.



Research question:

To what extent does gender balance vary in top positions in business sector, academia, public administration and civil society organizations?

MALE-DOMINANCE ON THE TOP



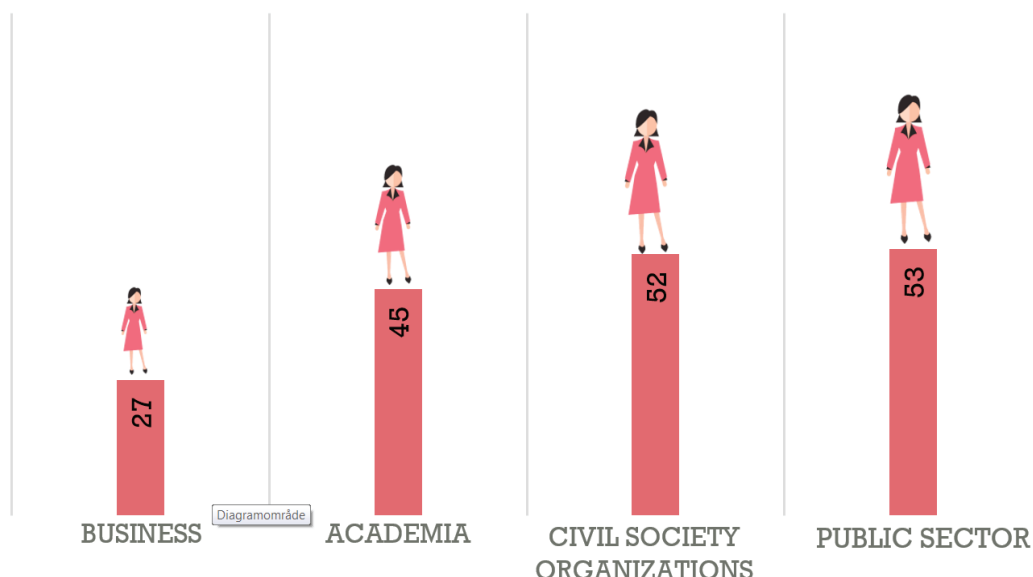
Top positions in academia are defined as professorships, while top positions in other sectors are defined as top management positions.

For more information on data, method and results, please see [ISF-report 2017:11](#) or our policy brief “Gender balance on the top?” (in Norwegian).

GENDER BALANCE AT THE RECRUITMENT “BASE”?

There are several ways to top positions and senior executives aren't always recruited from positions below the top positions. However, we believe that understanding these positions as a "recruitment base" provides us with insight to some general patterns for diversity in recruitments.

Share of women in positions beneath top positions



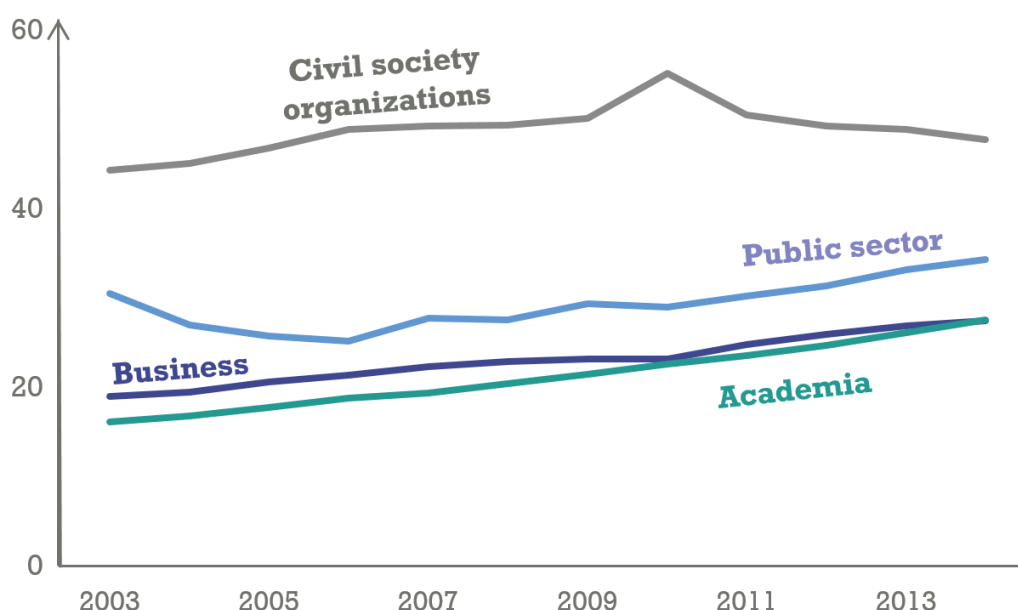
Academia, civil society organizations and the public sector have gender balance among the candidates at the level immediately below the top positions.

In business sector, the share of women is just as low at the recruitment level as in top positions.

GETTING BETTER

In all sectors, the share of women in top positions has increased.

Change in proportion of women in top positions 2003 - 2014



Academia – greatest increase

Civil society organizations has clearly had the highest share of women in top position throughout the period. However, academia, closely followed by business sector, has had the steepest increase since 2003.

5 | OUTPUT AND DISSEMINATIONS 2017

It is the ambition of NORDICORE that our assessments and analyses of barriers to and opportunities for gender balance in Nordic academic institutions will inform ongoing policy and equality work.

We aim to communicate our findings and insights to the public and relevant stakeholders, so that the knowledge we produce can be applied by policy-makers and institutions in their pursuit to change, develop and improve gender equality measures.

Thus, we are strongly aware of the importance of participating in various arenas with researcher, policy-makers, stakeholders, as well as the general public.





PUBLICATIONS

Teigen, Mari; Reisel, Liza. 2017. [Kjønnsbalanse på toppen? Sektorvariasjon i næringsliv, akademia, offentlig sektor og organisasjonsliv](#). ISF-rapport:2017:11, Institutt for samfunnsforskning.

Boye, K., Halldén, K., & Magnusson, C. 2017. “[Stagnation only on the surface? The implications of skill and family responsibilities for the gender wage gap in Sweden, 1974-2010](#)”, British Journal of Sociology, 68(4): 595-619.

Grönlund, A., Halldén, K. & Magnusson, C. 2017. “[A Scandinavian A Scandinavian Success Story? Women’s Labour Market Outcomes in Denmark, Finland, Norway and Sweden](#)”, Acta Sociologica 60(2):97-119.

Magnusson, C. & Nermo, M. 2017. “[Gender, parenthood and wage differences – the importance of time-consuming job characteristics](#)”, Social Indicators Research 131(2):797-816.

MEDIA APPERANCES



– STOPP LIKESTILLINGSPRATEN!

Kifinfo.no, Teigen, 08.03.2017

KVINNER I SAKSA

Forskerforum, Teigen, 08.03.2017

– AKADEMIKERE ER KONSERVATIVE OG BAKSTREVERSKKE

Forskerforum, Teigen, 08.03.2017

ETNISK MANGFOLD UTFORDRER AKADEMIA

Kifinfo.no, Midtbøen, 21.06.2017

ETHNIC DIVERSITY CHALLENGES AKADEMIA

Kifinfo.no, Midtbøen, 21.06.2017

PODCAST: CAN GOOD LEADERSHIP SOLVE AKADEMIA'S GENDER AND DIVERSITY PROBLEMS?

Kifinfo.no, Midtbøen, 29.11.2017

PÅ TIDE MED KARAKTERER FOR LIKESTILLINGSARBEID?

Kifinfo.no, Teigen, 30.11.2017

WOMEN ARE MORE LIKELY THAN MEN TO CONSIDER THE EFFECTS OF GENDER AND SEX IN MEDICAL RESEARCH

Nature, Wullum Nielsen, 04.01.2018

WHY WE NEED TO PUT WOMEN ON RESEARCH TEAMS

World Economic Forum, Wullum Nielsen, 10.11.2017

WHY GENDERED MEDICINE CAN BE GOOD MEDICINE

The New Yorker, Wullum Nielsen,
06.11.2017

FEMALE RESEARCHERS PAY MORE ATTENTION TO SEX AND GENDER IN MEDICINE

Medical Express.com, Wullum Nielsen, 07.11.2017

“GENDER PERSPECTIVES” IN NATURE’S “CAREERS” SECTION.

Nature, Wullum Nielsen, 04.01.2018

WEB DISSEMINATIONS

INTRODUCING OUR NEW NORDIC CENTRE OF EXCELLENCE:
NORDICORE

THE GENDER EQUALITY PARADOX IN ACADEMIA

GENDER BALANCE IN ACADEMIA ON THE AGENDA

FLYING START FOR RESEARCH ON GENDER BALANCE IN ACADEMIA

ARBEID FOR ET MANGFOLDIG AKADEMIA FORTSETTER

CONFERENCE PRESENTATIONS



CREATING A COMPETITIVE EDGE THROUGH DIVERSITY

Teigen presented “The Equality Paradox in academia”. Midtbøen and Rafnsdóttir participated in panel discussions.

LIESEL BECKMANN SYMPOSIUM 2017: EVALUATION AND DIVERSITY IN SCIENCE AND SCHOLARSHIP

Wullum Nielsen presented “Scientific performance assessments through a gender lens”. Reisel participated in a panel discussion.

INTERNATIONAL WORKSHOP ON GENDER IN ACADEMIA

Wullum Nielsen as keynote with: "Limits to Meritocracy? Gender in academic recruitment and selection"

DO CORPORATE DIVERSITY PROGRAMS WORK?

Teigen presented: “The efficacy of gender quotas for corporate boards in light of top-managers support of gender equality measures”. Reisel: “A reflection on the relevance of US findings on diversity measures in the Nordic context”.

ANNUAL MEETING, SOCIETY FOR SOCIAL STUDIES OF SCIENCE

Lagesen & H. Sørensen: Becoming a university professor. Men and women's strategies

H. Sørensen: The uneven development of gender balance among university professors

Øyslebøe Sørensen: Managing gender balance. How heads of departments deal with challenges of equal opportunities

Korsnes Kristensen & Øyslebøe Sørensen: Should I stay, or should I go? How young researchers imagine the (im)possible future in academia