NORDICORE has been up and running since 2017. Our Nordic Center of Excellence has developed into a vibrant research environment where gender balance in academia is studied in context of the Nordic labor market in a broad sense.

We have participated at 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.

Mari Teigen & Liza Reisel
Center Director and Deputy Director
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OUTPUT AND DISSEMINATIONS 19
NORDICORE is a single-site Nordic Center of Excellence located at the Institute for Social Research (ISF) in close collaboration with researchers at partner institutions across the Nordic countries (Finland, Iceland, Norway and Sweden).

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

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

NORDICORE started in 2017 and will end in 2022.

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

NORDICORE consists of 32 leading researchers from all the Nordic countries.

A CENTRE OF EXCELLENCE

NORDICORE is a single-site Nordic Center of Excellence located at the Institute for Social Research (ISF) in close collaboration with researchers at partner institutions across the Nordic countries (Finland, Iceland, Norway and Sweden).

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

NORDICORE is organized around six work packages targeting different research questions concerning male dominance and gender balance in academia.
Despite the fact that the Nordic countries have comparatively strong gender equality records, major challenges exist regarding gender balance and equality in research and innovation.

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

NORDICORE AIMS TO ...

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

.. Establish an open access database of equality and diversity policies in the Nordic countries.

.. Identify and distinguish which challenges to gender balance and equality are specific to academia and which are related to general aspects of the Nordic labor markets.

.. Disseminate our findings to stakeholders and policy-makers in the Nordic countries, as well as engage in knowledge-exchange processes.

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

.. Stimulate international collaboration and research mobility, as well as utilize 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. Thus, it allows us to pinpoint specific mechanisms behind gender inequalities. NORDICORE’s data are acquired from a wide range of sources, including questionnaires, field experiments, administrative registers, documents and interviews.

#1 EVALUATION OF GENDER EQUALITY POLICIES

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

METHOD AND DATA: Establishing a database of institutional gender equality policies and match the development with institutional-level data on gender balance in top research positions. Mapping policies through surveys of Human Resource (HR) and Chief Executive Officers in Norway, Finland and Sweden.

#2 GENDER EQUALITY FROM BELOW

MAIN OBJECTIVE: To develop a better understanding of equality measures at a departmental level and in that way contribute to the development of more inclusive cultures.

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

#3 RESEARCH CAREERS AND FAMILY

MAIN OBJECTIVE: To study gender differences in research careers and alternatives to such careers in the public and private sectors in the Nordic countries. Central questions are: How does the research careers of women and men diverge? How do men and women perceive and experience the possibilities and constraints of work-family dynamics in relation to the 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 analyzing the impact of age and family situation on career progressions.
#4 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.

#5 EVALUATIVE CULTURES

MAIN OBJECTIVE: To analyze how meritocratic ideals plays out by examining how academic gatekeepers perceive 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 following all recruitment stages from vacancy to the final hiring decision in three disciplines (history, biology and political science).

#6 LABOR 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 labor markets.

METHOD AND DATA: Drawing on all the work packages. Moreover we do comparative analysis of cross-sector differences in attitudes to gender equality, emphasizing the academic elite in light of the situation in other sectors.
3 | WHO ARE WE?

We are 32 researchers from all the Nordic countries who 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 Departement, Department of Pedagogy and Learning, Linnaeus 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 ØYSELEBØ 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 KORNSES 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, Linnaeus University, SWEDEN.

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

HENNING FINSERAAS
Role: Researcher
Research Professor, 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.

HANNAH LØKE KJOS
Role: Research assistant
Project Advisor and Research Assistant, Institute for Social Research, NORWAY.

SARA SEEHUUS
Role: Research assistant
PhD Candidate, Centre for the Study of Professions, OsloMet – Oslo Metropolitan University, NORWAY.

RUTH EVA JØRGENSEN
Role: Project Coordinator/Research Assistant
Project Coordinator/Research Assistant, Institute for Social Research, NORWAY.

AURORA BERG
Role: Research assistant
Research assistant, Institute for Social Research, NORWAY

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

SIMON ROLAND BIRKVAD
Role: Research assistant
Research assistant, Institute for Social Research, NORWAY.

www.samfunnsforskning.no/core/nordicore/english/
4 RESEARCH HIGHLIGHTS

NORDICORE’s work packages, and the different projects within the work packages, are all in process. Some are at their final stages, finalizing articles and disseminating findings, while others are still in the process of collecting data and analyzing results.

In the following, we will present some preliminary findings from our ongoing research.
An important departure point for NORDICORE is to examine the mechanisms that are producing, maintaining and changing gender inequalities in academia. The most recent She Figures from 2018 demonstrates the average performance of the Nordic countries as regards gender balance in top academic positions. The Nordic gender equality paradox is illustrated by the high scores of the Nordic countries on international indexes ranking countries on the bases of their gender equality advancements, which stand in sharp contrast to their poor achievements in regard to gender balance in top positions in academia and in the business sector.

Gender balance has been achieved at the PhD-level, while in the top academic positions (full professors/Grade A) change comes slower. Women only make up one fourth across academic fields. Still, the share of women professors is increasing in all the Nordic countries. Finland has the highest share of female professors. In Norway, Sweden and Iceland the trend has been steadily positive, and all these countries have now passed the EU-average. Denmark, on the other hand, lags behind with the lowest share of female professors among the Nordic countries. They are also below the EU-average.
Among the 33 countries covered by She Figures 2018, the share of female professors vary considerably. However, in more than half of the countries, women constitute between 20 to 39 percent of the professors, including all the Nordic countries. We find the highest representation of female professors in Romania, Bosnia-Hercegovina, Latvia, Malta and Lithuania. Contextual reasons for variation is a topic NORDICORE will look further into.

Gender imbalance is not only prevalent across countries, but also across academic fields. Norway and Sweden have the highest share of female professors in the STEM-fields (Science, Technology, Engineering & Mathematics). However, in the STEM-fields, all the Nordic countries are placed below the EU-average, except for Sweden in Engineering & Technology.

Furthermore, variation across academic fields show that Finland’s “lead” is the result of a high share of female professors in humanities and social sciences. The share of women in STEM in Finland has shown little change over time, while in Sweden and Norway, there have been a relatively strong increase in the share of female professors in STEM.
Evaluation of gender equality policies and their impact for gender equality advancements is a central objective for examination at NORDICORE. We aim at better understanding the potential for change through introduction and implementation of gender equality policies. In a comparative project we study how the Nordic countries, Norway, Sweden and Finland, promote gender equality in academia and which instruments and strategies they use to reach gender equality.

We find important similarities in policies, especially related to the comprehensive legislation for gender equality and anti-discrimination in all three Nordic countries. A main reason for the similarity is that the EU member countries, Sweden and Finland, as well as Norway (through the EEA-agreement) are subject to the same European Union legal framework.

However, the similarities across the Nordic countries also results from processes of path-dependency through the diffusion of ideas and peer-learning, dating back to the development of gender equality legislation and policies from the 1970’s and onwards (Borchorst et al. 2012).
Furthermore, the Nordic countries use a mix of instruments, and various strategies are operating simultaneously through different measures. In Finland, institutional autonomy has been the strongest, and the state has been less active in policy making on gender equality. Norway and Sweden have implemented more measures that target the lack of gender equality in higher education, and, consequently, regulation of recruitment and promotion at the national level is more comprehensive in these countries compared to Finland. Norway stands out with strong regulation of hiring and promotion at the national level. Moreover, in Norway, radical positive action – earmarking of full professor and post doc positions – were practiced for a shorter period, however dismissed after the ESA-judgement stating that such procedures were in contravention with the Equal Treatment Directive.

In recent years, the underlying gender equality strategy has moved from ‘including the women’ towards an intention to remove gendered structures at the universities. However, our study indicates that the instruments instituted to remove gender structures – the “fix the system” approach – are weaker and rarely accompanied by incentives and sanctions. While the instruments aiming to include more women – the “fix the women” approach – is stronger and accompanied with incentives and sanctions.
Family concerns and strains have been put forward as a main reason for gender differences within academia, and for women’s exit to occupations outside academia, and is hence a central question to address by NORDICORE. In a qualitative interview-study with 32 men and women who hold a PhD degree, the aim is to explore their considerations around remaining or leaving academia, their aspirations, opportunities and constraints. The main aim is to get to closer grips with whether and how considerations of remain/exit is related to work-family situations and strategies.

This study finds that work-family constraints offer a too simplistic understanding of exit-considerations. The women and men appeared equally strongly committed to their academic career, still they wanted to combine their academic career with having children. To cope with everyday constraints and work-family reconciliation challenges, they applied a range of combination strategies. The female “stayers”, those who aimed to stay in academia, applied strategies of minimizing family interference, as i.e. limiting parental leave periods, transfer care-responsibility to their partner, etc. The male “stayers” perceived work-family balance to be a hindrance to their academic careers. For female and male “leavers”, family concerns clearly was a prominent reason for exit from an academic career, however for men and women alike.

In addition, job (in)security was an important concern in the assessment of remain/exit. Typically, the choice to leave academia was considered a relatively attractive option of high-quality jobs with permanent contracts. An academic career is not considered easily reconcilable with family responsibilities, yet more gender equal sharing of family responsibilities offer opportunities for women, and involved fatherhood-aspirations imply work-family constraints to men as well.
RESEARCH HIGHLIGHTS FROM:

COMPARING GENDER EQUALITY ATTITUDES ACROSS LABOUR MARKET SECTORS

The Norwegian Leadership Studies 2000 and 2015 provide a unique data material to analyze and compare the situation across elite groups in different sectors of society and their attitudes to various themes, like attitudes to gender equality. The elite is defined as the people in top administrative positions in ten different sectors.

Norwegians elites are, as in elites everywhere, highly male dominant. However, there has been important movements over the last couple of decades. Only in two sectors: the culture elite and in the top of research and higher education, women have reached the “magic target” of 40 percent in top positions. The research and higher education and the church elite are the elite groups where the percentage of women have increased the most from 2000 to 2015.

The Norwegian Leadership Studies 2000 and 2015: Men dominate in elite positions in Norway

Percentage of women by elite groups, The Norwegian Leadership Study 2000 and 2015

NORDICORE – Nordic Centre for Research on Gender Equality in Research and Innovation
A comparison of the elite groups in The Norwegian Leadership Study 2015 shows that the strongest support for gender quotas for corporate boards is among those in top positions in the Research and Higher Education-sector. Corporate board quotas gained the least support in the business elite (and the military elite, 52 %).

In general, gender equality policies tend to gain stronger support among women, as is also the case in the Norwegian Leadership Studies. We find that women more often than men support gender quotas for corporate boards in all elite groups. In Research and Higher Education 92 % of the women support such quotas. In the Business elite, differences in support for gender equality policies between men and women are very large: while 88 % of the women in the business elite support gender quotas for corporate boards, only 44 % of the men do the same.

Analysis of the data and cross-sector comparisons are presented in:


Teigen, Mari and Rune Karlsen 2019. Influencing Elite Opinion on Gender Equality through Framing: A Survey Experiment of Elite Support for Corporate Board Gender Quotas. *Politics & Gender.*
It is a central aim for 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 regularly 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.
2019


Sørensen, Siri Øyslebø; Lagesen, Vivian Anette; Sørensen, Knut Holtan; Kristensen, Guro Korsnes. Kjønnsbalanse gjennom aksjonsforskning og lokal kunnskaping. *Tidsskrift for kjønnsforskning, 43*(2), 108-127.


Sørensen, Siri Øyslebø, Knut Holtan Sørensen, Vivian Anette Lagesen & Guro Korsnes Kristensen (2018). "Verktøykasse" for bedre kjønnsbalanse. En håndbok for instituttledere som vil bedre kjønnsbalanse blant vitenskapelig ansatte.


DISSEMINATIONS AND EVENTS

2019

ARE INTERNATIONALIZATION AND EXCELLENCE POLICIES BAD FOR WOMEN?

GENDER EQUALITY IN ACADEMIA UNDER PRESSURE?

ENDELIG LIKESTILLING I AKADEMIA?

KVINNELIGE PROFESSORER GJØR SAKTE INNTØG I NORDEN
LIKESTILLING KREVER GOD FORSKNINGSPOLITIKK  
MERITTER TELLER, KJØNN FORSTYRRER  
MANGFOLD I AKADEMIA – HVA ER PROBLEMET?  
HVORFOR ER TOPPEN AV AKADEMIA SÅ MANNSDOMINERT?  

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
**MEDIA APPEARANCES**

2019

**MENNENE PÅ TOPPEN**
Forskerforum, Mari Teigen, Marte Mangset og Julia Orupabo, 17.01.19

**FORTSATT FLEST MENN PÅ TOPPEN**
Kilden Kjønnsforskning.no, Mari Teigen og Julia Orupabo, 12.02.19

**NIFU: KVINNER OG MENN HAR LIKE SJANSER TIL Å GJØRE KARRIEREHOPP I AKADEMIA**
forskerforum, Kjersti Misje Østbakken, Julia Orupabo og Marte Mangset, 15.08.19

**KONKURRANSEN OM TALENTER I AKADEMIA**
Khrono, Kjersti Misje Østbakken, Julia Orupabo og Marte Mangset, 03.09.19

**DISKRIMINERING ER ET REELT PROBLEM**

**ENDELIG LIKESTILLING I AKADEMIA**
Nyhetsmorgen, Mari Teigen i samtale med Svein stølen, 08.10.19

**ROS OG RIS TIL FORSKNINGSråDETS NYE PLANER FOR KJØNNSBALANSE OG KJØNNSPERSPEKTIVER**
Kilden Kjønnsforskning.no, Marte Mangset, 18.09.19

**ROS OG RIS TIL FORSKNINGSråDETS NYE PLANER FOR KJØNNSBALANSE OG KJØNNSPERSPEKTIVER**
Kifinfo.no, Marte Mangset, 20.09.19

**ENDELIG LIKESTILLING I AKADEMIA?**
Aftenposten, Mari Teigen og Marte Mangset, 06.10.19

**70 %**
Dagens Perspektiv, Mari Teigen og Marte Mangset, 11.10.19

**ENDELIG LIKESTILLING? IKKE HELT**
Forskerforum, Mari Teigen og Marte Mangset, 11.10.19
8. MARS I AKADEMIA: HER ER DE VIKTIGSTE SEIRENE - OG KAMPENE FREMOVED
Kifinfo.no, Julia Orupabo, 08.03.19

NY MANGFALDSFORSKING MOTTAR STØTTE FRÅ BALANSE-PROGRAMMET
Kifinfo.no, Julia Orupabo, 21.05.19

- VI MÅ TA I BRUK KVINNER OG MENNS TALENTER, UAVHENGIG AV ETNISK BAKGRUNN
Kifinfo.no, Julia Orupabo

2018

FLERE KVINNER BETYR IKKE MER KJØNNSPERSPEKTIV
Kjonnsforsking.no & kifinfo.no, Sørensen, 21.09.2018.

INTERNASJONALISERING I AKADEMIA – HVA ER PROBLEMET?
Morgenbladet, Midtbøen, 14.01.2018.

DET MANGFOLDIGE AKADEMIET
Khrono.no, Midtbøen, 06.11.2018.

WHY DIVERSITY HELPS TO PRODUCE STRONGER RESEARCH

WANT BETTER STEM RESEARCH? ADD MORE WOMEN TO YOUR TEAM

BEYOND THE NUMBERS ON GENDER AND RESEARCH

GENDER DIVERSITY IS LINKED TO RESEARCH DIVERSITY

MEET THE WOMAN HELPING TO FIX THE GENDER GAP IN WOMEN’S HEALTH

STOP FUNDING RESEARCH THAT IGNORES SEX AND GENDER, SAYS EXPERT
INTERNATIONAL WOMEN’S DAY 2018: GENDER BIAS IN MEDICAL RESEARCH IS PUTTING WOMEN’S HEALTH AT RISK
Metro.co.uk. Mathias W. Nielsen 03.08.2018.

MER LIKESTILT FORSKERSTAB GA BEDRE MEDISINSK FORSKNING
Kjonnsforskning.no. Nielsen 01.15.2018.

MANGFALDSFORSKAR: LØNNER SEG Å VERE KVIT PÅ CAMPUS
Khrono, Orupabo & Midtbøen, 28.10.18.

MENN ER BEST PÅ TELLEKANTER
Khrono, Julia Orupabo, 18.04.18

KJØNN OG KVALITET SKAPER KONFLIKT VED ANSETTELSER
Kifinfo, Kjos, 25.10.18.

2017

– STOPP LIKESTILLINGSPRATEN!
Kifinfo.no, Teigen, 08.03.2017

KVINNER I SAKSA
Forskerforum, Teigen, 08.03.2017

– AKADEMIKERE ER KONSERVATIVE OG BAKSTREVERSKE
Forskerforum, Teigen, 08.03.2017

ETNISK MANGFOLD UTFORDRER AKADEMIA
Kifinfo.no, Midtbøen, 21.06.2017

ETHNIC DIVERSITY CHALLENGES ACADEMIA
Kifinfo.no, Midtbøen, 21.06.2017

PODCAST: CAN GOOD LEADERSHIP SOLVE ACADEMIA’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
CONFERENCES AND PRESENTATIONS 2019

GENDER QUOTAS FOR CORPORATE BOARDS, GEPP (GENDER EQUALITY POLITICS AND PRACTICE)

THE GENDER PAY-GAP IN NORWAY – POLICIES, IMPLEMENTATION AND OUTCOME

ELITES ON EQUALITY
Mari Teigen presented at ECPG Conference, Amsterdam. 05.07.2019.

HAR VI LIKESFILLING NÅ?
Mari Teigen participated in a panel discussion about gender equality in academia. 07.11.2019.

ARE INTERNATIONALIZATION AND EXCELLENCE POLICIES BAD FOR WOMEN?
Mari Teigen held seminar at Institute for social research, 07.11.2019.

ANTI-FEMINISM
Mari Teigen participated in a panel discussion at Kjønnsforskning NÅ! at UiT The arctic University of Norway. 14.11.2019.

UNDERSTANDING STABILITY AND CHANGE IN THE GENDER SEGREGATED LABOUR MARKET
Liza Reisel & Mari Teigen respectively, lead and participated at seminar at Litteraturhuset, Oslo. 09.12.2019

ETHNIC MINORITIES IN HIGHER EDUCATION
Julia Orupabo, Invited talk, Oslo Extra Large and She conference, Oslo Mars 2019

HANDLING DIVERSITY, BUT STRIVING FOR EXCELLENCE: OPENING THE ‘BLACK BOX’ OF ACADEMIC RECRUITMENT
Julia Orupabo, Invited talk, The Committee for Gender Balance and Diversity in Research and Universities Norway, Oslo September 2019

DEN IDEELLE AKADEMNIKER - OM SPENNINGEN MELLOM EKSELLENS OG LIKESTILLING I REKRUTTERING TIL VITENSKAPELIGE STILLINGER
Julia Orupabo, invited talk, The Norwegian Research Council, Oslo, December 2019
COMPARATIVE STUDIES OF KNOWLEDGE AND POWER. BUREAUCRATIC ELITES, ACADEMIC DISCIPLINES, EVALUATION AND VALUATION

AKADEMISK KVALITET I KONTEKST
Marte Mangset, Invited speaker, Historiedagene 2019, Tønsberg, Norway. 15.06.19

REPRODUCING ELITES THROUGH DIVERSITY TALK. JUDGING MERIT IN APPOINTMENTS TO PROFESSORSHIPS IN NORWAY
Marte Mangset, Vinterseminaret, Norwegian Sociological association. 01.02.2019

KONSTRUKSJONEN AV DEN KOMPETENTE AKADEMIKER. OM SPENNINGEN MELLOM EKSELLENSE OG LIKESTILLING I REKRUTTERING TIL AKADEMISKE STILLINGER
Marte Mangset, invited speaker, seminar Endelig likestilling i akademia?, Institute for Social Research, Oslo. 09.10.2019

REKRUTTERING TIL AKADEMIA STEG FOR STEG
Marte Mangset, invited speaker. Meeting with faculty leadership at Faculty of Law, University of Oslo, 13.03.2019.

HANDLING DIVERSITY, BUT STRIVING FOR EXCELLENCE
Marte Mangset, seminar Is internationalization and excellence policies bad for women? 07.11.2019

INTERNATIONALIZATION AND DIVERSITY IN ACADEMIA: ATTITUDES, PRACTICES AND EXPERIENCES AMONG YOUNG RESEARCHERS IN NORWAY


THINK GENDER, THINK DIFFERENT

YOU CAN’T THINK OUTSIDE THE BOX IF YOU’RE LOCKED INSIDE IT

WORKSHOP ON MERITOCRACY IN ACADEMIC RECRUITMENT AND SELECTION FOR THE LEADERSHIP
Mathias W. Nielsen, invited speaker. 2-hour workshop on Meritocracy in academic recruitment and selection for the leadership at Lund University. 10.04.2019.

GENDER IN RECRUITMENT AT SELECTION
Mathias W. Nielsen, invited speaker. WINGS Seminar on Gender in Recruitment at Selection (invited speaker). Lund University. 10.04.2019.
ACADEMIC GLASS CEILING STILL A BARRIER? ETERNAL QUESTIONS OF WOMEN RESEARCHERS, CAREER PROGRESSION
Maria Pietilä, Invited speaker. Seminar för Progressiva Vetenskapsförbundet rf 10.4.2019

JÄMSTÄLLDHET OCH KUNSKAP - NORDENS TRIUMPH I EUROPA

ÅTGÄRDER FÖR ÖKAD JÄMSTÄLLDHET I HÖGSKOLAN (MEASURES FOR GENDER EQUALITY)
Charlotte Silander. Lecture at Swedish University of Agricultural Sciences (SLU) 29 of May 2019, Uppsala.

WORKSHOP ON GENDER MAINSTRAMING
Charlotte Silander, Participant in workshop on gender mainstraming 14th of November 2019 at Linnaeus university, Växjö.

GENDER EQUALITY – WHAT WORKS?
Charlotte Silander, Presentation of Gender equality – what works? At higher seminar on Gender issues Linnaeus university, 04.04.2019.

LEGAL FRAMEWORKS FOR GENDER EQUALITY POLICIES IN NORDIC HIGHER EDUCATION

NORDIC RESEARCH ON GENDER EQUALITY AMONG STAFF IN HIGHER EDUCATION: A LITERATURE REVIEW

THE EFFECT OF GENDER, AGE AND FAMILY TYPE ON CAREERS AMONG DOCTORAL HOLDERS IN ICELAND

A MARATHON WITHOUT FINISH LINE. HOW FAST CAN WE RUN TOWARDS GENDER EQUALITY?
Hjálmsdóttir A.S. Keynote speaker at 19th of June Women’s right day celebration by Alcoa Fjarðarál, Reyðarfirði, June 19th 2019.

HOW IN HELL CAN I FIT THAT IN, THERE IS NO EXTRA TIME FOR MATH TEACHING AT HOME. EVERYDAY FAMILY LIFE IN MODERN ICELAND
Hjálmsdóttir A.S. Presentation at the Social Science Forum, University of Akureyri, October 30th 2019.

GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND
Staub M. PhD Conference. University of Iceland. October 18th, 2019
AGE, GENDER AND FAMILY. CAREER DEVELOPMENT AMONG DOCTORATE HOLDERS IN ICELAND
Staub M. Aldur, kyn og fjölskyldugerð. Starfsferilspróun doktorsmenntaðra á Íslandi. Reykjavik. Pjóðarspegilinn XX. November 1st, 2019

GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND
Staub M and Rafnsdóttir G.L. Oslo NORDICORE seminar. November 7th -8th 2019,

MISSION POSSIBLE? OUTCOMES OF SOCIAL POLICIES TARGETING GENDER EQUALITY IN THE NORDIC COUNTRIES
Halldén K. Keynote speaker at the Future of Inequality at Turku Center for Welfare Research (TCWR) Åbo Akademi University Finland the 13th of December 2019

MINDING THE CARE GAP. PUBLIC DAY-CARE USAGE AND THE NEGOTIATION OF WORK AND FAMILY AMONG SWEDISH MOTHERS AND FATHERS

GENDER, AGENCY, AND TIME USE AMONG DOCTORATE HOLDERS: THE CASE OF ICELAND
Staub M. IX. conference of the European society for the study of symbolic interaction. The University of Iceland 3rd – 6th July 2019

2018
NATIONAL FRAMEWORKS FOR GENDER EQUALITY IN NORDIC HIGHER EDUCATION

MEASURES FOR INCREASED GENDER EQUALITY IN HIGHER EDUCATION

GENDER EQUALITY POLICIES IN NORDIC ACADEMIA

EVALUATION OF GENDER EQUALITY POLICIES
Pietiälä presented from WP1 and her doctoral dissertation at NIFU and at University of Agder, February 2019.

NORDIC WORK LIFE CONFERENCE
Reisel organized (with Armi Mustosmäki) the session “Women’s labour market (dis)advantage in Nordic welfare states”, Oslo June 13-14 2018.

DEPARTMENT HEADS AS CATALYST IN GENDER BALANCE REFORMS IN ACADEMIC INSTITUTIONS
HOW TO INCLUDE AND SUSTAIN WOMEN IN STEM
Lagesen held invited keynote at the International symposium on women in STEM, Nara University, Nara, Japan. November 2018.

THE TOOL BOX FOR GENDER EQUALITY
Lagesen held invited talk at Instituttseminar, Institutt for musikk, NTNU, August 2018 Trondheim.

GENDER, EQUALITY, DIVERSITY
Lagesen was a part of an invited panel in ‘Knowing music, Musical knowing. International Music Research School, Dokkhuset, Trondheim. October 2018.

INSTITUTTELERE SOM ENDRINGSAGENTER I ARBEID MED KJØNNSBalanSE
Lagesen and Sørensen (Siri) held invited talk at Midveiskonferanse, Balanseprogrammet, NFR. NTNU. March 2018.

MAKING GENDER BALANCE FROM BELOW: STIMULATING GENDER EQUALITY AMONG UNIVERSITY PROFESSORS
Sørensen (Knut) held lunch seminar at NTNU. December 2018.

MAKING GENDER BALANCE FROM BELOW: STIMULATING GENDER EQUALITY AMONG UNIVERSITY PROFESSORS
Sørensen (Knut) held Gender equality workshop at the Department of biology in September 2018, NTNU and a lunch lecture on the same topic in June 2018, both at NTNU.

THE IMAGINED WOMAN TECHNOSCIENTIST: REFLECTIONS ON FEMINIST TECHNOSCIENCE STUDIES

MYTER OG REALITER OM KJØNNSBalanSE.
Sørensen (Siri), SFI CASA girl’s night, NTNU. April 2018.

SHOULD I STAY, OR SHOULD I GO? HOW EARLY CAREER RESEARCHERS IMAGINE THE (IM)POSSIBLE FUTURE IN ACADEMIA
Sørensen (Siri) and Kristensen at Researchers night, NTNU. September 2018.

ARTICULATING ALTERNATIVES - THE ROLE OF FEMINIST ORGANIZATION STUDIES

KJØNNSKVOTERING I UTDANNING OG ARBEIDSLIV
Sørensen (Siri) at Debate-meeting LOs youth committee, Trondheim. October 2018.

HOW DOES GENDER, AGE AND FAMILY DYNAMICS INFLUENCE PEOPLE’S CAREER PATH DEVELOPMENT?
Staub at the ISI409 COST Action, Gender and health impacts of policies extending working life in western countries, Galway, Ireland. November 2018.
GENDER DIFFERENCES IN ACADEMIC CAREERS
Haldén held invited speak on a workshop arranged by Stockholm University, Faculty of Social Sciences. November 2018.

INTERNATIONALIZATION OF THE NORWEGIAN ACADEMY – WHAT’S THE PROBLEM?
Midtbøen held invited talk at National Network Conference, University of Bergen. Bergen, April 2018.

DIVERSITY MANAGEMENT IN ACADEMIC INSTITUTIONS – WHAT’S THE PROBLEM?
Midtbøen held invited talk at National Network Conference, University of Bergen. Bergen, April 2018.

DIVERSITY PROBLEMS IN THE ACADEMY
Midtbøen held invited talk at the University of Oslo. Oslo, August 2018.

THE DIVERSE ACADEMY. CONCEPTS, MEASURES AND PROBLEMS
Midtbøen held invited talk at The Norwegian Research Council. Oslo, August 2018

DIVERSITY IN ACADEMIA – FROM CONCEPTS TO ACTION
Conference organized by Arnfinn H. Midtbøen in cooperation with Marta Bivand Erdal, The Young Academy of Norway and the Committee for Gender Balance and Diversity in Research (KIF). Oslo, November 2018. Orupabo presented “Race – a hidden concept in academia” at the conference. Teigen also participated in the conference.

DIVERSITY IN ACADEMIA
Orupabo presented at a diversity seminar for the top management at the University in Oslo. August 2018.

GENDER SEGREGATION IN THE LABOR MARKET AND IN ACADEMIA
Teigen talk at the balance-conference (BALANSE-prosjektet), University of Oslo.

GENDER EQUALITY IN STEM
Teigen participates in the closing conference for the FRONT-project. The mathematical- and natural science department at the University of Oslo.

GENDER BALANCE AND GENDER PERSPECTIVES IN RESEARCH AND INNOVATION
Teigen presents for the Norwegian Research Council’s Executive Board.

GENDER IN HEALTH
Mathias W. Nielsen holds invited speak at Canadian Gender in Health Promotion Consultation meeting. January 2018.

ORGANIZATIONAL LEARNING AND EDUCATIONAL INSTITUTIONS

GENDER AND MEDICAL SCIENCE
GENDER EQUALITY IN HIGHER EDUCATION
Mathias W. Nielsen holds keynote on the 10th European Conference on Gender Equality in Higher Education. August 2018.

AARHUS INSTITUTE OF ADVANCED STUDIES
Mathias W. Nielsen holds afternoon talk at Aarhus Institute of Advanced Studies, Aarhus University. May 2018.

GENDER EQUITY IN PRACTISE

GENDER DIVERSITY IN SURVEY DESIGN
Mathias W. Nielsen holds invited presentation at a research workshop at the University of Gothenburg. December 2018.

GENDER EQUALITY AT THE UNIVERSITY

2017

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?

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 deals 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.