

# Recommendations from the government task force

- to increase the number of women in research

Tine Jess

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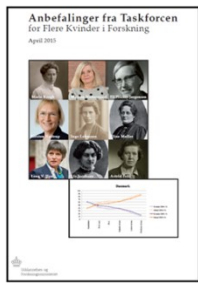


**Anbefalinger fra Taskforcen for Flere Kvinder i Forskning**  
April 2015

**Denmark**

Field	2007 (%)	2008 (%)	2011 (%)	2014 (%)
Ingeniør	~45	~45	~45	~45
Naturvid.	~45	~45	~45	~45
Med.	~45	~45	~45	~45
Humanvid.	~45	~45	~45	~45
Sundhedsvid.	~45	~45	~45	~45
Fysik/teknik	~45	~45	~45	~45

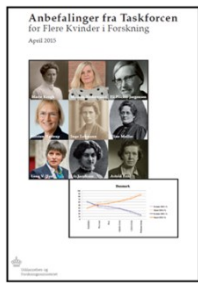
Uddannelses- og Forskningsministeriet



# Background and Aim

- Taskforce appointed by Minister for Higher Education and Science, Sofie Carsten Nielsen, in December 2014
- Questions from the minister:
  - 1) What can be done in the short run to increase the number and share of women in Danish research?
  - 2) What needs further investigation?





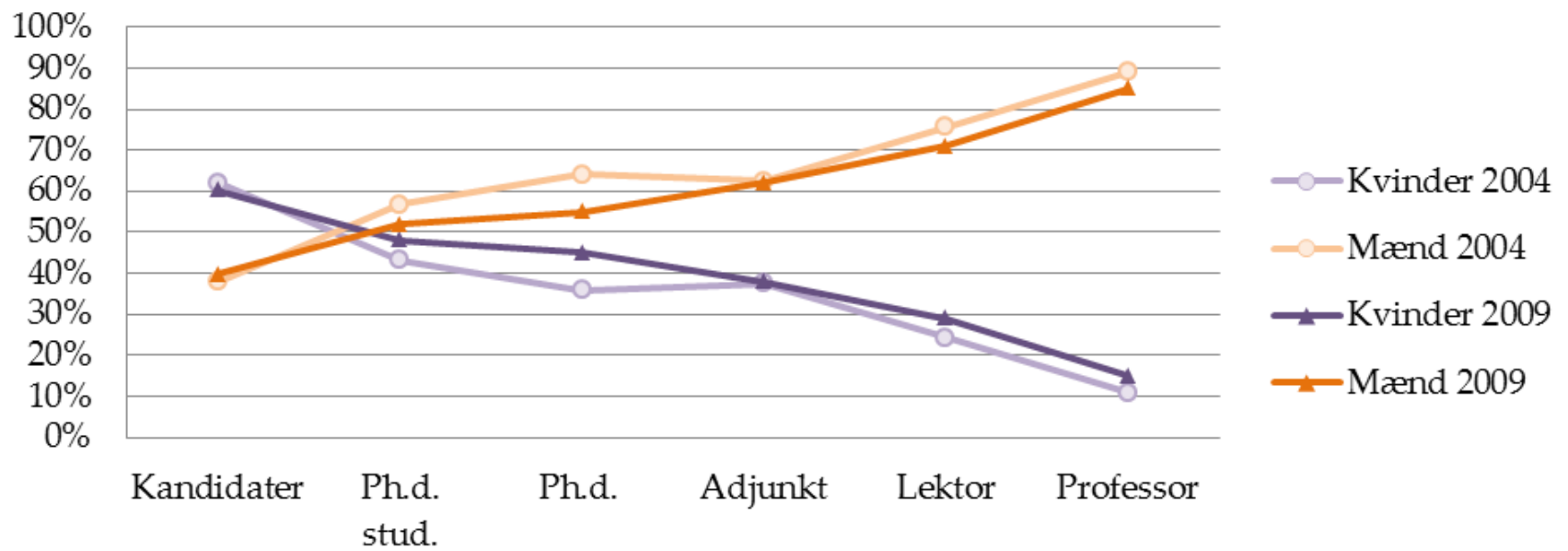
# The taskforce



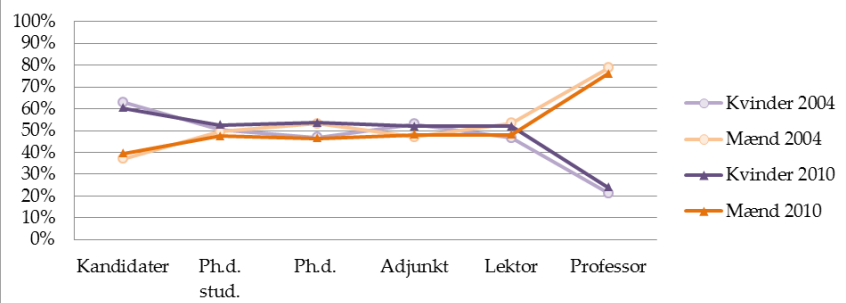
Professor Liselotte Højgaard  
Professor Peter Munk Christiansen  
Rector Per Holten-Andersen  
Professor Tine Jess  
Director Anne-Marie Levy Rasmussen



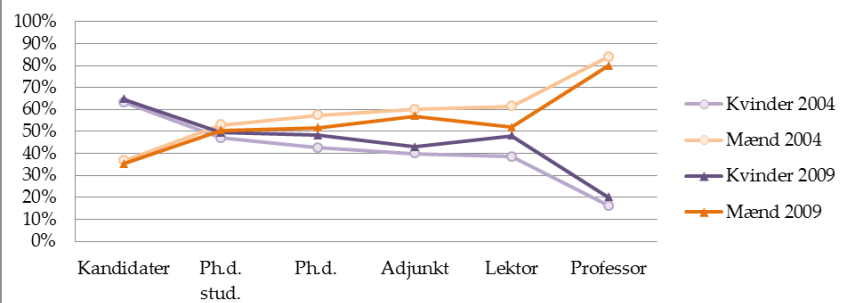
# Danmark



# Finland

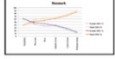



# Sverige





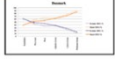

Anbefalinger fra Taskforcen  
for Flere Kvinder i Forskning  
April 2011



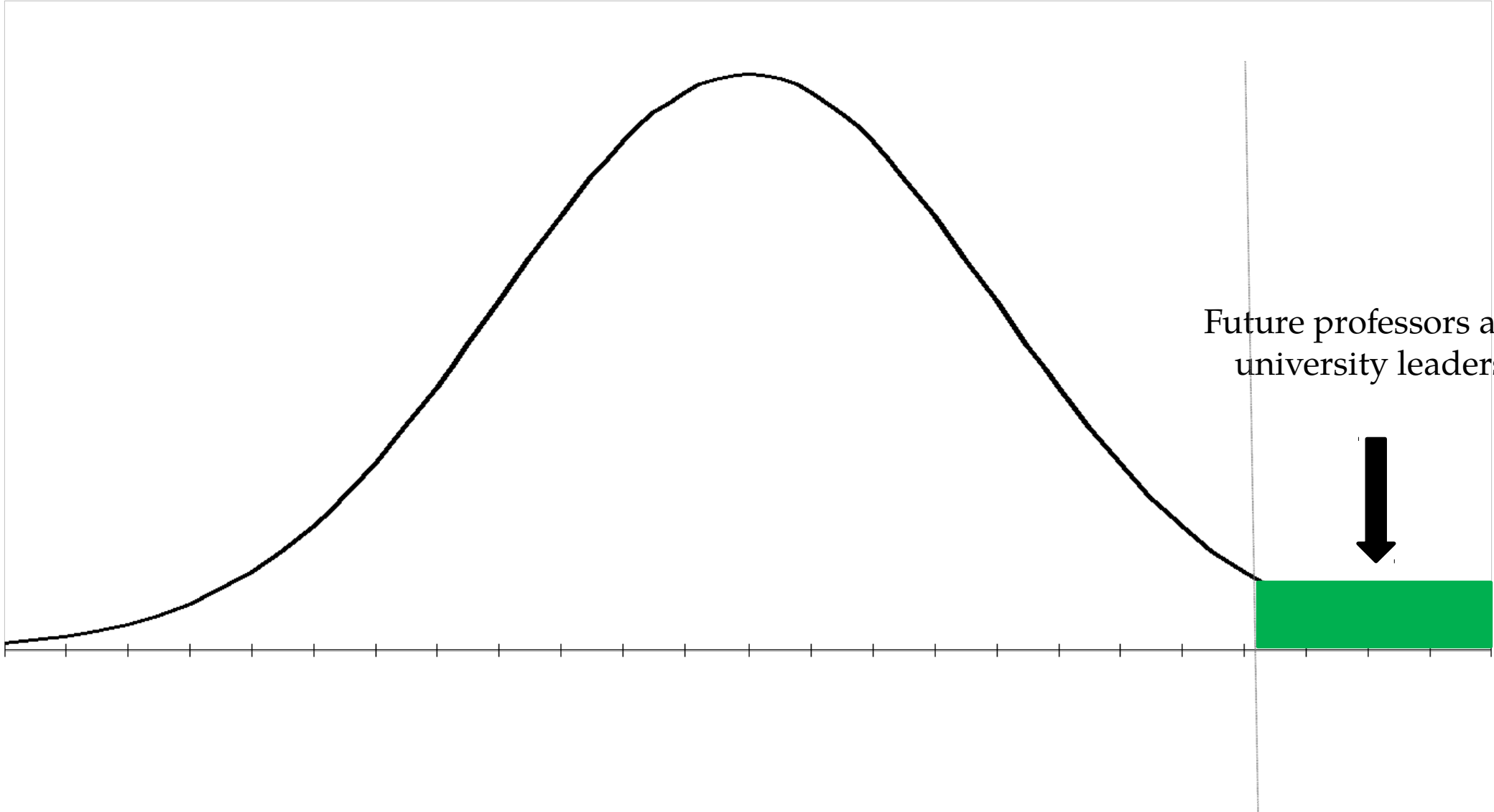
Logo of the Danish Research Council (Dansk Forskningsråd) in the bottom left corner.



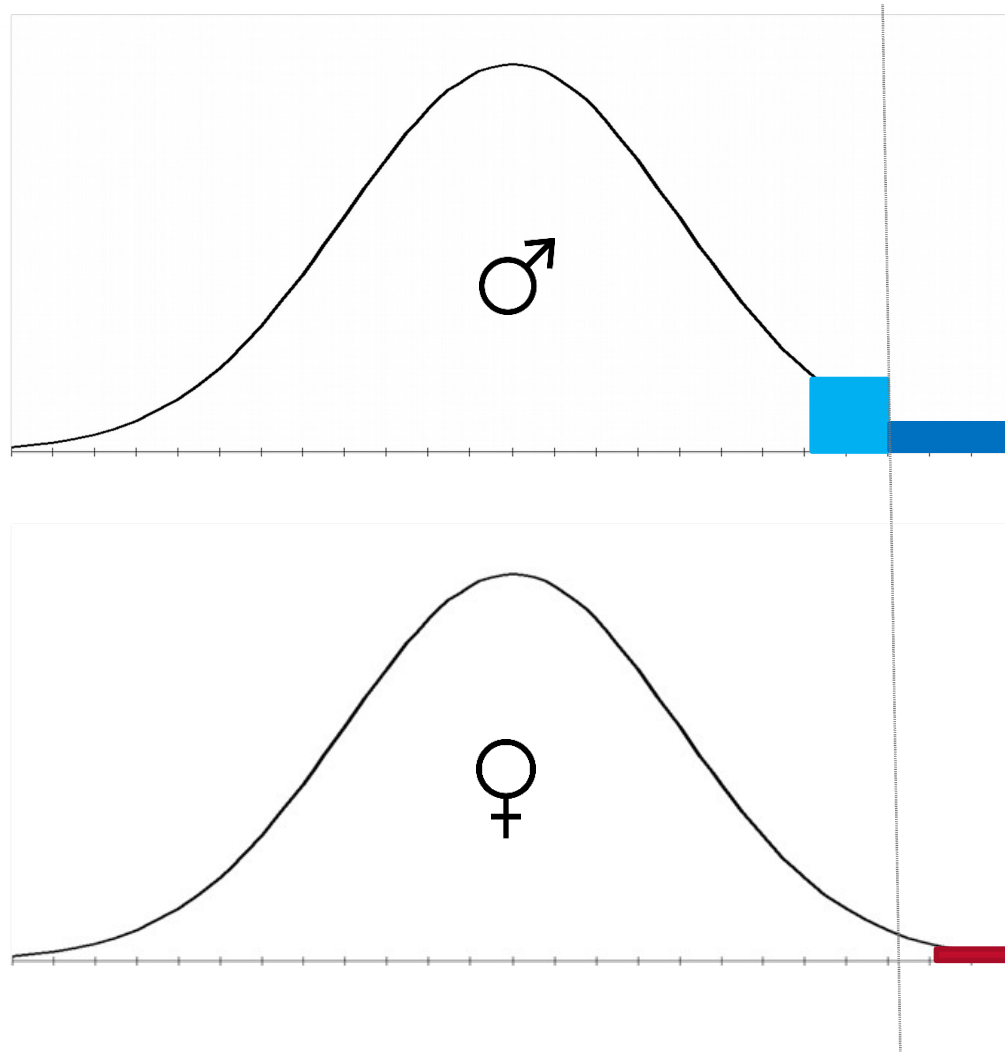
Anbefalinger fra Taskeforen  
for Flere Kvinder i Forskning  
April 2022

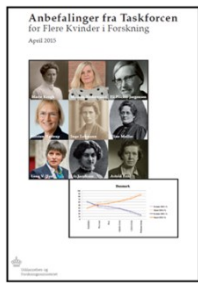


Uddannelses- og Forskningsministeriet



# Year 2015



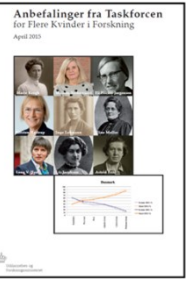


# Why is progress to bring female talent into play moving so slowly?

- Children
- Next generation of leaders mirrors the previous one
- Gender bias (unconscious)



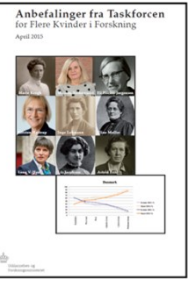




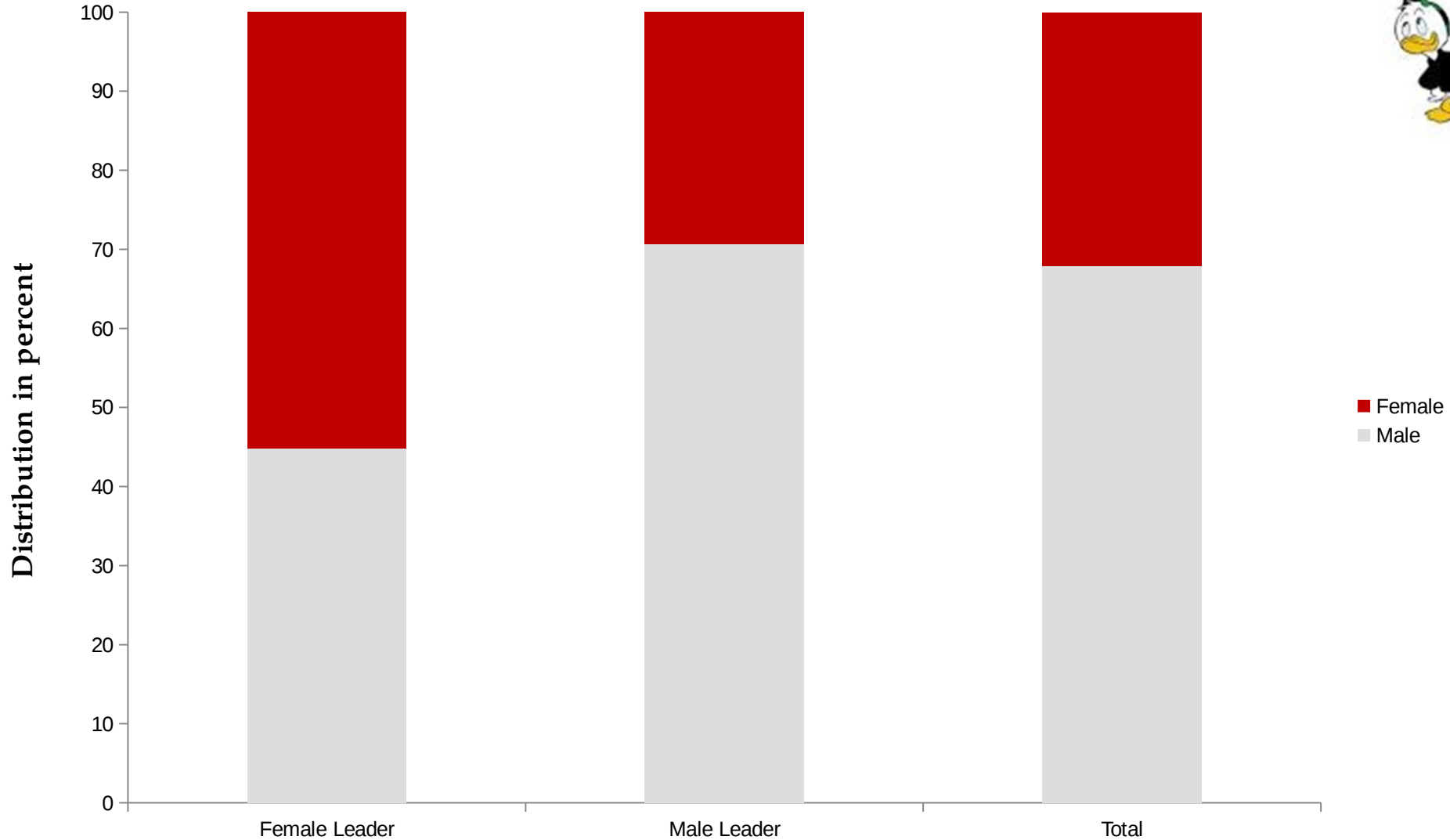
# Children

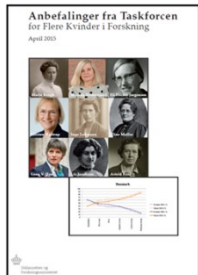
- Society needs children
- Maternity leave influences the carrier
- Parenthood takes time – inflexible work culture
- Economically burdensome to hire women who get pregnant



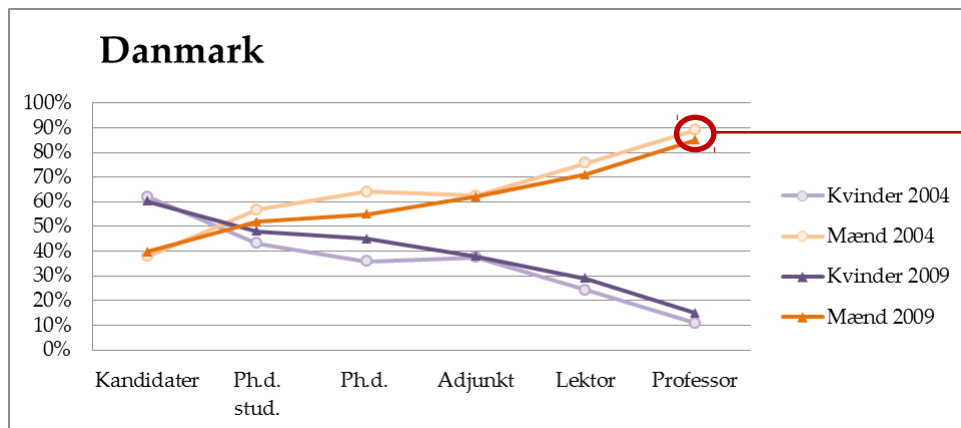


# Do we hire people who mirror ourselves?





# Who are the employers?



Danish Professors  
82% males

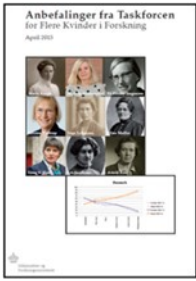
## Konference om flere kvinder i forskning - mandag d. 4. maj 2015

Tid: Mandag d. 4. maj 2015 kl. 13:00 – 16:00

Sted: Copenhagen Business School, Solbjerg Plads 3, 2. sal, Auditorium SP205, 2000 Frederiksberg

Danish rectors, deans, heads of research institutes, research councils, foundations, industry  
76% males



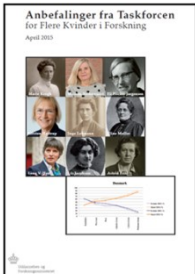


# Advertised positions

2011-2013: 4,872 positions  
(professor, associate professor or assistant professor)  
filled at Danish universities

25% were not advertised!





# Filled professor position advertised or NOT advertised

Succesrate ved stillinger besat <u>EFTER</u> opslag, 2011-13				Succesrate ved stillinger besat <u>UDEN</u> opslag, 2011-13			
	Professorniveau				Professorniveau		
	I alt Antal	Heraf M i %	Heraf K i %		I alt Antal	Heraf M i %	Heraf K i %
KU	203	68	32	KU	49	90	10
AU	126	76	24	AU	52	83	17
SDU	92	79	21	SDU	13	69	31
RUC	20	60	40	RUC	2	(50)	(50)
AAU	117	79	21	AAU	21	86	14
DTU	95	88	12	DTU	1	(0)	(100)
CBS	55	78	22	CBS	10	(80)	(20)
ITU	2	(100)	(0)	ITU	2	(50)	(50)
<b>I ALT</b>	<b>710</b>	<b>76</b>	<b>24</b>	<b>I ALT</b>	<b>150</b>	<b>83</b>	<b>17</b>

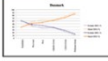


# Advertised positions - for a specific candidate?

During 2011-2013,  
42% of positions filled  
at the assistant-, associate-, and professor levels  
did **not** have  
qualified female applicants

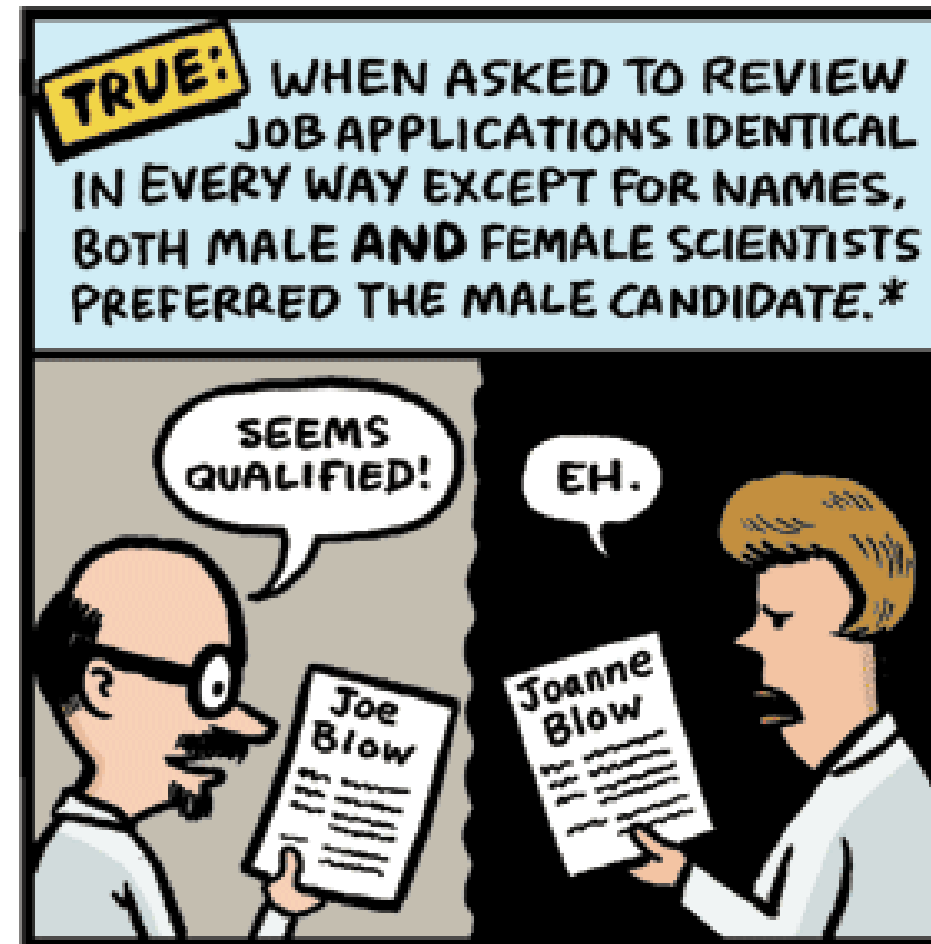
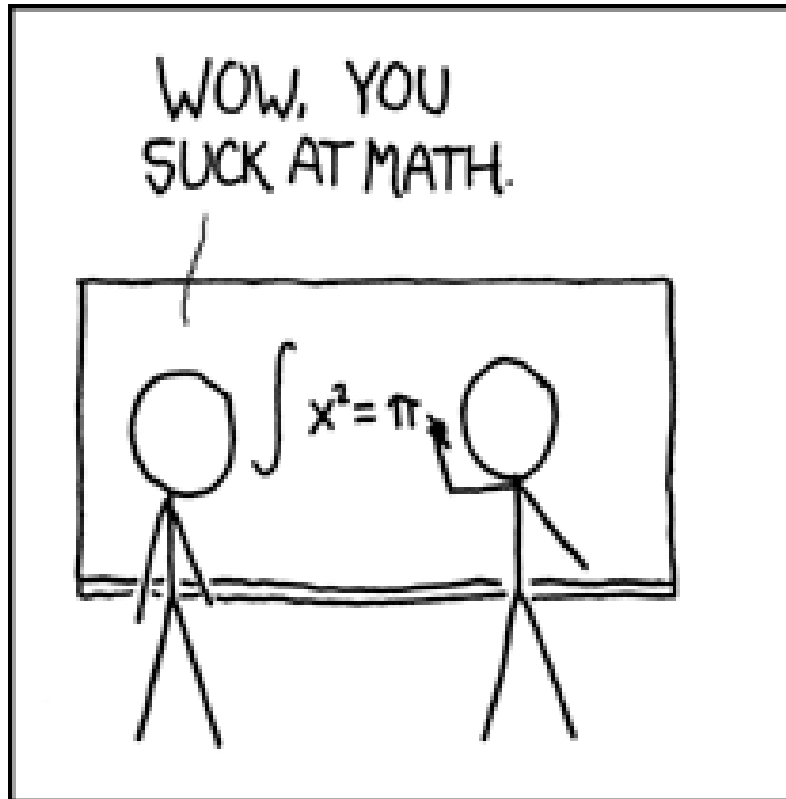






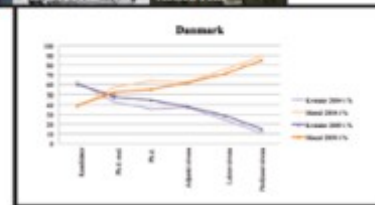
# Gender bias

Better a John than a Jennifer?



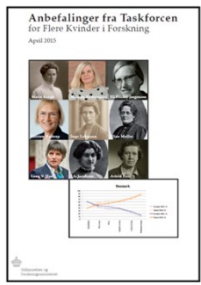
# Anbefalinger fra Taskforcen for Flere Kvinder i Forskning

April 2015



<http://ufm.dk/en/publications/2015/recommendations-from-the-taskforce-for-more-women-in-research>

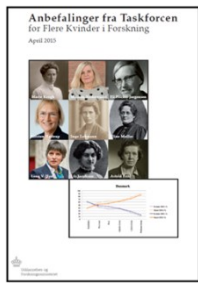




# Special initiatives

- Danish Research Council: YDUN (2014), Female Research Leaders (2008-2009) and FREJA (1998)
- Danish Universities: financial incentives to promote women
- Some consider these types of initiatives necessary
- Others are against
- We decided to avoid the extremely polarised debate

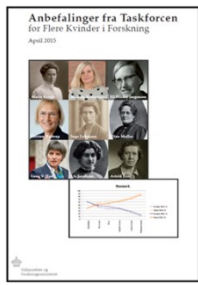




# Recommendations

1. Gender equality, as a focus area for management
2. Recruitment and filling of positions
3. Development of talent and more transparent career paths
4. Gender stereotypes and unconscious gender bias
5. International mobility
6. Work culture and family friendly workplaces





# Gender equality, as a focus area for management

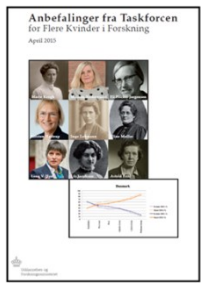
**Aimed at universities:** Equality strategies, action plans and follow-up

**Aimed at research councils and foundations:** Equality strategies, action plans and follow-up

**Aimed at the political level:** The Ministry of Higher Education and Science should present targets for increasing the share of female researchers

The Ministry + Universities: establish simple national benchmarking tool: **Denmark's Talent Barometer**





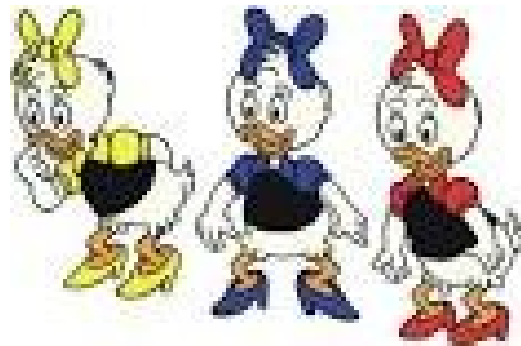
# Recruitment and filling of positions

**Aimed at universities:**

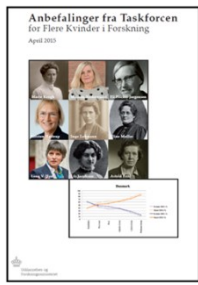
Use wide-ranging job advertisements for all positions

Seek out candidates nationally and internationally before advertising

Adopt a wider perspective on the quality assessment of researchers







# Development of talent and more transparent career paths

## **Aimed at universities:**

Minimum requirements for qualifications for different positions

Introduce systematic talent development and transparent career paths

Use development plans and create a feedback culture

Recognize young research talents

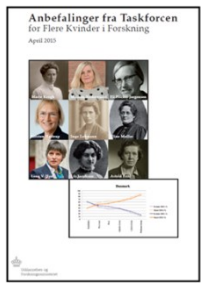
Establish mentor schemes

Offer management programmes

## **Aimed at universities and research councils and foundations:**

Remember to recommend qualified women for posts and awards!

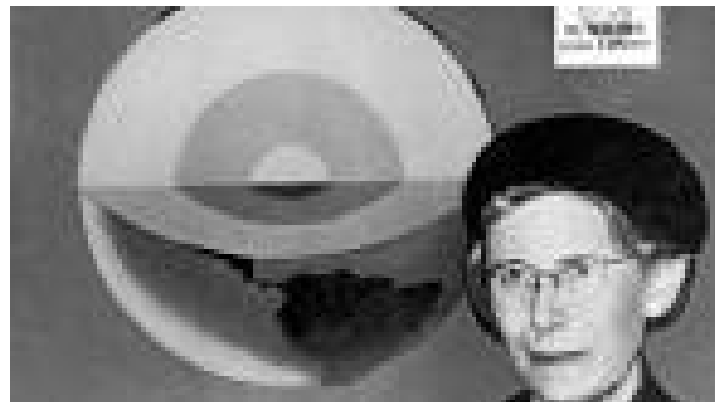
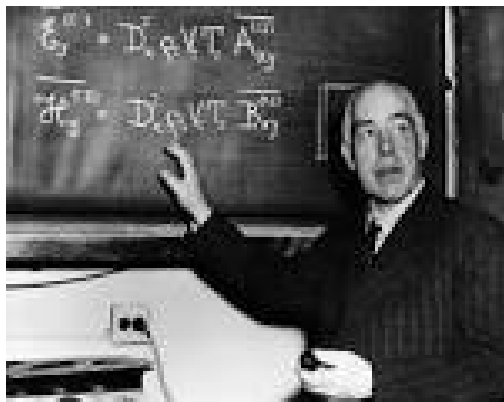


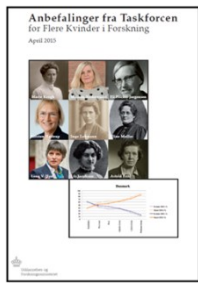


# Gender stereotypes and gender bias

**Aimed at universities:** Endeavour to have equal gender composition of employment and evaluation committees.

**Aimed at universities and research councils and foundations:** Focus on gender bias and cultural barriers. Create space for more female role models.





# International mobility

## **Aimed at universities:**

Provide opportunity to divide 'study abroad period' into multiple shorter periods.

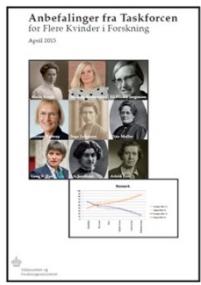
Work with dual career programmes.

## **Aimed at the political level, universities and research councils and foundations:**

Research periods abroad part of career plans.

Family-friendly financial opportunities to carry out research abroad.





# Work culture and family friendly workplaces

**Aimed at universities:**

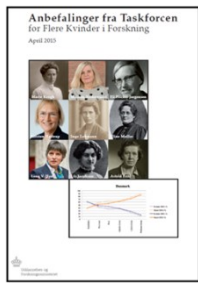
Create attractive research environments.

Set up more flexible career plans.

Implement maternity leave funds.

Enable contact with the workplace while on maternity leave.





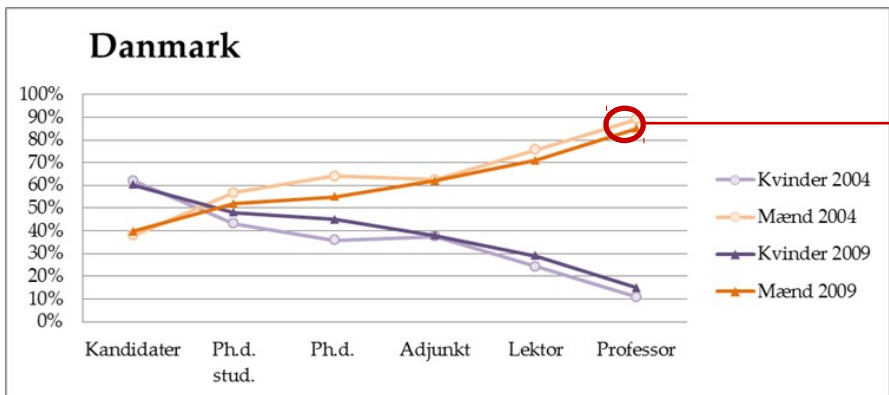
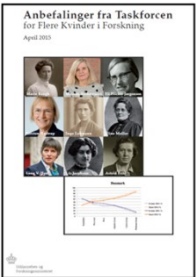
# The need for knowledge on women in research and requests for the Danish Council for Research and Innovation Policy



- Tax differences between public and privately employed researchers (and spouses) when abroad
- Effects of maternity leave on future research careers
- Distribution of awards and grants to women and men
- Effect of special Danish initiatives aimed at women (YDUN programme, Female Research Leaders, and the FREJA programme)
- Effect of special Danish initiatives with positive financial incentives in relation to the employment of female professors in Denmark
- Effect of special initiatives targeted at women in the international research area, in the EU, USA and BRIC countries



# Find someone who does not mirror you!

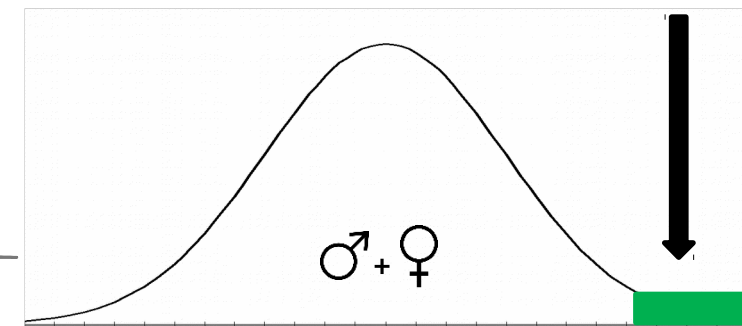


Danish Professors  
82% males



Heads of universities,  
foundations, councils,  
industry  
76% males

Future professors  
and leaders



**Konference om flere kvinder i forskning - mandag d. 4. maj 2015**

**Tid:** Mandag d. 4. maj 2015 kl. 13:00 – 16:00

**Sted:** Copenhagen Business School, Solbjerg Plads 3, 2. sal, Auditorium SP205, 2000 Frederiksberg

