

# Between governmental and institutional level - unique opportunities for action?

# The Norwegian Committee for Gender Balance in Research



# Committee for Gender Balance in Research an in-between position

- Appointed by the Ministry of Education and Research for a third period (2010-2013).
- Members from higher education institutions (4), research institutes (2), students' organization (1), and the Research Council of Norway (1).
- Annual budget is 3 mill NOK (375 000 €)
- The secretariat is placed at the Norwegian Association of Higher Education Institutions.



# Mandate

- Raise awareness, give support and recommendation for measures that promote the gender balance at the higher education institutions and research institutes.
- Offer assistance and advice to players and institutions in the university and university college sector and the independent research sector, the ministries and the Research Council of Norway upon request.





Tasks

- National coordinator and promotor
  - for mainstreaming gender equality in higher education and reseach
- Create dialogue and contact-points with, and between:
  - higher education institutions and the research institute sector
  - The Ministry of Education and Research
  - The Research Council of Norway
- Be in the forefront, and to give advice on national and institutional levels
- Consciousness raising, production of knowledge and information.



# Some concrete examples:



Meetings with top leadership at the institutions, discussing:

• Strategies and challenges

• Gender action plans

#### Annual equality award:

On behalf of the Ministry of Education and Research
250 000 €



#### Developing tools:

- Website agent for change
- Booklet motivating leadership to work for gender balance



### **Criteria and guidelines**

- How the institutions have worked to promote women in research.
- How well anchored gender issues are among the leadership .
- Whether the institution can show that it has implemented specific measures and carried out its gender action plan.
- Resources (HR and financial) spent on gender mainstreaming.



### Our website



- <u>http://eng.kifinfo.no/c62967/nyh</u> <u>et/vis.html?tid=75848</u>
- <u>http://eng.kifinfo.no/c62967/nyh</u> <u>et/vis.html?tid=75406</u>



Tool for the Committee



- <u>http://eng.kifinfo.no/c62414/seks</u> jon.html?tid=62429
- <u>http://eng.kifinfo.no/c62967/nyh</u> <u>et/vis.html?tid=71614</u>

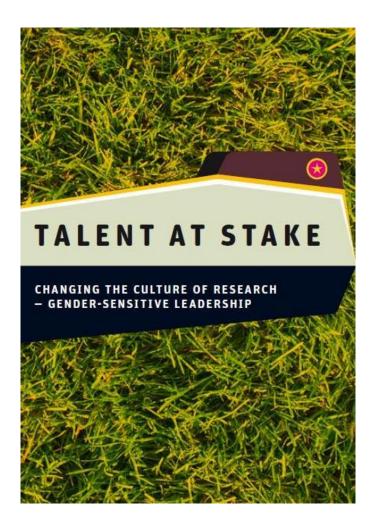


- Making news, interviews with i.e. leaders and policymakers
- Gathering statistics, information, gender action plans, best practice and measures.
- Monthly newsletter, subscribe!
- Channel to the international community.

Gender Balance in Research

Talent at stake. Changing the Culture of Research. Gender Sensitive Leadership

- Contribution to increase excellent leadership:
- Collected good examples of leaders who had made an effort to improve the gender balance at their institution.
- Both men and women as role models.
- The examples are concrete and could be proved to have had good results.
- The booklet has been used in leadership programs at the institutions.





- Thank you for your attention
- More information? <u>http://eng.kifinfo.no</u>

