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# **Solving the Nordic Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area**

**Gender Summit  
Berlin 7 November 2015**

**Jesper W. Simonsen, Chair of the Programme Committee,  
Executive Director, RCN**

# Why this programme?



*Today the research community is tapped for both quality and diversity when women are lacking in the top-end positions.*

*The inclusion of the most talented individuals in top-end positions within the research and innovation area **improves the quality of research.***

*Diversity of researchers brings diversity of research perspectives that has a clear positive impact on the quality and **the relevance of research.***

*An emphasis on **gender equality and equal opportunity** brands the Nordic countries. A persisting imbalance in the top-end positions, long after the women have reached a high percentages in the lower positions, tells us that formal rights are not enough.*

*Something is rotten in ...*

# The aim of the programme



## Find sustainable and innovative solutions for addressing the gender gaps in the Nordic Research and Innovation Area

Through three actions:

1. Fund cross-border and cross-sectoral **research** that will create new innovative solutions to the problem of missing women in top-end positions.
2. Initiate of cross-border collaboration for a new Nordic infrastructure for an openly accessible gendered research and innovation data base – **The Nordic She Figures**.
3. **Facilitate for impact** by providing policy-makers and users with new evidence-informed and action-oriented knowledge.

# 1. Research: How to get from words to action?



New research approaches to and innovative **solutions** of how to bridge the gap between recognizing the problem and solving it.

Innovative, **co-creative and interactive approaches** are needed in order to meet the ambitions of this programme which requires a sustainable impact on end users.

The research funded through this initiative will **consider the existing knowledge** and assess it with a key question in mind:

**How do we get from recognising the problem of gender imbalance within the research and innovation area to solving it?**

# How to get from words to action? / 2



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Keeping focus on solving the paradox, the research funded through this initiative will deploy qualitative as well as quantitative methods when addressing questions such as:

- Hierarchies and structural power relations
- Implicit bias
- Myths, language and norms
- Internationalisation
- Leadership and management
- Work-life balance
- Research sector and the society at large
- National policies and institutional structures

## 2. The Nordic She Figures



Collaboration on statistical data about research and innovation between the Nordic countries and their respective national statistical bureaus and other appointed entities.

The envisioned final product is a **research tool** consisting of an open access searchable research and innovation data e-infrastructure that will cover the entire Nordic research and research-based innovation area and allow for a continuous **mapping of the trends**, developments, and progresses.

This collaboration will significantly improve the quality of data, its comparability as well as the access to it.

# 3. Roadmap to Impact is ...



**... more than dissemination.**

Reach out to policy makers, stakeholders and end-users in order to have an impact and solve the Nordic paradox of a gender imbalanced research and innovation area.

An active **collaboration with end-users** and stakeholders.

The **funded activities** will be required to address the question of impact through innovative solution-oriented activities.

The roadmap builds on **existing collaborative networks** across institutions, organisations and countries. Within these networks and platforms for cooperation and knowledge-sharing, the programme will identify topics and targeted audiences for result-oriented dissemination, training actions and communication activities.

# Preannouncement



NordForsk will issue a call for proposals within the programme.

The call will open in early January 2016

The call is for **1-2 Nordic Centres of Excellence (NCoE)**

The call closes **27 April 2016**

The applied amount **25 000 000 NOK** (  $\approx$  2 700 000 Euro)

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